

# The Metropolitan Water District of Southern California

# Agenda

The mission of the Metropolitan Water District of Southern California is to provide its service area with adequate and reliable supplies of high-quality water to meet present and future needs in an environmentally and economically responsible way.

## **EO&P Committee**

B. Pressman, Chair  
T. Phan, Vice Chair  
G. Bryant  
M. Camacho  
G. Cordero  
C. Douglas  
D. Erdman  
S. Faessel  
L. Fong-Sakai  
F. Jung  
A. Kassakhian  
J. McMillan  
M. Ramos  
N. Sutley

## **Ethics, Organization, and Personnel Committee - Final - Revised 1**

Meeting with Board of Directors \*

**September 10, 2024**

**8:30 a.m.**

**Agendas, live streaming, meeting schedules, and other board materials are available here:**

**<https://mwdh2o.legistar.com/Calendar.aspx>. Written public comments received by 5:00 p.m. the business days before the meeting is scheduled will be posted under the Submitted Items and Responses tab available here:**

**<https://mwdh2o.legistar.com/Legislation.aspx>.**

**If you have technical difficulties with the live streaming page, a listen-only phone line is available at 1-877-853-5257; enter meeting ID: 862 4397 5848.**

**Members of the public may present their comments to the Board on matters within their jurisdiction as listed on the agenda via in-person or teleconference. To participate via teleconference 1-833-548-0276 and enter meeting ID: 815 2066 4276 or to join by computer [click here](#).**

**Tuesday, September 10,  
2024**

**08:30 a.m. EOP  
11:30 a.m. Break  
12:00 p.m. BOD**

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**MWD Headquarters Building • 700 N. Alameda Street • Los Angeles, CA 90012**

**Teleconference Locations:**

**525 Via La Selva • Redondo Beach, CA 90277**

**City Hall • 303 W. Commonwealth Avenue • Fullerton, CA 92832**

**Marriott Desert Springs Villa II • 1091 Pinehurst Lane • Palm Desert, CA 92260**

**Alandale Insurance Agency • 337 W. Foothill Blvd • Glendora CA 91740**

**2680 W. Segerstrom Avenue, Unit 1 • Santa Ana, CA 92704**

**Conference Room • 1545 Victory Boulevard, 2nd Floor • Glendale, CA 91201**

**5481 Lago Vista Lane • Frisco, TX 75034**

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\* The Metropolitan Water District's meeting of this Committee is noticed as a joint committee meeting with the Board of Directors for the purpose of compliance with the Brown Act. Members of the Board who are not assigned to this Committee may participate as members of the Board, whether or not a quorum of the Board is present. In order to preserve the function of the committee as advisory to the Board, members of the Board who are not assigned to this Committee will not vote on matters before this Committee.

1. **Opportunity for members of the public to address the committee on matters within the committee's jurisdiction (As required by Gov. Code Section 54954.3(a))**

**\*\* CONSENT CALENDAR ITEMS -- ACTION \*\***

2. **CONSENT CALENDAR OTHER ITEMS - ACTION**

- A. Approval of the Minutes of the Ethics, Organization, and Personnel Committee for August 20, 2024 (Copies have been submitted to each Director, any additions, corrections, or omissions) [21-3745](#)

**Attachments:** [09102024 EOP 2A \(08202024\) Minutes](#)

3. **CONSENT CALENDAR ITEMS - ACTION**

- 7-5 Approve the Metropolitan Water District of Southern California's salary schedules pursuant to CalPERS regulations; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA [21-3748](#)

**Attachments:** [09102024 EOP 7-5 B-L](#)  
[09102024 EOP 7-5 Presentations](#)

**\*\* END OF CONSENT CALENDAR ITEMS \*\***

4. **OTHER BOARD ITEMS - ACTION**

NONE

5. **BOARD INFORMATION ITEMS**

NONE

6. **COMMITTEE ITEMS**

- a. Safety Program Update & Response to Public Comments. [21-3803](#)  
[REVISED SUBJECT 9/4/2024]

**Attachments:** [09102024 EOP 6a Presentation](#)

- b. Report on Reasonable Accommodation Process. [ADDED ITEM 9/4/2024] [21-3814](#)

7. **MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS**

- a. Ethics Officer's report on monthly activities [21-3746](#)

- b. Equal Employment Opportunity activities
- Human Resources activities
- Safety, Security, and Protection activities

[21-3747](#)

**Attachments:** [09102024 EOP 7b Equal Employment Opportunity Monthly Activities](#)  
[09102024 EOP 7b Human Resources Monthly Activities](#)  
[09102024 EOP 7b Safety, Security, and Protection activities](#)

## 8. FOLLOW-UP ITEMS

NONE

## 9. FUTURE AGENDA ITEMS

## 10. ADJOURNMENT

NOTE: This committee reviews items and makes a recommendation for final action to the full Board of Directors. Final action will be taken by the Board of Directors. Committee agendas may be obtained on Metropolitan's Web site <https://mwdh2o.legistar.com/Calendar.aspx>. This committee will not take any final action that is binding on the Board, even when a quorum of the Board is present.

Writings relating to open session agenda items distributed to Directors less than 72 hours prior to a regular meeting are available for public inspection at Metropolitan's Headquarters Building and on Metropolitan's Web site <https://mwdh2o.legistar.com/Calendar.aspx>.

Requests for a disability-related modification or accommodation, including auxiliary aids or services, in order to attend or participate in a meeting should be made to the Board Executive Secretary in advance of the meeting to ensure availability of the requested service or accommodation.

**THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA**

**MINUTES**

**ETHICS, ORGANIZATION AND PERSONNEL COMMITTEE**

**August 20, 2024**

Chair Pressman called the meeting to order at 10:31 am

Members present: Directors Bryant, Camacho, Douglas (teleconference posted location), Erdman, Faessel, Fong-Sakai, Jung (teleconference posted location), McMillan, Phan (teleconference posted location), Pressman, and Ramos (teleconference posted location)

Members absent: Directors Cordero, Sutley, and Kassakhian.

Other Board Members present: Directors Ackerman, Alvarez, Armstrong, Crawford, De Jesus, Dennstedt, Fellow, Garza, Gray, Goldberg, Kurtz, Miller, Morris, Ortega, Seckel, and Smith.

Committee Staff present: Aguirre, Brower, Chapman, Kasaine, Salinas, H. Torres, Wisdom, and Wheeler

**1. OPPORTUNITY FOR MEMBERS OF THE PUBLIC TO ADDRESS THE COMMITTEE ON MATTERS WITHIN THE COMMITTEE’S JURISDICTION**

|    | <b>Name</b>    | <b>Affiliation</b> | <b>Comment</b>                                  |
|----|----------------|--------------------|-------------------------------------------------|
| 1. | Jolene Fuentes | MWD Employee       | Treatment of employees with disabilities        |
| 2. | Katie Wagner   | Sierra Club CA     | Metropolitan General Manager currently on leave |

**CONSENT CALENDAR ITEMS — ACTION**

**2. CONSENT CALENDAR OTHER ITEMS – ACTION**

A. Approval of the Minutes of the Ethics, Organization, and Personnel Committee for July 9, 2024.

## **CONSENT CALENDAR ITEMS – ACTION**

None

Director Bryant made a motion, seconded by Director McMillian to approve consent calendar item 2A.

The vote was:

Ayes: Directors Bryant, Camacho, Douglas, Erdman, Faessel, Jung, McMillan, Phan, Pressman, and Ramos.

Noes: None

Abstentions: Fong-Sakai

Absent: Directors Cordero, Kassakhian, and Sutley

The motion for item 2A passed by a vote of 10 ayes, 0 noes, 1 abstention, and 3 absent.

## **END OF CONSENT CALENDAR ITEMS**

### **4. OTHER BOARD ITEMS – ACTION**

None

### **5. BOARD INFORMATION ITEMS**

None

### **6. COMMITTEE ITEMS**

a. Subject: Report on Department Head 2023/24 Salary Survey

Presented by: Brandon Patrick, Unit Manager Class Comp & Recruitment

Mr. Patrick provided an overview of the Department Head 2024 Salary Survey. He reviewed the process, market survey info, and compensation options. Also provided all comparator agencies and percentage differentials per agency for the General Manager, General Counsel, General Auditor, and Ethics Officer.

The following directors had comments or questions.

1. Kurtz

2. Douglas

Staff responded to the Directors' questions and comments.

- b. Subject: Refresher of Equal Employment Opportunity Investigative Procedures for the Board of Directors and its Direct Reports

Presented by: Jonaure Wisdom, Chief EEO Officer

Marisol Arzate, Deputy Chief EEO Officer

Ms. Wisdom and Ms. Arzate gave a refresher of the EEO investigative procedures for the board and their direct reports. They explained the complaint intake procedures, EEO jurisdiction and outcomes, explained the interim measure process, the investigative steps, and the final investigative report summary.

The following Director had comments or questions.

1. Faessel
2. Ortega

Staff responded to the Directors' questions and comments.

- c. Subject: Labor Negotiations Update [Conference with labor negotiators; to be heard in closed session pursuant to Gov. Code Section 54957.6. Metropolitan representative(s): Katano Kasaine, Chief Financial Officer; Gifty Beets, Human Resources Section Manager; Mark Brower, Human Resources Group Manager; Adam Benson, Finance Group Manager; Employee Organization(s): The Employees Association of The Metropolitan Water District of Southern California/AFSCME Local 1902; the Management and Professional Employees Associations MAPA/AFSCME Chapter 1001; the Supervisors Association; and the Association of Confidential Employees.)). [ADDED ITEM 8/13/2024].

Presented by: Gifty Beets, Human Resources Section Manager

In closed session the committee heard the item. No action was taken in closed session.

## **7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS**

- a. Subject: Ethics Officer's report on monthly activities

Presented by: Abel Salinas, Ethics Officer

Mr. Salinas shared there were no new investigations since last meeting. 21 complaints were received in the month of July. 11 were being actively reviewed by Ethics. 10 complaints were referred to appropriate departments which includes EEO and Employee Relations.

- b. Subject: Equal Employment Opportunity activities  
Human Resources activities  
Safety, Security, and Protection activities

Chair Pressman stated Equal Employment Opportunity and Safety, Security, and Protection activities reports are posted online for review.

Presented By: Mark Brower, Human Resources Group Manager

Mr. Brower gave an update on the first annual survey to collect feedback from employees. Memo and link to survey will be sent out to all employees and includes questions based on best practices and also captures themes covered by the Shaw Law Group's workplace assessment and State audit.

There were no comments or questions.

## **8. FOLLOW-UP ITEMS**

None

## **9. FUTURE AGENDA ITEMS**

None

## **10. ADJOURNMENT**

The meeting adjourned at 12:05 p.m.

Barry Pressman  
Chair



THE METROPOLITAN WATER DISTRICT  
OF SOUTHERN CALIFORNIA

# Board Action

- **Board of Directors**  
***Ethics, Organization, and Personnel Committee***

9/10/2024 Board Meeting

7-5

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## Subject

Approve the Metropolitan Water District of Southern California's salary schedules pursuant to CalPERS regulations; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

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## Executive Summary

Pursuant to the California Code of Regulations, Section 570.5, Metropolitan's Board of Directors is required to approve an annual salary schedule, meeting specific requirements as outlined in the Code.

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## Proposed Action(s)/Recommendation(s) and Options

**Staff Recommendation: Option #1:** Approve to adopt the attached salary schedule to ensure compliance with California Code of Regulations, Section 570.5 and the negotiated MOUs.

### Option #1

Approve the attached salary schedule.

**Fiscal Impact:** There is no fiscal impact associated with this board action.

**Business Analysis:** If approved, Metropolitan will be in compliance with California Code of Regulations, Section 570.5 and the negotiated MOUs.

### Option #2

Do not approve the salary schedule.

**Fiscal Impact:** None

**Business Analysis:** If not approved, Metropolitan will not be in compliance with California Code of Regulations, Section 570.5 and the negotiated MOUs.

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## Alternatives Considered

Not applicable

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## Applicable Policy

Metropolitan Water District Administrative Code Section 6207: Positions Authorized.

Metropolitan Water District Administrative Code Section 6208: Pay Rate Administration.

Metropolitan Water District Administrative Code Section 6500: Hourly Pay Rate Schedule.

Metropolitan Water District Administrative Code Section 11104: Delegations of Responsibilities.

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## Related Board Action(s)/Future Action(s)

Not applicable



## California Environmental Quality Act (CEQA)

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### CEQA determination for Option #1:

The proposed action is not defined as a project under CEQA because it involves organizational, maintenance, or administrative activities; personnel-related actions; and/or general policy and procedure making that will not result in direct or indirect physical changes in the environment. (Public Resources Code Section 21065; State CEQA Guidelines Section 15378(b)(2) and (5)).

### CEQA determination for Option #2:

None required

## Details and Background

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### Background

Pursuant to CalPERS regulations, California Code of Regulations, Section 570.5, employee salaries must be delineated in a salary schedule that meets the following requirements:

1. Approved and adopted by the employer's governing body according to the requirements of applicable public meeting laws.
2. Identifies the position title for every employee position.
3. Shows pay rate for each identified position, which may be stated as a single amount or amounts within a range.
4. Indicates the time base.
5. Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website.
6. Indicates an effective date and date of any revisions.
7. Is retained by the employer and available for public inspection for not less than five years.
8. Does not reference another document in lieu of disclosing the pay rate.

To comply with these requirements, The Metropolitan Water District of Southern California's Salary Schedules for the following dates are attached for the Board's approval.

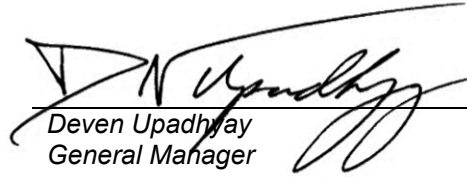
Effective date:

- Metropolitan Water District of Southern California Salary Schedule effective June 25, 2023  
(Attachment 1)
- Metropolitan Water District of Southern California Salary Schedule effective June 23, 2024  
(Attachment 2)

The approval of these salary schedules will ensure Metropolitan's compliance with the Code, the negotiated MOUs, and Administrative Codes. This will also ensure employee's retirement calculations will be based on the appropriate rate of pay.

  
\_\_\_\_\_  
Mark Brower  
Human Resources Group Manager

9/6/2024  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Deven Upadhyay  
General Manager

9/6/2024  
\_\_\_\_\_  
Date

**Attachment 1 – Metropolitan Water District of Southern California Salary Schedule effective June 25, 2023**

**Attachment 2 – Metropolitan Water District of Southern California Salary Schedule effective June 23, 2024**

Metropolitan Water District of Southern California  
SALARY SCHEDULE

Report ID: MHR828

Page No. 1

Run Date 09/04/2024

Run Time 10:09:07

Effective Date: 06/25/2023

| Classification Code | Title                             | Salary Grade | Hourly Range    | Monthly Range   | Annual Range      | Unit Code |
|---------------------|-----------------------------------|--------------|-----------------|-----------------|-------------------|-----------|
| YA01                | Accountant                        | 038          | \$ 38.93- 51.21 | \$ 6,748- 8,876 | \$ 80,974-106,517 | 02        |
| VA01                | Accounting Tech I                 | 029          | \$ 30.39- 40.02 | \$ 5,268- 6,937 | \$ 63,211- 83,242 | 02        |
| VA02                | Accounting Tech II                | 034          | \$ 34.90- 45.89 | \$ 6,049- 7,954 | \$ 72,592- 95,451 | 02        |
| YA04                | Admin Analyst                     | 044          | \$ 45.89- 60.44 | \$ 7,954-10,476 | \$ 95,451-125,715 | 02        |
| YC01                | Admin Analyst I (C)               | 039          | \$ 40.02- 52.62 | \$ 6,937- 9,121 | \$ 83,242-109,450 | 05        |
| YC02                | Admin Analyst II (C)              | 042          | \$ 43.43- 57.22 | \$ 7,528- 9,918 | \$ 90,334-119,018 | 05        |
| YC03                | * Admin Analyst III (C)           | 045          | \$ 47.18- 62.15 | \$ 8,178-10,773 | \$ 98,134-129,272 | 05        |
| VA04                | Admin Assistant I                 | 031          | \$ 32.10- 42.25 | \$ 5,564- 7,323 | \$ 66,768- 87,880 | 02        |
| VC01                | Admin Assistant I (C)             | 031          | \$ 32.10- 42.25 | \$ 5,564- 7,323 | \$ 66,768- 87,880 | 05        |
| VA05                | Admin Assistant II                | 035          | \$ 35.91- 47.18 | \$ 6,224- 8,178 | \$ 74,693- 98,134 | 02        |
| VC02                | Admin Assistant II (C)            | 035          | \$ 35.91- 47.18 | \$ 6,224- 8,178 | \$ 74,693- 98,134 | 05        |
| VA06                | Admin Assistant III               | 039          | \$ 40.02- 52.62 | \$ 6,937- 9,121 | \$ 83,242-109,450 | 02        |
| VC03                | Admin Assistant III (C)           | 039          | \$ 40.02- 52.62 | \$ 6,937- 9,121 | \$ 83,242-109,450 | 05        |
| UA04                | Admin Secretary                   | 037          | \$ 37.89- 49.86 | \$ 6,568- 8,642 | \$ 78,811-103,709 | 02        |
| PM034               | * Agricultural Liaison            | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 04        |
| 937                 | Aircraft Pilot                    | 047          | \$ 47.26- 62.17 | \$ 8,192-10,776 | \$ 98,301-129,314 | 03        |
| TA12                | Aqueduct & Power Dispatcher       | 045          | \$ 47.18- 62.15 | \$ 8,178-10,773 | \$ 98,134-129,272 | 02        |
| T11                 | Aqueduct Pump Specialist          | 046          | \$ 48.47- 63.84 | \$ 8,401-11,066 | \$100,818-132,787 | 02        |
| YC62                | * Assistant Ethics Officer        | 071          | \$ 95.39-124.94 | \$16,534-21,656 | \$198,411-259,875 | 05        |
| YA08                | Assoc Biologist                   | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| YA16                | Assoc Chemist                     | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| YC18                | * Assoc Dpty General Counsel (C)  | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 05        |
| YA26                | Assoc Engineer                    | 050          | \$ 54.14- 71.09 | \$ 9,384-12,322 | \$112,611-147,867 | 02        |
| YA30                | Assoc Environmental Specialist    | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| YA51                | Assoc IT Proj Contr Specialist    | 039          | \$ 40.02- 52.62 | \$ 6,937- 9,121 | \$ 83,242-109,450 | 02        |
| YA71                | Assoc Limnologist                 | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| YA76                | Assoc Microbiologist              | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| YA84                | Assoc Proj Controls Specialist    | 038          | \$ 38.93- 51.21 | \$ 6,748- 8,876 | \$ 80,974-106,517 | 02        |
| YA97                | Assoc Resource Specialist         | 049          | \$ 52.62- 69.23 | \$ 9,121-12,000 | \$109,450-143,998 | 02        |
| WC02                | Assoc Security Specialist (C)     | 049          | \$ 52.62- 69.23 | \$ 9,121-12,000 | \$109,450-143,998 | 05        |
| YA100               | Assoc Water Quality Specialist    | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| YA07                | Asst Biologist                    | 038          | \$ 38.93- 51.21 | \$ 6,748- 8,876 | \$ 80,974-106,517 | 02        |
| YC63                | * Asst Board Administrator        | 056          | \$ 63.84- 83.51 | \$11,066-14,475 | \$132,787-173,701 | 05        |
| YA15                | Asst Chemist                      | 038          | \$ 38.93- 51.21 | \$ 6,748- 8,876 | \$ 80,974-106,517 | 02        |
| YA24                | Asst Engineer I                   | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| YA25                | Asst Engineer II                  | 046          | \$ 48.47- 63.84 | \$ 8,401-11,066 | \$100,818-132,787 | 02        |
| YA28                | Asst Env Specialist I             | 038          | \$ 38.93- 51.21 | \$ 6,748- 8,876 | \$ 80,974-106,517 | 02        |
| YA29                | Asst Env Specialist II            | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| Z12                 | * Asst GM Strategic Wtr Initiatv  | 093          | \$133.68-182.63 | \$23,171-31,656 | \$278,054-379,870 | 01        |
| 985                 | * Asst General Auditor            | 081          | \$ 96.54-131.91 | \$16,734-22,864 | \$200,803-274,373 | 01        |
| 032                 | * Asst General Counsel            | 086          | \$110.54-151.01 | \$19,160-26,175 | \$229,923-314,101 | 01        |
| Z55                 | * Asst General Counsel (C)        | 078          | \$115.16-151.01 | \$19,961-26,175 | \$239,533-314,101 | 05        |
| 024                 | * Asst General Manager/CAO        | 093          | \$133.68-182.63 | \$23,171-31,656 | \$278,054-379,870 | 01        |
| Z14                 | * Asst General Manager/CEAO       | 093          | \$133.68-182.63 | \$23,171-31,656 | \$278,054-379,870 | 01        |
| 006                 | * Asst General Manager/CFO        | 093          | \$133.68-182.63 | \$23,171-31,656 | \$278,054-379,870 | 01        |
| 002                 | * Asst General Manager/COO        | 094          | \$137.31-187.67 | \$23,800-32,529 | \$285,605-390,354 | 01        |
| Z02                 | * Asst Group Manager              | 085          | \$107.59-146.97 | \$18,649-25,475 | \$223,787-305,698 | 01        |
| YA50                | Asst IT Proj Contrl Specialist    | 033          | \$ 33.92- 44.67 | \$ 5,879- 7,743 | \$ 70,554- 92,914 | 02        |
| YC66                | * Asst Legislative Representative | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 05        |
| YA70                | Asst Limnologist                  | 038          | \$ 38.93- 51.21 | \$ 6,748- 8,876 | \$ 80,974-106,517 | 02        |
| YA75                | Asst Microbiologist               | 038          | \$ 38.93- 51.21 | \$ 6,748- 8,876 | \$ 80,974-106,517 | 02        |
| YA83                | Asst Proj Controls Specialist     | 033          | \$ 33.92- 44.67 | \$ 5,879- 7,743 | \$ 70,554- 92,914 | 02        |
| YA95                | Asst Resource Specialist I        | 042          | \$ 43.43- 57.22 | \$ 7,528- 9,918 | \$ 90,334-119,018 | 02        |
| YA96                | Asst Resource Specialist II       | 045          | \$ 47.18- 62.15 | \$ 8,178-10,773 | \$ 98,134-129,272 | 02        |
| Z04C                | * Asst Section Manager II (C)     | 067          | \$ 85.73-112.07 | \$14,860-19,425 | \$178,318-233,106 | 05        |
| TA15                | Asst System Operator              | 041          | \$ 42.25- 55.59 | \$ 7,323- 9,636 | \$ 87,880-115,627 | 02        |
| Z95                 | * Asst Treasurer                  | 057          | \$ 65.59- 85.73 | \$11,369-14,860 | \$136,427-178,318 | 04        |
| UM044               | * Asst Treasury and Debt Manager  | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| Z52                 | * Asst Unit Mgr-Conveyance&Distr  | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| YA99                | Asst Water Quality Specialist     | 038          | \$ 38.93- 51.21 | \$ 6,748- 8,876 | \$ 80,974-106,517 | 02        |
| UM001               | * AsstContrl/Unit Mgr-Accounting  | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| UM039               | * AsstContrl/Unit Mgr-FinclRptng  | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| Z68                 | * Bay-Delta InitiativesPolicyMgr  | 085          | \$107.59-146.97 | \$18,649-25,475 | \$223,787-305,698 | 01        |
| YA09                | Biologist                         | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| Z64                 | * Board Administrator             | 072          | \$ 75.68-103.40 | \$13,118-17,923 | \$157,414-215,072 | 01        |
| Z78                 | * Board Executive Officer         | 088          | \$116.70-159.44 | \$20,228-27,636 | \$242,736-331,635 | 01        |
| U04                 | * Board Executive Secretary       | 072          | \$ 75.68-103.40 | \$13,118-17,923 | \$157,414-215,072 | 01        |
| YC06                | * Board Specialist (C)            | 045          | \$ 47.18- 62.15 | \$ 8,178-10,773 | \$ 98,134-129,272 | 05        |
| Z65                 | * Budget and Treasury Manager     | 081          | \$ 96.54-131.91 | \$16,734-22,864 | \$200,803-274,373 | 01        |
| Z09                 | * Business Outreach Manager       | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 04        |

Metropolitan Water District of Southern California  
SALARY SCHEDULE

Report ID: MHR828

Page No. 2

Effective Date: 06/25/2023

Run Date 09/04/2024

Run Time 10:09:07

| Classification Code | Title                            | Salary Grade | Hourly Range    | Monthly Range   | Annual Range      | Unit Code |
|---------------------|----------------------------------|--------------|-----------------|-----------------|-------------------|-----------|
| YA12                | Buyer I                          | 038          | \$ 38.93- 51.21 | \$ 6,748- 8,876 | \$ 80,974-106,517 | 02        |
| YA13                | Buyer II                         | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| YA17                | Chemist                          | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| SA06                | Chief Cook                       | 024          | \$ 26.44- 34.90 | \$ 4,583- 6,049 | \$ 54,995- 72,592 | 02        |
| YC65                | * Chief EEO Investigator         | 077          | \$ 86.58-118.33 | \$15,007-20,511 | \$180,086-246,126 | 01        |
| Z71                 | * Chief EEO Officer              | 085          | \$107.59-146.97 | \$18,649-25,475 | \$223,787-305,698 | 01        |
| XA47                | Chief Photographer               | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| 122                 | * Chief of Party                 | 054          | \$ 57.29- 74.96 | \$ 9,930-12,993 | \$119,163-155,917 | 03        |
| Z80                 | * Chief of Staff                 | 099          | \$157.29-214.94 | \$27,264-37,256 | \$327,163-447,075 | 01        |
| Z73                 | * ChiefDvrstyEqty&InclsnOfficer  | 085          | \$107.59-146.97 | \$18,649-25,475 | \$223,787-305,698 | 01        |
| Z84                 | * ChiefSafetySecurity&ProOfficer | 085          | \$107.59-146.97 | \$18,649-25,475 | \$223,787-305,698 | 01        |
| Z72                 | * ChiefSustRslncy&InnovOfficer   | 085          | \$107.59-146.97 | \$18,649-25,475 | \$223,787-305,698 | 01        |
| Z42                 | * Class & Comp Manager           | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 05        |
| SA04                | Commercial Truck Driver A        | 037          | \$ 37.89- 49.86 | \$ 6,568- 8,642 | \$ 78,811-103,709 | 02        |
| SA05A               | Commercial Truck Driver B        | 037          | \$ 37.89- 49.86 | \$ 6,568- 8,642 | \$ 78,811-103,709 | 02        |
| XA01A               | Construction Inspector I         | 038          | \$ 38.93- 51.21 | \$ 6,748- 8,876 | \$ 80,974-106,517 | 02        |
| XA02A               | Construction Inspector II        | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| XA03A               | Construction Inspector III       | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| XA04A               | Construction Inspector IV        | 053          | \$ 58.81- 77.04 | \$10,194-13,354 | \$122,325-160,243 | 02        |
| XA05A               | Construction Inspector V         | 056          | \$ 63.84- 83.51 | \$11,066-14,475 | \$132,787-173,701 | 02        |
| Z36                 | * Controller                     | 072          | \$ 98.02-128.36 | \$16,990-22,249 | \$203,882-266,989 | 05        |
| T04                 | Conveyance&Distrbtn Specialist   | 047          | \$ 49.86- 65.59 | \$ 8,642-11,369 | \$103,709-136,427 | 02        |
| XA06                | Crane Certification Tech I       | 038          | \$ 38.93- 51.21 | \$ 6,748- 8,876 | \$ 80,974-106,517 | 02        |
| XA07                | Crane Certification Tech II      | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| XA09                | Cross Connection Technician      | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| PM030               | * Debt Management Specialist     | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 04        |
| YA20                | Deputy Auditor I                 | 031          | \$ 32.10- 42.25 | \$ 5,564- 7,323 | \$ 66,768- 87,880 | 02        |
| YA21                | Deputy Auditor II                | 036          | \$ 36.91- 48.47 | \$ 6,398- 8,401 | \$ 76,773-100,818 | 02        |
| YA22                | Deputy Auditor III               | 045          | \$ 47.18- 62.15 | \$ 8,178-10,773 | \$ 98,134-129,272 | 02        |
| Z77                 | * Deputy Chief DE&I Officer      | 080          | \$ 93.91-128.36 | \$16,278-22,249 | \$195,333-266,989 | 01        |
| Z75                 | * Deputy Chief EEO Officer       | 080          | \$ 93.91-128.36 | \$16,278-22,249 | \$195,333-266,989 | 01        |
| YC60                | * Deputy Ethics Officer          | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 05        |
| Z57                 | * Deputy General Auditor         | 077          | \$ 86.58-118.33 | \$15,007-20,511 | \$180,086-246,126 | 01        |
| YC19                | * Deputy General Counsel (C)     | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 05        |
| VA07                | Deputy Treasurer                 | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| XA11                | Designer I                       | 032          | \$ 33.03- 43.43 | \$ 5,725- 7,528 | \$ 68,702- 90,334 | 02        |
| XA12                | Designer II                      | 035          | \$ 35.91- 47.18 | \$ 6,224- 8,178 | \$ 74,693- 98,134 | 02        |
| XA13                | Designer III                     | 039          | \$ 40.02- 52.62 | \$ 6,937- 9,121 | \$ 83,242-109,450 | 02        |
| Z41                 | * Director of Info Tech Services | 072          | \$ 98.02-128.36 | \$16,990-22,249 | \$203,882-266,989 | 04        |
| T14                 | Diver-Inland Commercial          | 047          | \$ 49.86- 65.59 | \$ 8,642-11,369 | \$103,709-136,427 | 02        |
| YC61                | * DptyEthicsOfcr Adv,Comp&Policy | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 05        |
| PM036               | * DvrstyEqty&InclsnOut&EngageMgr | 063          | \$ 77.04-100.71 | \$13,354-17,456 | \$160,243-209,477 | 04        |
| Z25                 | * EEO Manager                    | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 05        |
| YC25                | EHS Field Specialist I (C)       | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 05        |
| YC26                | EHS Field Specialist II (C)      | 045          | \$ 47.18- 62.15 | \$ 8,178-10,773 | \$ 98,134-129,272 | 05        |
| YC27                | EHS Field Specialist III (C)     | 050          | \$ 54.14- 71.09 | \$ 9,384-12,322 | \$112,611-147,867 | 05        |
| T12                 | Electrical Specialist            | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| 168                 | * Electronic Tech Supervisor     | 055          | \$ 58.91- 76.96 | \$10,211-13,340 | \$122,533-160,077 | 03        |
| YC42                | * Employee Relations Specialist  | 051          | \$ 55.59- 73.04 | \$ 9,636-12,660 | \$115,627-151,923 | 05        |
| YA27                | Engineer                         | 056          | \$ 63.84- 83.51 | \$11,066-14,475 | \$132,787-173,701 | 02        |
| XA20A               | Engineering Tech I               | 038          | \$ 38.93- 51.21 | \$ 6,748- 8,876 | \$ 80,974-106,517 | 02        |
| XA21A               | Engineering Tech II              | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| XA22A               | Engineering Tech III             | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| YA31                | Environmental Specialist         | 053          | \$ 58.81- 77.04 | \$10,194-13,354 | \$122,325-160,243 | 02        |
| Z59                 | * Equal Emp Compliance&Policy Co | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 05        |
| Z16                 | * Ethics Officer                 | FR           |                 |                 | \$313,643         | 00        |
| YC35                | * Ethics Policy Analyst          | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 05        |
| Z81                 | * Exec Advisor: WtrRes&CapImprvs | 086          | \$110.54-151.01 | \$19,160-26,175 | \$229,923-314,101 | 01        |
| 002A                | * ExecOff&AsstGM/Wtr&TechResrcs  | 097          | \$149.02-203.59 | \$25,830-35,289 | \$309,962-423,467 | 01        |
| VC04                | Executive Assistant I (C)        | 044          | \$ 45.89- 60.44 | \$ 7,954-10,476 | \$ 95,451-125,715 | 05        |
| VC05                | Executive Assistant II (C)       | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 05        |
| VC13                | * Executive Assistant to the GC  | 051          | \$ 55.59- 73.04 | \$ 9,636-12,660 | \$115,627-151,923 | 05        |
| VC14                | * Executive Assistant to the GM  | 051          | \$ 55.59- 73.04 | \$ 9,636-12,660 | \$115,627-151,923 | 05        |
| 021                 | * Executive Legislative Rep      | 081          | \$ 96.54-131.91 | \$16,734-22,864 | \$200,803-274,373 | 01        |
| Z56                 | * Executive Legislative Rep (C)  | 073          | \$100.71-131.91 | \$17,456-22,864 | \$209,477-274,373 | 05        |
| Z74                 | * Executive Office Manager       | 067          | \$ 66.20- 90.41 | \$11,475-15,671 | \$137,696-188,053 | 01        |
| 061                 | * Executive Secretary            | 051          | \$ 55.59- 73.04 | \$ 9,636-12,660 | \$115,627-151,923 | 04        |
| 017                 | * Executive Strategist           | 073          | \$100.71-131.91 | \$17,456-22,864 | \$209,477-274,373 | 05        |
| SA07                | Facilities Maint Assistant       | 029          | \$ 30.39- 40.02 | \$ 5,268- 6,937 | \$ 63,211- 83,242 | 02        |
| TA14                | Facilities Maint Mechanic        | 037          | \$ 37.89- 49.86 | \$ 6,568- 8,642 | \$ 78,811-103,709 | 02        |

## Metropolitan Water District of Southern California

Report ID: MHR828

## SALARY SCHEDULE

Page No. 3

Run Date 09/04/2024

Run Time 10:09:07

Effective Date: 06/25/2023

| Classification Code | Title                             | Salary Grade | Hourly Range    | Monthly Range   | Annual Range      | Unit Code |
|---------------------|-----------------------------------|--------------|-----------------|-----------------|-------------------|-----------|
| YA32                | Fleet Coordinator                 | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| VA17                | Fleet Dispatch Coordinator        | 035          | \$ 35.91- 47.18 | \$ 6,224- 8,178 | \$ 74,693- 98,134 | 02        |
| VA16                | Fleet Dispatcher                  | 031          | \$ 32.10- 42.25 | \$ 5,564- 7,323 | \$ 66,768- 87,880 | 02        |
| 041                 | * General Auditor                 | FR           |                 |                 | \$288,413         | 00        |
| 031                 | * General Counsel                 | FR           |                 |                 | \$399,194         | 00        |
| 706                 | General Maintenance Asst          | 021          | \$ 24.37- 32.10 | \$ 4,224- 5,564 | \$ 50,690- 66,768 | 02        |
| 001                 | * General Manager                 | FR           |                 |                 | \$503,942         | 00        |
| YC22                | * Government&Regional Aff Rep(C)  | 052          | \$ 57.22- 74.97 | \$ 9,918-12,995 | \$119,018-155,938 | 05        |
| XA24                | Graphic Technician I              | 034          | \$ 34.90- 45.89 | \$ 6,049- 7,954 | \$ 72,592- 95,451 | 02        |
| XA25                | Graphic Technician II             | 038          | \$ 38.93- 51.21 | \$ 6,748- 8,876 | \$ 80,974-106,517 | 02        |
| XA26                | Graphic Technician III            | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| SA08                | Grounds Maintenance Worker        | 029          | \$ 30.39- 40.02 | \$ 5,268- 6,937 | \$ 63,211- 83,242 | 02        |
| Z01                 | * Group Manager                   | 086          | \$110.54-151.01 | \$19,160-26,175 | \$229,923-314,101 | 01        |
| Z29                 | * Group Manager-Bay Delta Intivs  | 086          | \$110.54-151.01 | \$19,160-26,175 | \$229,923-314,101 | 01        |
| Z60                 | * Group Manager-Engineering Svcs  | 089          | \$119.87-163.87 | \$20,777-28,404 | \$249,330-340,850 | 01        |
| Z58                 | * Group Manager-External Affairs  | 086          | \$110.54-151.01 | \$19,160-26,175 | \$229,923-314,101 | 01        |
| Z76                 | * Group Manager-Finance           | 086          | \$110.54-151.01 | \$19,160-26,175 | \$229,923-314,101 | 01        |
| Z54                 | * Group Manager-Human Resources   | 086          | \$110.54-151.01 | \$19,160-26,175 | \$229,923-314,101 | 01        |
| Z66                 | * Group Manager-Info Technology   | 088          | \$116.70-159.44 | \$20,228-27,636 | \$242,736-331,635 | 01        |
| Z61                 | * Group Manager-Real Property     | 086          | \$110.54-151.01 | \$19,160-26,175 | \$229,923-314,101 | 01        |
| Z62                 | * Group Manager-Water Resrc Mgmt  | 088          | \$116.70-159.44 | \$20,228-27,636 | \$242,736-331,635 | 01        |
| Z63                 | * Group Manager-Water System Ops  | 089          | \$119.87-163.87 | \$20,777-28,404 | \$249,330-340,850 | 01        |
| Z82                 | * Group Mgr-Conveyance&Distrbtn   | 088          | \$116.70-159.44 | \$20,228-27,636 | \$242,736-331,635 | 01        |
| Z83                 | * Group Mgr-IntOpsPlng&Supp Svcs  | 088          | \$116.70-159.44 | \$20,228-27,636 | \$242,736-331,635 | 01        |
| Z85                 | * Group Mgr-Treatment&Water Qlty  | 088          | \$116.70-159.44 | \$20,228-27,636 | \$242,736-331,635 | 01        |
| VC06                | HR Assistant I (C)                | 031          | \$ 32.10- 42.25 | \$ 5,564- 7,323 | \$ 66,768- 87,880 | 05        |
| VC07                | HR Assistant II (C)               | 035          | \$ 35.91- 47.18 | \$ 6,224- 8,178 | \$ 74,693- 98,134 | 05        |
| VC08                | HR Assistant III (C)              | 039          | \$ 40.02- 52.62 | \$ 6,937- 9,121 | \$ 83,242-109,450 | 05        |
| UMA03               | * HR Strategic Partner            | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 05        |
| Z40                 | * HRIS Manager                    | 063          | \$ 77.04-100.71 | \$13,354-17,456 | \$160,243-209,477 | 05        |
| YC30                | Human Resources Analyst I (C)     | 039          | \$ 40.02- 52.62 | \$ 6,937- 9,121 | \$ 83,242-109,450 | 05        |
| YC31                | Human Resources Analyst II (C)    | 042          | \$ 43.43- 57.22 | \$ 7,528- 9,918 | \$ 90,334-119,018 | 05        |
| YC32                | * Human Resources Analyst III(C)  | 045          | \$ 47.18- 62.15 | \$ 8,178-10,773 | \$ 98,134-129,272 | 05        |
| VC09                | Human Resources Coordinator       | 041          | \$ 42.25- 55.59 | \$ 7,323- 9,636 | \$ 87,880-115,627 | 05        |
| Z22                 | * Human Resources Manager I       | 075          | \$ 81.99-112.07 | \$14,212-19,425 | \$170,539-233,106 | 01        |
| Z23                 | * Human Resources Manager II      | 078          | \$ 88.95-121.55 | \$15,418-21,069 | \$185,016-252,824 | 01        |
| Z24                 | * Human Resources Manager III     | 081          | \$ 96.54-131.91 | \$16,734-22,864 | \$200,803-274,373 | 01        |
| Z03D                | * Human Resources Section Mgr     | 080          | \$ 93.91-128.36 | \$16,278-22,249 | \$195,333-266,989 | 01        |
| T08                 | Hydroelectric Specialist I        | 042          | \$ 43.43- 57.22 | \$ 7,528- 9,918 | \$ 90,334-119,018 | 02        |
| T05                 | Hydroelectric Specialist II       | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| 530                 | * Hydroelectric Supervisor        | 058          | \$ 63.85- 83.42 | \$11,067-14,459 | \$132,808-173,514 | 03        |
| Y12                 | * IT Architect-Enterprsr Software | 063          | \$ 77.04-100.71 | \$13,354-17,456 | \$160,243-209,477 | 04        |
| YA106               | IT Business Analyst I             | 037          | \$ 37.89- 49.86 | \$ 6,568- 8,642 | \$ 78,811-103,709 | 02        |
| YA107               | IT Business Analyst II            | 042          | \$ 43.43- 57.22 | \$ 7,528- 9,918 | \$ 90,334-119,018 | 02        |
| YA108               | IT Business Analyst III           | 047          | \$ 49.86- 65.59 | \$ 8,642-11,369 | \$103,709-136,427 | 02        |
| XA27A               | IT Communication Tech I           | 038          | \$ 38.93- 51.21 | \$ 6,748- 8,876 | \$ 80,974-106,517 | 02        |
| XA28A               | IT Communication Tech II          | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| XA29A               | IT Communication Tech III         | 047          | \$ 49.86- 65.59 | \$ 8,642-11,369 | \$103,709-136,427 | 02        |
| YA38                | IT Enterprise App Analyst I       | 037          | \$ 37.89- 49.86 | \$ 6,568- 8,642 | \$ 78,811-103,709 | 02        |
| YA39                | IT Enterprise App Analyst II      | 042          | \$ 43.43- 57.22 | \$ 7,528- 9,918 | \$ 90,334-119,018 | 02        |
| YA40                | IT Enterprise App Analyst III     | 047          | \$ 49.86- 65.59 | \$ 8,642-11,369 | \$103,709-136,427 | 02        |
| YA33                | IT GIS Analyst I                  | 037          | \$ 37.89- 49.86 | \$ 6,568- 8,642 | \$ 78,811-103,709 | 02        |
| YA34                | IT GIS Analyst II                 | 042          | \$ 43.43- 57.22 | \$ 7,528- 9,918 | \$ 90,334-119,018 | 02        |
| YA35                | IT GIS Analyst III                | 047          | \$ 49.86- 65.59 | \$ 8,642-11,369 | \$103,709-136,427 | 02        |
| YA42                | IT Infrastructure Adminstr I      | 037          | \$ 37.89- 49.86 | \$ 6,568- 8,642 | \$ 78,811-103,709 | 02        |
| YA43                | IT Infrastructure Adminstr II     | 042          | \$ 43.43- 57.22 | \$ 7,528- 9,918 | \$ 90,334-119,018 | 02        |
| YA44                | IT Infrastructure Adminstr III    | 047          | \$ 49.86- 65.59 | \$ 8,642-11,369 | \$103,709-136,427 | 02        |
| YA46                | IT Network Engineer I             | 037          | \$ 37.89- 49.86 | \$ 6,568- 8,642 | \$ 78,811-103,709 | 02        |
| YA47                | IT Network Engineer II            | 042          | \$ 43.43- 57.22 | \$ 7,528- 9,918 | \$ 90,334-119,018 | 02        |
| YA48                | IT Network Engineer III           | 047          | \$ 49.86- 65.59 | \$ 8,642-11,369 | \$103,709-136,427 | 02        |
| YA52                | IT Project Controls Specialist    | 044          | \$ 45.89- 60.44 | \$ 7,954-10,476 | \$ 95,451-125,715 | 02        |
| YA54                | IT Quality Analyst I              | 037          | \$ 37.89- 49.86 | \$ 6,568- 8,642 | \$ 78,811-103,709 | 02        |
| YA55                | IT Quality Analyst II             | 042          | \$ 43.43- 57.22 | \$ 7,528- 9,918 | \$ 90,334-119,018 | 02        |
| YA56                | IT Quality Analyst III            | 047          | \$ 49.86- 65.59 | \$ 8,642-11,369 | \$103,709-136,427 | 02        |
| PM032               | * IT Service Manager              | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| YA58                | IT Software Developer I           | 037          | \$ 37.89- 49.86 | \$ 6,568- 8,642 | \$ 78,811-103,709 | 02        |
| YA59                | IT Software Developer II          | 042          | \$ 43.43- 57.22 | \$ 7,528- 9,918 | \$ 90,334-119,018 | 02        |
| YA60                | IT Software Developer III         | 047          | \$ 49.86- 65.59 | \$ 8,642-11,369 | \$103,709-136,427 | 02        |
| Y05                 | * IT Specialist -Disaster Recvry  | 058          | \$ 67.36- 88.01 | \$11,676-15,255 | \$140,109-183,061 | 04        |
| XA31A               | IT Support Analyst I              | 037          | \$ 37.89- 49.86 | \$ 6,568- 8,642 | \$ 78,811-103,709 | 02        |

Metropolitan Water District of Southern California  
SALARY SCHEDULE

Report ID: MHR828

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Effective Date: 06/25/2023

Run Date 09/04/2024

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| Classification Code | Title                            | Salary Grade | Hourly Range    | Monthly Range   | Annual Range      | Unit Code |
|---------------------|----------------------------------|--------------|-----------------|-----------------|-------------------|-----------|
| XA32A               | IT Support Analyst II            | 042          | \$ 43.43- 57.22 | \$ 7,528- 9,918 | \$ 90,334-119,018 | 02        |
| XA33A               | IT Support Analyst III           | 047          | \$ 49.86- 65.59 | \$ 8,642-11,369 | \$103,709-136,427 | 02        |
| YA62                | IT System Administrator I        | 037          | \$ 37.89- 49.86 | \$ 6,568- 8,642 | \$ 78,811-103,709 | 02        |
| YA63                | IT System Administrator II       | 042          | \$ 43.43- 57.22 | \$ 7,528- 9,918 | \$ 90,334-119,018 | 02        |
| YA64                | IT System Administrator III      | 047          | \$ 49.86- 65.59 | \$ 8,642-11,369 | \$103,709-136,427 | 02        |
| Y18                 | * Info Gov&Ent Content Mgmt Spec | 059          | \$ 69.23- 90.41 | \$12,000-15,671 | \$143,998-188,053 | 04        |
| YC11                | Info Tech Analyst I (C)          | 037          | \$ 37.89- 49.86 | \$ 6,568- 8,642 | \$ 78,811-103,709 | 05        |
| YC12                | Info Tech Analyst II (C)         | 042          | \$ 43.43- 57.22 | \$ 7,528- 9,918 | \$ 90,334-119,018 | 05        |
| YC13                | * Info Tech Analyst III (C)      | 047          | \$ 49.86- 65.59 | \$ 8,642-11,369 | \$103,709-136,427 | 05        |
| Y14                 | * Info Technology Architect      | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| Y06                 | * Inland Feeder Projects Admintr | 058          | \$ 67.36- 88.01 | \$11,676-15,255 | \$140,109-183,061 | 04        |
| Y10                 | * Inspection Trip Manager        | 061          | \$ 73.04- 95.39 | \$12,660-16,534 | \$151,923-198,411 | 04        |
| Y17                 | * Inspection Trip Specialist     | 058          | \$ 67.36- 88.01 | \$11,676-15,255 | \$140,109-183,061 | 04        |
| 184                 | Inspector IV                     | 050          | \$ 51.32- 67.38 | \$ 8,895-11,679 | \$106,746-140,150 | 03        |
| XA16                | Instrumnt&Cntrl Tech I           | 035          | \$ 35.91- 47.18 | \$ 6,224- 8,178 | \$ 74,693- 98,134 | 02        |
| XA17                | Instrumnt&Cntrl Tech II          | 039          | \$ 40.02- 52.62 | \$ 6,937- 9,121 | \$ 83,242-109,450 | 02        |
| XA18                | Instrumnt&Cntrl Tech III         | 044          | \$ 45.89- 60.44 | \$ 7,954-10,476 | \$ 95,451-125,715 | 02        |
| XA19                | Instrumnt&Cntrl Tech Specialst   | 047          | \$ 49.86- 65.59 | \$ 8,642-11,369 | \$103,709-136,427 | 02        |
| 716                 | Inventory Coordinator            | 045          | \$ 44.72- 58.91 | \$ 7,751-10,211 | \$ 93,018-122,533 | 03        |
| PM033               | * Investment Mgmt Specialist     | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 04        |
| XA35A               | Lab Info Systems Specialist I    | 042          | \$ 43.43- 57.22 | \$ 7,528- 9,918 | \$ 90,334-119,018 | 02        |
| XA36A               | Lab Info Systems Specialist II   | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| UA16                | Laboratory Assistant I           | 025          | \$ 27.25- 35.91 | \$ 4,723- 6,224 | \$ 56,680- 74,693 | 02        |
| UA17                | Laboratory Assistant II          | 029          | \$ 30.39- 40.02 | \$ 5,268- 6,937 | \$ 63,211- 83,242 | 02        |
| XA40                | Laboratory Technologist I        | 034          | \$ 34.90- 45.89 | \$ 6,049- 7,954 | \$ 72,592- 95,451 | 02        |
| XA41                | Laboratory Technologist II       | 036          | \$ 36.91- 48.47 | \$ 6,398- 8,401 | \$ 76,773-100,818 | 02        |
| YA110               | Land Surveyor                    | 053          | \$ 58.81- 77.04 | \$10,194-13,354 | \$122,325-160,243 | 02        |
| 705                 | Landscape Maint Coordinator      | 044          | \$ 43.50- 57.29 | \$ 7,540- 9,930 | \$ 90,480-119,163 | 03        |
| XA42A               | Landscape Maintenance Tech I     | 038          | \$ 38.93- 51.21 | \$ 6,748- 8,876 | \$ 80,974-106,517 | 02        |
| XA43A               | Landscape Maintenance Tech II    | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| VA08                | Law Clerk                        | 029          | \$ 30.39- 40.02 | \$ 5,268- 6,937 | \$ 63,211- 83,242 | 02        |
| Z30                 | * Law Office Administrator (C)   | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 05        |
| YA67                | Legal Analyst                    | 044          | \$ 45.89- 60.44 | \$ 7,954-10,476 | \$ 95,451-125,715 | 02        |
| VA09                | Legal Assistant I                | 033          | \$ 33.92- 44.67 | \$ 5,879- 7,743 | \$ 70,554- 92,914 | 02        |
| VA10                | Legal Assistant II               | 037          | \$ 37.89- 49.86 | \$ 6,568- 8,642 | \$ 78,811-103,709 | 02        |
| VA11                | Legal Assistant III              | 041          | \$ 42.25- 55.59 | \$ 7,323- 9,636 | \$ 87,880-115,627 | 02        |
| UC01                | Legal Secretary I (C)            | 028          | \$ 29.51- 38.93 | \$ 5,115- 6,748 | \$ 61,381- 80,974 | 05        |
| UC02                | Legal Secretary II (C)           | 035          | \$ 35.91- 47.18 | \$ 6,224- 8,178 | \$ 74,693- 98,134 | 05        |
| YA104               | Legal Technology Specialist      | 047          | \$ 49.86- 65.59 | \$ 8,642-11,369 | \$103,709-136,427 | 02        |
| Y09                 | * Legislative Representative     | 053          | \$ 58.81- 77.04 | \$10,194-13,354 | \$122,325-160,243 | 05        |
| YA72                | Limnologist                      | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| SA09                | Lodging Assistant I              | 029          | \$ 30.39- 40.02 | \$ 5,268- 6,937 | \$ 63,211- 83,242 | 02        |
| SA10                | Lodging Assistant II             | 033          | \$ 33.92- 44.67 | \$ 5,879- 7,743 | \$ 70,554- 92,914 | 02        |
| UA08                | Mailroom Assistant I             | 016          | \$ 21.27- 27.98 | \$ 3,687- 4,850 | \$ 44,242- 58,198 | 02        |
| UA09                | Mailroom Assistant II            | 021          | \$ 24.37- 32.10 | \$ 4,224- 5,564 | \$ 50,690- 66,362 | 02        |
| UA10                | Mailroom Assistant III           | 026          | \$ 27.98- 36.91 | \$ 4,850- 6,398 | \$ 58,198- 76,773 | 02        |
| 620                 | Maintenance Mechanic I           | 037          | \$ 37.89- 49.86 | \$ 6,568- 8,642 | \$ 78,811-103,709 | 02        |
| 612                 | Maintenance Worker I             | 025          | \$ 27.25- 35.91 | \$ 4,723- 6,224 | \$ 56,680- 74,693 | 02        |
| 613                 | Maintenance Worker II            | 029          | \$ 30.39- 40.02 | \$ 5,268- 6,937 | \$ 63,211- 83,242 | 02        |
| 614                 | Maintenance Worker III           | 033          | \$ 33.92- 44.67 | \$ 5,879- 7,743 | \$ 70,554- 92,914 | 02        |
| Z39                 | * Manager of Admin Services      | 070          | \$ 92.89-121.55 | \$16,101-21,069 | \$193,211-252,824 | 05        |
| Z70                 | * Manager of Bay-Delta Programs  | 082          | \$ 99.13-135.48 | \$17,183-23,483 | \$206,190-281,798 | 01        |
| Z33                 | * Manager of Colo RiverResources | 086          | \$110.54-151.01 | \$19,160-26,175 | \$229,923-314,101 | 01        |
| Z35                 | * Manager of Financial Services  | 072          | \$ 98.02-128.36 | \$16,990-22,249 | \$203,882-266,989 | 05        |
| SM020               | * Manager of Treasury&Debt Mgmt  | 072          | \$ 98.02-128.36 | \$16,990-22,249 | \$203,882-266,989 | 04        |
| Z79                 | * MgrBay-Delta Science&RegStrtg  | 082          | \$ 99.13-135.48 | \$17,183-23,483 | \$206,190-281,798 | 01        |
| M81                 | * Mgt Pr Admin Analyst           | 055          | \$ 62.15- 81.19 | \$10,773-14,073 | \$129,272-168,875 | 04        |
| YA77                | Microbiologist                   | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| 186                 | * Microcomputer Technology Supv  | 060          | \$ 67.38- 88.05 | \$11,679-15,262 | \$140,150-183,144 | 03        |
| 636                 | * O & M Supervisor               | 056          | \$ 60.51- 79.16 | \$10,488-13,721 | \$125,861-164,653 | 03        |
| S03                 | + O&M Tech I                     | 028          | \$ 29.51- 38.93 | \$ 5,115- 6,748 | \$ 61,381- 80,974 | 02        |
| S03A                | + O&M Tech I                     | 027          | \$ 28.73- 37.89 | \$ 4,980- 6,568 | \$ 59,758- 78,811 | 02        |
| S03P                | + O&M Tech I                     | 028          | \$ 29.51- 38.93 | \$ 5,115- 6,748 | \$ 61,381- 80,974 | 02        |
| S02                 | + O&M Tech II                    | 032          | \$ 33.03- 43.43 | \$ 5,725- 7,528 | \$ 68,702- 90,334 | 02        |
| S02A                | + O&M Tech II                    | 031          | \$ 32.10- 42.25 | \$ 5,564- 7,323 | \$ 66,768- 87,880 | 02        |
| S02P                | + O&M Tech II                    | 032          | \$ 33.03- 43.43 | \$ 5,725- 7,528 | \$ 68,702- 90,334 | 02        |
| T10                 | + O&M Tech III                   | 036          | \$ 36.91- 48.47 | \$ 6,398- 8,401 | \$ 76,773-100,818 | 02        |
| T10A                | + O&M Tech III                   | 035          | \$ 35.91- 47.18 | \$ 6,224- 8,178 | \$ 74,693- 98,134 | 02        |
| T10P                | + O&M Tech III                   | 036          | \$ 36.91- 48.47 | \$ 6,398- 8,401 | \$ 76,773-100,818 | 02        |
| T03                 | + O&M Tech IV                    | 042          | \$ 43.43- 57.22 | \$ 7,528- 9,918 | \$ 90,334-119,018 | 02        |

## Metropolitan Water District of Southern California

Report ID: MHR828

## SALARY SCHEDULE

Page No. 5

Run Date 09/04/2024

Run Time 10:09:07

Effective Date: 06/25/2023

| Classification Code | Title                            | Salary Grade | Hourly Range    | Monthly Range   | Annual Range      | Unit Code |
|---------------------|----------------------------------|--------------|-----------------|-----------------|-------------------|-----------|
| T03A                | + O&M Tech IV                    | 041          | \$ 42.25- 55.59 | \$ 7,323- 9,636 | \$ 87,880-115,627 | 02        |
| T03FS               | + O&M Tech IV                    | 042          | \$ 43.43- 57.22 | \$ 7,528- 9,918 | \$ 90,334-119,018 | 02        |
| YA80                | Oc Health Safety Specialist I    | 031          | \$ 32.10- 42.25 | \$ 5,564- 7,323 | \$ 66,768- 87,880 | 02        |
| YA81                | Oc Health Safety Specialist II   | 038          | \$ 38.93- 51.21 | \$ 6,748- 8,876 | \$ 80,974-106,517 | 02        |
| YA82                | Oc Health Safety Specialist III  | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| 927                 | * Occ Safety & Health Spec       | 054          | \$ 60.44- 79.08 | \$10,476-13,707 | \$125,715-164,486 | 04        |
| UA11                | Office Assistant                 | 026          | \$ 27.98- 36.91 | \$ 4,850- 6,398 | \$ 58,198- 76,773 | 02        |
| Z53                 | * Operations Program Manager     | 067          | \$ 85.73-112.07 | \$14,860-19,425 | \$178,318-233,106 | 04        |
| SA11                | Ops and Maintenance Assistant    | 021          | \$ 24.37- 32.10 | \$ 4,224- 5,564 | \$ 50,690- 66,768 | 02        |
| Z44                 | * Org Develop & Training Manager | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 05        |
| VA18                | Payroll Specialist               | 049          | \$ 52.62- 69.23 | \$ 9,121-12,000 | \$109,450-143,998 | 02        |
| VA20                | Payroll Technician I             | 035          | \$ 35.91- 47.18 | \$ 6,224- 8,178 | \$ 74,693- 98,134 | 02        |
| VA19                | Payroll Technician II            | 042          | \$ 43.43- 57.22 | \$ 7,528- 9,918 | \$ 90,334-119,018 | 02        |
| XA45                | Photographer I                   | 035          | \$ 35.91- 47.18 | \$ 6,224- 8,178 | \$ 74,693- 98,134 | 02        |
| XA46                | Photographer II                  | 041          | \$ 42.25- 55.59 | \$ 7,323- 9,636 | \$ 87,880-115,627 | 02        |
| XA48                | Planner Scheduler                | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| 139                 | * Plant Laboratory Supervisor    | 055          | \$ 58.91- 76.96 | \$10,211-13,340 | \$122,533-160,077 | 03        |
| 519                 | * Plant Operations Supervisor    | 058          | \$ 63.85- 83.42 | \$11,067-14,459 | \$132,808-173,514 | 03        |
| Y20                 | * Postdoctoral Research Assoc    | 046          | \$ 48.47- 63.84 | \$ 8,401-11,066 | \$100,818-132,787 | 04        |
| T06                 | Power Line Specialist            | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| PM028               | * Power Planning Specialist      | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| YA03                | Pr Accountant                    | 049          | \$ 52.62- 69.23 | \$ 9,121-12,000 | \$109,450-143,998 | 02        |
| YA06                | Pr Admin Analyst                 | 055          | \$ 62.15- 81.19 | \$10,773-14,073 | \$129,272-168,875 | 02        |
| YC56                | * Pr Admin Analyst               | 066          | \$ 64.54- 88.01 | \$11,187-15,255 | \$134,243-183,061 | 01        |
| YC05                | * Pr Admin Analyst (C)           | 056          | \$ 63.84- 83.51 | \$11,066-14,475 | \$132,787-173,701 | 05        |
| Y16                 | * Pr Architect                   | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| 216                 | * Pr Auditor                     | 058          | \$ 67.36- 88.01 | \$11,676-15,255 | \$140,109-183,061 | 04        |
| YC44                | * Pr Benefits Analyst (C)        | 056          | \$ 63.84- 83.51 | \$11,066-14,475 | \$132,787-173,701 | 05        |
| YA11                | Pr Biologist                     | 058          | \$ 67.36- 88.01 | \$11,676-15,255 | \$140,109-183,061 | 02        |
| 245                 | * Pr Buyer                       | 055          | \$ 62.15- 81.19 | \$10,773-14,073 | \$129,272-168,875 | 04        |
| YA19                | Pr Chemist                       | 058          | \$ 67.36- 88.01 | \$11,676-15,255 | \$140,109-183,061 | 02        |
| YC50                | * Pr Class & Comp Analyst (C)    | 056          | \$ 63.84- 83.51 | \$11,066-14,475 | \$132,787-173,701 | 05        |
| XA15                | Pr Designer                      | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| YC21                | * Pr Dpty General Counsel (C)    | 074          | \$103.40-135.48 | \$17,923-23,483 | \$215,072-281,798 | 05        |
| Y08                 | * Pr Dpty General Counsel-LbrRlt | 085          | \$107.59-146.97 | \$18,649-25,475 | \$223,787-305,698 | 01        |
| YC48                | * Pr EEO Analyst (C)             | 056          | \$ 63.84- 83.51 | \$11,066-14,475 | \$132,787-173,701 | 05        |
| YC40                | * Pr Emp Relations Specialist    | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 05        |
| 115                 | * Pr Engineer                    | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| 165                 | * Pr Engineering Technician      | 058          | \$ 67.36- 88.01 | \$11,676-15,255 | \$140,109-183,061 | 04        |
| 925                 | * Pr Environmental Spec          | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| YC24                | * Pr Government&Region AffRep(C) | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 05        |
| YA111               | * Pr Graphic Art Designer        | 055          | \$ 62.15- 81.19 | \$10,773-14,073 | \$129,272-168,875 | 02        |
| YC52                | * Pr HR Training Specialist (C)  | 055          | \$ 62.15- 81.19 | \$10,773-14,073 | \$129,272-168,875 | 05        |
| YC46                | * Pr HRIS Analyst (C)            | 056          | \$ 63.84- 83.51 | \$11,066-14,475 | \$132,787-173,701 | 05        |
| 231                 | * Pr Info Tech Analyst           | 056          | \$ 63.84- 83.51 | \$11,066-14,475 | \$132,787-173,701 | 04        |
| YC15                | * Pr Info Tech Analyst (C)       | 056          | \$ 63.84- 83.51 | \$11,066-14,475 | \$132,787-173,701 | 05        |
| YC64                | * Pr Info Tech Network Engineer  | 058          | \$ 67.36- 88.01 | \$11,676-15,255 | \$140,109-183,061 | 04        |
| Y07                 | * Pr Land Surveyor               | 059          | \$ 69.23- 90.41 | \$12,000-15,671 | \$143,998-188,053 | 04        |
| YA69                | Pr Legal Analyst                 | 055          | \$ 62.15- 81.19 | \$10,773-14,073 | \$129,272-168,875 | 02        |
| 022                 | * Pr Legislative Representative  | 062          | \$ 74.97- 98.02 | \$12,995-16,990 | \$155,938-203,882 | 05        |
| YA74                | Pr Limnologist                   | 058          | \$ 67.36- 88.01 | \$11,676-15,255 | \$140,109-183,061 | 02        |
| YA79                | Pr Microbiologist                | 058          | \$ 67.36- 88.01 | \$11,676-15,255 | \$140,109-183,061 | 02        |
| YA105               | Pr Project Controls Specialist   | 056          | \$ 63.84- 83.51 | \$11,066-14,475 | \$132,787-173,701 | 02        |
| 289                 | * Pr Public Affairs Rep          | 058          | \$ 67.36- 88.01 | \$11,676-15,255 | \$140,109-183,061 | 04        |
| 275                 | * Pr Real Estate Rep             | 055          | \$ 62.15- 81.19 | \$10,773-14,073 | \$129,272-168,875 | 04        |
| YC54                | * Pr Recruitment Specialist (C)  | 056          | \$ 63.84- 83.51 | \$11,066-14,475 | \$132,787-173,701 | 05        |
| 933                 | * Pr Resource Specialist         | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| 223                 | * Pr Systems Analyst             | 054          | \$ 60.44- 79.08 | \$10,476-13,707 | \$125,715-164,486 | 04        |
| YC17                | * Pr Training Administrator (C)  | 056          | \$ 63.84- 83.51 | \$11,066-14,475 | \$132,787-173,701 | 05        |
| YC10                | * Pr Training Specialist (C)     | 056          | \$ 63.84- 83.51 | \$11,066-14,475 | \$132,787-173,701 | 05        |
| YA112               | Pr Treasury Analyst              | 055          | \$ 62.15- 81.19 | \$10,773-14,073 | \$129,272-168,875 | 02        |
| XA71                | * Pr Videographer                | 055          | \$ 62.15- 81.19 | \$10,773-14,073 | \$129,272-168,875 | 02        |
| YA103               | Pr Water Quality Specialist      | 058          | \$ 67.36- 88.01 | \$11,676-15,255 | \$140,109-183,061 | 02        |
| S01                 | Pre-Apprentice                   | 017          | \$ 21.88- 28.73 | \$ 3,793- 4,980 | \$ 45,510- 59,758 | 02        |
| PMA04               | * Prgm Mgr-Outreach PrjLaborAgrt | 070          | \$ 92.89-121.55 | \$16,101-21,069 | \$193,211-252,824 | 05        |
| PM031               | * Prgrm Mgr-Audit                | 065          | \$ 81.19-106.19 | \$14,073-18,406 | \$168,875-220,875 | 04        |
| PM021               | * Prgrm Mgr-Bay-Delta Initiative | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| PM002               | * Prgrm Mgr-Business Continuity  | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 04        |
| PM027               | * Prgrm Mgr-Business Outreach    | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 04        |
| PM038               | * Prgrm Mgr-Climate Action Plan  | 063          | \$ 77.04-100.71 | \$13,354-17,456 | \$160,243-209,477 | 04        |

## Metropolitan Water District of Southern California

Report ID: MHR828

## SALARY SCHEDULE

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Run Date 09/04/2024

Run Time 10:09:07

Effective Date: 06/25/2023

| Classification Code | Title                             | Salary Grade | Hourly Range    | Monthly Range   | Annual Range      | Unit Code |
|---------------------|-----------------------------------|--------------|-----------------|-----------------|-------------------|-----------|
| PM037               | * Prgrm Mgr-Climate Adaptn Plng   | 071          | \$ 95.39-124.94 | \$16,534-21,656 | \$198,411-259,875 | 04        |
| PMA03               | * Prgrm Mgr-CmtyRlts Delta/PV     | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 05        |
| PMA02               | * Prgrm Mgr-Community Relations   | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 05        |
| PM004               | * Prgrm Mgr-Corporate Resources   | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 04        |
| PM029               | * Prgrm Mgr-Creative Design       | 063          | \$ 77.04-100.71 | \$13,354-17,456 | \$160,243-209,477 | 04        |
| PM005               | * Prgrm Mgr-Dam Safety Initiativs | 071          | \$ 95.39-124.94 | \$16,534-21,656 | \$198,411-259,875 | 04        |
| PM006               | * Prgrm Mgr-Emergency Management  | 063          | \$ 77.04-100.71 | \$13,354-17,456 | \$160,243-209,477 | 04        |
| PM026               | * Prgrm Mgr-Engineering           | 067          | \$ 85.73-112.07 | \$14,860-19,425 | \$178,318-233,106 | 04        |
| PM001               | * Prgrm Mgr-Finance               | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| PM007               | * Prgrm Mgr-Fleet                 | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 04        |
| PM009               | * Prgrm Mgr-Info Technology       | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| PM035               | * Prgrm Mgr-Innovation            | 063          | \$ 77.04-100.71 | \$13,354-17,456 | \$160,243-209,477 | 04        |
| PM013               | * Prgrm Mgr-Power Sched&Trading   | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 04        |
| PM014               | * Prgrm Mgr-Press Office          | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| PM015               | * Prgrm Mgr-Pure Wtr So Califor   | 071          | \$ 95.39-124.94 | \$16,534-21,656 | \$198,411-259,875 | 04        |
| PM022               | * Prgrm Mgr-Real Property         | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 04        |
| PM023               | * Prgrm Mgr-Safety&RegCompliance  | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| PM017               | * Prgrm Mgr-Water Resource        | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| PM019               | * Prgrm Mgr-Web                   | 063          | \$ 77.04-100.71 | \$13,354-17,456 | \$160,243-209,477 | 04        |
| XA50                | Production Planner                | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| Z13D                | * Program Manager I               | 068          | \$ 68.02- 92.89 | \$11,790-16,101 | \$141,482-193,211 | 01        |
| Z13E                | * Program Manager II              | 071          | \$ 73.67-100.71 | \$12,769-17,456 | \$153,234-209,477 | 01        |
| Z13F                | * Program Manager III             | 074          | \$ 79.91-109.01 | \$13,851-18,895 | \$166,213-226,741 | 01        |
| YA85                | Project Controls Specialist       | 045          | \$ 47.18- 62.15 | \$ 8,178-10,773 | \$ 98,134-129,272 | 02        |
| TA25                | Property Maintenance Specialst    | 044          | \$ 45.89- 60.44 | \$ 7,954-10,476 | \$ 95,451-125,715 | 02        |
| TA24                | Property Maintenance Tech I       | 037          | \$ 37.89- 49.86 | \$ 6,568- 8,642 | \$ 78,811-103,709 | 02        |
| TA23                | Property Maintenance Tech II      | 041          | \$ 42.25- 55.59 | \$ 7,323- 9,636 | \$ 87,880-115,627 | 02        |
| YA87                | Public Affairs Rep I              | 038          | \$ 38.93- 51.21 | \$ 6,748- 8,876 | \$ 80,974-106,517 | 02        |
| YA88                | Public Affairs Rep II             | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| TA21                | Pump Plant Maint Operator I       | 032          | \$ 33.03- 43.43 | \$ 5,725- 7,528 | \$ 68,702- 90,334 | 02        |
| TA22                | Pump Plant Maint Operator II      | 036          | \$ 36.91- 48.47 | \$ 6,398- 8,401 | \$ 76,773-100,818 | 02        |
| T01                 | Pump Plant Specialist             | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| YA90                | Quality Assurance Officer         | 056          | \$ 63.84- 83.51 | \$11,066-14,475 | \$132,787-173,701 | 02        |
| YA91                | Real Estate Representative I      | 037          | \$ 37.89- 49.86 | \$ 6,568- 8,642 | \$ 78,811-103,709 | 02        |
| YA92                | Real Estate Representative II     | 042          | \$ 43.43- 57.22 | \$ 7,528- 9,918 | \$ 90,334-119,018 | 02        |
| YA93                | Real Estate Representative III    | 046          | \$ 48.47- 63.84 | \$ 8,401-11,066 | \$100,818-132,787 | 02        |
| UA12                | Reprographics Technician I        | 023          | \$ 25.76- 33.92 | \$ 4,465- 5,879 | \$ 53,581- 70,554 | 02        |
| UA13                | Reprographics Technician II       | 028          | \$ 29.51- 38.93 | \$ 5,115- 6,748 | \$ 61,381- 80,974 | 02        |
| UA14                | Reprographics Technician III      | 031          | \$ 32.10- 42.25 | \$ 5,564- 7,323 | \$ 66,768- 87,880 | 02        |
| YA98                | Resource Specialist               | 055          | \$ 62.15- 81.19 | \$10,773-14,073 | \$129,272-168,875 | 02        |
| Z03B                | * Section Manager I (C)           | 067          | \$ 85.73-112.07 | \$14,860-19,425 | \$178,318-233,106 | 05        |
| Z03C                | * Section Manager II (C)          | 069          | \$ 90.41-118.33 | \$15,671-20,511 | \$188,053-246,126 | 05        |
| SM005               | * Section Mgr-Business Outreach   | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| SM014               | * Section Mgr-Conveyance&Distrbn  | 073          | \$100.71-131.91 | \$17,456-22,864 | \$209,477-274,373 | 04        |
| SM002               | * Section Mgr-Customer&Comm Svcs  | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| SM015               | * Section Mgr-Engineering Svcs    | 073          | \$100.71-131.91 | \$17,456-22,864 | \$209,477-274,373 | 04        |
| SM009               | * Section Mgr-Environ Planning    | 072          | \$ 98.02-128.36 | \$16,990-22,249 | \$203,882-266,989 | 04        |
| SM003               | * Section Mgr-Legislative Svcs    | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| SM004               | * Section Mgr-Media Services      | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| SM006               | * Section Mgr-MembrSvc&PubOutrch  | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| SM010               | * Section Mgr-Ops Safety&Reg Srv  | 072          | \$ 98.02-128.36 | \$16,990-22,249 | \$203,882-266,989 | 04        |
| SM011               | * Section Mgr-Ops Support Svcs    | 072          | \$ 98.02-128.36 | \$16,990-22,249 | \$203,882-266,989 | 04        |
| SM012               | * Section Mgr-Power Ops&Planning  | 072          | \$ 98.02-128.36 | \$16,990-22,249 | \$203,882-266,989 | 04        |
| SM018               | * Section Mgr-Real Property       | 071          | \$ 95.39-124.94 | \$16,534-21,656 | \$198,411-259,875 | 04        |
| SM007               | * Section Mgr-Rev, Rates &Budget  | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| SM019               | * Section Mgr-Revenue & Budget    | 072          | \$ 98.02-128.36 | \$16,990-22,249 | \$203,882-266,989 | 04        |
| SM021               | * Section Mgr-Sustain&Resilience  | 072          | \$ 98.02-128.36 | \$16,990-22,249 | \$203,882-266,989 | 04        |
| SM013               | * Section Mgr-Water Ops&Planning  | 072          | \$ 98.02-128.36 | \$16,990-22,249 | \$203,882-266,989 | 04        |
| SM016               | * Section Mgr-Water Quality       | 073          | \$100.71-131.91 | \$17,456-22,864 | \$209,477-274,373 | 04        |
| SM008               | * Section Mgr-Water Resource Mgt  | 072          | \$ 98.02-128.36 | \$16,990-22,249 | \$203,882-266,989 | 04        |
| SM017               | * Section Mgr-Water Treatment     | 073          | \$100.71-131.91 | \$17,456-22,864 | \$209,477-274,373 | 04        |
| WC01                | Security Specialist (C)           | 051          | \$ 55.59- 73.04 | \$ 9,636-12,660 | \$115,627-151,923 | 05        |
| Z32                 | * Senior Audit Manager            | 073          | \$ 77.75-106.19 | \$13,477-18,406 | \$161,720-220,875 | 01        |
| V02                 | * Special Asst to the GM          | 072          | \$ 75.68-103.40 | \$13,118-17,923 | \$157,414-215,072 | 01        |
| Z16A                | * Special Projects Manager        | 072          | \$ 98.02-128.36 | \$16,990-22,249 | \$203,882-266,989 | 05        |
| YA02                | Sr Accountant                     | 045          | \$ 47.18- 62.15 | \$ 8,178-10,773 | \$ 98,134-129,272 | 02        |
| VA03                | Sr Accounting Tech                | 039          | \$ 40.02- 52.62 | \$ 6,937- 9,121 | \$ 83,242-109,450 | 02        |
| YA05                | Sr Admin Analyst                  | 049          | \$ 52.62- 69.23 | \$ 9,121-12,000 | \$109,450-143,998 | 02        |
| YC04                | * Sr Admin Analyst (C)            | 049          | \$ 52.62- 69.23 | \$ 9,121-12,000 | \$109,450-143,998 | 05        |
| Y01                 | * Sr Architect                    | 059          | \$ 69.23- 90.41 | \$12,000-15,671 | \$143,998-188,053 | 04        |



## Metropolitan Water District of Southern California

Report ID: MHR828

## SALARY SCHEDULE

Page No. 7

Run Date 09/04/2024

Run Time 10:09:07

Effective Date: 06/25/2023

| Classification Code | Title                            | Salary Grade | Hourly Range    | Monthly Range   | Annual Range      | Unit Code |
|---------------------|----------------------------------|--------------|-----------------|-----------------|-------------------|-----------|
| YC43                | * Sr Benefits Analyst (C)        | 049          | \$ 52.62- 69.23 | \$ 9,121-12,000 | \$109,450-143,998 | 05        |
| YA10                | Sr Biologist                     | 053          | \$ 58.81- 77.04 | \$10,194-13,354 | \$122,325-160,243 | 02        |
| YC07                | * Sr Board Specialist (C)        | 050          | \$ 54.14- 71.09 | \$ 9,384-12,322 | \$112,611-147,867 | 05        |
| YA14                | Sr Buyer                         | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| YA18                | Sr Chemist                       | 053          | \$ 58.81- 77.04 | \$10,194-13,354 | \$122,325-160,243 | 02        |
| YC49                | * Sr Class & Comp Analyst (C)    | 049          | \$ 52.62- 69.23 | \$ 9,121-12,000 | \$109,450-143,998 | 05        |
| XA08                | Sr Crane Certification Tech      | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| XA10                | Sr Cross Connection Tech         | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| Z11                 | * Sr Dep Gen Counsel Lbr Reltns  | 079          | \$ 91.41-124.94 | \$15,844-21,656 | \$190,133-259,875 | 01        |
| YA23                | Sr Deputy Auditor                | 052          | \$ 57.22- 74.97 | \$ 9,918-12,995 | \$119,018-155,938 | 02        |
| XA14                | Sr Designer                      | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| YC20                | * Sr Dpty General Counsel (C)    | 071          | \$ 95.39-124.94 | \$16,534-21,656 | \$198,411-259,875 | 05        |
| YC47                | * Sr EEO Analyst (C)             | 049          | \$ 52.62- 69.23 | \$ 9,121-12,000 | \$109,450-143,998 | 05        |
| YC28                | * Sr EHS Field Specialist (C)    | 055          | \$ 62.15- 81.19 | \$10,773-14,073 | \$129,272-168,875 | 05        |
| YC41                | * Sr Emp Relations Specialist    | 054          | \$ 60.44- 79.08 | \$10,476-13,707 | \$125,715-164,486 | 05        |
| 114                 | * Sr Engineer                    | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 04        |
| XA23A               | Sr Engineering Technician        | 053          | \$ 58.81- 77.04 | \$10,194-13,354 | \$122,325-160,243 | 02        |
| 924                 | * Sr Environmental Specialist    | 060          | \$ 67.38- 88.05 | \$11,679-15,262 | \$140,150-183,144 | 03        |
| YC04A               | * Sr Financial Analyst (C)       | 051          | \$ 55.59- 73.04 | \$ 9,636-12,660 | \$115,627-151,923 | 05        |
| YC23                | * Sr Government&Region AffRep(C) | 057          | \$ 65.59- 85.73 | \$11,369-14,860 | \$136,427-178,318 | 05        |
| YA37                | Sr Graphic Art Designer          | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| YC51                | * Sr HR Training Specialist (C)  | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 05        |
| YC45                | * Sr HRIS Analyst (C)            | 049          | \$ 52.62- 69.23 | \$ 9,121-12,000 | \$109,450-143,998 | 05        |
| YA109               | Sr IT Business Analyst           | 052          | \$ 57.22- 74.97 | \$ 9,918-12,995 | \$119,018-155,938 | 02        |
| XA30A               | Sr IT Communication Technician   | 050          | \$ 54.14- 71.09 | \$ 9,384-12,322 | \$112,611-147,867 | 02        |
| YA41                | Sr IT Enterprise App Analyst     | 052          | \$ 57.22- 74.97 | \$ 9,918-12,995 | \$119,018-155,938 | 02        |
| YA36                | Sr IT GIS Analyst                | 052          | \$ 57.22- 74.97 | \$ 9,918-12,995 | \$119,018-155,938 | 02        |
| YA45                | Sr IT Infrastructure Adminstr    | 052          | \$ 57.22- 74.97 | \$ 9,918-12,995 | \$119,018-155,938 | 02        |
| YA49                | Sr IT Network Engineer           | 053          | \$ 58.81- 77.04 | \$10,194-13,354 | \$122,325-160,243 | 02        |
| YA53                | Sr IT Proj Controls Specialist   | 049          | \$ 52.62- 69.23 | \$ 9,121-12,000 | \$109,450-143,998 | 02        |
| YA57                | Sr IT Quality Analyst            | 052          | \$ 57.22- 74.97 | \$ 9,918-12,995 | \$119,018-155,938 | 02        |
| YA61                | Sr IT Software Developer         | 052          | \$ 57.22- 74.97 | \$ 9,918-12,995 | \$119,018-155,938 | 02        |
| XA34A               | Sr IT Support Analyst            | 051          | \$ 55.59- 73.04 | \$ 9,636-12,660 | \$115,627-151,923 | 02        |
| YA65                | Sr IT System Administrator       | 052          | \$ 57.22- 74.97 | \$ 9,918-12,995 | \$119,018-155,938 | 02        |
| 201                 | * Sr Info Systems Auditor        | 055          | \$ 62.15- 81.19 | \$10,773-14,073 | \$129,272-168,875 | 04        |
| YC14                | * Sr Info Tech Analyst (C)       | 052          | \$ 57.22- 74.97 | \$ 9,918-12,995 | \$119,018-155,938 | 05        |
| XA37A               | Sr Lab Info Systems Specialist   | 053          | \$ 58.81- 77.04 | \$10,194-13,354 | \$122,325-160,243 | 02        |
| YA66                | Sr Land Surveyor                 | 056          | \$ 63.84- 83.51 | \$11,066-14,475 | \$132,787-173,701 | 02        |
| XA44A               | Sr Landscape Maintenance Tech    | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| YA68                | Sr Legal Analyst                 | 049          | \$ 52.62- 69.23 | \$ 9,121-12,000 | \$109,450-143,998 | 02        |
| UC03                | Sr Legal Secretary (C)           | 040          | \$ 41.12- 54.14 | \$ 7,127- 9,384 | \$ 85,530-112,611 | 05        |
| YA117               | Sr Legal Technology Specialist   | 052          | \$ 57.22- 74.97 | \$ 9,918-12,995 | \$119,018-155,938 | 02        |
| YC67                | * Sr Legislative Representative  | 058          | \$ 67.36- 88.01 | \$11,676-15,255 | \$140,109-183,061 | 05        |
| YA73                | Sr Limnologist                   | 053          | \$ 58.81- 77.04 | \$10,194-13,354 | \$122,325-160,243 | 02        |
| YA78                | Sr Microbiologist                | 053          | \$ 58.81- 77.04 | \$10,194-13,354 | \$122,325-160,243 | 02        |
| 928                 | * Sr Occup Safety & Health Spec  | 058          | \$ 67.36- 88.01 | \$11,676-15,255 | \$140,109-183,061 | 04        |
| XA49                | Sr Planner Scheduler             | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| YA86                | Sr Project Controls Specialist   | 050          | \$ 54.14- 71.09 | \$ 9,384-12,322 | \$112,611-147,867 | 02        |
| YA89                | Sr Public Affairs Rep            | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| YA94                | Sr Real Estate Representative    | 050          | \$ 54.14- 71.09 | \$ 9,384-12,322 | \$112,611-147,867 | 02        |
| YC53                | * Sr Recruitment Specialist (C)  | 049          | \$ 52.62- 69.23 | \$ 9,121-12,000 | \$109,450-143,998 | 05        |
| UA15                | Sr Reprographic Technician       | 034          | \$ 34.90- 45.89 | \$ 6,049- 7,954 | \$ 72,592- 95,451 | 02        |
| 155                 | * Sr Research Chemist            | 059          | \$ 65.62- 85.70 | \$11,374-14,855 | \$136,490-178,256 | 03        |
| 932                 | * Sr Resource Specialist         | 060          | \$ 67.38- 88.05 | \$11,679-15,262 | \$140,150-183,144 | 03        |
| WC03                | Sr Security Specialist           | 054          | \$ 60.44- 79.08 | \$10,476-13,707 | \$125,715-164,486 | 05        |
| XA56                | Sr System Operations Tech        | 053          | \$ 58.81- 77.04 | \$10,194-13,354 | \$122,325-160,243 | 02        |
| TA17                | Sr System Operator               | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| XA62A               | Sr Technical Writer              | 053          | \$ 58.81- 77.04 | \$10,194-13,354 | \$122,325-160,243 | 02        |
| YC16                | * Sr Training Administrator (C)  | 051          | \$ 55.59- 73.04 | \$ 9,636-12,660 | \$115,627-151,923 | 05        |
| YC09                | * Sr Training Specialist (C)     | 050          | \$ 54.14- 71.09 | \$ 9,384-12,322 | \$112,611-147,867 | 05        |
| YA113               | Sr Treasury Analyst              | 049          | \$ 52.62- 69.23 | \$ 9,121-12,000 | \$109,450-143,998 | 02        |
| XA65                | Sr Videographer                  | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| YA102               | Sr Water Quality Specialist      | 053          | \$ 58.81- 77.04 | \$10,194-13,354 | \$122,325-160,243 | 02        |
| XA69                | Sr Water Quality Technician      | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| V01                 | * Staff Assistant to the GM      | 072          | \$ 75.68-103.40 | \$13,118-17,923 | \$157,414-215,072 | 01        |
| Z43                 | * Staffing Manager               | 062          | \$ 74.97- 98.02 | \$12,995-16,990 | \$155,938-203,882 | 05        |
| VA12                | Storekeeper I                    | 026          | \$ 27.98- 36.91 | \$ 4,850- 6,398 | \$ 58,198- 76,773 | 02        |
| VA13                | Storekeeper II                   | 031          | \$ 32.10- 42.25 | \$ 5,564- 7,323 | \$ 66,768- 87,880 | 02        |
| VA14                | Storekeeper III                  | 035          | \$ 35.91- 47.18 | \$ 6,224- 8,178 | \$ 74,693- 98,134 | 02        |
| Y19                 | * Strategic Comm&Policy Advisor  | 081          | \$ 96.54-131.91 | \$16,734-22,864 | \$200,803-274,373 | 01        |

## Metropolitan Water District of Southern California

Report ID: MHR828

## SALARY SCHEDULE

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Run Date 09/04/2024

Effective Date: 06/25/2023

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| Classification Code | Title                            | Salary Grade | Hourly Range    | Monthly Range   | Annual Range      | Unit Code |
|---------------------|----------------------------------|--------------|-----------------|-----------------|-------------------|-----------|
| PMA01               | * Strategic Program Mgr, HR      | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 05        |
| Y13                 | Student Intern                   | 022          | \$ 19.44- 26.44 | \$ 3,370- 4,583 | \$ 40,435- 54,995 | 01        |
| S04                 | Student Intern Desert            | 010          | \$ 18.04- 23.71 | \$ 3,127- 4,110 | \$ 37,523- 49,317 | 02        |
| UA18                | Student Youth Intern             | 014          | \$ 15.58- 21.27 | \$ 2,701- 3,687 | \$ 32,406- 44,242 | 01        |
| 260                 | * Supervising Admin Analyst      | 049          | \$ 49.88- 65.62 | \$ 8,646-11,374 | \$103,750-136,490 | 03        |
| XA51A               | Survey and Mapping Tech I        | 036          | \$ 36.91- 48.47 | \$ 6,398- 8,401 | \$ 76,773-100,818 | 02        |
| XA52A               | Survey and Mapping Tech II       | 040          | \$ 41.12- 54.14 | \$ 7,127- 9,384 | \$ 85,530-112,611 | 02        |
| XA53A               | Survey and Mapping Tech III      | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| XA54A               | Survey and Mapping Tech IV       | 053          | \$ 58.81- 77.04 | \$10,194-13,354 | \$122,325-160,243 | 02        |
| XA55                | System Operations Technician     | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| TA16                | System Operator                  | 045          | \$ 47.18- 62.15 | \$ 8,178-10,773 | \$ 98,134-129,272 | 02        |
| Z06A                | * Team Manager I                 | 056          | \$ 60.51- 79.16 | \$10,488-13,721 | \$125,861-164,653 | 03        |
| Z06B                | * Team Manager II                | 057          | \$ 62.17- 81.26 | \$10,776-14,085 | \$129,314-169,021 | 03        |
| Z06C                | * Team Manager III               | 059          | \$ 65.62- 85.70 | \$11,374-14,855 | \$136,490-178,256 | 03        |
| Z06D                | * Team Manager IV                | 060          | \$ 67.38- 88.05 | \$11,679-15,262 | \$140,150-183,144 | 03        |
| Z06R                | * Team Manager IV (C)            | 058          | \$ 67.36- 88.01 | \$11,676-15,255 | \$140,109-183,061 | 05        |
| Z06E                | * Team Manager V                 | 061          | \$ 69.23- 90.42 | \$12,000-15,673 | \$143,998-188,053 | 03        |
| Z06S                | * Team Manager V (C)             | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 05        |
| Z06F                | * Team Manager VI                | 065          | \$ 76.96-100.65 | \$13,340-17,446 | \$160,077-209,352 | 03        |
| Z06G                | * Team Manager VII               | 065          | \$ 76.96-100.65 | \$13,340-17,446 | \$160,077-209,352 | 03        |
| TM085               | * Team Mgr-Accounts Payable      | 059          | \$ 69.23- 90.41 | \$12,000-15,671 | \$143,998-188,053 | 04        |
| TM086               | * Team Mgr-Accounts Receivable   | 059          | \$ 69.23- 90.41 | \$12,000-15,671 | \$143,998-188,053 | 04        |
| TM001               | * Team Mgr-Admin Svcs Bus Mgmt   | 059          | \$ 69.23- 90.41 | \$12,000-15,671 | \$143,998-188,053 | 04        |
| TM080               | * Team Mgr-Budget                | 062          | \$ 74.97- 98.02 | \$12,995-16,990 | \$155,938-203,882 | 04        |
| TM002               | * Team Mgr-Business Applications | 063          | \$ 77.04-100.71 | \$13,354-17,456 | \$160,243-209,477 | 04        |
| TM061               | * Team Mgr-Business Intel System | 063          | \$ 77.04-100.71 | \$13,354-17,456 | \$160,243-209,477 | 04        |
| TM084               | * Team Mgr-Capital Invstmnt Plan | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| TM003               | * Team Mgr-Chemistry             | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| TM079               | * Team Mgr-Community Relations   | 063          | \$ 77.04-100.71 | \$13,354-17,456 | \$160,243-209,477 | 04        |
| TM005               | * Team Mgr-Construction Mgmt I   | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 04        |
| TM004               | * Team Mgr-Construction Mgmt II  | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| TM064               | * Team Mgr-ConstructionContracts | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| TM006               | * Team Mgr-Control Systems Apps  | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| TM007               | * Team Mgr-Corrosion Control     | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| TM078               | * Team Mgr-Creative Design       | 063          | \$ 77.04-100.71 | \$13,354-17,456 | \$160,243-209,477 | 04        |
| TM008               | * Team Mgr-Database              | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| TM009               | * Team Mgr-Design                | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| TM073               | * Team Mgr-Design Support        | 057          | \$ 65.59- 85.73 | \$11,369-14,860 | \$136,427-178,318 | 04        |
| TM072               | * Team Mgr-Design Technology     | 059          | \$ 69.23- 90.41 | \$12,000-15,671 | \$143,998-188,053 | 04        |
| TM081               | * Team Mgr-Education             | 063          | \$ 77.04-100.71 | \$13,354-17,456 | \$160,243-209,477 | 04        |
| TM013               | * Team Mgr-Eng Compliance        | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| TM012               | * Team Mgr-Engineering Administr | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| TM014               | * Team Mgr-Enterprise Apps       | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| TM022               | * Team Mgr-Enterprise GIS & CAD  | 063          | \$ 77.04-100.71 | \$13,354-17,456 | \$160,243-209,477 | 04        |
| TM015               | * Team Mgr-EnterprswaterSysPrgrm | 065          | \$ 81.19-106.19 | \$14,073-18,406 | \$168,875-220,875 | 04        |
| TM065               | * Team Mgr-Environ Planning      | 065          | \$ 81.19-106.19 | \$14,073-18,406 | \$168,875-220,875 | 04        |
| TM016               | * Team Mgr-Environ Prgrm Support | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| TM011               | * Team Mgr-Ext Affairs Bus Mgmt  | 059          | \$ 69.23- 90.41 | \$12,000-15,671 | \$143,998-188,053 | 04        |
| TM019               | * Team Mgr-Facility Operations   | 059          | \$ 69.23- 90.41 | \$12,000-15,671 | \$143,998-188,053 | 04        |
| TM018               | * Team Mgr-Facility Planning     | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| TM020               | * Team Mgr-Field Survey          | 065          | \$ 81.19-106.19 | \$14,073-18,406 | \$168,875-220,875 | 04        |
| TM033               | * Team Mgr-FinanceRpt&PlantAsset | 059          | \$ 69.23- 90.41 | \$12,000-15,671 | \$143,998-188,053 | 04        |
| TM021               | * Team Mgr-Geodetics and Mapping | 065          | \$ 81.19-106.19 | \$14,073-18,406 | \$168,875-220,875 | 04        |
| TM023               | * Team Mgr-Graphic Design        | 058          | \$ 67.36- 88.01 | \$11,676-15,255 | \$140,109-183,061 | 04        |
| TMA01               | * Team Mgr-HR Business Support   | 058          | \$ 67.36- 88.01 | \$11,676-15,255 | \$140,109-183,061 | 05        |
| TM024               | * Team Mgr-Health&SafetyPrgrmSup | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| TM025               | * Team Mgr-Hydraulics&SysMdlng   | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| TM026               | * Team Mgr-Hydroelectric         | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| TM027               | * Team Mgr-IT Administration     | 062          | \$ 74.97- 98.02 | \$12,995-16,990 | \$155,938-203,882 | 04        |
| TM074               | * Team Mgr-IT Business Analysis  | 061          | \$ 73.04- 95.39 | \$12,660-16,534 | \$151,923-198,411 | 04        |
| TM077               | * Team Mgr-IT Client Systems Spt | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 04        |
| TM082               | * Team Mgr-IT Network Systems    | 063          | \$ 77.04-100.71 | \$13,354-17,456 | \$160,243-209,477 | 04        |
| TM066               | * Team Mgr-IT Prgrm Project Sppt | 065          | \$ 81.19-106.19 | \$14,073-18,406 | \$168,875-220,875 | 04        |
| TM028               | * Team Mgr-IT Quality Assurance  | 061          | \$ 73.04- 95.39 | \$12,660-16,534 | \$151,923-198,411 | 04        |
| TM010               | * Team Mgr-IT Service Desk       | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 04        |
| TM055               | * Team Mgr-IT Telecommunication  | 063          | \$ 77.04-100.71 | \$13,354-17,456 | \$160,243-209,477 | 04        |
| TM067               | * Team Mgr-Info Security         | 061          | \$ 73.04- 95.39 | \$12,660-16,534 | \$151,923-198,411 | 04        |
| TM046               | * Team Mgr-InternalCntr&WaterInv | 059          | \$ 69.23- 90.41 | \$12,000-15,671 | \$143,998-188,053 | 04        |
| TM029               | * Team Mgr-Inventory Control     | 056          | \$ 63.84- 83.51 | \$11,066-14,475 | \$132,787-173,701 | 04        |
| TM075               | * Team Mgr-Laboratory Support    | 057          | \$ 62.17- 81.26 | \$10,776-14,085 | \$129,314-169,021 | 03        |

## Metropolitan Water District of Southern California

Report ID: MHR828

## SALARY SCHEDULE

Page No. 9

Run Date 09/04/2024

Run Time 10:09:07

Effective Date: 06/25/2023

| Classification Code | Title                            | Salary Grade | Hourly Range    | Monthly Range   | Annual Range      | Unit Code |
|---------------------|----------------------------------|--------------|-----------------|-----------------|-------------------|-----------|
| TM068               | * Team Mgr-LandPlanning&Managemt | 063          | \$ 77.04-100.71 | \$13,354-17,456 | \$160,243-209,477 | 04        |
| TM030               | * Team Mgr-Limnology & Reservoir | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| TM031               | * Team Mgr-Maint Engineering     | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| TM032               | * Team Mgr-Materials&Metallurgy  | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 04        |
| TM034               | * Team Mgr-Microbiology          | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| TM035               | * Team Mgr-Operations App Svcs   | 063          | \$ 77.04-100.71 | \$13,354-17,456 | \$160,243-209,477 | 04        |
| TM036               | * Team Mgr-Operations Compliance | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| TM076               | * Team Mgr-Operations Planning   | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| TM037               | * Team Mgr-Ops Control Center    | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| TM087               | * Team Mgr-Payroll               | 062          | \$ 74.97- 98.02 | \$12,995-16,990 | \$155,938-203,882 | 04        |
| TM060               | * Team Mgr-Power Ops& Scheduling | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| TM038               | * Team Mgr-Procurement           | 059          | \$ 69.23- 90.41 | \$12,000-15,671 | \$143,998-188,053 | 04        |
| TM039               | * Team Mgr-Prof Contracting Svcs | 059          | \$ 69.23- 90.41 | \$12,000-15,671 | \$143,998-188,053 | 04        |
| TM040               | * Team Mgr-Program Management    | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| TM041               | * Team Mgr-Project Support       | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 04        |
| TM063               | * Team Mgr-Property Management   | 063          | \$ 77.04-100.71 | \$13,354-17,456 | \$160,243-209,477 | 04        |
| TM042               | * Team Mgr-Pump Plant            | 061          | \$ 73.04- 95.39 | \$12,660-16,534 | \$151,923-198,411 | 04        |
| TM043               | * Team Mgr-QltyAsrn&CompSampling | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| TM044               | * Team Mgr-Real Prop Bus Mgmt    | 059          | \$ 69.23- 90.41 | \$12,000-15,671 | \$143,998-188,053 | 04        |
| TM045               | * Team Mgr-RecordsMgt&ImagingSvc | 059          | \$ 69.23- 90.41 | \$12,000-15,671 | \$143,998-188,053 | 04        |
| TM069               | * Team Mgr-Resource Development  | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| TM070               | * Team Mgr-Resource Planning     | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| TM062               | * Team Mgr-Right of Way Acquistn | 063          | \$ 77.04-100.71 | \$13,354-17,456 | \$160,243-209,477 | 04        |
| TM047               | * Team Mgr-Safety of Dams&Geotch | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| TM017               | * Team Mgr-Safety&RegSvcSiteSupt | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| TMA02               | * Team Mgr-SafetyRegTechTraining | 060          | \$ 71.09- 92.89 | \$12,322-16,101 | \$147,867-193,211 | 05        |
| TM048               | * Team Mgr-Security Management   | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| TM049               | * Team Mgr-Server Administration | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| TM050               | * Team Mgr-Substructures         | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| TM051               | * Team Mgr-Supply Acquisition    | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| TM053               | * Team Mgr-Technical Control     | 065          | \$ 81.19-106.19 | \$14,073-18,406 | \$168,875-220,875 | 04        |
| TM054               | * Team Mgr-Technical Writing     | 058          | \$ 67.36- 88.01 | \$11,676-15,255 | \$140,109-183,061 | 04        |
| TM071               | * Team Mgr-Treasury Operations   | 062          | \$ 74.97- 98.02 | \$12,995-16,990 | \$155,938-203,882 | 04        |
| TM058               | * Team Mgr-WRM Business Mgmt     | 059          | \$ 69.23- 90.41 | \$12,000-15,671 | \$143,998-188,053 | 04        |
| TM059               | * Team Mgr-WSO Business Mgmt     | 059          | \$ 69.23- 90.41 | \$12,000-15,671 | \$143,998-188,053 | 04        |
| TM056               | * Team Mgr-Warehouse             | 056          | \$ 63.84- 83.51 | \$11,066-14,475 | \$132,787-173,701 | 04        |
| TM057               | * Team Mgr-Water Efficiency      | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| TM083               | * Team Mgr-WaterReuse&ProcessDev | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| XA57                | Technical Illustrator I          | 038          | \$ 38.93- 51.21 | \$ 6,748- 8,876 | \$ 80,974-106,517 | 02        |
| XA58                | Technical Illustrator II         | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| XA59A               | Technical Writer I               | 038          | \$ 38.93- 51.21 | \$ 6,748- 8,876 | \$ 80,974-106,517 | 02        |
| XA60A               | Technical Writer II              | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| XA61A               | Technical Writer III             | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| YC55                | * Training Administrator         | 045          | \$ 47.18- 62.15 | \$ 8,178-10,773 | \$ 98,134-129,272 | 05        |
| VC10                | Training Assistant I             | 030          | \$ 31.26- 41.12 | \$ 5,418- 7,127 | \$ 65,021- 85,530 | 05        |
| VC11                | Training Assistant II            | 034          | \$ 34.90- 45.89 | \$ 6,049- 7,954 | \$ 72,592- 95,451 | 05        |
| VC12                | Training Assistant III           | 038          | \$ 38.93- 51.21 | \$ 6,748- 8,876 | \$ 80,974-106,517 | 05        |
| Y15                 | * Training Logistics Specialist  | 059          | \$ 65.62- 85.70 | \$11,374-14,855 | \$136,490-178,256 | 03        |
| YC08                | * Training Specialist (C)        | 045          | \$ 47.18- 62.15 | \$ 8,178-10,773 | \$ 98,134-129,272 | 05        |
| ASM01               | * Treasurer                      | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| VA15                | Treasury Administrator           | 039          | \$ 40.02- 52.62 | \$ 6,937- 9,121 | \$ 83,242-109,450 | 02        |
| YA116               | Treasury Analyst I               | 035          | \$ 35.91- 47.18 | \$ 6,224- 8,178 | \$ 74,693- 98,134 | 02        |
| YA115               | Treasury Analyst II              | 041          | \$ 42.25- 55.59 | \$ 7,323- 9,636 | \$ 87,880-115,627 | 02        |
| YA114               | Treasury Analyst III             | 044          | \$ 45.89- 60.44 | \$ 7,954-10,476 | \$ 95,451-125,715 | 02        |
| Z05E                | * Unit Manager V                 | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| Z05J                | * Unit Manager V (C)             | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 05        |
| UM002               | * Unit Mgr-Application Services  | 067          | \$ 85.73-112.07 | \$14,860-19,425 | \$178,318-233,106 | 04        |
| UM003               | * Unit Mgr-Apprentice&TechTrain  | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| UM004               | * Unit Mgr-Audit                 | 065          | \$ 81.19-106.19 | \$14,073-18,406 | \$168,875-220,875 | 04        |
| UMA01               | * Unit Mgr-Benefits Services     | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 05        |
| UM031               | * Unit Mgr-Budget                | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| UM030               | * Unit Mgr-Chemistry             | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| UMA02               | * Unit Mgr-ClassComp&Recruitment | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 05        |
| UM005               | * Unit Mgr-Construction Services | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| UM006               | * Unit Mgr-Contracting Services  | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| UM007               | * Unit Mgr-Conveyance&Distribtn  | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| UM008               | * Unit Mgr-Document Services     | 064          | \$ 79.08-103.40 | \$13,707-17,923 | \$164,486-215,072 | 04        |
| UM042               | * Unit Mgr-DvrstyEqty&IncWkfcDev | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| UM009               | * Unit Mgr-Education             | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| UM010               | * Unit Mgr-Engineering Services  | 069          | \$ 90.41-118.33 | \$15,671-20,511 | \$188,053-246,126 | 04        |

Metropolitan Water District of Southern California  
SALARY SCHEDULE

Report ID: MHR828

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Effective Date: 06/25/2023

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| Classification Code | Title                            | Salary Grade | Hourly Range    | Monthly Range   | Annual Range      | Unit Code |
|---------------------|----------------------------------|--------------|-----------------|-----------------|-------------------|-----------|
| UM038               | * Unit Mgr-Environmental Plng    | 069          | \$ 90.41-118.33 | \$15,671-20,511 | \$188,053-246,126 | 04        |
| UM011               | * Unit Mgr-Facility Management   | 067          | \$ 85.73-112.07 | \$14,860-19,425 | \$178,318-233,106 | 04        |
| UM045               | * Unit Mgr-Finance Services      | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| UM012               | * Unit Mgr-Fleet Services        | 065          | \$ 81.19-106.19 | \$14,073-18,406 | \$168,875-220,875 | 04        |
| UM043               | * Unit Mgr-Grants & Research     | 065          | \$ 81.19-106.19 | \$14,073-18,406 | \$168,875-220,875 | 04        |
| UM016               | * Unit Mgr-IT Infrastructure     | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| UM033               | * Unit Mgr-IT Program Mgt Office | 069          | \$ 90.41-118.33 | \$15,671-20,511 | \$188,053-246,126 | 04        |
| UM017               | * Unit Mgr-IT Project Planning   | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| UM032               | * Unit Mgr-IT Security           | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| UM013               | * Unit Mgr-Implemnt Proj&Studies | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| UM014               | * Unit Mgr-Imported Supply       | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| UM015               | * Unit Mgr-Info Security Svcs    | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| UM037               | * Unit Mgr-Laboratory Services   | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| UM023               | * Unit Mgr-Land Management       | 067          | \$ 85.73-112.07 | \$14,860-19,425 | \$178,318-233,106 | 04        |
| UM018               | * Unit Mgr-Manufacturing Svcs    | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| UM029               | * Unit Mgr-Microbiology          | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| UM019               | * Unit Mgr-Ops Planning&Program  | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| UM036               | * Unit Mgr-Ops Proj & Asset Mgmt | 069          | \$ 90.41-118.33 | \$15,671-20,511 | \$188,053-246,126 | 04        |
| UM021               | * Unit Mgr-Planning and Acquistn | 067          | \$ 85.73-112.07 | \$14,860-19,425 | \$178,318-233,106 | 04        |
| UM020               | * Unit Mgr-Power&EquipReliabilty | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| UM040               | * Unit Mgr-PowerCompl&Programs   | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| UM035               | * Unit Mgr-Rates,Charges&FinPlan | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 04        |
| UM024               | * Unit Mgr-Risk Management       | 065          | \$ 81.19-106.19 | \$14,073-18,406 | \$168,875-220,875 | 04        |
| UM041               | * Unit Mgr-Safety&Environ Svcs   | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| UM034               | * Unit Mgr-Security              | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| UM025               | * Unit Mgr-System Analysis       | 069          | \$ 90.41-118.33 | \$15,671-20,511 | \$188,053-246,126 | 04        |
| UM026               | * Unit Mgr-System Operations     | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| UM027               | * Unit Mgr-Water Purification    | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| UM028               | * Unit Mgr-Water Treatment Plant | 068          | \$ 88.01-115.16 | \$15,255-19,961 | \$183,061-239,533 | 04        |
| XA63                | Videographer I                   | 035          | \$ 35.91- 47.18 | \$ 6,224- 8,178 | \$ 74,693- 98,134 | 02        |
| XA64                | Videographer II                  | 041          | \$ 42.25- 55.59 | \$ 7,323- 9,636 | \$ 87,880-115,627 | 02        |
| YA101               | Water Quality Specialist         | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| XA66                | Water Quality Technician I       | 033          | \$ 33.92- 44.67 | \$ 5,879- 7,743 | \$ 70,554- 92,914 | 02        |
| XA67                | Water Quality Technician II      | 038          | \$ 38.93- 51.21 | \$ 6,748- 8,876 | \$ 80,974-106,517 | 02        |
| XA68                | Water Quality Technician III     | 043          | \$ 44.67- 58.81 | \$ 7,743-10,194 | \$ 92,914-122,325 | 02        |
| XA70A               | Water Sampling Field Tech        | 033          | \$ 33.92- 44.67 | \$ 5,879- 7,743 | \$ 70,554- 92,914 | 02        |
| Z38                 | * Workers Compensation Manager   | 066          | \$ 83.51-109.01 | \$14,475-18,895 | \$173,701-226,741 | 05        |
| T13                 | Wtr Treatment Plant Specialist   | 048          | \$ 51.21- 67.36 | \$ 8,876-11,676 | \$106,517-140,109 | 02        |
| TA18                | Wtr Trtment Plant Operator I     | 035          | \$ 35.91- 47.18 | \$ 6,224- 8,178 | \$ 74,693- 98,134 | 02        |
| TA19                | Wtr Trtment Plant Operator II    | 040          | \$ 41.12- 54.14 | \$ 7,127- 9,384 | \$ 85,530-112,611 | 02        |
| TA20                | Wtr Trtment Plant Operator III   | 045          | \$ 47.18- 62.15 | \$ 8,178-10,773 | \$ 98,134-129,272 | 02        |

Metropolitan Water District of Southern California  
SALARY SCHEDULE

Report ID: MHR828

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Run Date 09/04/2024

Run Time 10:09:07

Effective Date: 06/25/2023

| Classification Code | Title | Salary Grade | Hourly Range | Monthly Range | Annual Range | Unit Code |
|---------------------|-------|--------------|--------------|---------------|--------------|-----------|
|---------------------|-------|--------------|--------------|---------------|--------------|-----------|

## Unit Code

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- 00 - Executive
- 01 - Unrepresented
- 02 - AFSCME Local 1902
- 03 - Supervisors Association
- 04 - Management&Professional Assoc
- 05 - Assoc of Conf Employees

\* Not Eligible for Overtime

## O&amp;M Tech Titles

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## + O&amp;M Tech I

- S03A (Grade 27): Carpenter, Coater, Equipment Operator, Fleet, Plumber, Welder-Fabricator
- S03 (Grade 28): Electrical, HVAC, Machinist, Mechanical
- S03P (Grade 28 - Apprentice): Electrical, Mechanical

## + O&amp;M Tech II

- S02A (Grade 31): Carpenter, Coater, Equipment Operator, Fleet, Plumber, Welder-Fabricator
- S02 (Grade 32): Electrical, HVAC, Machinist, Mechanical
- S02P (Grade 32 - Apprentice): Electrical, Mechanical

## + O&amp;M Tech III

- T10A (Grade 35): Carpenter, Coater, Equipment Operator, Fleet, Plumber, Welder-Fabricator
- T10 (Grade 36): Electrical, HVAC, Machinist, Mechanical
- T10P (Grade 36 - Apprentice): Electrical, Mechanical

## + O&amp;M Tech IV

- T03A (Grade 41): Carpenter, Coater, Equipment Operator, Fleet, Plumber, Welder-Fabricator
- T03 (Grade 42): Electrical, HVAC, Machinist, Mechanical
- T03FS (Grade 42): Welder-Fabricator/Field Services

End of Report

Metropolitan Water District of Southern California  
SALARY SCHEDULE

Report ID: MHR828

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Run Date 09/04/2024

Effective Date: 06/23/2024

Run Time 10:07:18

| Classification Code | Title                             | Salary Grade | Hourly Range    | Monthly Range   | Annual Range      | Unit Code |
|---------------------|-----------------------------------|--------------|-----------------|-----------------|-------------------|-----------|
| YA01                | Accountant                        | 038          | \$ 40.10- 52.75 | \$ 6,951- 9,143 | \$ 83,408-109,720 | 02        |
| VA01                | Accounting Tech I                 | 029          | \$ 31.30- 41.22 | \$ 5,425- 7,145 | \$ 65,104- 85,738 | 02        |
| VA02                | Accounting Tech II                | 034          | \$ 35.95- 47.27 | \$ 6,231- 8,193 | \$ 74,776- 98,322 | 02        |
| YA04                | Admin Analyst                     | 044          | \$ 47.27- 62.25 | \$ 8,193-10,790 | \$ 98,322-129,480 | 02        |
| YC01                | Admin Analyst I (C)               | 039          | \$ 41.22- 54.20 | \$ 7,145- 9,395 | \$ 85,738-112,736 | 05        |
| YC02                | Admin Analyst II (C)              | 042          | \$ 44.73- 58.94 | \$ 7,753-10,216 | \$ 93,038-122,595 | 05        |
| YC03                | * Admin Analyst III (C)           | 045          | \$ 48.60- 64.01 | \$ 8,424-11,095 | \$101,088-133,141 | 05        |
| VA04                | Admin Assistant I                 | 031          | \$ 33.06- 43.52 | \$ 5,730- 7,543 | \$ 68,765- 90,522 | 02        |
| VC01                | Admin Assistant I (C)             | 031          | \$ 33.06- 43.52 | \$ 5,730- 7,543 | \$ 68,765- 90,522 | 05        |
| VA05                | Admin Assistant II                | 035          | \$ 36.99- 48.60 | \$ 6,412- 8,424 | \$ 76,939-101,088 | 02        |
| VC02                | Admin Assistant II (C)            | 035          | \$ 36.99- 48.60 | \$ 6,412- 8,424 | \$ 76,939-101,088 | 05        |
| VA06                | Admin Assistant III               | 039          | \$ 41.22- 54.20 | \$ 7,145- 9,395 | \$ 85,738-112,736 | 02        |
| VC03                | Admin Assistant III (C)           | 039          | \$ 41.22- 54.20 | \$ 7,145- 9,395 | \$ 85,738-112,736 | 05        |
| UA04                | Admin Secretary                   | 037          | \$ 39.03- 51.36 | \$ 6,765- 8,902 | \$ 81,182-106,829 | 02        |
| PM034               | * Agricultural Liaison            | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,298-199,014 | 04        |
| 937                 | Aircraft Pilot                    | 047          | \$ 48.68- 64.04 | \$ 8,438-11,100 | \$101,254-133,203 | 03        |
| TA12                | Aqueduct & Power Dispatcher       | 045          | \$ 48.60- 64.01 | \$ 8,424-11,095 | \$101,088-133,141 | 02        |
| T11                 | Aqueduct Pump Specialist          | 046          | \$ 49.92- 65.76 | \$ 8,653-11,398 | \$103,834-136,781 | 02        |
| YC62                | * Assistant Ethics Officer        | 071          | \$ 98.25-128.69 | \$17,030-22,306 | \$204,360-267,675 | 05        |
| YA08                | Assoc Biologist                   | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| YA16                | Assoc Chemist                     | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| YC18                | * Assoc Dpty General Counsel (C)  | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,298-199,014 | 05        |
| YA26                | Assoc Engineer                    | 050          | \$ 55.76- 73.22 | \$ 9,665-12,691 | \$115,981-152,298 | 02        |
| YA30                | Assoc Environmental Specialist    | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| YA51                | Assoc IT Proj Contr Specialist    | 039          | \$ 41.22- 54.20 | \$ 7,145- 9,395 | \$ 85,738-112,736 | 02        |
| YA71                | Assoc Limnologist                 | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| YA76                | Assoc Microbiologist              | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| YA84                | Assoc Proj Controls Specialist    | 038          | \$ 40.10- 52.75 | \$ 6,951- 9,143 | \$ 83,408-109,720 | 02        |
| YA97                | Assoc Resource Specialist         | 049          | \$ 54.20- 71.31 | \$ 9,395-12,360 | \$112,736-148,325 | 02        |
| WC02                | Assoc Security Specialist (C)     | 049          | \$ 54.20- 71.31 | \$ 9,395-12,360 | \$112,736-148,325 | 05        |
| YA100               | Assoc Water Quality Specialist    | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| YA07                | Asst Biologist                    | 038          | \$ 40.10- 52.75 | \$ 6,951- 9,143 | \$ 83,408-109,720 | 02        |
| YC63                | * Asst Board Administrator        | 056          | \$ 65.76- 86.02 | \$11,398-14,910 | \$136,781-178,922 | 05        |
| YA15                | Asst Chemist                      | 038          | \$ 40.10- 52.75 | \$ 6,951- 9,143 | \$ 83,408-109,720 | 02        |
| YA24                | Asst Engineer I                   | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| YA25                | Asst Engineer II                  | 046          | \$ 49.92- 65.76 | \$ 8,653-11,398 | \$103,834-136,781 | 02        |
| YA28                | Asst Env Specialist I             | 038          | \$ 40.10- 52.75 | \$ 6,951- 9,143 | \$ 83,408-109,720 | 02        |
| YA29                | Asst Env Specialist II            | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| Z12                 | * Asst GM Strategic Wtr Initiatv  | 093          | \$137.69-188.11 | \$23,866-32,606 | \$286,395-391,269 | 01        |
| 985                 | * Asst General Auditor            | 081          | \$ 99.44-135.87 | \$17,236-23,551 | \$206,835-282,610 | 01        |
| 032                 | * Asst General Counsel            | 086          | \$113.86-155.54 | \$19,736-26,960 | \$236,781-323,523 | 01        |
| Z55                 | * Asst General Counsel (C)        | 078          | \$118.61-155.54 | \$20,559-26,960 | \$246,709-323,523 | 05        |
| 024                 | * Asst General Manager/CAO        | 093          | \$137.69-188.11 | \$23,866-32,606 | \$286,395-391,269 | 01        |
| Z14                 | * Asst General Manager/CEAO       | 093          | \$137.69-188.11 | \$23,866-32,606 | \$286,395-391,269 | 01        |
| 006                 | * Asst General Manager/CFO        | 093          | \$137.69-188.11 | \$23,866-32,606 | \$286,395-391,269 | 01        |
| 002                 | * Asst General Manager/COO        | 094          | \$141.43-193.30 | \$24,515-33,505 | \$294,174-402,064 | 01        |
| Z02                 | * Asst Group Manager              | 085          | \$110.82-151.38 | \$19,209-26,239 | \$230,506-314,870 | 01        |
| YA50                | Asst IT Proj Contrl Specialist    | 033          | \$ 34.94- 46.01 | \$ 6,056- 7,975 | \$ 72,675- 95,701 | 02        |
| YC66                | * Asst Legislative Representative | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 05        |
| YA70                | Asst Limnologist                  | 038          | \$ 40.10- 52.75 | \$ 6,951- 9,143 | \$ 83,408-109,720 | 02        |
| YA75                | Asst Microbiologist               | 038          | \$ 40.10- 52.75 | \$ 6,951- 9,143 | \$ 83,408-109,720 | 02        |
| YA83                | Asst Proj Controls Specialist     | 033          | \$ 34.94- 46.01 | \$ 6,056- 7,975 | \$ 72,675- 95,701 | 02        |
| YA95                | Asst Resource Specialist I        | 042          | \$ 44.73- 58.94 | \$ 7,753-10,216 | \$ 93,038-122,595 | 02        |
| YA96                | Asst Resource Specialist II       | 045          | \$ 48.60- 64.01 | \$ 8,424-11,095 | \$101,088-133,141 | 02        |
| Z04C                | * Asst Section Manager II (C)     | 067          | \$ 88.30-115.43 | \$15,305-20,008 | \$183,664-240,094 | 05        |
| TA15                | Asst System Operator              | 041          | \$ 43.52- 57.26 | \$ 7,543- 9,925 | \$ 90,522-119,101 | 02        |
| Z95                 | * Asst Treasurer                  | 057          | \$ 67.56- 88.30 | \$11,710-15,305 | \$140,525-183,664 | 04        |
| UM044               | * Asst Treasury and Debt Manager  | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| Z52                 | * Asst Unit Mgr-Conveyance&Distr  | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| YA99                | Asst Water Quality Specialist     | 038          | \$ 40.10- 52.75 | \$ 6,951- 9,143 | \$ 83,408-109,720 | 02        |
| UM001               | * AsstContrl/Unit Mgr-Accounting  | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| UM039               | * AsstContrl/Unit Mgr-FinclRptng  | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| Z68                 | * Bay-Delta InitiativesPolicyMgr  | 085          | \$110.82-151.38 | \$19,209-26,239 | \$230,506-314,870 | 01        |
| YA09                | Biologist                         | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| Z64                 | * Board Administrator             | 072          | \$ 77.95-106.50 | \$13,511-18,460 | \$162,136-221,520 | 01        |
| Z78                 | * Board Executive Officer         | 088          | \$120.20-164.22 | \$20,835-28,465 | \$250,016-341,578 | 01        |
| U04                 | * Board Executive Secretary       | 072          | \$ 77.95-106.50 | \$13,511-18,460 | \$162,136-221,520 | 01        |
| YC06                | * Board Specialist (C)            | 045          | \$ 48.60- 64.01 | \$ 8,424-11,095 | \$101,088-133,141 | 05        |
| Z65                 | * Budget and Treasury Manager     | 081          | \$ 99.44-135.87 | \$17,236-23,551 | \$206,835-282,610 | 01        |
| Z09                 | * Business Outreach Manager       | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,298-199,014 | 04        |

## Metropolitan Water District of Southern California

Report ID: MHR828

## SALARY SCHEDULE

Page No. 2

Run Date 09/04/2024

Effective Date: 06/23/2024

Run Time 10:07:18

| Classification Code | Title                            | Salary Grade | Hourly Range    | Monthly Range   | Annual Range      | Unit Code |
|---------------------|----------------------------------|--------------|-----------------|-----------------|-------------------|-----------|
| YA12                | Buyer I                          | 038          | \$ 40.10- 52.75 | \$ 6,951- 9,143 | \$ 83,408-109,720 | 02        |
| YA13                | Buyer II                         | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| YA17                | Chemist                          | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| SA06                | Chief Cook                       | 024          | \$ 27.23- 35.95 | \$ 4,720- 6,231 | \$ 56,638- 74,776 | 02        |
| YC65                | * Chief EEO Investigator         | 069          | \$ 93.12-121.88 | \$16,141-21,126 | \$193,690-253,510 | 05        |
| Z71                 | * Chief EEO Officer              | 085          | \$110.82-151.38 | \$19,209-26,239 | \$230,506-314,870 | 01        |
| XA47                | Chief Photographer               | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| 122                 | * Chief of Party                 | 054          | \$ 59.01- 77.21 | \$10,228-13,383 | \$122,741-160,597 | 03        |
| Z80                 | * Chief of Staff                 | 099          | \$162.01-221.39 | \$28,082-38,374 | \$336,981-460,491 | 01        |
| Z73                 | * ChiefDvrstyEqty&InclsnOfficer  | 085          | \$110.82-151.38 | \$19,209-26,239 | \$230,506-314,870 | 01        |
| Z84                 | * ChiefSafetySecurity&ProOfficer | 085          | \$110.82-151.38 | \$19,209-26,239 | \$230,506-314,870 | 01        |
| Z72                 | * ChiefSustRslncy&InnovOfficer   | 085          | \$110.82-151.38 | \$19,209-26,239 | \$230,506-314,870 | 01        |
| Z42                 | * Class & Comp Manager           | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 05        |
| SA04                | Commercial Truck Driver A        | 037          | \$ 39.03- 51.36 | \$ 6,765- 8,902 | \$ 81,182-106,829 | 02        |
| SA05A               | Commercial Truck Driver B        | 037          | \$ 39.03- 51.36 | \$ 6,765- 8,902 | \$ 81,182-106,829 | 02        |
| XA01A               | Construction Inspector I         | 038          | \$ 40.10- 52.75 | \$ 6,951- 9,143 | \$ 83,408-109,720 | 02        |
| XA02A               | Construction Inspector II        | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| XA03A               | Construction Inspector III       | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| XA04A               | Construction Inspector IV        | 053          | \$ 60.57- 79.35 | \$10,499-13,754 | \$125,986-165,048 | 02        |
| XA05A               | Construction Inspector V         | 056          | \$ 65.76- 86.02 | \$11,398-14,910 | \$136,781-178,922 | 02        |
| Z36                 | * Controller                     | 072          | \$100.96-132.21 | \$17,500-22,916 | \$209,997-274,997 | 05        |
| T04                 | Conveyance&Distrbtn Specialist   | 047          | \$ 51.36- 67.56 | \$ 8,902-11,710 | \$106,829-140,525 | 02        |
| XA06                | Crane Certification Tech I       | 038          | \$ 40.10- 52.75 | \$ 6,951- 9,143 | \$ 83,408-109,720 | 02        |
| XA07                | Crane Certification Tech II      | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| XA09                | Cross Connection Technician      | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| PM030               | * Debt Management Specialist     | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,298-199,014 | 04        |
| YA20                | Deputy Auditor I                 | 031          | \$ 33.06- 43.52 | \$ 5,730- 7,543 | \$ 68,765- 90,522 | 02        |
| YA21                | Deputy Auditor II                | 036          | \$ 38.02- 49.92 | \$ 6,590- 8,653 | \$ 79,082-103,834 | 02        |
| YA22                | Deputy Auditor III               | 045          | \$ 48.60- 64.01 | \$ 8,424-11,095 | \$101,088-133,141 | 02        |
| Z77                 | * Deputy Chief DE&I Officer      | 080          | \$ 96.73-132.21 | \$16,767-22,916 | \$201,198-274,997 | 01        |
| Z75                 | * Deputy Chief EEO Officer       | 080          | \$ 96.73-132.21 | \$16,767-22,916 | \$201,198-274,997 | 01        |
| YC60                | * Deputy Ethics Officer          | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 05        |
| Z57                 | * Deputy General Auditor         | 077          | \$ 89.18-121.88 | \$15,458-21,126 | \$185,494-253,510 | 01        |
| YC19                | * Deputy General Counsel (C)     | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 05        |
| XA11                | Designer I                       | 032          | \$ 34.02- 44.73 | \$ 5,897- 7,753 | \$ 70,762- 93,038 | 02        |
| XA12                | Designer II                      | 035          | \$ 36.99- 48.60 | \$ 6,412- 8,424 | \$ 76,939-101,088 | 02        |
| XA13                | Designer III                     | 039          | \$ 41.22- 54.20 | \$ 7,145- 9,395 | \$ 85,738-112,736 | 02        |
| Z41                 | * Director of Info Tech Services | 072          | \$100.96-132.21 | \$17,500-22,916 | \$209,997-274,997 | 04        |
| T14                 | Diver-Inland Commercial          | 047          | \$ 51.36- 67.56 | \$ 8,902-11,710 | \$106,829-140,525 | 02        |
| YC61                | * DptyEthicsOfcr Adv,Comp&Policy | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,298-199,014 | 05        |
| PM036               | * DvrstyEqty&InclsnOut&EngageMgr | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,708 | 04        |
| Z25                 | * EEO Manager                    | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 05        |
| YC25                | EHS Field Specialist I (C)       | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 05        |
| YC26                | EHS Field Specialist II (C)      | 045          | \$ 48.60- 64.01 | \$ 8,424-11,095 | \$101,088-133,141 | 05        |
| YC27                | EHS Field Specialist III (C)     | 050          | \$ 55.76- 73.22 | \$ 9,665-12,691 | \$115,981-152,798 | 05        |
| T12                 | Electrical Specialist            | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| 168                 | * Electronic Tech Supervisor     | 055          | \$ 60.68- 79.27 | \$10,518-13,740 | \$126,214-164,882 | 03        |
| YC42                | * Employee Relations Specialist  | 051          | \$ 57.26- 75.23 | \$ 9,925-13,040 | \$119,101-156,478 | 05        |
| YA27                | Engineer                         | 056          | \$ 65.76- 86.02 | \$11,398-14,910 | \$136,781-178,922 | 02        |
| XA20A               | Engineering Tech I               | 038          | \$ 40.10- 52.75 | \$ 6,951- 9,143 | \$ 83,408-109,720 | 02        |
| XA21A               | Engineering Tech II              | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| XA22A               | Engineering Tech III             | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| YA31                | Environmental Specialist         | 053          | \$ 60.57- 79.35 | \$10,499-13,754 | \$125,986-165,048 | 02        |
| Z59                 | * Equal Emp Compliance&Policy Co | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 05        |
| Z16                 | * Ethics Officer                 | FR           |                 |                 | \$313,643         | 00        |
| YC35                | * Ethics Policy Analyst          | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,298-199,014 | 05        |
| Z81                 | * Exec Advisor: WtrRes&CapImprvs | 086          | \$113.86-155.54 | \$19,736-26,960 | \$236,829-323,523 | 01        |
| 002A                | * ExecOff&AsstGM/Wtr&TechResrcs  | 097          | \$153.49-209.70 | \$26,605-36,348 | \$319,259-436,176 | 01        |
| VC04                | Executive Assistant I (C)        | 044          | \$ 47.27- 62.25 | \$ 8,193-10,790 | \$ 98,322-129,480 | 05        |
| VC05                | Executive Assistant II (C)       | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 05        |
| VC13                | * Executive Assistant to the GC  | 051          | \$ 57.26- 75.23 | \$ 9,925-13,040 | \$119,101-156,478 | 05        |
| VC14                | * Executive Assistant to the GM  | 051          | \$ 57.26- 75.23 | \$ 9,925-13,040 | \$119,101-156,478 | 05        |
| 021                 | * Executive Legislative Rep      | 081          | \$ 99.44-135.87 | \$17,236-23,551 | \$206,835-282,610 | 01        |
| Z56                 | * Executive Legislative Rep (C)  | 073          | \$103.73-135.87 | \$17,980-23,551 | \$215,758-282,610 | 05        |
| Z74                 | * Executive Office Manager       | 067          | \$ 68.19- 93.12 | \$11,820-16,141 | \$141,835-193,690 | 01        |
| 061                 | * Executive Secretary            | 051          | \$ 57.26- 75.23 | \$ 9,925-13,040 | \$119,101-156,478 | 04        |
| 017                 | * Executive Strategist           | 073          | \$103.73-135.87 | \$17,980-23,551 | \$215,758-282,610 | 05        |
| SA07                | Facilities Maint Assistant       | 029          | \$ 31.30- 41.22 | \$ 5,425- 7,145 | \$ 65,104- 85,738 | 02        |
| TA14                | Facilities Maint Mechanic        | 037          | \$ 39.03- 51.36 | \$ 6,765- 8,902 | \$ 81,182-106,829 | 02        |
| YA32                | Fleet Coordinator                | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |

## Metropolitan Water District of Southern California

Report ID: MHR828

## SALARY SCHEDULE

Page No. 3

Run Date 09/04/2024

Run Time 10:07:18

Effective Date: 06/23/2024

| Classification Code | Title                            | Salary Grade | Hourly Range    | Monthly Range   | Annual Range      | Unit Code |
|---------------------|----------------------------------|--------------|-----------------|-----------------|-------------------|-----------|
| VA17                | Fleet Dispatch Coordinator       | 035          | \$ 36.99- 48.60 | \$ 6,412- 8,424 | \$ 76,939-101,088 | 02        |
| VA16                | Fleet Dispatcher                 | 031          | \$ 33.06- 43.52 | \$ 5,730- 7,543 | \$ 68,765- 90,522 | 02        |
| 041                 | * General Auditor                | FR           |                 |                 | \$288,413         | 00        |
| 031                 | * General Counsel                | FR           |                 |                 | \$399,194         | 00        |
| 706                 | General Maintenance Asst         | 021          | \$ 25.10- 33.06 | \$ 4,351- 5,730 | \$ 52,208- 68,765 | 02        |
| 001                 | * General Manager                | FR           |                 |                 | \$472,160         | 00        |
| YC22                | * Government&Regional Aff Rep(C) | 052          | \$ 58.94- 77.22 | \$10,216-13,385 | \$122,595-160,618 | 05        |
| XA24                | Graphic Technician I             | 034          | \$ 35.95- 47.27 | \$ 6,231- 8,193 | \$ 74,776- 98,322 | 02        |
| XA25                | Graphic Technician II            | 038          | \$ 40.10- 52.75 | \$ 6,951- 9,143 | \$ 83,408-109,720 | 02        |
| XA26                | Graphic Technician III           | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| SA08                | Grounds Maintenance Worker       | 029          | \$ 31.30- 41.22 | \$ 5,425- 7,145 | \$ 65,104- 85,738 | 02        |
| Z01                 | * Group Manager                  | 086          | \$113.86-155.54 | \$19,736-26,960 | \$236,829-323,523 | 01        |
| Z29                 | * Group Manager-Bay Delta Intivs | 086          | \$113.86-155.54 | \$19,736-26,960 | \$236,829-323,523 | 01        |
| Z60                 | * Group Manager-Engineering Svcs | 089          | \$123.47-168.79 | \$21,401-29,257 | \$256,818-351,083 | 01        |
| Z58                 | * Group Manager-External Affairs | 086          | \$113.86-155.54 | \$19,736-26,960 | \$236,829-323,523 | 01        |
| Z54                 | * Group Manager-Human Resources  | 086          | \$113.86-155.54 | \$19,736-26,960 | \$236,829-323,523 | 01        |
| Z66                 | * Group Manager-Info Technology  | 088          | \$120.20-164.22 | \$20,835-28,465 | \$250,016-341,578 | 01        |
| Z61                 | * Group Manager-Real Property    | 086          | \$113.86-155.54 | \$19,736-26,960 | \$236,829-323,523 | 01        |
| Z62                 | * Group Manager-Water Resrc Mgmt | 088          | \$120.20-164.22 | \$20,835-28,465 | \$250,016-341,578 | 01        |
| Z63                 | * Group Manager-Water System Ops | 089          | \$123.47-168.79 | \$21,401-29,257 | \$256,818-351,083 | 01        |
| Z82                 | * Group Mgr-Conveyance&Distrbtn  | 088          | \$120.20-164.22 | \$20,835-28,465 | \$250,016-341,578 | 01        |
| Z76                 | * Group Mgr-Finance&Admnstration | 088          | \$120.20-164.22 | \$20,835-28,465 | \$250,016-341,578 | 01        |
| Z83                 | * Group Mgr-IntOpsPlng&Supp Svcs | 088          | \$120.20-164.22 | \$20,835-28,465 | \$250,016-341,578 | 01        |
| Z85                 | * Group Mgr-Treatment&Water Qlty | 088          | \$120.20-164.22 | \$20,835-28,465 | \$250,016-341,578 | 01        |
| VC06                | HR Assistant I (C)               | 031          | \$ 33.06- 43.52 | \$ 5,730- 7,543 | \$ 68,765- 90,522 | 05        |
| VC07                | HR Assistant II (C)              | 035          | \$ 36.99- 48.60 | \$ 6,412- 8,424 | \$ 76,939-101,088 | 05        |
| VC08                | HR Assistant III (C)             | 039          | \$ 41.22- 54.20 | \$ 7,145- 9,395 | \$ 85,738-112,736 | 05        |
| UMA03               | * HR Strategic Partner           | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 05        |
| Z40                 | * HRIS Manager                   | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,758 | 05        |
| YC30                | Human Resources Analyst I (C)    | 039          | \$ 41.22- 54.20 | \$ 7,145- 9,395 | \$ 85,738-112,736 | 05        |
| YC31                | Human Resources Analyst II (C)   | 042          | \$ 44.73- 58.94 | \$ 7,753-10,216 | \$ 93,038-122,595 | 05        |
| YC32                | * Human Resources Analyst III(C) | 045          | \$ 48.60- 64.01 | \$ 8,424-11,095 | \$101,088-133,141 | 05        |
| VC09                | Human Resources Coordinator      | 041          | \$ 43.52- 57.26 | \$ 7,543- 9,925 | \$ 90,522-119,101 | 05        |
| Z22                 | * Human Resources Manager I      | 075          | \$ 84.45-115.43 | \$14,638-20,008 | \$175,656-240,094 | 01        |
| Z23                 | * Human Resources Manager II     | 078          | \$ 91.62-125.20 | \$15,881-21,701 | \$190,570-260,416 | 01        |
| Z24                 | * Human Resources Manager III    | 081          | \$ 99.44-135.87 | \$17,236-23,551 | \$206,835-282,610 | 01        |
| Z03D                | * Human Resources Section Mgr    | 080          | \$ 96.73-132.21 | \$16,767-22,916 | \$201,038-274,997 | 01        |
| T08                 | Hydroelectric Specialist I       | 042          | \$ 44.73- 58.94 | \$ 7,753-10,216 | \$ 93,038-122,595 | 02        |
| T05                 | Hydroelectric Specialist II      | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| 530                 | Hydroelectric Supervisor         | 058          | \$ 65.77- 85.92 | \$11,400-14,893 | \$136,802-178,714 | 03        |
| Y12                 | * IT Architect-Enterprs Software | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,758 | 04        |
| YA106               | IT Business Analyst I            | 037          | \$ 39.03- 51.36 | \$ 6,765- 8,902 | \$ 81,182-106,829 | 02        |
| YA107               | IT Business Analyst II           | 042          | \$ 44.73- 58.94 | \$ 7,753-10,216 | \$ 93,038-122,595 | 02        |
| YA108               | IT Business Analyst III          | 047          | \$ 51.36- 67.56 | \$ 8,902-11,710 | \$106,829-140,525 | 02        |
| XA27A               | IT Communication Tech I          | 038          | \$ 40.10- 52.75 | \$ 6,951- 9,143 | \$ 83,408-109,720 | 02        |
| XA28A               | IT Communication Tech II         | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| XA29A               | IT Communication Tech III        | 047          | \$ 51.36- 67.56 | \$ 8,902-11,710 | \$106,829-140,525 | 02        |
| YA38                | IT Enterprise App Analyst I      | 037          | \$ 39.03- 51.36 | \$ 6,765- 8,902 | \$ 81,182-106,829 | 02        |
| YA39                | IT Enterprise App Analyst II     | 042          | \$ 44.73- 58.94 | \$ 7,753-10,216 | \$ 93,038-122,595 | 02        |
| YA40                | IT Enterprise App Analyst III    | 047          | \$ 51.36- 67.56 | \$ 8,902-11,710 | \$106,829-140,525 | 02        |
| YA33                | IT GIS Analyst I                 | 037          | \$ 39.03- 51.36 | \$ 6,765- 8,902 | \$ 81,182-106,829 | 02        |
| YA34                | IT GIS Analyst II                | 042          | \$ 44.73- 58.94 | \$ 7,753-10,216 | \$ 93,038-122,595 | 02        |
| YA35                | IT GIS Analyst III               | 047          | \$ 51.36- 67.56 | \$ 8,902-11,710 | \$106,829-140,525 | 02        |
| YA42                | IT Infrastructure Adminstr I     | 037          | \$ 39.03- 51.36 | \$ 6,765- 8,902 | \$ 81,182-106,829 | 02        |
| YA43                | IT Infrastructure Adminstr II    | 042          | \$ 44.73- 58.94 | \$ 7,753-10,216 | \$ 93,038-122,595 | 02        |
| YA44                | IT Infrastructure Adminstr III   | 047          | \$ 51.36- 67.56 | \$ 8,902-11,710 | \$106,829-140,525 | 02        |
| YA46                | IT Network Engineer I            | 037          | \$ 39.03- 51.36 | \$ 6,765- 8,902 | \$ 81,182-106,829 | 02        |
| YA47                | IT Network Engineer II           | 042          | \$ 44.73- 58.94 | \$ 7,753-10,216 | \$ 93,038-122,595 | 02        |
| YA48                | IT Network Engineer III          | 047          | \$ 51.36- 67.56 | \$ 8,902-11,710 | \$106,829-140,525 | 02        |
| YA52                | IT Project Controls Specialist   | 044          | \$ 47.27- 62.25 | \$ 8,193-10,790 | \$ 98,322-129,480 | 02        |
| YA54                | IT Quality Analyst I             | 037          | \$ 39.03- 51.36 | \$ 6,765- 8,902 | \$ 81,182-106,829 | 02        |
| YA55                | IT Quality Analyst II            | 042          | \$ 44.73- 58.94 | \$ 7,753-10,216 | \$ 93,038-122,595 | 02        |
| YA56                | IT Quality Analyst III           | 047          | \$ 51.36- 67.56 | \$ 8,902-11,710 | \$106,829-140,525 | 02        |
| PM032               | * IT Service Manager             | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| YA58                | IT Software Developer I          | 037          | \$ 39.03- 51.36 | \$ 6,765- 8,902 | \$ 81,182-106,829 | 02        |
| YA59                | IT Software Developer II         | 042          | \$ 44.73- 58.94 | \$ 7,753-10,216 | \$ 93,038-122,595 | 02        |
| YA60                | IT Software Developer III        | 047          | \$ 51.36- 67.56 | \$ 8,902-11,710 | \$106,829-140,525 | 02        |
| Y05                 | * IT Specialist -Disaster Recvry | 058          | \$ 69.38- 90.65 | \$12,026-15,713 | \$144,310-188,552 | 04        |
| XA31A               | IT Support Analyst I             | 037          | \$ 39.03- 51.36 | \$ 6,765- 8,902 | \$ 81,182-106,829 | 02        |
| XA32A               | IT Support Analyst II            | 042          | \$ 44.73- 58.94 | \$ 7,753-10,216 | \$ 93,038-122,595 | 02        |



## Metropolitan Water District of Southern California

Report ID: MHR828

## SALARY SCHEDULE

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Run Date 09/04/2024

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| Classification Code | Title                            | Salary Grade | Hourly Range    | Monthly Range   | Annual Range      | Unit Code |
|---------------------|----------------------------------|--------------|-----------------|-----------------|-------------------|-----------|
| XA33A               | IT Support Analyst III           | 047          | \$ 51.36- 67.56 | \$ 8,902-11,710 | \$106,829-140,525 | 02        |
| YA62                | IT System Administrator I        | 037          | \$ 39.03- 51.36 | \$ 6,765- 8,902 | \$ 81,182-106,829 | 02        |
| YA63                | IT System Administrator II       | 042          | \$ 44.73- 58.94 | \$ 7,753-10,216 | \$ 93,038-122,595 | 02        |
| YA64                | IT System Administrator III      | 047          | \$ 51.36- 67.56 | \$ 8,902-11,710 | \$106,829-140,525 | 02        |
| Y18                 | * Info Gov&Ent Content Mgmt Spec | 059          | \$ 71.31- 93.12 | \$12,360-16,141 | \$148,325-193,690 | 04        |
| YC11                | Info Tech Analyst I (C)          | 037          | \$ 39.03- 51.36 | \$ 6,765- 8,902 | \$ 81,182-106,829 | 05        |
| YC12                | Info Tech Analyst II (C)         | 042          | \$ 44.73- 58.94 | \$ 7,753-10,216 | \$ 93,038-122,595 | 05        |
| YC13                | * Info Tech Analyst III (C)      | 047          | \$ 51.36- 67.56 | \$ 8,902-11,710 | \$106,829-140,525 | 05        |
| Y14                 | * Info Technology Architect      | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| Y06                 | * Inland Feeder Projects Admintr | 058          | \$ 69.38- 90.65 | \$12,026-15,713 | \$144,310-188,552 | 04        |
| Y10                 | * Inspection Trip Manager        | 061          | \$ 75.23- 98.25 | \$13,040-17,030 | \$156,478-204,360 | 04        |
| Y17                 | * Inspection Trip Specialist     | 058          | \$ 69.38- 90.65 | \$12,026-15,713 | \$144,310-188,552 | 04        |
| 184                 | Inspector IV                     | 050          | \$ 52.86- 69.40 | \$ 9,162-12,029 | \$109,949-144,352 | 03        |
| XA16                | Instrumnt&Cntrl Tech I           | 035          | \$ 36.99- 48.60 | \$ 6,412- 8,424 | \$ 76,939-101,088 | 02        |
| XA17                | Instrumnt&Cntrl Tech II          | 039          | \$ 41.22- 54.20 | \$ 7,145- 9,395 | \$ 85,738-112,736 | 02        |
| XA18                | Instrumnt&Cntrl Tech III         | 044          | \$ 47.27- 62.25 | \$ 8,193-10,790 | \$ 98,322-129,480 | 02        |
| XA19                | Instrumnt&Cntrl Tech Specialist  | 047          | \$ 51.36- 67.56 | \$ 8,902-11,710 | \$106,829-140,525 | 02        |
| 716                 | Inventory Coordinator            | 045          | \$ 46.06- 60.68 | \$ 7,984-10,518 | \$ 95,805-126,214 | 03        |
| PM033               | * Investment Mgmt Specialist     | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,298-199,014 | 04        |
| XA35A               | Lab Info Systems Specialist I    | 042          | \$ 44.73- 58.94 | \$ 7,753-10,216 | \$ 93,038-122,595 | 02        |
| XA36A               | Lab Info Systems Specialist II   | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| UA16                | Laboratory Assistant I           | 025          | \$ 28.07- 36.99 | \$ 4,865- 6,412 | \$ 58,386- 76,939 | 02        |
| UA17                | Laboratory Assistant II          | 029          | \$ 31.30- 41.22 | \$ 5,425- 7,145 | \$ 65,104- 85,738 | 02        |
| XA40                | Laboratory Technologist I        | 034          | \$ 35.95- 47.27 | \$ 6,231- 8,193 | \$ 74,776- 98,322 | 02        |
| XA41                | Laboratory Technologist II       | 036          | \$ 38.02- 49.92 | \$ 6,590- 8,653 | \$ 79,082-103,834 | 02        |
| YA110               | Land Surveyor                    | 053          | \$ 60.57- 79.35 | \$10,499-13,754 | \$125,986-165,048 | 02        |
| 705                 | Landscape Maint Coordinator      | 044          | \$ 44.81- 59.01 | \$ 7,767-10,228 | \$ 93,205-122,741 | 03        |
| XA42A               | Landscape Maintenance Tech I     | 038          | \$ 40.10- 52.75 | \$ 6,951- 9,143 | \$ 83,408-109,720 | 02        |
| XA43A               | Landscape Maintenance Tech II    | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| VA08                | Law Clerk                        | 029          | \$ 31.30- 41.22 | \$ 5,425- 7,145 | \$ 65,104- 85,738 | 02        |
| Z30                 | * Law Office Administrator (C)   | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,298-199,014 | 05        |
| YA67                | Legal Analyst                    | 044          | \$ 47.27- 62.25 | \$ 8,193-10,790 | \$ 98,322-129,480 | 02        |
| VA09                | Legal Assistant I                | 033          | \$ 34.94- 46.01 | \$ 6,056- 7,975 | \$ 72,675- 95,701 | 02        |
| VA10                | Legal Assistant II               | 037          | \$ 39.03- 51.36 | \$ 6,765- 8,902 | \$ 81,182-106,829 | 02        |
| VA11                | Legal Assistant III              | 041          | \$ 43.52- 57.26 | \$ 7,543- 9,925 | \$ 90,522-119,101 | 02        |
| UC01                | Legal Secretary I (C)            | 028          | \$ 30.40- 40.10 | \$ 5,269- 6,951 | \$ 63,232- 83,408 | 05        |
| UC02                | Legal Secretary II (C)           | 035          | \$ 36.99- 48.60 | \$ 6,412- 8,424 | \$ 76,939-101,088 | 05        |
| YA104               | Legal Technology Specialist      | 047          | \$ 51.36- 67.56 | \$ 8,902-11,710 | \$106,829-140,525 | 02        |
| Y09                 | * Legislative Representative     | 053          | \$ 60.57- 79.35 | \$10,499-13,754 | \$125,986-165,048 | 05        |
| YA72                | Limnologist                      | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| SA09                | Lodging Assistant I              | 029          | \$ 31.30- 41.22 | \$ 5,425- 7,145 | \$ 65,104- 85,738 | 02        |
| SA10                | Lodging Assistant II             | 033          | \$ 34.94- 46.01 | \$ 6,056- 7,975 | \$ 72,675- 95,701 | 02        |
| UA08                | Mailroom Assistant I             | 016          | \$ 21.91- 28.82 | \$ 3,798- 4,995 | \$ 45,573- 59,946 | 02        |
| UA09                | Mailroom Assistant II            | 021          | \$ 25.10- 33.06 | \$ 4,351- 5,730 | \$ 52,208- 68,765 | 02        |
| UA10                | Mailroom Assistant III           | 026          | \$ 28.82- 38.02 | \$ 4,995- 6,590 | \$ 59,946- 79,082 | 02        |
| 620                 | Maintenance Mechanic I           | 037          | \$ 39.03- 51.36 | \$ 6,765- 8,902 | \$ 81,182-106,829 | 02        |
| 612                 | Maintenance Worker I             | 025          | \$ 28.07- 36.99 | \$ 4,865- 6,412 | \$ 58,386- 76,939 | 02        |
| 613                 | Maintenance Worker II            | 029          | \$ 31.30- 41.22 | \$ 5,425- 7,145 | \$ 65,104- 85,738 | 02        |
| 614                 | Maintenance Worker III           | 033          | \$ 34.94- 46.01 | \$ 6,056- 7,975 | \$ 72,675- 95,701 | 02        |
| Z39                 | * Manager of Admin Services      | 070          | \$ 95.68-125.20 | \$16,585-21,701 | \$199,014-260,416 | 05        |
| Z70                 | * Manager of Bay-Delta Programs  | 082          | \$102.10-139.54 | \$17,697-24,187 | \$212,368-290,243 | 01        |
| Z33                 | * Manager of Colo RiverResources | 086          | \$113.86-155.54 | \$19,736-26,960 | \$236,829-323,523 | 01        |
| Z35                 | * Manager of Financial Services  | 072          | \$100.96-132.21 | \$17,500-22,916 | \$209,997-274,997 | 05        |
| SM020               | * Manager of Treasury&Debt Mgmt  | 072          | \$100.96-132.21 | \$17,500-22,916 | \$209,997-274,997 | 04        |
| Z79                 | * MgrBay-Delta Science&RegStrtgy | 082          | \$102.10-139.54 | \$17,697-24,187 | \$212,368-290,243 | 01        |
| M81                 | * Mgt Pr Admin Analyst           | 055          | \$ 64.01- 83.63 | \$11,095-14,496 | \$133,141-173,950 | 04        |
| YA77                | Microbiologist                   | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| 186                 | * Microcomputer Technology Supv  | 060          | \$ 69.40- 90.69 | \$12,029-15,720 | \$144,352-188,635 | 03        |
| 636                 | * O & M Supervisor               | 056          | \$ 62.33- 81.53 | \$10,804-14,132 | \$129,646-169,582 | 03        |
| S03A                | + O&M Tech I                     | 027          | \$ 29.59- 39.03 | \$ 5,129- 6,765 | \$ 61,547- 81,182 | 02        |
| S03P                | + O&M Tech I                     | 028          | \$ 30.40- 40.10 | \$ 5,269- 6,951 | \$ 63,232- 83,408 | 02        |
| S03                 | + O&M Tech I                     | 028          | \$ 30.40- 40.10 | \$ 5,269- 6,951 | \$ 63,232- 83,408 | 02        |
| S02                 | + O&M Tech II                    | 032          | \$ 34.02- 44.73 | \$ 5,897- 7,753 | \$ 70,762- 93,038 | 02        |
| S02A                | + O&M Tech II                    | 031          | \$ 33.06- 43.52 | \$ 5,730- 7,543 | \$ 68,765- 90,522 | 02        |
| S02P                | + O&M Tech II                    | 032          | \$ 34.02- 44.73 | \$ 5,897- 7,753 | \$ 70,762- 93,038 | 02        |
| T10A                | + O&M Tech III                   | 035          | \$ 36.99- 48.60 | \$ 6,412- 8,424 | \$ 76,939-101,088 | 02        |
| T10                 | + O&M Tech III                   | 036          | \$ 38.02- 49.92 | \$ 6,590- 8,653 | \$ 79,082-103,834 | 02        |
| T10P                | + O&M Tech III                   | 036          | \$ 38.02- 49.92 | \$ 6,590- 8,653 | \$ 79,082-103,834 | 02        |
| T03FS               | + O&M Tech IV                    | 042          | \$ 44.73- 58.94 | \$ 7,753-10,216 | \$ 93,038-122,595 | 02        |
| T03                 | + O&M Tech IV                    | 042          | \$ 44.73- 58.94 | \$ 7,753-10,216 | \$ 93,038-122,595 | 02        |

## Metropolitan Water District of Southern California

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## SALARY SCHEDULE

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| Classification Code | Title                            | Salary Grade | Hourly Range    | Monthly Range   | Annual Range      | Unit Code |
|---------------------|----------------------------------|--------------|-----------------|-----------------|-------------------|-----------|
| T03A                | + O&M Tech IV                    | 041          | \$ 43.52- 57.26 | \$ 7,543- 9,925 | \$ 90,522-119,101 | 02        |
| YA80                | Oc Health Safety Specialist I    | 031          | \$ 33.06- 43.52 | \$ 5,730- 7,543 | \$ 68,765- 90,522 | 02        |
| YA81                | Oc Health Safety Specialist II   | 038          | \$ 40.10- 52.75 | \$ 6,951- 9,143 | \$ 83,408-109,720 | 02        |
| YA82                | Oc Health Safety Specialist III  | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| 927                 | * Occ Safety & Health Spec       | 054          | \$ 62.25- 81.45 | \$10,790-14,118 | \$129,480-169,416 | 04        |
| UA11                | Office Assistant                 | 026          | \$ 28.82- 38.02 | \$ 4,995- 6,590 | \$ 59,946- 79,082 | 02        |
| Z53                 | * Operations Program Manager     | 067          | \$ 88.30-115.43 | \$15,305-20,008 | \$183,664-240,094 | 04        |
| SA11                | Ops and Maintenance Assistant    | 021          | \$ 25.10- 33.06 | \$ 4,351- 5,730 | \$ 52,208- 68,765 | 02        |
| Z44                 | * Org Develop & Training Manager | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 05        |
| VA18                | Payroll Specialist               | 049          | \$ 54.20- 71.31 | \$ 9,395-12,360 | \$112,736-148,325 | 02        |
| VA20                | Payroll Technician I             | 035          | \$ 36.99- 48.60 | \$ 6,412- 8,424 | \$ 76,939-101,088 | 02        |
| VA19                | Payroll Technician II            | 042          | \$ 44.73- 58.94 | \$ 7,753-10,216 | \$ 93,038-122,595 | 02        |
| XA45                | Photographer I                   | 035          | \$ 36.99- 48.60 | \$ 6,412- 8,424 | \$ 76,939-101,088 | 02        |
| XA46                | Photographer II                  | 041          | \$ 43.52- 57.26 | \$ 7,543- 9,925 | \$ 90,522-119,101 | 02        |
| XA48                | Planner Scheduler                | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| 139                 | * Plant Laboratory Supervisor    | 055          | \$ 60.68- 79.27 | \$10,518-13,740 | \$126,214-164,882 | 03        |
| 519                 | * Plant Operations Supervisor    | 058          | \$ 65.77- 85.92 | \$11,400-14,893 | \$136,802-178,714 | 03        |
| Y20                 | * Postdoctoral Research Assoc    | 046          | \$ 49.92- 65.76 | \$ 8,653-11,398 | \$103,834-136,781 | 04        |
| T06                 | Power Line Specialist            | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| PM028               | * Power Planning Specialist      | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| YA03                | Pr Accountant                    | 049          | \$ 54.20- 71.31 | \$ 9,395-12,360 | \$112,736-148,325 | 02        |
| YC56                | * Pr Admin Analyst               | 066          | \$ 66.48- 90.65 | \$11,523-15,713 | \$138,278-188,552 | 01        |
| YA06                | Pr Admin Analyst                 | 055          | \$ 64.01- 83.63 | \$11,095-14,496 | \$133,141-173,950 | 02        |
| YC05                | * Pr Admin Analyst (C)           | 056          | \$ 65.76- 86.02 | \$11,398-14,910 | \$136,781-178,922 | 05        |
| Y16                 | * Pr Architect                   | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| 216                 | * Pr Auditor                     | 058          | \$ 69.38- 90.65 | \$12,026-15,713 | \$144,310-188,552 | 04        |
| YC44                | * Pr Benefits Analyst (C)        | 056          | \$ 65.76- 86.02 | \$11,398-14,910 | \$136,781-178,922 | 05        |
| YA11                | Pr Biologist                     | 058          | \$ 69.38- 90.65 | \$12,026-15,713 | \$144,310-188,552 | 02        |
| 245                 | * Pr Buyer                       | 055          | \$ 64.01- 83.63 | \$11,095-14,496 | \$133,141-173,950 | 04        |
| YA19                | Pr Chemist                       | 058          | \$ 69.38- 90.65 | \$12,026-15,713 | \$144,310-188,552 | 02        |
| YC50                | * Pr Class & Comp Analyst (C)    | 056          | \$ 65.76- 86.02 | \$11,398-14,910 | \$136,781-178,922 | 05        |
| XA15                | Pr Designer                      | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| YC21                | * Pr Dpty General Counsel (C)    | 074          | \$106.50-139.54 | \$18,460-24,187 | \$221,520-290,243 | 05        |
| Y08                 | * Pr Dpty General Counsel-LbrRlt | 085          | \$110.82-151.38 | \$19,209-26,239 | \$230,506-314,870 | 01        |
| YC48                | * Pr EEO Analyst (C)             | 056          | \$ 65.76- 86.02 | \$11,398-14,910 | \$136,781-178,922 | 05        |
| YC40                | * Pr Emp Relations Specialist    | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,298-199,014 | 05        |
| 115                 | * Pr Engineer                    | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| 165                 | * Pr Engineering Technician      | 058          | \$ 69.38- 90.65 | \$12,026-15,713 | \$144,310-188,552 | 04        |
| 925                 | * Pr Environmental Spec          | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| YC24                | * Pr Government&Region AffRep(C) | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,298-199,014 | 05        |
| YA111               | * Pr Graphic Art Designer        | 055          | \$ 64.01- 83.63 | \$11,095-14,496 | \$133,141-173,950 | 02        |
| YC52                | * Pr HR Training Specialist (C)  | 055          | \$ 64.01- 83.63 | \$11,095-14,496 | \$133,141-173,950 | 05        |
| YC46                | * Pr HRIS Analyst (C)            | 056          | \$ 65.76- 86.02 | \$11,398-14,910 | \$136,781-178,922 | 05        |
| 231                 | * Pr Info Tech Analyst           | 056          | \$ 65.76- 86.02 | \$11,398-14,910 | \$136,781-178,922 | 04        |
| YC15                | * Pr Info Tech Analyst (C)       | 056          | \$ 65.76- 86.02 | \$11,398-14,910 | \$136,781-178,922 | 05        |
| YC64                | * Pr Info Tech Network Engineer  | 058          | \$ 69.38- 90.65 | \$12,026-15,713 | \$144,310-188,552 | 04        |
| Y07                 | * Pr Land Surveyor               | 059          | \$ 71.31- 93.12 | \$12,360-16,141 | \$148,325-193,690 | 04        |
| YA69                | Pr Legal Analyst                 | 055          | \$ 64.01- 83.63 | \$11,095-14,496 | \$133,141-173,950 | 02        |
| 022                 | * Pr Legislative Representative  | 062          | \$ 77.22-100.96 | \$13,385-17,500 | \$160,618-209,997 | 05        |
| YA74                | Pr Limnologist                   | 058          | \$ 69.38- 90.65 | \$12,026-15,713 | \$144,310-188,552 | 02        |
| YA79                | Pr Microbiologist                | 058          | \$ 69.38- 90.65 | \$12,026-15,713 | \$144,310-188,552 | 02        |
| YA105               | Pr Project Controls Specialist   | 056          | \$ 65.76- 86.02 | \$11,398-14,910 | \$136,781-178,922 | 02        |
| 289                 | * Pr Public Affairs Rep          | 058          | \$ 69.38- 90.65 | \$12,026-15,713 | \$144,310-188,552 | 04        |
| 275                 | * Pr Real Estate Rep             | 055          | \$ 64.01- 83.63 | \$11,095-14,496 | \$133,141-173,950 | 04        |
| YC54                | * Pr Recruitment Specialist (C)  | 056          | \$ 65.76- 86.02 | \$11,398-14,910 | \$136,781-178,922 | 05        |
| 933                 | * Pr Resource Specialist         | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| 223                 | * Pr Systems Analyst             | 054          | \$ 62.25- 81.45 | \$10,790-14,118 | \$129,480-169,416 | 04        |
| YC17                | * Pr Training Administrator (C)  | 056          | \$ 65.76- 86.02 | \$11,398-14,910 | \$136,781-178,922 | 05        |
| YC10                | * Pr Training Specialist (C)     | 056          | \$ 65.76- 86.02 | \$11,398-14,910 | \$136,781-178,922 | 05        |
| YA112               | Pr Treasury Analyst              | 055          | \$ 64.01- 83.63 | \$11,095-14,496 | \$133,141-173,950 | 02        |
| XA71                | * Pr Videographer                | 055          | \$ 64.01- 83.63 | \$11,095-14,496 | \$133,141-173,950 | 02        |
| YA103               | Pr Water Quality Specialist      | 058          | \$ 69.38- 90.65 | \$12,026-15,713 | \$144,310-188,552 | 02        |
| S01                 | Pre-Apprentice                   | 017          | \$ 22.54- 29.59 | \$ 3,907- 5,129 | \$ 46,883- 61,547 | 02        |
| PMA04               | * Prgm Mgr-Outreach PrjLaborAgmt | 070          | \$ 95.68-125.20 | \$16,585-21,701 | \$199,014-260,416 | 05        |
| PM031               | * Prgrm Mgr-Audit                | 065          | \$ 83.63-109.38 | \$14,496-18,959 | \$173,950-227,510 | 04        |
| PM021               | * Prgrm Mgr-Bay-Delta Initiative | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| PM002               | * Prgrm Mgr-Business Continuity  | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,298-199,014 | 04        |
| PM027               | * Prgrm Mgr-Business Outreach    | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,298-199,014 | 04        |
| PM038               | * Prgrm Mgr-Climate Action Plan  | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,758 | 04        |
| PM037               | * Prgrm Mgr-Climate Adaptn Plng  | 071          | \$ 98.25-128.69 | \$17,030-22,306 | \$204,360-267,675 | 04        |

## Metropolitan Water District of Southern California

Report ID: MHR828

## SALARY SCHEDULE

Page No. 6

Run Date 09/04/2024

Effective Date: 06/23/2024

Run Time 10:07:18

| Classification Code | Title                             | Salary Grade | Hourly Range    | Monthly Range   | Annual Range      | Unit Code |
|---------------------|-----------------------------------|--------------|-----------------|-----------------|-------------------|-----------|
| PMA03               | * Prgrm Mgr-CmtyRlts Delta/PV     | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 05        |
| PMA02               | * Prgrm Mgr-Community Relations   | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 05        |
| PM004               | * Prgrm Mgr-Corporate Resources   | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,298-199,014 | 04        |
| PM029               | * Prgrm Mgr-Creative Design       | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,758 | 04        |
| PM005               | * Prgrm Mgr-Dam Safety Initiativs | 071          | \$ 98.25-128.69 | \$17,030-22,306 | \$204,360-267,675 | 04        |
| PM006               | * Prgrm Mgr-Emergency Management  | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,758 | 04        |
| PM026               | * Prgrm Mgr-Engineering           | 067          | \$ 88.30-115.43 | \$15,305-20,008 | \$183,664-240,094 | 04        |
| PM007               | * Prgrm Mgr-Fleet                 | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,298-199,014 | 04        |
| PM009               | * Prgrm Mgr-Info Technology       | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| PM035               | * Prgrm Mgr-Innovation            | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,758 | 04        |
| PM013               | * Prgrm Mgr-Power Sched&Trading   | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,298-199,014 | 04        |
| PM014               | * Prgrm Mgr-Press Office          | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| PM015               | * Prgrm Mgr-Pure Wtr So Califor   | 071          | \$ 98.25-128.69 | \$17,030-22,306 | \$204,360-267,675 | 04        |
| PM022               | * Prgrm Mgr-Real Property         | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,298-199,014 | 04        |
| PM023               | * Prgrm Mgr-Safety&RegCompliance  | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| PM039               | * Prgrm Mgr-Safety,Reg&Training   | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,758 | 04        |
| PM017               | * Prgrm Mgr-Water Resource        | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| PM019               | * Prgrm Mgr-Web                   | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,758 | 04        |
| XA50                | Production Planner                | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| Z13D                | * Program Manager I               | 068          | \$ 70.06- 95.68 | \$12,144-16,585 | \$145,725-199,014 | 01        |
| Z13E                | * Program Manager II              | 071          | \$ 75.88-103.73 | \$13,153-17,980 | \$157,830-215,758 | 01        |
| Z13F                | * Program Manager III             | 074          | \$ 82.31-112.28 | \$14,267-19,462 | \$171,205-233,542 | 01        |
| YA85                | Project Controls Specialist       | 045          | \$ 48.60- 64.01 | \$ 8,424-11,095 | \$101,088-133,141 | 02        |
| TA25                | Property Maintenance Specialst    | 044          | \$ 47.27- 62.25 | \$ 8,193-10,790 | \$ 98,322-129,480 | 02        |
| TA24                | Property Maintenance Tech I       | 037          | \$ 39.03- 51.36 | \$ 6,765- 8,902 | \$ 81,182-106,829 | 02        |
| TA23                | Property Maintenance Tech II      | 041          | \$ 43.52- 57.26 | \$ 7,543- 9,925 | \$ 90,522-119,101 | 02        |
| YA87                | Public Affairs Rep I              | 038          | \$ 40.10- 52.75 | \$ 6,951- 9,143 | \$ 83,408-109,720 | 02        |
| YA88                | Public Affairs Rep II             | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| TA21                | Pump Plant Maint Operator I       | 032          | \$ 34.02- 44.73 | \$ 5,897- 7,753 | \$ 70,762- 93,038 | 02        |
| TA22                | Pump Plant Maint Operator II      | 036          | \$ 38.02- 49.92 | \$ 6,590- 8,653 | \$ 79,082-103,834 | 02        |
| T01                 | Pump Plant Specialist             | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| YA90                | Quality Assurance Officer         | 056          | \$ 65.76- 86.02 | \$11,398-14,910 | \$136,781-178,922 | 02        |
| YA91                | Real Estate Representative I      | 037          | \$ 39.03- 51.36 | \$ 6,765- 8,902 | \$ 81,182-106,829 | 02        |
| YA92                | Real Estate Representative II     | 042          | \$ 44.73- 58.94 | \$ 7,753-10,216 | \$ 93,038-122,595 | 02        |
| YA93                | Real Estate Representative III    | 046          | \$ 49.92- 65.76 | \$ 8,653-11,398 | \$103,834-136,781 | 02        |
| UA12                | Reprographics Technician I        | 023          | \$ 26.53- 34.94 | \$ 4,599- 6,056 | \$ 55,182- 72,675 | 02        |
| UA13                | Reprographics Technician II       | 028          | \$ 30.40- 40.10 | \$ 5,269- 6,951 | \$ 63,232- 83,408 | 02        |
| UA14                | Reprographics Technician III      | 031          | \$ 33.06- 43.52 | \$ 5,730- 7,543 | \$ 68,765- 90,522 | 02        |
| YA98                | Resource Specialist               | 055          | \$ 64.01- 83.63 | \$11,095-14,496 | \$133,141-173,950 | 02        |
| Z03B                | * Section Manager I (C)           | 067          | \$ 88.30-115.43 | \$15,305-20,008 | \$183,664-240,094 | 05        |
| Z03C                | * Section Manager II (C)          | 069          | \$ 93.12-121.88 | \$16,141-21,126 | \$193,690-253,510 | 05        |
| SM005               | * Section Mgr-Business Outreach   | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| SM014               | * Section Mgr-Conveyance&Distrbn  | 073          | \$103.73-135.87 | \$17,980-23,551 | \$215,758-282,610 | 04        |
| SM002               | * Section Mgr-Customer&Comm Svcs  | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| SM015               | * Section Mgr-Engineering Svcs    | 073          | \$103.73-135.87 | \$17,980-23,551 | \$215,758-282,610 | 04        |
| SM009               | * Section Mgr-Environ Planning    | 072          | \$100.96-132.21 | \$17,500-22,916 | \$209,997-274,997 | 04        |
| SM003               | * Section Mgr-Legislative Svcs    | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| SM004               | * Section Mgr-Media Services      | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| SM006               | * Section Mgr-MembrSvc&PubOutrch  | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| SM011               | * Section Mgr-Ops Support Svcs    | 072          | \$100.96-132.21 | \$17,500-22,916 | \$209,997-274,997 | 04        |
| SM012               | * Section Mgr-Power Ops&Planning  | 072          | \$100.96-132.21 | \$17,500-22,916 | \$209,997-274,997 | 04        |
| SM018               | * Section Mgr-Real Property       | 071          | \$ 98.25-128.69 | \$17,030-22,306 | \$204,360-267,675 | 04        |
| SM007               | * Section Mgr-Rev, Rates &Budget  | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| SM019               | * Section Mgr-Revenue & Budget    | 072          | \$100.96-132.21 | \$17,500-22,916 | \$209,997-274,997 | 04        |
| SM010               | * Section Mgr-SafetyReg&TechTrng  | 072          | \$100.96-132.21 | \$17,500-22,916 | \$209,997-274,997 | 04        |
| SM021               | * Section Mgr-Sustain&Resilience  | 072          | \$100.96-132.21 | \$17,500-22,916 | \$209,997-274,997 | 04        |
| SM013               | * Section Mgr-Water Ops&Planning  | 072          | \$100.96-132.21 | \$17,500-22,916 | \$209,997-274,997 | 04        |
| SM016               | * Section Mgr-Water Quality       | 073          | \$103.73-135.87 | \$17,980-23,551 | \$215,758-282,610 | 04        |
| SM008               | * Section Mgr-Water Resource Mgt  | 072          | \$100.96-132.21 | \$17,500-22,916 | \$209,997-274,997 | 04        |
| SM017               | * Section Mgr-Water Treatment     | 073          | \$103.73-135.87 | \$17,980-23,551 | \$215,758-282,610 | 04        |
| WC01                | Security Specialist (C)           | 051          | \$ 57.26- 75.23 | \$ 9,925-13,040 | \$119,101-156,478 | 05        |
| Z32                 | * Senior Audit Manager            | 073          | \$ 80.08-109.38 | \$13,881-18,959 | \$166,566-227,510 | 01        |
| V02                 | * Special Asst to the GM          | 072          | \$ 77.95-106.50 | \$13,511-18,460 | \$162,136-221,520 | 01        |
| Z16A                | * Special Projects Manager        | 072          | \$100.96-132.21 | \$17,500-22,916 | \$209,997-274,997 | 05        |
| YA02                | Sr Accountant                     | 045          | \$ 48.60- 64.01 | \$ 8,424-11,095 | \$101,088-133,141 | 02        |
| VA03                | Sr Accounting Tech                | 039          | \$ 41.22- 54.20 | \$ 7,145- 9,395 | \$ 85,738-112,736 | 02        |
| YA05                | Sr Admin Analyst                  | 049          | \$ 54.20- 71.31 | \$ 9,395-12,360 | \$112,736-148,325 | 02        |
| YC04                | * Sr Admin Analyst (C)            | 049          | \$ 54.20- 71.31 | \$ 9,395-12,360 | \$112,736-148,325 | 05        |
| Y01                 | * Sr Architect                    | 059          | \$ 71.31- 93.12 | \$12,360-16,141 | \$148,325-193,690 | 04        |
| YC43                | * Sr Benefits Analyst (C)         | 049          | \$ 54.20- 71.31 | \$ 9,395-12,360 | \$112,736-148,325 | 05        |

## Metropolitan Water District of Southern California

Report ID: MHR828

## SALARY SCHEDULE

Page No. 7

Run Date 09/04/2024

Effective Date: 06/23/2024

Run Time 10:07:18

| Classification Code | Title                            | Salary Grade | Hourly Range    | Monthly Range   | Annual Range      | Unit Code |
|---------------------|----------------------------------|--------------|-----------------|-----------------|-------------------|-----------|
| YA10                | Sr Biologist                     | 053          | \$ 60.57- 79.35 | \$10,499-13,754 | \$125,986-165,048 | 02        |
| YC07                | * Sr Board Specialist (C)        | 050          | \$ 55.76- 73.22 | \$ 9,665-12,691 | \$115,981-152,298 | 05        |
| YA14                | Sr Buyer                         | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| YA18                | Sr Chemist                       | 053          | \$ 60.57- 79.35 | \$10,499-13,754 | \$125,986-165,048 | 02        |
| YC49                | * Sr Class & Comp Analyst (C)    | 049          | \$ 54.20- 71.31 | \$ 9,395-12,360 | \$112,736-148,325 | 05        |
| XA08                | Sr Crane Certification Tech      | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| XA10                | Sr Cross Connection Tech         | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| Z11                 | * Sr Dep Gen Counsel Lbr Reltns  | 079          | \$ 94.15-128.69 | \$16,319-22,306 | \$195,832-267,675 | 01        |
| YA23                | Sr Deputy Auditor                | 052          | \$ 58.94- 77.22 | \$10,216-13,385 | \$122,595-160,618 | 02        |
| XA14                | Sr Designer                      | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| YC20                | * Sr Dpty General Counsel (C)    | 071          | \$ 98.25-128.69 | \$17,030-22,306 | \$204,360-267,675 | 05        |
| YC47                | * Sr EEO Analyst (C)             | 049          | \$ 54.20- 71.31 | \$ 9,395-12,360 | \$112,736-148,325 | 05        |
| YC28                | * Sr EHS Field Specialist (C)    | 055          | \$ 64.01- 83.63 | \$11,095-14,496 | \$133,141-173,950 | 05        |
| YC41                | * Sr Emp Relations Specialist    | 054          | \$ 62.25- 81.45 | \$10,790-14,118 | \$129,480-169,416 | 05        |
| 114                 | * Sr Engineer                    | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,298-199,014 | 04        |
| XA23A               | Sr Engineering Technician        | 053          | \$ 60.57- 79.35 | \$10,499-13,754 | \$125,986-165,048 | 02        |
| 924                 | * Sr Environmental Specialist    | 060          | \$ 69.40- 90.69 | \$12,029-15,720 | \$144,352-188,635 | 03        |
| YC04A               | * Sr Financial Analyst (C)       | 051          | \$ 57.26- 75.23 | \$ 9,925-13,040 | \$119,101-156,478 | 05        |
| YC23                | * Sr Government&Region AffRep(C) | 057          | \$ 67.56- 88.30 | \$11,710-15,305 | \$140,525-183,664 | 05        |
| YA37                | Sr Graphic Art Designer          | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| YC51                | * Sr HR Training Specialist (C)  | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 05        |
| YC45                | * Sr HRIS Analyst (C)            | 049          | \$ 54.20- 71.31 | \$ 9,395-12,360 | \$112,736-148,325 | 05        |
| YA109               | Sr IT Business Analyst           | 052          | \$ 58.94- 77.22 | \$10,216-13,385 | \$122,595-160,618 | 02        |
| XA30A               | Sr IT Communication Technician   | 050          | \$ 55.76- 73.22 | \$ 9,665-12,691 | \$115,981-152,298 | 02        |
| YA41                | Sr IT Enterprise App Analyst     | 052          | \$ 58.94- 77.22 | \$10,216-13,385 | \$122,595-160,618 | 02        |
| YA36                | Sr IT GIS Analyst                | 052          | \$ 58.94- 77.22 | \$10,216-13,385 | \$122,595-160,618 | 02        |
| YA45                | Sr IT Infrastructure Adminstr    | 052          | \$ 58.94- 77.22 | \$10,216-13,385 | \$122,595-160,618 | 02        |
| YA49                | Sr IT Network Engineer           | 053          | \$ 60.57- 79.35 | \$10,499-13,754 | \$125,986-165,048 | 02        |
| YA53                | Sr IT Proj Controls Specialist   | 049          | \$ 54.20- 71.31 | \$ 9,395-12,360 | \$112,736-148,325 | 02        |
| YA57                | Sr IT Quality Analyst            | 052          | \$ 58.94- 77.22 | \$10,216-13,385 | \$122,595-160,618 | 02        |
| YA61                | Sr IT Software Developer         | 052          | \$ 58.94- 77.22 | \$10,216-13,385 | \$122,595-160,618 | 02        |
| XA34A               | Sr IT Support Analyst            | 051          | \$ 57.26- 75.23 | \$ 9,925-13,040 | \$119,101-156,478 | 02        |
| YA65                | Sr IT System Administrator       | 052          | \$ 58.94- 77.22 | \$10,216-13,385 | \$122,595-160,618 | 02        |
| 201                 | * Sr Info Systems Auditor        | 055          | \$ 64.01- 83.63 | \$11,095-14,496 | \$133,141-173,950 | 04        |
| YC14                | * Sr Info Tech Analyst (C)       | 052          | \$ 58.94- 77.22 | \$10,216-13,385 | \$122,595-160,618 | 05        |
| XA37A               | Sr Lab Info Systems Specialist   | 053          | \$ 60.57- 79.35 | \$10,499-13,754 | \$125,986-165,048 | 02        |
| YA66                | Sr Land Surveyor                 | 056          | \$ 65.76- 86.02 | \$11,398-14,910 | \$136,781-178,922 | 02        |
| XA44A               | Sr Landscape Maintenance Tech    | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| YA68                | Sr Legal Analyst                 | 049          | \$ 54.20- 71.31 | \$ 9,395-12,360 | \$112,736-148,325 | 02        |
| UC03                | Sr Legal Secretary (C)           | 040          | \$ 42.35- 55.76 | \$ 7,341- 9,665 | \$ 88,088-115,981 | 05        |
| YA117               | Sr Legal Technology Specialist   | 052          | \$ 58.94- 77.22 | \$10,216-13,385 | \$122,595-160,618 | 02        |
| YC67                | * Sr Legislative Representative  | 058          | \$ 69.38- 90.65 | \$12,026-15,713 | \$144,310-188,552 | 05        |
| YA73                | Sr Limnologist                   | 053          | \$ 60.57- 79.35 | \$10,499-13,754 | \$125,986-165,048 | 02        |
| YA78                | Sr Microbiologist                | 053          | \$ 60.57- 79.35 | \$10,499-13,754 | \$125,986-165,048 | 02        |
| 928                 | * Sr Occup Safety & Health Spec  | 058          | \$ 69.38- 90.65 | \$12,026-15,713 | \$144,310-188,552 | 04        |
| XA49                | Sr Planner Scheduler             | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| YA86                | Sr Project Controls Specialist   | 050          | \$ 55.76- 73.22 | \$ 9,665-12,691 | \$115,981-152,298 | 02        |
| YA89                | Sr Public Affairs Rep            | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| YA94                | Sr Real Estate Representative    | 050          | \$ 55.76- 73.22 | \$ 9,665-12,691 | \$115,981-152,298 | 02        |
| YC53                | * Sr Recruitment Specialist (C)  | 049          | \$ 54.20- 71.31 | \$ 9,395-12,360 | \$112,736-148,325 | 05        |
| UA15                | Sr Reprographic Technician       | 034          | \$ 35.95- 47.27 | \$ 6,231- 8,193 | \$ 74,776- 98,322 | 02        |
| 155                 | * Sr Research Chemist            | 059          | \$ 67.59- 88.27 | \$11,716-15,300 | \$140,587-183,602 | 03        |
| 932                 | * Sr Resource Specialist         | 060          | \$ 69.40- 90.69 | \$12,029-15,720 | \$144,352-188,635 | 03        |
| WC03                | Sr Security Specialist           | 054          | \$ 62.25- 81.45 | \$10,790-14,118 | \$129,480-169,416 | 05        |
| XA56                | Sr System Operations Tech        | 053          | \$ 60.57- 79.35 | \$10,499-13,754 | \$125,986-165,048 | 02        |
| TA17                | Sr System Operator               | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| XA62A               | Sr Technical Writer              | 053          | \$ 60.57- 79.35 | \$10,499-13,754 | \$125,986-165,048 | 02        |
| YC16                | * Sr Training Administrator (C)  | 051          | \$ 57.26- 75.23 | \$ 9,925-13,040 | \$119,101-156,478 | 05        |
| YC09                | * Sr Training Specialist (C)     | 050          | \$ 55.76- 73.22 | \$ 9,665-12,691 | \$115,981-152,298 | 05        |
| YA113               | Sr Treasury Analyst              | 049          | \$ 54.20- 71.31 | \$ 9,395-12,360 | \$112,736-148,325 | 02        |
| XA65                | Sr Videographer                  | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| YA102               | Sr Water Quality Specialist      | 053          | \$ 60.57- 79.35 | \$10,499-13,754 | \$125,986-165,048 | 02        |
| XA69                | Sr Water Quality Technician      | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| V01                 | * Staff Assistant to the GM      | 072          | \$ 77.95-106.50 | \$13,511-18,460 | \$162,136-221,520 | 01        |
| Z43                 | * Staffing Manager               | 062          | \$ 77.22-100.96 | \$13,385-17,500 | \$160,618-209,997 | 05        |
| VA12                | Storekeeper I                    | 026          | \$ 28.82- 38.02 | \$ 4,995- 6,590 | \$ 59,946- 79,082 | 02        |
| VA13                | Storekeeper II                   | 031          | \$ 33.06- 43.52 | \$ 5,730- 7,543 | \$ 68,765- 90,522 | 02        |
| VA14                | Storekeeper III                  | 035          | \$ 36.99- 48.60 | \$ 6,412- 8,424 | \$ 76,939-101,088 | 02        |
| Y19                 | * Strategic Comm&Policy Advisor  | 081          | \$ 99.44-135.87 | \$17,236-23,551 | \$206,835-282,610 | 01        |
| PMA01               | * Strategic Program Mgr, HR      | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 05        |

## Metropolitan Water District of Southern California

Report ID: MHR828

## SALARY SCHEDULE

Page No. 8

Run Date 09/04/2024

Effective Date: 06/23/2024

Run Time 10:07:18

| Classification Code | Title                             | Salary Grade | Hourly Range    | Monthly Range   | Annual Range      | Unit Code |
|---------------------|-----------------------------------|--------------|-----------------|-----------------|-------------------|-----------|
| Y13                 | Student Intern                    | 022          | \$ 20.02- 27.23 | \$ 3,470- 4,720 | \$ 41,642- 56,638 | 01        |
| S04                 | Student Intern Desert             | 010          | \$ 18.58- 24.42 | \$ 3,221- 4,233 | \$ 38,646- 50,794 | 02        |
| UA18                | Student Youth Intern              | 014          | \$ 16.05- 21.91 | \$ 2,782- 3,798 | \$ 33,384- 45,573 | 01        |
| 260                 | * Supervising Admin Analyst       | 049          | \$ 51.38- 67.59 | \$ 8,906-11,716 | \$106,870-140,587 | 03        |
| XA51A               | Survey and Mapping Tech I         | 036          | \$ 38.02- 49.92 | \$ 6,590- 8,653 | \$ 79,082-103,834 | 02        |
| XA52A               | Survey and Mapping Tech II        | 040          | \$ 42.35- 55.76 | \$ 7,341- 9,665 | \$ 88,088-115,981 | 02        |
| XA53A               | Survey and Mapping Tech III       | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| XA54A               | Survey and Mapping Tech IV        | 053          | \$ 60.57- 79.35 | \$10,499-13,754 | \$125,986-165,048 | 02        |
| XA55                | System Operations Technician      | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| TA16                | System Operator                   | 045          | \$ 48.60- 64.01 | \$ 8,424-11,095 | \$101,088-133,141 | 02        |
| Z06A                | * Team Manager I                  | 056          | \$ 62.33- 81.53 | \$10,804-14,132 | \$129,646-169,582 | 03        |
| Z06B                | * Team Manager II                 | 057          | \$ 64.04- 83.70 | \$11,100-14,508 | \$133,203-174,096 | 03        |
| Z06C                | * Team Manager III                | 059          | \$ 67.59- 88.27 | \$11,716-15,300 | \$140,587-183,602 | 03        |
| Z06D                | * Team Manager IV                 | 060          | \$ 69.40- 90.69 | \$12,029-15,720 | \$144,352-188,635 | 03        |
| Z06R                | * Team Manager IV (C)             | 058          | \$ 69.38- 90.65 | \$12,026-15,713 | \$144,310-188,552 | 05        |
| Z06E                | * Team Manager V                  | 061          | \$ 71.31- 93.13 | \$12,360-16,143 | \$148,325-193,710 | 03        |
| Z06S                | * Team Manager V (C)              | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,720-199,014 | 05        |
| Z06F                | * Team Manager VI                 | 065          | \$ 79.27-103.67 | \$13,740-17,969 | \$164,882-215,634 | 03        |
| Z06G                | * Team Manager VII                | 065          | \$ 79.27-103.67 | \$13,740-17,969 | \$164,882-215,634 | 03        |
| TM085               | * Team Mgr-Accounts Payable       | 059          | \$ 71.31- 93.12 | \$12,360-16,141 | \$148,325-193,690 | 04        |
| TM086               | * Team Mgr-Accounts Receivable    | 059          | \$ 71.31- 93.12 | \$12,360-16,141 | \$148,325-193,690 | 04        |
| TM001               | * Team Mgr-Admin Svcs Bus Mgmt    | 059          | \$ 71.31- 93.12 | \$12,360-16,141 | \$148,325-193,690 | 04        |
| TM080               | * Team Mgr-Budget                 | 062          | \$ 77.22-100.96 | \$13,385-17,500 | \$160,618-209,997 | 04        |
| TM002               | * Team Mgr-Business Applications  | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,758 | 04        |
| TM061               | * Team Mgr-Business Intel System  | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,758 | 04        |
| TM084               | * Team Mgr-Capital Invstmnt Plan  | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| TM003               | * Team Mgr-Chemistry              | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| TM079               | * Team Mgr-Community Relations    | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,758 | 04        |
| TM005               | * Team Mgr-Construction Mgmt I    | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,720-199,014 | 04        |
| TM004               | * Team Mgr-Construction Mgmt II   | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| TM064               | * Team Mgr-ConstructionContracts  | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| TM006               | * Team Mgr-Control Systems Apps   | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| TM007               | * Team Mgr-Corrosion Control      | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| TM078               | * Team Mgr-Creative Design        | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,758 | 04        |
| TM008               | * Team Mgr-Database               | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| TM009               | * Team Mgr-Design                 | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| TM073               | * Team Mgr-Design Support         | 057          | \$ 67.56- 88.30 | \$11,710-15,305 | \$140,525-183,664 | 04        |
| TM072               | * Team Mgr-Design Technology      | 059          | \$ 71.31- 93.12 | \$12,360-16,141 | \$148,325-193,690 | 04        |
| TM081               | * Team Mgr-Education              | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,758 | 04        |
| TM013               | * Team Mgr-Eng Compliance         | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| TM012               | * Team Mgr-Engineering Administr  | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| TM014               | * Team Mgr-Enterprise Apps        | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| TM022               | * Team Mgr-Enterprise GIS & CAD   | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,758 | 04        |
| TM015               | * Team Mgr-EnterprsrWaterSysPrgrm | 065          | \$ 83.63-109.38 | \$14,496-18,959 | \$173,950-227,510 | 04        |
| TM065               | * Team Mgr-Environ Planning       | 065          | \$ 83.63-109.38 | \$14,496-18,959 | \$173,950-227,510 | 04        |
| TM016               | * Team Mgr-Environ Prgrm Support  | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| TM011               | * Team Mgr-Ext Affairs Bus Mgmt   | 059          | \$ 71.31- 93.12 | \$12,360-16,141 | \$148,325-193,690 | 04        |
| TM019               | * Team Mgr-Facility Operations    | 059          | \$ 71.31- 93.12 | \$12,360-16,141 | \$148,325-193,690 | 04        |
| TM018               | * Team Mgr-Facility Planning      | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| TM020               | * Team Mgr-Field Survey           | 065          | \$ 83.63-109.38 | \$14,496-18,959 | \$173,950-227,510 | 04        |
| TM033               | * Team Mgr-FinanceRpt&PlantAsset  | 059          | \$ 71.31- 93.12 | \$12,360-16,141 | \$148,325-193,690 | 04        |
| TM021               | * Team Mgr-Geodetics and Mapping  | 065          | \$ 83.63-109.38 | \$14,496-18,959 | \$173,950-227,510 | 04        |
| TM023               | * Team Mgr-Graphic Design         | 058          | \$ 69.38- 90.65 | \$12,026-15,713 | \$144,310-188,552 | 04        |
| TMA01               | * Team Mgr-HR Business Support    | 058          | \$ 69.38- 90.65 | \$12,026-15,713 | \$144,310-188,552 | 05        |
| TM024               | * Team Mgr-Health&SafetyPrgrmSup  | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| TM025               | * Team Mgr-Hydraulics&SysMdlng    | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| TM026               | * Team Mgr-Hydroelectric          | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| TM027               | * Team Mgr-IT Administration      | 062          | \$ 77.22-100.96 | \$13,385-17,500 | \$160,618-209,997 | 04        |
| TM074               | * Team Mgr-IT Business Analysis   | 061          | \$ 75.23- 98.25 | \$13,040-17,030 | \$156,478-204,360 | 04        |
| TM077               | * Team Mgr-IT Client Systems Spt  | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,720-199,014 | 04        |
| TM082               | * Team Mgr-IT Network Systems     | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,758 | 04        |
| TM066               | * Team Mgr-IT Prgrm Project Sppt  | 065          | \$ 83.63-109.38 | \$14,496-18,959 | \$173,950-227,510 | 04        |
| TM028               | * Team Mgr-IT Quality Assurance   | 061          | \$ 75.23- 98.25 | \$13,040-17,030 | \$156,478-204,360 | 04        |
| TM010               | * Team Mgr-IT Service Desk        | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,720-199,014 | 04        |
| TM055               | * Team Mgr-IT Telecommunication   | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,758 | 04        |
| TM067               | * Team Mgr-Info Security          | 061          | \$ 75.23- 98.25 | \$13,040-17,030 | \$156,478-204,360 | 04        |
| TM046               | * Team Mgr-InternalCntr&WaterInv  | 059          | \$ 71.31- 93.12 | \$12,360-16,141 | \$148,325-193,690 | 04        |
| TM029               | * Team Mgr-Inventory Control      | 056          | \$ 65.76- 86.02 | \$11,398-14,910 | \$136,781-178,922 | 04        |
| TM075               | * Team Mgr-Laboratory Support     | 057          | \$ 64.04- 83.70 | \$11,100-14,508 | \$133,203-174,096 | 03        |
| TM068               | * Team Mgr-LandPlanning&Managemt  | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,758 | 04        |

## Metropolitan Water District of Southern California

Report ID: MHR828

## SALARY SCHEDULE

Page No. 9

Run Date 09/04/2024

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| Classification Code | Title                            | Salary Grade | Hourly Range    | Monthly Range   | Annual Range      | Unit Code |
|---------------------|----------------------------------|--------------|-----------------|-----------------|-------------------|-----------|
| TM088               | * Team Mgr-Legislative Services  | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,758 |           |
| TM030               | * Team Mgr-Limnology & Reservoir | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| TM031               | * Team Mgr-Maint Engineering     | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| TM032               | * Team Mgr-Materials&Metallurgy  | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,298-199,014 | 04        |
| TM034               | * Team Mgr-Microbiology          | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| TM035               | * Team Mgr-Operations App Svcs   | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,758 | 04        |
| TM036               | * Team Mgr-Operations Compliance | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| TM076               | * Team Mgr-Operations Planning   | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| TM037               | * Team Mgr-Ops Control Center    | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| TM087               | * Team Mgr-Payroll               | 062          | \$ 77.22-100.96 | \$13,385-17,500 | \$160,618-209,997 | 04        |
| TM060               | * Team Mgr-Power Ops& Scheduling | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| TM038               | * Team Mgr-Procurement           | 059          | \$ 71.31- 93.12 | \$12,360-16,141 | \$148,325-193,690 | 04        |
| TM039               | * Team Mgr-Prof Contracting Svcs | 059          | \$ 71.31- 93.12 | \$12,360-16,141 | \$148,325-193,690 | 04        |
| TM040               | * Team Mgr-Program Management    | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| TM041               | * Team Mgr-Project Controls      | 062          | \$ 77.22-100.96 | \$13,385-17,500 | \$160,618-209,997 | 04        |
| TM063               | * Team Mgr-Property Management   | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,758 | 04        |
| TM042               | * Team Mgr-Pump Plant            | 061          | \$ 75.23- 98.25 | \$13,040-17,030 | \$156,478-204,360 | 04        |
| TM043               | * Team Mgr-QltyAsrn&CompSampling | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| TM044               | * Team Mgr-Real Prop Bus Mgmt    | 059          | \$ 71.31- 93.12 | \$12,360-16,141 | \$148,325-193,690 | 04        |
| TM045               | * Team Mgr-RecordsMgt&ImagingSvc | 059          | \$ 71.31- 93.12 | \$12,360-16,141 | \$148,325-193,690 | 04        |
| TM069               | * Team Mgr-Resource Development  | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| TM070               | * Team Mgr-Resource Planning     | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| TM062               | * Team Mgr-Right of Way Acquistn | 063          | \$ 79.35-103.73 | \$13,754-17,980 | \$165,048-215,758 | 04        |
| TM047               | * Team Mgr-Safety of Dams&Geotch | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| TM017               | * Team Mgr-Safety&RegSvcSiteSupt | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| TMA02               | * Team Mgr-SafetyRegTechTraining | 060          | \$ 73.22- 95.68 | \$12,691-16,585 | \$152,298-199,014 | 05        |
| TM048               | * Team Mgr-Security Management   | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| TM049               | * Team Mgr-Server Administration | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| TM050               | * Team Mgr-Substructures         | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| TM051               | * Team Mgr-Supply Acquisition    | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| TM053               | * Team Mgr-Technical Control     | 065          | \$ 83.63-109.38 | \$14,496-18,959 | \$173,950-227,510 | 04        |
| TM054               | * Team Mgr-Technical Writing     | 058          | \$ 69.38- 90.65 | \$12,026-15,713 | \$144,310-188,552 | 04        |
| TM071               | * Team Mgr-Treasury Operations   | 062          | \$ 77.22-100.96 | \$13,385-17,500 | \$160,618-209,997 | 04        |
| TM058               | * Team Mgr-WRM Business Mgmt     | 059          | \$ 71.31- 93.12 | \$12,360-16,141 | \$148,325-193,690 | 04        |
| TM059               | * Team Mgr-WSO Business Mgmt     | 059          | \$ 71.31- 93.12 | \$12,360-16,141 | \$148,325-193,690 | 04        |
| TM056               | * Team Mgr-Warehouse             | 056          | \$ 65.76- 86.02 | \$11,398-14,910 | \$136,781-178,922 | 04        |
| TM057               | * Team Mgr-Water Efficiency      | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| TM083               | * Team Mgr-WaterReuse&ProcessDev | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| XA57                | Technical Illustrator I          | 038          | \$ 40.10- 52.75 | \$ 6,951- 9,143 | \$ 83,408-109,720 | 02        |
| XA58                | Technical Illustrator II         | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| XA59A               | Technical Writer I               | 038          | \$ 40.10- 52.75 | \$ 6,951- 9,143 | \$ 83,408-109,720 | 02        |
| XA60A               | Technical Writer II              | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| XA61A               | Technical Writer III             | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| YC55                | * Training Administrator         | 045          | \$ 48.60- 64.01 | \$ 8,424-11,095 | \$101,088-133,141 | 05        |
| VC10                | Training Assistant I             | 030          | \$ 32.20- 42.35 | \$ 5,581- 7,341 | \$ 66,976- 88,088 | 05        |
| VC11                | Training Assistant II            | 034          | \$ 35.95- 47.27 | \$ 6,231- 8,193 | \$ 74,776- 98,322 | 05        |
| VC12                | Training Assistant III           | 038          | \$ 40.10- 52.75 | \$ 6,951- 9,143 | \$ 83,408-109,720 | 05        |
| Y15                 | * Training Logistics Specialist  | 059          | \$ 67.59- 88.27 | \$11,716-15,300 | \$140,587-183,602 | 03        |
| YC08                | * Training Specialist (C)        | 045          | \$ 48.60- 64.01 | \$ 8,424-11,095 | \$101,088-133,141 | 05        |
| ASM01               | * Treasurer                      | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| VA15                | Treasury Administrator           | 039          | \$ 41.22- 54.20 | \$ 7,145- 9,395 | \$ 85,738-112,736 | 02        |
| YA116               | Treasury Analyst I               | 035          | \$ 36.99- 48.60 | \$ 6,412- 8,424 | \$ 76,939-101,088 | 02        |
| YA115               | Treasury Analyst II              | 041          | \$ 43.52- 57.26 | \$ 7,543- 9,925 | \$ 90,522-119,101 | 02        |
| YA114               | Treasury Analyst III             | 044          | \$ 47.27- 62.25 | \$ 8,193-10,790 | \$ 98,322-129,480 | 02        |
| Z05J                | * Unit Manager V (C)             | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 05        |
| UM002               | * Unit Mgr-Application Services  | 067          | \$ 88.30-115.43 | \$15,305-20,008 | \$183,664-240,094 | 04        |
| UM003               | * Unit Mgr-Apprentice&TechTrain  | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| UM004               | * Unit Mgr-Audit                 | 065          | \$ 83.63-109.38 | \$14,496-18,959 | \$173,950-227,510 | 04        |
| UMA01               | * Unit Mgr-Benefits Services     | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 05        |
| UM031               | * Unit Mgr-Budget                | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| UM030               | * Unit Mgr-Chemistry             | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| UMA02               | * Unit Mgr-ClassComp&Recruitment | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 05        |
| UM005               | * Unit Mgr-Construction Services | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| UM006               | * Unit Mgr-Contracting Services  | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| UM007               | * Unit Mgr-Conveyance&Distribtn  | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| UM008               | * Unit Mgr-Document Services     | 064          | \$ 81.45-106.50 | \$14,118-18,460 | \$169,416-221,520 | 04        |
| UM042               | * Unit Mgr-DvrstyEqty&IncWkfcDev | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| UM009               | * Unit Mgr-Education             | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| UM010               | * Unit Mgr-Engineering Services  | 069          | \$ 93.12-121.88 | \$16,141-21,126 | \$193,690-253,510 | 04        |
| UM038               | * Unit Mgr-Environmental Plng    | 069          | \$ 93.12-121.88 | \$16,141-21,126 | \$193,690-253,510 | 04        |

## Metropolitan Water District of Southern California

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## SALARY SCHEDULE

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Run Date 09/04/2024

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| Classification Code | Title                             | Salary Grade | Hourly Range    | Monthly Range   | Annual Range      | Unit Code |
|---------------------|-----------------------------------|--------------|-----------------|-----------------|-------------------|-----------|
| UM011               | * Unit Mgr-Facility Management    | 067          | \$ 88.30-115.43 | \$15,305-20,008 | \$183,664-240,094 | 04        |
| UM045               | * Unit Mgr-Finance Services       | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| UM012               | * Unit Mgr-Fleet Services         | 065          | \$ 83.63-109.38 | \$14,496-18,959 | \$173,950-227,510 | 04        |
| UM043               | * Unit Mgr-Grants & Research      | 073          | \$ 80.08-109.38 | \$13,881-18,959 | \$166,566-227,510 | 01        |
| UM016               | * Unit Mgr-IT Infrastructure      | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| UM033               | * Unit Mgr-IT Program Mgt Office  | 069          | \$ 93.12-121.88 | \$16,141-21,126 | \$193,690-253,510 | 04        |
| UM017               | * Unit Mgr-IT Project Planning    | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| UM032               | * Unit Mgr-IT Security            | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| UM013               | * Unit Mgr-Implement Proj&Studies | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| UM014               | * Unit Mgr-Imported Supply        | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| UM015               | * Unit Mgr-Info Security Svcs     | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| UM037               | * Unit Mgr-Laboratory Services    | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| UM023               | * Unit Mgr-Land Management        | 067          | \$ 88.30-115.43 | \$15,305-20,008 | \$183,664-240,094 | 04        |
| UM018               | * Unit Mgr-Manufacturing Svcs     | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| UM029               | * Unit Mgr-Microbiology           | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| UM019               | * Unit Mgr-Ops Planning&Program   | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| UM036               | * Unit Mgr-Ops Proj & Asset Mgmt  | 069          | \$ 93.12-121.88 | \$16,141-21,126 | \$193,690-253,510 | 04        |
| UM021               | * Unit Mgr-Planning and Acquistn  | 067          | \$ 88.30-115.43 | \$15,305-20,008 | \$183,664-240,094 | 04        |
| UM020               | * Unit Mgr-Power&EquipReliabilty  | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| UM040               | * Unit Mgr-PowerCompl&Programs    | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| UM035               | * Unit Mgr-Rates, Charges&FinPlan | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 04        |
| UM024               | * Unit Mgr-Risk Management        | 065          | \$ 83.63-109.38 | \$14,496-18,959 | \$173,950-227,510 | 04        |
| UM041               | * Unit Mgr-Safety&Environ Svcs    | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| UM034               | * Unit Mgr-Security               | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| UM025               | * Unit Mgr-System Analysis        | 069          | \$ 93.12-121.88 | \$16,141-21,126 | \$193,690-253,510 | 04        |
| UM026               | * Unit Mgr-System Operations      | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| UM027               | * Unit Mgr-Water Purification     | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| UM028               | * Unit Mgr-Water Treatment Plant  | 068          | \$ 90.65-118.61 | \$15,713-20,559 | \$188,552-246,709 | 04        |
| XA63                | Videographer I                    | 035          | \$ 36.99- 48.60 | \$ 6,412- 8,424 | \$ 76,939-101,088 | 02        |
| XA64                | Videographer II                   | 041          | \$ 43.52- 57.26 | \$ 7,543- 9,925 | \$ 90,522-119,101 | 02        |
| YA101               | Water Quality Specialist          | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| XA66                | Water Quality Technician I        | 033          | \$ 34.94- 46.01 | \$ 6,056- 7,975 | \$ 72,675- 95,701 | 02        |
| XA67                | Water Quality Technician II       | 038          | \$ 40.10- 52.75 | \$ 6,951- 9,143 | \$ 83,408-109,720 | 02        |
| XA68                | Water Quality Technician III      | 043          | \$ 46.01- 60.57 | \$ 7,975-10,499 | \$ 95,701-125,986 | 02        |
| XA70A               | Water Sampling Field Tech         | 033          | \$ 34.94- 46.01 | \$ 6,056- 7,975 | \$ 72,675- 95,701 | 02        |
| Z38                 | * Workers Compensation Manager    | 066          | \$ 86.02-112.28 | \$14,910-19,462 | \$178,922-233,542 | 05        |
| T13                 | Wtr Treatment Plant Specialist    | 048          | \$ 52.75- 69.38 | \$ 9,143-12,026 | \$109,720-144,310 | 02        |
| TA18                | Wtr Trtment Plant Operator I      | 035          | \$ 36.99- 48.60 | \$ 6,412- 8,424 | \$ 76,939-101,088 | 02        |
| TA19                | Wtr Trtment Plant Operator II     | 040          | \$ 42.35- 55.76 | \$ 7,341- 9,665 | \$ 88,088-115,981 | 02        |
| TA20                | Wtr Trtment Plant Operator III    | 045          | \$ 48.60- 64.01 | \$ 8,424-11,095 | \$101,088-133,141 | 02        |

Metropolitan Water District of Southern California  
SALARY SCHEDULE

Report ID: MHR828

Page No. 11

Run Date 09/04/2024

Run Time 10:07:18

Effective Date: 06/23/2024

| Classification<br>Code | Title | Salary<br>Grade | Hourly<br>Range | Monthly<br>Range | Annual<br>Range | Unit<br>Code |
|------------------------|-------|-----------------|-----------------|------------------|-----------------|--------------|
|------------------------|-------|-----------------|-----------------|------------------|-----------------|--------------|

Unit Code

-----

00 - Executive  
01 - Unrepresented  
02 - AFSCME Local 1902  
03 - Supervisors Association  
04 - Management&Professional Assoc  
05 - Assoc of Conf Employees

\* Not Eligible for Overtime

O&amp;M Tech Titles

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+ O&amp;M Tech I

S03A (Grade 27): Carpenter, Coater, Equipment Operator, Fleet, Plumber, Welder-Fabricator  
S03 (Grade 28): Electrical, HVAC, Machinist, Mechanical  
S03P (Grade 28 - Apprentice): Electrical, Mechanical

+ O&amp;M Tech II

S02A (Grade 31): Carpenter, Coater, Equipment Operator, Fleet, Plumber, Welder-Fabricator  
S02 (Grade 32): Electrical, HVAC, Machinist, Mechanical  
S02P (Grade 32 - Apprentice): Electrical, Mechanical

+ O&amp;M Tech III

T10A (Grade 35): Carpenter, Coater, Equipment Operator, Fleet, Plumber, Welder-Fabricator  
T10 (Grade 36): Electrical, HVAC, Machinist, Mechanical  
T10P (Grade 36 - Apprentice): Electrical, Mechanical

+ O&amp;M Tech IV

T03A (Grade 41): Carpenter, Coater, Equipment Operator, Fleet, Plumber, Welder-Fabricator  
T03 (Grade 42): Electrical, HVAC, Machinist, Mechanical  
T03FS (Grade 42): Welder-Fabricator/Field Services

End of Report





Ethics, Organization, and Personnel Committee

# Approve Employee Salary Schedule Pursuant to CalPERS Regulations

Item 7-5

September 10, 2024

## Item # 7-5

### Subject

Approve Employee Salary Schedule Pursuant to CalPERS Regulations

### Purpose

Approve salary schedule to ensure compliance with California Code of Regulations, Section 570.5, and the negotiated MOUs.

## Purpose and Background

- Metropolitan's Board is required by CalPERS to annually approve and adopt a salary schedule.
- Doing so does not amend or revise Memoranda of Understanding (MOUs), which have already been approved by the Board.

## Governing Authority

- California Code of Regulations, Section 570.5
- Pay rate for calculating pensions specifically limited to amount listed on a *pay schedule*
- *Pay schedule* must
  - Be approved and adopted by the Board
  - Identify the position title for every employee
  - Show the pay rate for each identified position
  - Indicate the effective date
  - Meet public posting requirements

## Changes to Salary Schedule for 2023

- Implements changes from the Board-approved MOUs
- Implements Board-approved salary changes for Department Heads
- Implements any newly created job titles/classifications

# Board Options

- Option #1  
Approve the attached salary schedule to ensure compliance with California Code of Regulations, Section 570.5, and the negotiated MOUs.
- Option #2  
Do not approve the salary schedule

## Staff Recommendation

- Option #1  
Approve the attached salary schedules.









Ethics, Organization & Personnel Committee

# Safety Program Update and Response to Public Comments

Item 6a  
September 10, 2024

## Item # 6A

### Subject

Safety Program Update and Response to Public Comments

### Purpose

Response to public comments made during 8/20/2024 Ethics, Organization, and Personnel Committee Meeting

# Collaborative Approach to Success

## Management Commitment



# Health & Safety Overview



# State Audit Process



- H&S Programs Review
  - Injury reporting
  - Incident Investigations
  - Personal Protective Equipment
  - Training Program
- Employee Interviews
- Site Visits at Gene and Weymouth

# State Audit Findings

## Injury Reporting

- Follows Cal/OSHA regulations and Metropolitan's policies.
- Reviewed safety incidents from 2017–2021 and did not note any patterns that raised concerns

## Incident Investigations

- Incidents were reviewed, staff involved was interviewed and corrective actions implemented

# State Audit Findings

## Personal Protective Equipment (PPE)

- Follows Cal/OSHA regulations
- Employees interviews stated able to obtain PPE when needed

## Training Program

- Complied with regulatory requirements





# State Audit Recommendations

*“Although MWD’s safety program generally aligns with the state laws, we identified opportunities for policy improvements”*

1. Require more consistent collaboration and communication to ensure safety
2. Clearly articulate who is responsible for responding to retaliation concerns and clearly listing steps to be taken





# State Audit Findings Implemented

## HSE 101.4 Safety Communications

- Written Policies and Procedures for Communication
- Stop Work Authority
- Non-Retaliation Policy

### HSE 101.4

#### Safety Communications

Injury and Illness Prevention Program

MWD Health, Safety, and Environmental Manual

Revised October 2022

#### 1.0 PURPOSE

Metropolitan values every employee's input and strives to provide a work environment of collaboration and communication related to health and safety (H&S).

This procedure outlines systems of communication that create avenues for regular H&S discussion and collaboration between management, Operational Safety and Regulatory Services (SRS) staff, and employees (including interns, contractors and volunteers). This includes minimum levels of collaboration between SRS Site Representatives and management. Also, this procedure encourages employee reporting of hazards in the workplace without fear of retaliation.

#### 1.1 AVENUES OF COMMUNICATION

- Managers and Supervisors
- Planning Meetings, All Hands Meetings, and other related meetings
- Regular Toolbox/Safety Talk Meetings
- Shutdown or Special Project Toolbox Meetings
- Local Safety Committees
- SRS Site Representatives or other SRS Staff
- Open and Non-Retaliation H&S Communication Protections
- Stop Work Authority (Take 5 For Safety)
- Confidential Hotline – (213) 217-5504 or Extension 75504

#### 2.0 ROLES AND RESPONSIBILITIES

##### 2.1 FIELD UNIT AND FACILITY MANAGERS

Field Unit Managers and Facility Managers (Facility Managers) must include SRS Site Representatives in the meetings described below to encourage open communication and collaboration in developing effective H&S solutions.

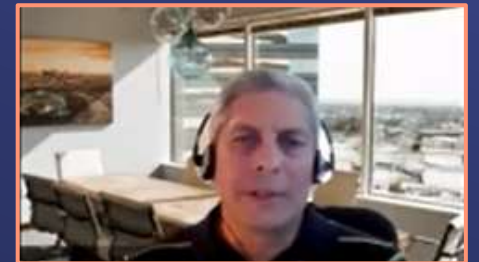
##### 2.1.1 PLANNING AND/OR MANAGEMENT MEETINGS (TYPICALLY WEEKLY)

- Facility Managers must require that their Team Managers, Supervisors and other lead staff include SRS Site Representative(s) in planning meetings and project review meetings. Integrating and discussing H&S issues during these meetings provides for ongoing collaboration among managers, planner/schedulers, and SRS Site Representatives.

# State Audit Document Review and Findings

## Open Communication of health and safety without fear of reprisal

- ✓ Non-Retaliation Training partnered with Ethics Completed 2022
  - Why Preventing Retaliation Matters
  - Reviewed MWD Retaliation Policy (Admin Code 7128)
  - Tips for Employees and Managers
  - How to File a Retaliation Complaint
  - Investigation Procedures

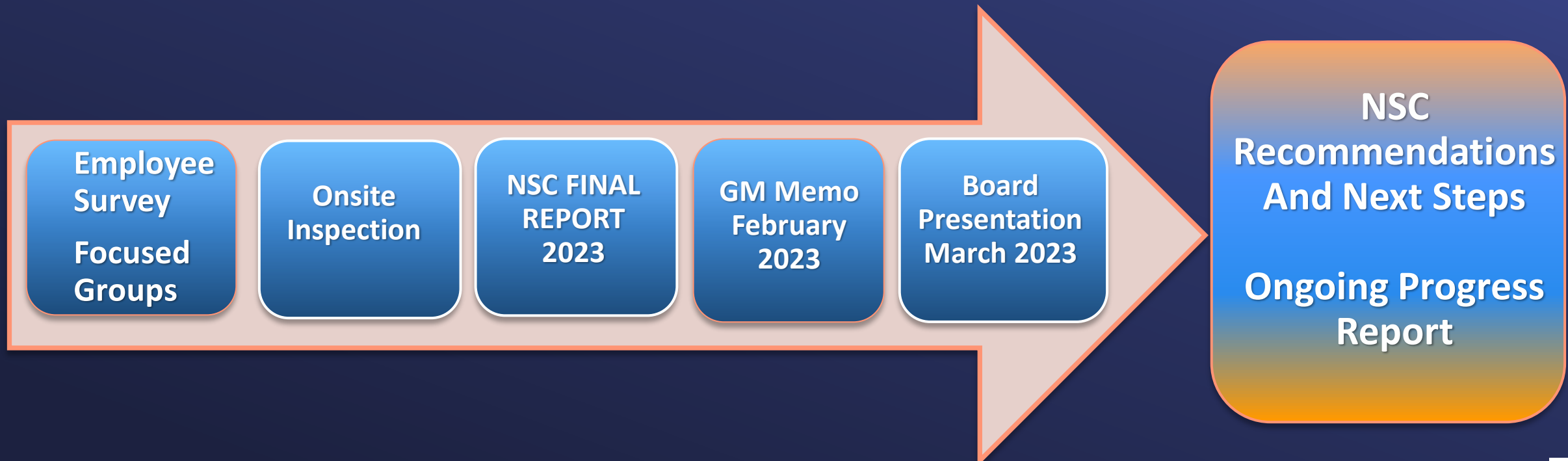


# Health & Safety Overview



# National Safety Council (NSC) Initiative

- Stand alone initiative for continuous improvement of safety
- Not part of the state audit recommendation
- Found that Safety Program complies with regulations
- Provided 7 recommendations for safety culture improvement



# Health & Safety Overview





## Top Priority Recommendations

# NSC Top 3 Priorities

1. Set safety vision and annual safety goals
2. Adopt a continuous improvement process and regularly assess progress
3. Review organizational structure to enable Safety to operate as independent function



# Health & Safety Overview



## NSC Top Priority #1

### Set safety vision and annual safety goals

- NSC conducted site visits and focus group
- NSC facilitated developing Safety Vision and Guiding Principles



# Safety Vision

Through high standards and leadership at all levels, we are committed to achieving zero harm to employees, partners, public, environment, and infrastructure

“We are One. We are Empowered.  
Safety starts with Me”

**THE METROPOLITAN WATER DISTRICT  
OF SOUTHERN CALIFORNIA**

**SAFETY VISION**

Through high standards and leadership at all levels, we are committed to achieving zero harm to employees, partners, public, environment, and infrastructure.

**We are ONE. We are EMPOWERED. SAFETY starts with ME.**

**Safety Guiding Principles**

- Establish and maintain a clear focus on reducing risk** to foster the safest work environment possible that will ensure all employees leave at the end of each day without injury.
- Advance safety culture through teamwork and collaboration**, addressing safety challenges with mutual respect, civility, and professionalism.
- Create an atmosphere that invites employees** to offer their experience and advice to improve safety by raising concerns and questions about work procedures without fear of retaliation, and in a forum that appreciates their contributions.
- Comply with applicable laws and regulations**, while empowering work teams to resolve safety issues at the lowest practical level in the organization.
- Celebrate successes and recognize** the contribution of employees, work teams and partners who advance safety performance.

# Guiding Principles

- Maintain a clear focus on reducing risk
- Advance safety culture through teamwork and collaboration
- Invite employees to offer their experience to improve safety
- Empower teams to resolve safety at the lowest practical level
- Celebrate successes and recognize employee contribution

# NSC Top Priority #1: Set Performance Metrics and Goals

## Consistent communication and review of performance metrics

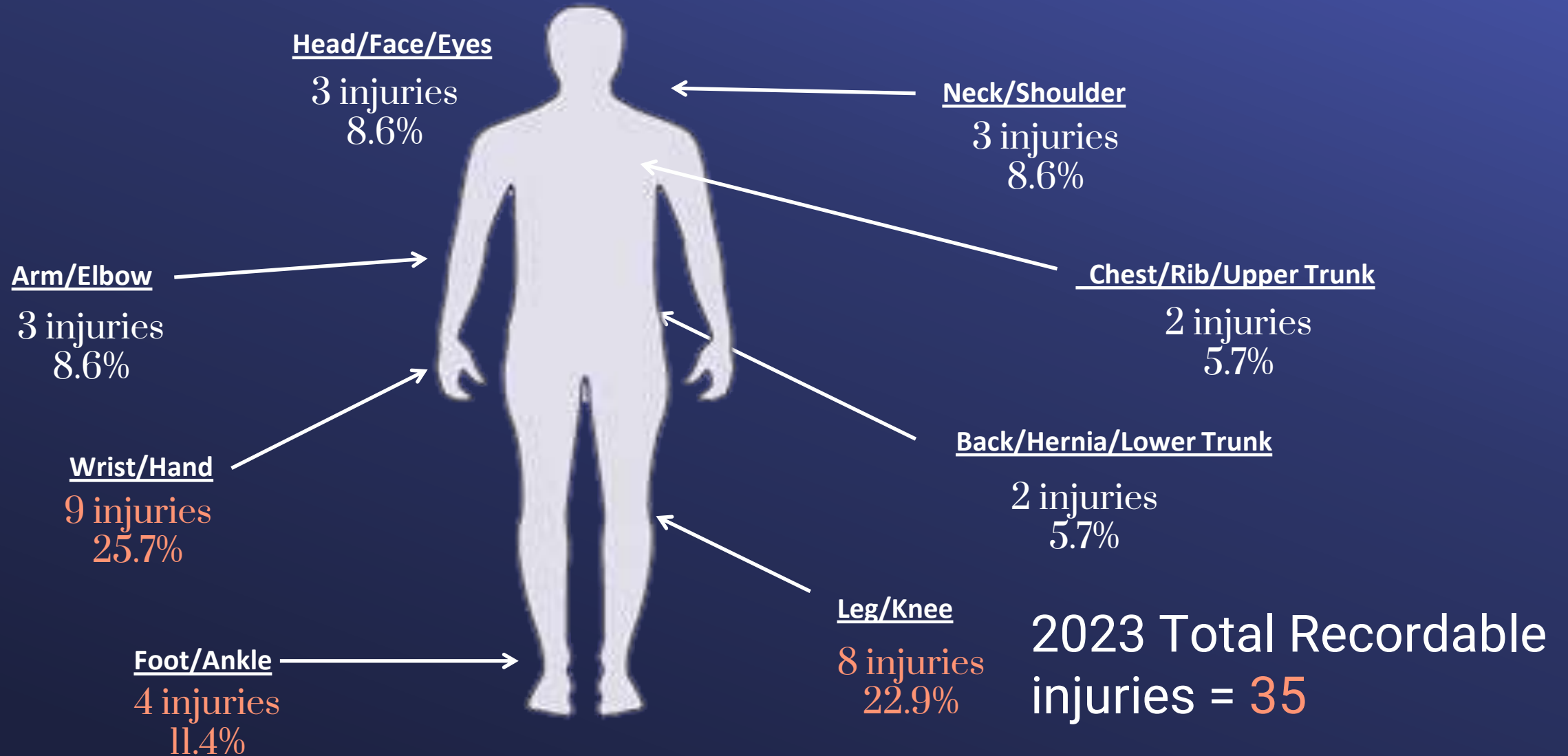
| Date of Last Update: |  | 7/17/2024    |  |
|----------------------|--|--------------|--|
| Includes Data Up To: |  | 2nd Qtr 2024 |  |

# EHS Performance Chart

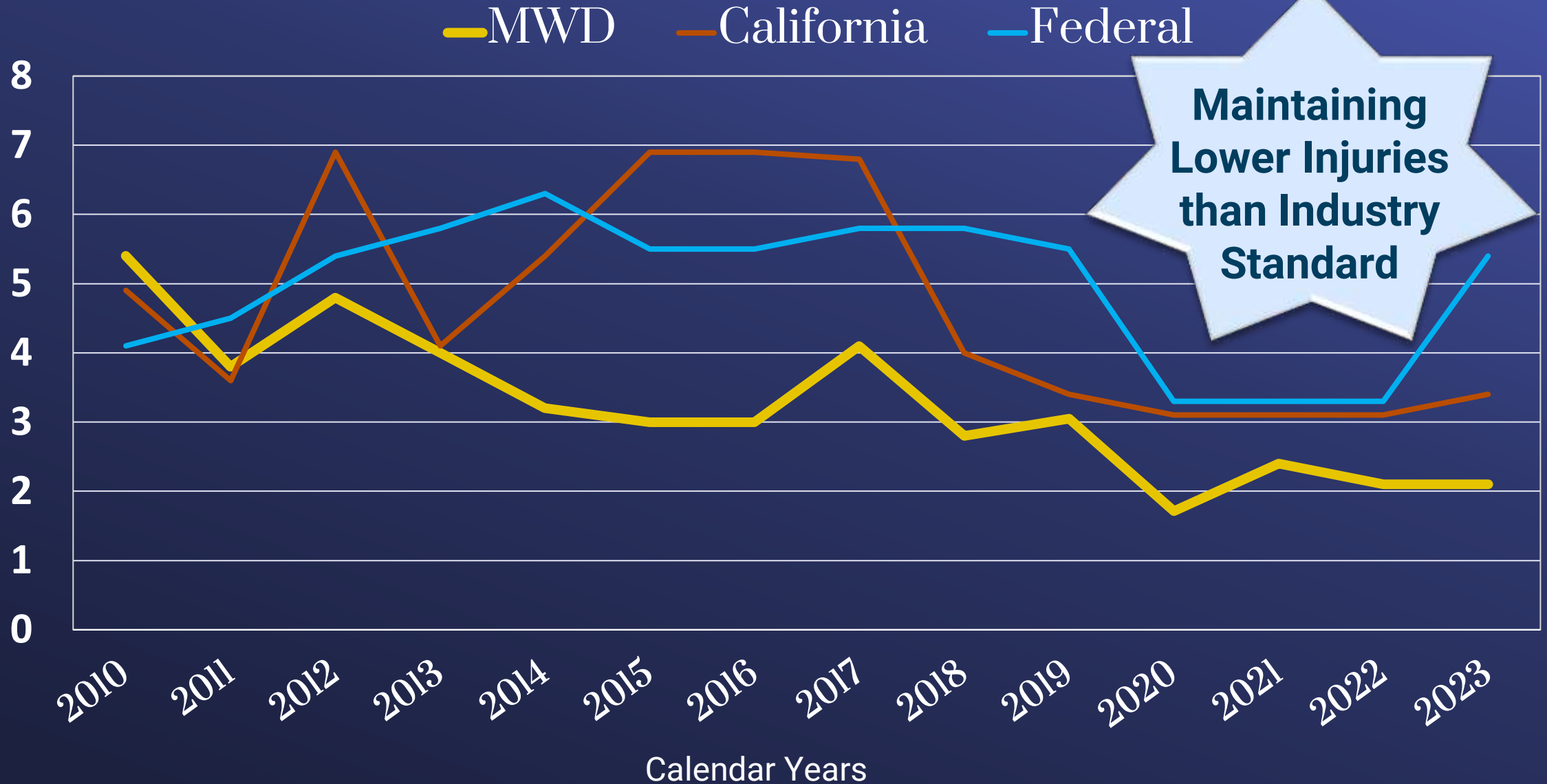
## Calendar Year 2024

|                                             |  | Leading Indicators                                 |     |  |  |                 |                 |                 |                 |                                                          |                 |                 |                 |                                          |                 |                 |                 |                                                |                 |                 |                 |                                             |                 |                 |                 | Lagging Indicators                                                  |                 |                 |                 |                                      |                 |                 |                 |                                                         |  |  |  |
|---------------------------------------------|--|----------------------------------------------------|-----|--|--|-----------------|-----------------|-----------------|-----------------|----------------------------------------------------------|-----------------|-----------------|-----------------|------------------------------------------|-----------------|-----------------|-----------------|------------------------------------------------|-----------------|-----------------|-----------------|---------------------------------------------|-----------------|-----------------|-----------------|---------------------------------------------------------------------|-----------------|-----------------|-----------------|--------------------------------------|-----------------|-----------------|-----------------|---------------------------------------------------------|--|--|--|
|                                             |  | Safety Inspection Completion Rate (%) <sup>1</sup> |     |  |  |                 |                 |                 |                 | Training Completion Rate (Running % for CY) <sup>2</sup> |                 |                 |                 | Toolbox Completion Rate (%) <sup>3</sup> |                 |                 |                 | Safety Committee Meeting Rate (%) <sup>4</sup> |                 |                 |                 | JSH Checklist Completion Count <sup>5</sup> |                 |                 |                 | Hazard & Near-miss Recognition <sup>6</sup> (Safety Review Request) |                 |                 |                 | Recordable Injury Count <sup>7</sup> |                 |                 |                 | Reportable Chemical Release or Spill Count <sup>8</sup> |  |  |  |
|                                             |  | GOAL                                               |     |  |  | 90%             |                 |                 |                 | 90%                                                      |                 |                 |                 | 90%                                      |                 |                 |                 | 100%                                           |                 |                 |                 | 5                                           |                 |                 |                 | 1                                                                   |                 |                 |                 | 0                                    |                 |                 |                 | 0                                                       |  |  |  |
|                                             |  | QUARTER                                            |     |  |  | 1 <sup>st</sup> | 2 <sup>nd</sup> | 3 <sup>rd</sup> | 4 <sup>th</sup> | 1 <sup>st</sup>                                          | 2 <sup>nd</sup> | 3 <sup>rd</sup> | 4 <sup>th</sup> | 1 <sup>st</sup>                          | 2 <sup>nd</sup> | 3 <sup>rd</sup> | 4 <sup>th</sup> | 1 <sup>st</sup>                                | 2 <sup>nd</sup> | 3 <sup>rd</sup> | 4 <sup>th</sup> | 1 <sup>st</sup>                             | 2 <sup>nd</sup> | 3 <sup>rd</sup> | 4 <sup>th</sup> | 1 <sup>st</sup>                                                     | 2 <sup>nd</sup> | 3 <sup>rd</sup> | 4 <sup>th</sup> | 1 <sup>st</sup>                      | 2 <sup>nd</sup> | 3 <sup>rd</sup> | 4 <sup>th</sup> |                                                         |  |  |  |
| T&WQ - Diemer Unit                          |  | 100                                                | 100 |  |  | 98              | 96              |                 |                 | 100                                                      | 100             |                 |                 | 100                                      | 100             |                 |                 | 9                                              | 10              |                 |                 | 1                                           | 1               |                 |                 | 1                                                                   | 0               |                 |                 | 0                                    | 0               |                 |                 |                                                         |  |  |  |
| T&WQ - Jensen Unit                          |  | 100                                                | 100 |  |  | 96              | 93              |                 |                 | 100                                                      | 100             |                 |                 | 100                                      | 100             |                 |                 | 1                                              | 1               |                 |                 | 1                                           | 3               |                 |                 | 0                                                                   | 0               |                 |                 | 2                                    | 0               |                 |                 |                                                         |  |  |  |
| T&WQ - Mills Unit                           |  | 90                                                 | 100 |  |  | 96              | 96              |                 |                 | 100                                                      | 100             |                 |                 | 100                                      | 100             |                 |                 | 3                                              | 5               |                 |                 | 4                                           | 4               |                 |                 | 0                                                                   | 0               |                 |                 | 1                                    | 0               |                 |                 |                                                         |  |  |  |
| T&WQ - Skinner Unit                         |  | 100                                                | 100 |  |  | 98              | 98              |                 |                 | 100                                                      | 100             |                 |                 | 100                                      | 100             |                 |                 | 3                                              | 5               |                 |                 | 2                                           | 1               |                 |                 | 0                                                                   | 0               |                 |                 | 1                                    | 2               |                 |                 |                                                         |  |  |  |
| T&WQ - Weymouth Unit                        |  | 100                                                | 100 |  |  | 92              | 95              |                 |                 | 100                                                      | 100             |                 |                 | 100                                      | 100             |                 |                 | 3                                              | 4               |                 |                 | 6                                           | 0               |                 |                 | 0                                                                   | 0               |                 |                 | 1                                    | 1               |                 |                 |                                                         |  |  |  |
| T&WQ - Water Quality Section                |  | 100                                                | 100 |  |  | 92              | 83              |                 |                 | 78                                                       | 94              |                 |                 | 100                                      | 100             |                 |                 | 0                                              | 0               |                 |                 | 1                                           | 0               |                 |                 | 0                                                                   | 0               |                 |                 | 0                                    | 0               |                 |                 |                                                         |  |  |  |
| C&D - Desert Pump Operations Unit           |  | 79                                                 | 96  |  |  | 89              | 89              |                 |                 | 100                                                      | 100             |                 |                 | 100                                      | 100             |                 |                 | 1                                              | 4               |                 |                 | 0                                           | 8               |                 |                 | 0                                                                   | 0               |                 |                 | 0                                    | 0               |                 |                 |                                                         |  |  |  |
| C&D - Desert Support Services Unit          |  | 85                                                 | 74  |  |  | 90              | 90              |                 |                 | 100                                                      | 100             |                 |                 | 100                                      | 100             |                 |                 | 4                                              | 0               |                 |                 | 0                                           | 3               |                 |                 | 0                                                                   | 0               |                 |                 | 0                                    | 0               |                 |                 |                                                         |  |  |  |
| C&D - Eastern Region Unit                   |  | 100                                                | 100 |  |  | 90              | 91              |                 |                 | 100                                                      | 100             |                 |                 | 100                                      | 100             |                 |                 | 6                                              | 3               |                 |                 | 1                                           | 3               |                 |                 | 1                                                                   | 0               |                 |                 | 0                                    | 0               |                 |                 |                                                         |  |  |  |
| C&D - Western Region Unit                   |  | 100                                                | 100 |  |  | 84              | 85              |                 |                 | 100                                                      | 66              |                 |                 | 100                                      | 100             |                 |                 | 20                                             | 14              |                 |                 | 5                                           | 4               |                 |                 | 0                                                                   | 1               |                 |                 | 0                                    | 0               |                 |                 |                                                         |  |  |  |
| IOPSS - Construction Services Unit          |  | 100                                                | 89  |  |  | 94              | 91              |                 |                 | 100                                                      | 100             |                 |                 | 100                                      | 100             |                 |                 | 41                                             | 43              |                 |                 | 2                                           | 3               |                 |                 | 0                                                                   | 0               |                 |                 | 0                                    | 0               |                 |                 |                                                         |  |  |  |
| IOPSS - Fleet Unit                          |  | 100                                                | 100 |  |  | 76              | 80              |                 |                 | 52                                                       | 22              |                 |                 | 100                                      | 100             |                 |                 | 0                                              | 0               |                 |                 | 0                                           | 1               |                 |                 | 0                                                                   | 0               |                 |                 | 0                                    | 0               |                 |                 |                                                         |  |  |  |
| IOPSS - Manufacturing Services Unit         |  | 100                                                | 100 |  |  | 94              | 92              |                 |                 | 100                                                      | 100             |                 |                 | 100                                      | 100             |                 |                 | 2                                              | 5               |                 |                 | 3                                           | 1               |                 |                 | 0                                                                   | 1               |                 |                 | 0                                    | 0               |                 |                 |                                                         |  |  |  |
| IOPSS - Power & Equipment Reliability Unit  |  | 100                                                | 100 |  |  | 92              | 90              |                 |                 | 82                                                       | 100             |                 |                 | 100                                      | 100             |                 |                 | 2                                              | 9               |                 |                 | 0                                           | 5               |                 |                 | 0                                                                   | 0               |                 |                 | 0                                    | 0               |                 |                 |                                                         |  |  |  |
| IOPSS - System Operations Unit (Eagle Rock) |  | 100                                                | 100 |  |  | 92              | 90              |                 |                 | N/A                                                      | N/A             |                 |                 | 0                                        | 100             |                 |                 | 0                                              | 0               |                 |                 | 0                                           | 0               |                 |                 | 0                                                                   | 0               |                 |                 | 0                                    | 0               |                 |                 |                                                         |  |  |  |

# 2023 Recordable Injuries by Body Parts



# Metropolitan's Recordable Injury Rate vs. Industry Average



## NSC Top Priority #2

Adopt a continuous improvement process and regularly assess progress (ongoing)

- Initiated regular labor-management meeting
- Developed Safety Review Request EForm
- Improved Performance Chart



## NSC Top Priority #3

Review organizational structure to enable Safety to operate as independent function

Formed new Office of Safety, Security and Protection

- Safety directly reports to executive office
- Safety provides support enterprise-wide
- Synergy created with safety, environmental, security, and emergency management in same Group

# Health & Safety Overview







## Other Additional Recommendations

2024 to 2025

# NSC Additional Recommendations

4. **Review current coaching methods and incentive programs**
5. **Increase management participation in safety activities**
6. **Strengthen hazard and near-miss reporting**
7. **Increase employee participation**

# Recommendation #5 – Executive Safety Committee

## Increase management participation in safety activities

- Advance safety through initiatives enterprise wide
- Provide executive level decisions on priorities and resources
- Create overarching safety messaging



Executive Safety Committee  
Inauguration Meeting  
July 29, 2024

# Recommendation #5 – Executive Safety Committee (cont.)

## Safety Committee Hierarchy and Next Steps

- Develop Safety Recognition Program
- Initiate Safety Leadership Training



# Recommendation #6 - Safety Advisory – Near Miss

## Strengthen hazard and near-miss reporting

- Recognize employees who identify “Near Miss” situations and resolve the potential hazard
- Advisory is shared with all affected work forces across the District



**SAFETY ADVISORY**

March 2024

**NEAR MISS RECOGNITION**

Safety, Regulatory, and Training (SRT) Section recognizes C&D Eastern Region Unit and SRT Site Representative for identifying potential lead and/or asbestos containing abandoned waste. Sharing lessons-learned is a good example of how reporting near misses helps improve safety and brings awareness to others.

**Event Details**

**Background:** While performing a routine inspection of MWD right-of-way, C&D staff came across abandoned waste. Staff loaded the waste into two trucks and hauled it back to the facility. Often, C&D staff encounter abandoned waste that is recognizable and in small quantity, such as a piece of furniture, appliance, tires, etc.. These types of waste can be thrown in the back of their truck and brought back to a Metropolitan facility for disposal. However, in this incident, employees encountered a large amount of abandoned waste with mixture of various kinds of debris with unrecognizable contents.

Large Amount of Construction Debris with Mixed Items in MWD Right-of-Way



**Safety Issue:** Although construction debris or household hazardous waste may appear to be harmless, paints, electronic wastes, aerosol cans, oils, concrete, painted cabinets, and old floor tiles potentially contain hazardous chemicals including asbestos, lead, PCB, etc. These types of abandoned waste may require sampling prior to pick-up to assess proper removal and disposal. Therefore, bringing back abandoned waste to a Metropolitan facility, must be limited to only small amount of recognizable, non-suspect, known materials, such as furniture, appliances, tires, wood, etc. Never pick up large quantity of debris, such as construction-related waste, especially if the debris contents are mixed items. These may contain hazardous material, including asbestos, lead, PCB, coal tar, etc.

**Resolution:** Contact your SRT Site Rep. when there is a LARGE quantity of debris or when the debris is mixed with many different types of household or construction-type materials. The SRT Site Rep. may need to collect samples and arrange for a hazardous waste vendor to pick-up for disposal.

**Safety Improvements**

- SRT updated the “Abandoned Hazardous and Regulated Waste Bulletin” to give more examples and pictures of abandoned waste that should not be picked up and transported back to Metropolitan facility.
- SRT Site Representatives will review the updated bulletin with C&D teams.

**Key Take-Aways**

1. Evaluate abandoned waste from a safe distance. DO NOT pick-up large amount, with mixed and/or unrecognizable items to avoid any potential exposure to hazardous material.
2. Follow the “Abandoned Hazardous and Regulated Waste Bulletin” guidance and reach out to SRT to assist with evaluating if abandoned waste should be tested for hazardous constituents such as lead, asbestos and/or PCBs prior to the waste being moved.

September 10, 2024

Ethics, Organization, and Personnel Committee

Item #6a Slide 28

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# Recommendation #6 - Safety Review Requests (SRR)

## Increase employee participation

- Streamline reporting of safety hazards and concerns
- Track safety items from submittal to completion of corrective actions
- Received more than 65 SRR since inception

The screenshot displays the 'Safety Review Request (SRR)' form. At the top, it features the logo of 'THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA'. Below the title, there is a section for additional information links: 'Safety Review Request Process Flowchart', 'E-Form Frequently Ask Questions, including How to Check the Status of Your E-Form Request', and 'Safety Committee Chair, Co-Chair and SRT Site Support Reps List'. A paragraph explains that the form is for reporting safety-related items like safety concerns, near-miss recognition, best practice, safety suggestions, or other requests. It also provides contact information for the Incident Reporting (IR) Hotline at (213) 217-7715 or Ext. 77715, and advises calling 911 for immediate emergencies. A section for 'Anonymous Request' includes a toggle switch for 'Would you like to remain anonymous?'. The 'Requestor Information' section contains fields for 'Employee Name', 'Preferred Method of Contact' (with checkboxes for Phone, E-mail, In-person, and Teams), and 'Safety Review Request Information' with a 'Location' dropdown menu.

# Future Initiatives

- Recognition Program
- Safety Leadership Training
- Quantitative Metrics
- Metropolitan-wide training plan review
- Establish clear goals and charter for safety committees
- Third Party Audit of High-Risk Programs
  - Electrical
  - High Voltage
  - Clearance Procedures

# Ongoing Activities

- Safety Moments at Start of Meetings.
- Weekly Toolbox Safety Meetings
- Safety Review Requests
- Key Performance Metrics
- Near Miss Reporting and Communication
- Executive Safety Committee
- GM Site Visits and Coffee with GM
- Report to the Board on Status of NSC Initiatives

# Response to Public Comments Regarding Safety Concerns



# Response to Public Comments

## Weymouth Bridge Crane

### Event Reported: 10/13/2023

- Difficult access to bridge crane for service activities
- Currently, mobile platforms used to perform inspections and maintenance but has limitations

### Action

- Continue to have 3rd party vendor perform all servicing and repairs of the crane until improvements are completed

Status: **Completed 2/21/2024**

- Install catwalk swing gate(s) and additional tie-offs at sections of the crane and overhead beams to provide enhanced access across the equipment

Status: **In Progress**

# Response to Public Comments

## Weymouth Basement Passage to Softening Bldg. 2 and 3

Event Reported: 10/16/2023

- Report of pooling water and concrete degradation in passageway

### Actions

- Restricted access to the passageway  
Status: **Completed 10/19/2023**
- Mitigated the water intrusion and increased lighting  
Status: **Completed 10/20/2023**
- Basement is unoccupied. Restricted access to the basement of Softening Buildings  
Status: **Completed 3/27/2024**
- Notified employees of restricted access to the basement and new access request procedures. Status: **Completed 3/27/2024**
- Requested Engineering to assess remediation  
Status: **Pending**

# Response to Public Comments

## Access to Weymouth Basin for Maintenance

### Event Reported: 10/10/2023

- Difficulty accessing basin for cleaning
- Engineering approved anchor point for revised fall protection plan
- Safety provided fall prevention plan options which included scaffolding

### Actions

- Rented scaffold for access during project  
Status: **Completed 12/18/2023**
- Near Miss Advisory sent and discussed with staff  
Status: **Completed 4/2/2024**
- Installed permanent ladder with catwalk to the basin  
Status: **In progress**
- Improved project planning with staff  
Status: **Ongoing**

# Response to Public Comments

Managers without PPE in construction area

Event Reported: 3/5/2024

- Contractor work zone not clearly delineated

## Actions

- Establish well defined work zones with signage

Status: Completed 3/13/2024

- Communication sent to plant staff with reminders to wear PPE

Status: Completed 3/27/2024

# Response to Public Comments

## Mills Chlorine Scrubber System Malfunction

Event Reported: 1/9/2024

- Exhaust damper was stuck in open position, employee exposed to scrubber discharge material

## Actions

- Near Miss Advisory sent and discussed with affected staff  
Status: **Completed 6/13/2024**
- \*Increased scrubber filter maintenance and replacement
- \*Upgraded PPE for scrubber maintenance and retrain staff
- \*Issued Safety Advisory and discussed with employees
- \*Interim SOP in place until permanent fix completed  
Status: **Completed 5/21/2024**
- Submitted CIP to upgrade the scrubber system  
Status: **In progress**

# Response to Public Comments

Employee witnessed a sudden flood event when working within member agency facility.

Event Reported: 11/17/23

- Near Miss: Employee was not in substructure at time of flooding
- Substructure is in agency's facility near an overflow discharge

## Actions

- Rapid Root Cause Investigation
- Status: **Completed 2/26/2024**
- Lessons learned shared with staff
- Status: **Completed 4/9/2024**
- Temporary berm placed around the substructure
- Status: **Completed 12/2023**
- Install alarms to notify agency operator and people nearby of imminent overflow
- Status: **Completed operator alarm; audible alarm near structure still pending**
- CIP to raise structure above ground to prevent future flooding
- Status: **Currently in design phase**



# Response to Public Comments

## Concerns about transparency of injury reporting

### Event Reported: 6/21/24

- Employee sustained back injury when performing work
- Manager contacted 911 to provide safe transport of employee on 6/21/2024
- Employees concerned about transparency of event reporting
- Manager protected employee confidentiality

## Actions

- Manager explained confidentiality issues to concerned party
- Conducted toolboxes on stretching and back injury prevention to all staff

Status: Completed 6/24/2024







THE METROPOLITAN WATER DISTRICT  
OF SOUTHERN CALIFORNIA

# Board Report

## Equal Employment Opportunity

- **Equal Employment Opportunity August 2024 Monthly Activity.**

### Summary

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This report provides a summary of Equal Employment Opportunity August 2024 Monthly Activities.

### Purpose

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Informational

### Attachments

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None

### Detailed Report

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### Activity Report

On August 20, 2024 the Equal Employment Opportunity (EEO) Office conducted a refresher training on the EEO Investigative Procedures for the Board and its direct reports during the EOP committee meeting. The training included a high-level overview of EEO's investigative procedures, including the complaint intake process, complaint outcomes, interim measures, and investigative steps and findings. The presentation generated a fruitful discussion and provided an opportunity for the Board to ask clarifying questions. Also, EEO is scheduled to attend the Business Management Team's quarterly meeting on August 29 to introduce upcoming changes to recruitment as they relate to EEO's Concurrence Process. In this meeting, EEO will answer questions, address concerns, and incorporate feedback that would support Metropolitan's commitment to equal employment opportunity.



## Human Resources

### • Human Resources August Activity Report

#### Summary

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This report provides a summary of the Human Resources activities for August 2024.

#### Purpose

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Informational

#### Detailed Report

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### HR Priorities

**Partner with Metropolitan leadership to support learning, development, and adaptive workforce planning initiatives.**

In August, 619 employees completed in-person and virtual trainings covering topics like Critical Thinking, Grammar Essentials, Stress Management, Project Management, Ethics, Excel Dashboards, and Personal Security Awareness. LinkedIn Learning's online training platform was accessed for trainings on Adding Value Through Diversity, Avoiding New Manager Mistakes, Construction Change Orders, Learning Industrial Automation, Sharepoint QuickTips, and Understanding Personal Protective Equipment.

OD&T facilitated session 4 of its 14<sup>th</sup> cohort of Metropolitan Management University for 14 new managers. The topic of the day was Emotional Intelligence. Participants will be taking an Emotional Intelligence assessment that will be debriefed with them in one-on-one sessions with OD&T.

Our annual Employee Experience Survey was launched, inviting all employees to share feedback on Metropolitan's culture and leadership.

Recruitment filled 29 positions in the month of August. There are 35 recruitments in the final stages, which includes hiring recommendations being made. Twenty-three new staffing requisitions were received, resulting in 131 positions being recruited for. Staff has been working with All-Star Talent in an outreach campaign targeted towards hard-to-fill positions in the Desert, Environmental Planning, and Information Technology. This effort is aimed at making qualified candidates aware of the exciting opportunities available at Metropolitan. In addition, staff continues to make site visits which have included Jensen, Diamond Valley Lake, Lake Mathews, La Verne, and Carson Reuse Facility.

Employee Relations conducted four Desert visits in August and is having frequent office hours with staff. These visits have been incredibly rewarding, providing valuable insights and strengthening our relationships with our colleagues in the Desert. We are confident that these visits will lead to improved collaboration and better outcomes for our organization.

### HR Core Business: Provide Excellent Human Resources Services

**Objective #1: Administer all HR services with efficiency and a focus on customer service excellence, consistency, and flexibility.**

Date of Report: 9/10/2024

## Board Report Human Resources August Activity Report

The Business Support Team planned, organized, and coordinated a “Back Care” wellness webinar. The live webcast was held on August 21, 2024, and was hosted by Kaiser Permanente. The webinar invited employees to explore ways to protect their back with better posture, proper sleep position, stretching and exercise, and reducing stress. Employees were also encouraged to create a personal action plan to promote back health.

| HR Metrics          | June 2024 | August 2024 | Prior Month July 2024 |
|---------------------|-----------|-------------|-----------------------|
| <b>Headcount</b>    |           |             |                       |
| Regular Employees   | 1,810     | 1,824       | 1,822                 |
| Temporary Employees | 52        | 45          | 45                    |
| Interns             | 2         | 4           | 5                     |
| Recurrents          | 17        | 15          | 16                    |
| Annuitants          | 23        | 23          | 23                    |

|                                                                             | August 2024 | July 2024 |
|-----------------------------------------------------------------------------|-------------|-----------|
| Number of Recruitments in Progress<br>(Includes Temps and Intern positions) | 131         | 137       |
| Number of New Staffing Requisitions                                         | 23          | 15        |
|                                                                             | August 2024 | July 2024 |
| Number of Job Audit Requests in Progress                                    | 8           | 10        |
| Number of Completed/Closed Job Audits                                       | 4           | 2         |
| Number of New Job Audit Requests                                            | 2           | 4         |

| Transactions Current Month and Fiscal YTD (includes current month) |                 |             |            |
|--------------------------------------------------------------------|-----------------|-------------|------------|
| External Hires                                                     | FY 23/24 Totals | August 2024 | FISCAL YTD |
| Regular Employees                                                  | 105             | 7           | 21         |
| Temporary Employees                                                | 61              | 3           | 5          |
| Interns                                                            | 3               | 0           | 3          |
| Internal Promotions                                                | 80              | 14          | 19         |
| Management Requested Promotions                                    | 172             | 8           | 16         |
| Retirements/Separations (regular employees)                        | 71              | 5           | 8          |
| Employee-Requested Transfers                                       | 14              | 1           | 3          |

## Board Report Human Resources August Activity Report

### Departures

| Last           | First Name | Classification                 | Eff Date  | Reason     | Group                           |
|----------------|------------|--------------------------------|-----------|------------|---------------------------------|
| De Leon        | Rebecca    | Sr Admin Analyst               | 6/7/2024  | Retirement | SUSTAINABILTY,RESILIENCE& INNOV |
| Molina         | Yamel      | Accounting Tech II             | 6/7/2024  | Retirement | FINANCE GROUP                   |
| Phoonswa di    | Petchara   | Pr HRIS Analyst (C)            | 7/20/2024 | Retirement | HUMAN RESOURCES GROUP           |
| Pittsinger Jr. | Richard    | Wtr Trtment Plant Operator III | 7/1/2024  | Retirement | TREATMENT&WATER QUALITY GROUP   |
| Ho             | Quang      | Instrumnt&Cntrl Tech III       | 7/15/2024 | Retirement | TREATMENT&WATER QUALITY GROUP   |



## Office of Safety, Security, and Protection (OSSP)

### • OSSP Monthly Activities for August 2024

#### Summary

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This monthly report provides a summary of OSSP activities for August 2024 in the following key areas:

- Security and Emergency Management
  - Security and Emergency Response
  - Emergency Management Program Update
- Safety, Regulatory, and Training (SRT)
  - Health and Safety Programs
  - Environmental Programs
  - Apprenticeship Programs
  - Safety and Technical Training Programs

#### Purpose

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Informational

#### Attachments

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Attachment 1: Detailed Report – OSSP Monthly Activities for August 2024

## Key Activities Report for August 2024

### Project Highlights

#### Security and Emergency Management

##### Security and Emergency Response

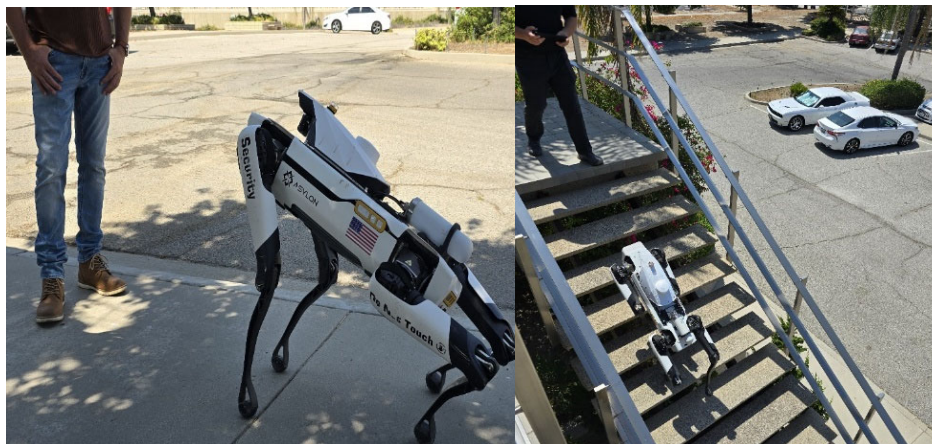
###### Semiautonomous Robotic Security Patrol Pilot

Security robotics is an exciting new area in critical infrastructure protection that can potentially address future high-risk operations, chemical spill response incidents, or other tasks deemed too risky for direct human interventions. The Security and Emergency Management Unit is evaluating the effectiveness and efficiency of implementing robotic guard unit services to patrol select areas of occupied Metropolitan critical facilities. Securitas, Metropolitan's current guard force contractor, is exploring robotics as a possible alternative to augment traditional human contract security guard services.

This month, Jensen and Valley Conveyance and Distribution (C&D) staff observed an initial ground survey conducted at the Jensen Water Treatment Plant using Spot—a quadruped, semiautonomous, ground vehicle (Q-UGV) developed by Boston Dynamics and operated by Asylon Robotics. Spot is a unique ground robot that is part of an exclusive security system that pairs Spot with an aerial drone. Spot's legs and life-like movement allow it to easily climb stairs, travel over uneven terrain, re-right itself, navigate curbs, and negotiate parking lots into a large diameter pipe. The robotic dynamic duo's features include:

- Advanced geospatial technology
- Artificial intelligence (AI)
- Specialized hardware and cutting-edge software to enable live video monitoring, semi-autonomous preprogrammed patrol routes, 20X optical zoom, thermal night vision, automated set-and-forget charging, automated, and remote loudspeakers
- The ability to add additional sensor packages or other capabilities later

As the pilot project planning nears implementation, Jensen staff will be invited to a kickoff meeting to be introduced to Spot and the aerial drone. The pilot project will assess the functionality of robotic technology during off-peak hours, nights, and weekends, to maintain a higher safety buffer when limited staff is on site.



**Securitas is piloting a robotic patrol dog at Jensen WTP as part of potential new contract guard service option**



# Office of Safety, Security & Protection

## Union Station Headquarters (USHQ) Building Courtyard Security Enhancements

We are pleased to announce the completion of our extensive security enhancement project for the USHQ Building Courtyard. As part of our ongoing commitment to ensure a safe and secure environment, the USHQ Courtyard is now enclosed with a wrought iron fence designed to match the historical California architecture of Union Station and equipped with gates to facilitate secure access for all employees.



## New Metropolitan Headquarters Building Courtyard Security Enhancements

## Emergency Management Program Update

The Metropolitan Duty Officers were engaged this past month monitoring and responding to multiple incidents on or near Metropolitan property. The Duty Officers provide 24-hour coverage of the Metropolitan Emergency Operations Center (EOC), assess threats, and respond to immediate emergencies. Overall, during the month there were six wildfires, two earthquakes, a potential feeder leak, and a worldwide IT outage that potentially affected Metropolitan operations.

Of the six fires in Metropolitan's area, the Tin Fire spread toward Lake Mathews on July 20, causing minor damage to the Administration building on site. There were no injuries, and staff monitored the area to ensure that the fire didn't re-ignite.



**Tin Fire at Lake Mathews Administration Building**



# Office of Safety, Security & Protection

Fire officials used the Valley Wide Recreation Area and Diamond Valley Lake parking lot as their Incident Command Post for the Nixon Fire that burned near the border of Riverside and San Diego Counties.

The recent earthquake activity this month included the Lamont Earthquake near the State Water Project, the South Pasadena Earthquake near Garvey Reservoir and Headquarters, and Barstow Earthquake. Staff reached out to the Department of Water Resources and coordinated with Metropolitan C&D staff to confirm that no damage was caused by these earthquakes.

Staff conducted an official State EOC course for EOC staff at the Eagle Rock facility. The eight-hour course focused on the skills necessary to work in the EOC Planning and Intelligence Section during an emergency.

Staff also supported the Security Management Unit by setting up a mobile command post during the employee appreciation picnic at Whittier Narrows Park. This command post provided a central point for Security personnel to coordinate, as well as providing a positive field exercise to test mobile response and communications capabilities.



Emergency Management command vehicle supporting Security Command Post

## Project Highlights

### Safety, Regulatory, and Training

#### SRT Health & Safety Programs

##### Executive Safety Committee

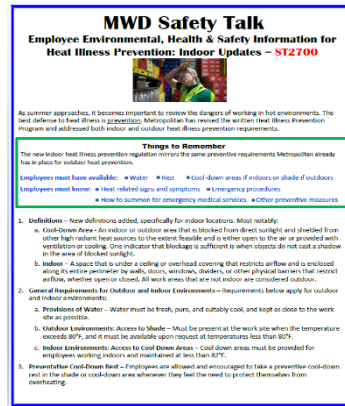
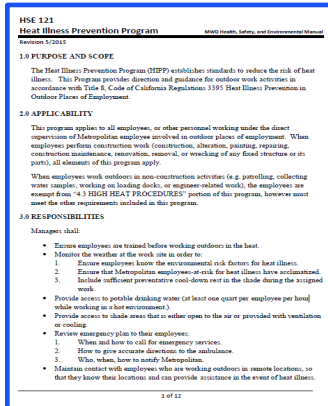
On July 29, 2024, the inaugural Executive Safety Committee (ESC) meeting was held with the National Safety Council (NSC) in attendance. The ESC's goal is to advance safety performance improvements and provide executive level decisions on safety priorities, resource allocation, and initiatives affecting Metropolitan business operations. The ESC reviewed and discussed the valuable and constructive feedback provided by the participants of the Focus Groups and approved the decision to amend the Safety Vision and Guiding Principles. These updates strengthen the safety vision aspirations by using unifying language and eliminating terminology unfamiliar to the current workforce.

In upcoming ESC meetings, Executives will be focusing on a Safety Recognition Program to encourage employee participation in safety activities and safety leadership training for management at all levels. These priorities are from the 2022 NSC Safety Culture Assessment.

# Office of Safety, Security & Protection

## Heat Illness Prevention Program

The California Occupational Safety and Health Administration (Cal-OSHA) put into effect the new indoor heat illness prevention regulations. Health and Safety (H&S) incorporated the indoor regulation requirements into the existing outdoor heat illness prevention program and developed a Safety Talk training to emphasize the similarities of control measures between the new indoor and previous outdoor heat illness prevention program.



## Heat Illness Prevention Program and Safety Talk

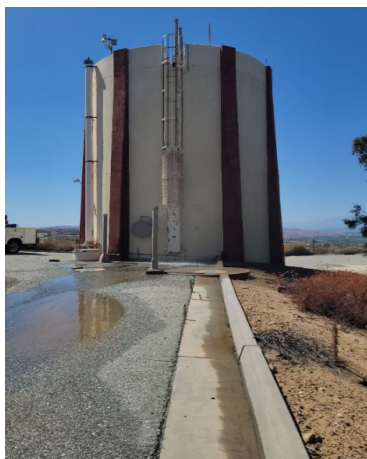
## Asbestos Management

A safety training was conducted for the Engineering Services Group (ESG), Construction Management Unit on the Asbestos Abatement Field Inspection Checklist. The training covered the difference between various asbestos and non-asbestos containing and the suspect asbestos materials; asbestos abatement compliance requirements; and common violations a regulatory inspector is likely to cite. This is the first in a series of training topics H&S will be conducting to ESG.

## SRT Environmental Programs

### Emergency Dewatering

Staff responded to an unplanned release of untreated Colorado River Aqueduct water from the Corona Power Plant and investigated the water release downstream, which confirmed that the water percolated into the ground. The water release had no effects on downstream waterbodies, and staff notified the Santa Ana Regional Water Quality Control Board.



View of Corona Tower



View of end of flow path with percolation

# Office of Safety, Security & Protection

## **Hazardous Materials – Intake Temporary Bleach Skid**

Staff worked with ESG to complete a visual inspection, incorporate the bleach vendor's recommendations, and verify readiness of the 150-gallon bleach system before making the first delivery. They also discussed additional recommendations on safe delivery, operations, and CERS hazmat inventory and map updates.

## **Air Quality – Plasma Arc Cutting**

Staff visited the La Verne Manufacturing Services Unit (MSU) Shop Upgrade project to check on the installation of the new Plasma Arc Cutting (PAC) system and discussed potential new South Coast Air Quality Management District (SCAQMD) requirements with MSU staff. Although installation is anticipated to be completed in 2025, a proposed new rule may require the system to have an additional emissions control device by 2039. Staff has had several one-on-one meetings with SCAQMD to discuss the impacts and challenges of the proposed requirements. The tentative adoption for the rule is November 2024.



**New Plasma Arc Cutting System Installation In-Progress**

## **SRT Apprenticeship Programs**

SRT Apprenticeship Programs prepare apprentices to become certified mechanics and electricians responsible for maintaining Metropolitan's water treatment and distribution systems. This month, the electrical classroom was relocated to the new Apprenticeship Training Center. The electricians from the Class of 2026 and 2027 will now attend classes at the new location.



**Electrical Apprentices working on lab projects at the new classroom**



# Office of Safety, Security & Protection

The Water Education Team recognized Apprenticeship for supporting their outreach efforts. The team aims to enhance students' understanding of water conservation, stewardship, and sustainability. Apprenticeship partnering with this team contributes to workforce development by conducting field trips and workshops and inspires the next generation to pursue apprenticeship opportunities.



**Certificates of appreciation from the Water Education Team**

## **SRT Safety and Technical Training Programs**

This month, SRT Safety and Technical Training held an initial Systems Operating Orders Manual (SOOM): High-Voltage Switching for In Town at the Weymouth Treatment Plant, where the class met for 64 hours throughout the month. This training provides instruction on the proper techniques and procedures necessary to prepare, review, approve, and perform safe isolation of high-voltage systems in-town. Upon completion of this initial course and a practical exercise, a 16-hour refresher annually is required to maintain SOOM certification.

Additionally, SRT Safety and Technical training staff delivered two sessions of SOOM: High-Voltage Switching for Desert. This 16-hour annual refresher training for SOOM provides instruction on the proper techniques and procedures necessary to prepare, review, approve, and perform safe isolation of high-voltage systems in the Desert.