

United Water Conservation District
Position Titles with Annual Salary Ranges FY 21-22

| FTE | TITLE | RANGE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|------|---|-------|---------|---------|---------|---------|---------|
| 3.00 | Accountant I | 17.50 | 66,264 | 69,573 | 73,044 | 76,699 | 80,537 |
| | Accountant II | 19.00 | 71,366 | 74,929 | 78,675 | 82,606 | 86,743 |
| 1.00 | Accountant III | 20.50 | 76,882 | 80,721 | 84,766 | 88,995 | 93,454 |
| 1.00 | Administrative Assistant I | 12.50 | 51,761 | 54,358 | 57,070 | 59,920 | 62,908 |
| 2.00 | Administrative Assistant II (1 FTE****) | 13.50 | 54,381 | 57,093 | 59,943 | 62,931 | 66,080 |
| | Administrative Assistant III | 14.50 | 57,139 | 59,989 | 63,000 | 66,149 | 69,459 |
| 1.00 | Assistant General Manager - GSA/GMA | T2 | 189,804 | 199,297 | 209,272 | 219,730 | 230,716 |
| | Associate Control System Programmer | 17.00 | 64,655 | 67,896 | 71,297 | 74,860 | 78,606 |
| | Associate Control System Technician | 17.00 | 64,655 | 67,896 | 71,297 | 74,860 | 78,606 |
| 1.00 | Associate Hydrogeologist | 20.50 | 76,882 | 80,721 | 84,766 | 88,995 | 93,454 |
| 1.00 | Associate Engineer | 23.50 | 89,179 | 93,638 | 98,327 | 103,245 | 108,417 |
| 2.00 | Associate Environmental Scientist | 19.00 | 71,366 | 74,929 | 78,675 | 82,606 | 86,743 |
| 3.00 | Chief Engineer*, Chief Financial Officer*, Chief HR Officer* as well as****, Chief Operations Officer* | T3.5 | 148,030 | 155,443 | 163,223 | 171,382 | 179,956 |
| | | T3 | 158,385 | 166,314 | 174,635 | 183,369 | 192,539 |
| | | T2.5 | 174,095 | 182,806 | 191,953 | 201,549 | 211,628 |
| 1.00 | Chief Financial Officer* | T3.5 | 148,030 | 155,443 | 163,223 | 171,382 | 179,956 |
| | | T3 | 158,385 | 166,314 | 174,635 | 183,369 | 192,539 |
| | | T2.5 | 174,095 | 182,806 | 191,953 | 201,549 | 211,628 |
| 1.00 | Chief HR Officer* | T3.5 | 148,030 | 155,443 | 163,223 | 171,382 | 179,956 |
| | | T3 | 158,385 | 166,314 | 174,635 | 183,369 | 192,539 |
| | | T2.5 | 174,095 | 182,806 | 191,953 | 201,549 | 211,628 |
| 1.00 | Chief Operations Officer* | T3.5 | 148,030 | 155,443 | 163,223 | 171,382 | 179,956 |
| | | T3 | 158,385 | 166,314 | 174,635 | 183,369 | 192,539 |
| | | T2.5 | 174,095 | 182,806 | 191,953 | 201,549 | 211,628 |
| 1.00 | Chief Park Ranger* | T6 | 109,511 | 114,987 | 120,736 | 126,773 | 133,111 |
| | | T5.5 | 115,595 | 121,378 | 127,448 | 133,822 | 140,508 |
| | | T5 | 121,679 | 127,770 | 134,159 | 140,871 | 147,904 |
| 1.00 | Chief Water Treatment Operator | 26.00 | 100,878 | 105,912 | 111,198 | 116,760 | 122,598 |
| 1.00 | Controller* | T6 | 109,511 | 114,987 | 120,736 | 126,773 | 133,111 |
| | | T5.5 | 115,595 | 121,378 | 127,448 | 133,822 | 140,508 |
| | | T5 | 121,679 | 127,770 | 134,159 | 140,871 | 147,904 |
| 1.00 | Controls Systems Technician | 24.00 | 91,409 | 95,982 | 100,786 | 105,820 | 111,106 |
| 1.00 | Controls Systems Programmer | 26.00 | 100,878 | 105,912 | 111,198 | 116,760 | 122,598 |
| | Controls Systems Supervisor**** | 27.00 | 105,981 | 111,290 | 116,852 | 122,690 | 128,827 |
| 1.00 | Dam Operator | 22.50 | 84,881 | 89,133 | 93,592 | 98,281 | 103,199 |
| 1.00 | Engineer | 27.00 | 105,981 | 111,290 | 116,852 | 122,690 | 128,827 |
| | Engineering Manager**** | T4.5 | 129,677 | 136,170 | 142,985 | 150,133 | 157,638 |
| | | T4 | 137,676 | 144,571 | 151,811 | 159,396 | 167,372 |
| 1.85 | Environmental Services Field Assistants*** (\$/hr) | | 15 | 16 | 17 | 17 | 18 |
| 3.00 | Environmental Services Field Technician | 10.50 | 46,888 | 49,232 | 51,692 | 54,266 | 56,978 |
| | Environmental Services Lead Field Technician**** | 16.50 | 63,069 | 66,218 | 69,527 | 72,998 | 76,653 |
| 1.00 | Environmental Scientist | 27.00 | 105,981 | 111,290 | 116,852 | 122,690 | 128,827 |
| 1.00 | Environmental Scientist - Regulatory Affairs | 23.00 | 86,996 | 91,340 | 95,913 | 100,717 | 105,751 |
| 1.00 | Environmental Services Manager | T4.5 | 129,677 | 136,170 | 142,985 | 150,133 | 157,638 |
| | | T4 | 137,676 | 144,571 | 151,811 | 159,396 | 167,372 |
| 1.00 | Executive Assistant/Clerk of the Board* | T6 | 109,511 | 114,987 | 120,736 | 126,773 | 133,111 |
| | | T5.5 | 115,595 | 121,378 | 127,448 | 133,822 | 140,508 |
| | | T5 | 121,679 | 127,770 | 134,159 | 140,871 | 147,904 |
| | Executive Assistant | 21.50 | 80,790 | 84,835 | 89,087 | 93,546 | 98,235 |
| | Facilities Maintenance Worker I | 10.50 | 46,888 | 49,232 | 51,692 | 54,266 | 56,978 |
| 2.00 | Facilities Maintenance Worker II | 12.50 | 51,761 | 54,358 | 57,070 | 59,920 | 62,908 |
| 1.00 | General Manager** | T1 | 275,632 | 290,139 | 305,409 | 320,680 | 336,714 |
| 1.00 | GIS Analyst | 17.50 | 66,264 | 69,573 | 73,044 | 76,699 | 80,537 |
| | HR Generalist | 15.00 | 58,564 | 61,483 | 64,563 | 67,781 | 71,159 |
| 1.00 | HR Manager | T4 | 137,676 | 144,571 | 151,811 | 159,396 | 167,372 |
| 1.00 | HR Specialist | 21.00 | 78,813 | 82,743 | 86,881 | 91,225 | 95,776 |
| 2.00 | Hydrogeologist | 23.50 | 89,179 | 93,638 | 98,327 | 103,245 | 108,417 |
| | Hydrogeologist Supervisor**** | 31.00 | 129,103 | 135,561 | 142,342 | 149,467 | 156,937 |
| | Intern (\$/hr) | | 15 | 16 | 17 | 17 | 18 |
| 1.00 | Lead Recharge O&M Worker | 22.50 | 84,881 | 89,133 | 93,592 | 98,281 | 103,199 |
| 1.00 | O & M Program Supervisor* | T6 | 109,511 | 114,987 | 120,736 | 126,773 | 133,111 |
| | | T5.5 | 115,595 | 121,378 | 127,448 | 133,822 | 140,508 |
| | | T5 | 121,679 | 127,770 | 134,159 | 140,871 | 147,904 |
| | Park Ranger I | 12.50 | 51,761 | 54,358 | 57,070 | 59,920 | 62,908 |
| 2.00 | Park Ranger II | 15.00 | 58,564 | 61,483 | 64,563 | 67,781 | 71,159 |

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| FTE | TITLE | RANGE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|------|---|-------|---------|---------|---------|---------|---------|
| | Park Ranger III**** | 17.00 | 64,655 | 67,896 | 71,297 | 74,860 | 78,606 |
| 1.00 | Park Ranger IV | 19.00 | 71,366 | 74,929 | 78,675 | 82,606 | 86,743 |
| | Park Ranger Cadet | 7.00 | 39,441 | 41,418 | 43,486 | 45,670 | 47,945 |
| | Principal Engineer | 31.00 | 129,103 | 135,561 | 142,342 | 149,467 | 156,937 |
| | Principal Environmental Scientist | 30.00 | 122,874 | 129,011 | 135,469 | 142,250 | 149,352 |
| | Principal Hydrogeologist/Modeler**** | 31.00 | 129,103 | 135,561 | 142,342 | 149,467 | 156,937 |
| | Principal Hydrologist**** | 30.00 | 122,874 | 129,011 | 135,469 | 142,250 | 149,352 |
| | Receptionist | 7.00 | 39,441 | 41,418 | 43,486 | 45,670 | 47,945 |
| 2.00 | Recharge O&M Worker I | 17.00 | 64,655 | 67,896 | 71,297 | 74,860 | 78,606 |
| 3.00 | Recharge O&M Worker II | 19.50 | 73,159 | 76,814 | 80,652 | 84,674 | 88,903 |
| 1.00 | Reservations Coordinator | 7.00 | 39,441 | 41,418 | 43,486 | 45,670 | 47,945 |
| | Risk and Safety Manager**** | T6 | 109,511 | 114,987 | 120,736 | 126,773 | 133,111 |
| | | T5.5 | 115,595 | 121,378 | 127,448 | 133,822 | 140,508 |
| | | T5 | 121,679 | 127,770 | 134,159 | 140,871 | 147,904 |
| 1.00 | Safety and Security Program Coordinator | 28.00 | 111,336 | 116,898 | 122,736 | 128,873 | 135,309 |
| 4.18 | Seasonal Park Ranger Assistant*** (\$/hr) | | 15 | 16 | 17 | 17 | 18 |
| 1.00 | Senior Accountant | 22.50 | 84,881 | 89,133 | 93,592 | 98,281 | 103,199 |
| 2.00 | Senior Engineer | 30.00 | 122,874 | 129,011 | 135,469 | 142,250 | 149,352 |
| 1.00 | Senior Hydrogeologist | 30.00 | 122,874 | 129,011 | 135,469 | 142,250 | 149,352 |
| 1.00 | Senior Hydrogeologist/Modeler | 30.00 | 122,874 | 129,011 | 135,469 | 142,250 | 149,352 |
| 1.00 | Senior Hydrologist | 27.00 | 105,981 | 111,290 | 116,852 | 122,690 | 128,827 |
| | Senior Park Ranger (Unfilled) | 21.00 | 78,813 | 82,743 | 86,881 | 91,225 | 95,776 |
| 1.00 | Senior Technology Systems Specialist | 24.50 | 93,684 | 98,373 | 103,291 | 108,463 | 113,887 |
| 1.00 | Senior Water Treatment Operator | 24.00 | 91,409 | 95,982 | 100,786 | 105,820 | 111,106 |
| 1.00 | Supervising Instrumentation & Electrical Technician | 26.00 | 100,878 | 105,912 | 111,198 | 116,760 | 122,598 |
| 1.00 | Supervising Hydrogeologist | 31.00 | 129,103 | 135,561 | 142,342 | 149,467 | 156,937 |
| 1.00 | Technology Systems Manager | T6 | 109,511 | 114,987 | 120,736 | 126,773 | 133,111 |
| | | T5.5 | 115,595 | 121,378 | 127,448 | 133,822 | 140,508 |
| | | T5 | 121,679 | 127,770 | 134,159 | 140,871 | 147,904 |
| | Technology Systems Specialist | 21.00 | 78,813 | 82,743 | 86,881 | 91,225 | 95,776 |
| | Water Resources Manager**** | T4.5 | 129,677 | 136,170 | 142,985 | 150,133 | 157,638 |
| | | T4 | 137,676 | 144,571 | 151,811 | 159,396 | 167,372 |
| 2.00 | Water Resource Technician | 16.50 | 63,069 | 66,218 | 69,527 | 72,998 | 76,653 |
| | Water Treatment Operator I | 17.00 | 64,655 | 67,896 | 71,297 | 74,860 | 78,606 |
| | Water Treatment Operator II | 19.00 | 71,366 | 74,929 | 78,675 | 82,606 | 86,743 |
| 3.00 | Water Treatment Operator III | 20.00 | 74,998 | 78,744 | 82,674 | 86,812 | 91,156 |
| | Water Treatment Operator IV | 22.00 | 82,812 | 86,950 | 91,294 | 95,867 | 100,671 |
| | Board Member Per Diem Rate | | 237.00 | | | | |

Employees are paid at an hourly rate calculated by dividing their annual salary by 2,080, rounded to the nearest \$0.01. Salaries shown in this table are rounded to the nearest dollar.

- *Position for up to annual 5% merit pay, which may be applicable to PERS.
- **Position for up to annual 7% merit pay, which may be applicable to PERS.
- ***Temporary, part-time or seasonal positions, as needed
- **** To be filled via Internal Promotional opportunity, July 2021

Updated as of March 23, 2021