

**El Toro Water District**  
**Compensation Plan - Salary Range Schedule - Non-Exempt**  
**Effective July 1, 2024**

	<b>Hourly Minimum</b>	<b>Hourly Maximum</b>	<b>Monthly Minimum</b>	<b>Monthly Maximum</b>	<b>Annual Minimum</b>	<b>Annual Maximum</b>
<b>Salary Grade 1</b>						
Intern	\$18.40	\$24.97	\$3,189	\$4,327	\$38,263	\$51,929
<b>Salary Grade 2</b>	\$22.31	\$30.35	\$3,867	\$5,261	\$46,408	\$63,134
<b>Salary Grade 3</b>	\$25.01	\$34.01	\$4,334	\$5,894	\$52,011	\$70,732
<b>Salary Grade 4</b>	\$25.74	\$35.02	\$4,462	\$6,070	\$53,541	\$72,837
<b>Salary Grade 5</b>	\$26.53	\$36.07	\$4,598	\$6,252	\$55,181	\$75,023
Office Assistant						
<b>Salary Grade 6</b>	\$27.33	\$37.16	\$4,737	\$6,441	\$56,848	\$77,292
Customer Service Field Representative I						
<b>Salary Grade 7</b>	\$28.12	\$38.26	\$4,874	\$6,632	\$58,488	\$79,588
Accounting Technician						
Customer Service Office Representative I						
<b>Salary Grade 8</b>	\$28.99	\$39.42	\$5,024	\$6,833	\$60,292	\$81,993
Customer Service Office Representative II						
Administrative Assistant						
<b>Salary Grade 9</b>	\$29.84	\$40.60	\$5,172	\$7,038	\$62,069	\$84,453
Administrative Assistant Customer Service/HR						
Customer Service Office Representative Senior						
<b>Salary Grade 10</b>	\$30.85	\$41.81	\$5,348	\$7,247	\$64,173	\$86,967
Customer Service Field Representative II						
Collection Maintenance Worker I						
Maintenance Worker I						
Operator in Training						
<b>Salary Grade 11</b>	\$31.68	\$43.07	\$5,491	\$7,466	\$65,895	\$89,591
Billing Specialist						

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<b>Salary Grade 12</b> Laboratory Technician I	\$32.63	\$44.37	\$5,655	\$7,691	\$67,863	\$92,296
<b>Salary Grade 13</b> Mechanic Waste Water Plant Operator I	\$33.60	\$45.69	\$5,824	\$7,919	\$69,885	\$95,029
<b>Salary Grade 14</b> Administrative Assistant Senior Accountant / Insurance Administrator	\$34.61	\$47.08	\$5,999	\$8,161	\$71,990	\$97,927
<b>Salary Grade 15</b> Collections Worker II Maintenance Worker II	\$35.65	\$48.49	\$6,179	\$8,404	\$74,149	\$100,851
<b>Salary Grade 16</b> Customer Service Field Representative III Compliance Regulatory Coordinator I	\$36.71	\$49.93	\$6,364	\$8,655	\$76,363	\$103,857
<b>Salary Grade 17</b> Laboratory Technician II	\$37.82	\$51.43	\$6,555	\$8,914	\$78,658	\$106,973
<b>Salary Grade 18</b> Senior Accountant / Payroll Electrical Instrumentation Tech II Tractor - Trailer - Tanker Driver Waste Water Plant Operator II	\$38.95	\$52.98	\$6,751	\$9,183	\$81,009	\$110,198
<b>Salary Grade 19</b> Inspector Engineering Associate Maintenance Worker III Collection Maintenance Worker III	\$40.17	\$54.62	\$6,963	\$9,468	\$83,551	\$113,615

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<b>Salary Grade 20</b> Compliance Regulatory Coordinator II	\$41.36	\$56.25	\$7,170	\$9,750	\$86,038	\$117,004
<b>Salary Grade 21</b> Executive Assistant to General Manager & Board Senior Mechanic	\$42.60	\$57.93	\$7,384	\$10,042	\$88,607	\$120,502
<b>Salary Grade 22</b> Accounting Supervisor Customer Service Office / Billing Supervisor Recycled Water Coordinator Purchasing Agent / Inventory Control	\$43.89	\$59.68	\$7,607	\$10,345	\$91,285	\$124,137
<b>Salary Grade 23</b> Laboratory Technician III Water Use Efficiency Analyst Waste Water Plant Operator III Electrical Instrumentation Tech III Public Relations / Emergency Preparedness Admin.	\$45.21	\$61.48	\$7,837	\$10,657	\$94,046	\$127,881
<b>Salary Grade 24</b> Cross Connection Control Program Supervisor	\$46.57	\$63.32	\$8,072	\$10,976	\$96,861	\$131,707
<b>Salary Grade 25</b> Crew Chief	\$47.76	\$65.21	\$8,279	\$11,304	\$99,348	\$135,643
<b>Salary Grade 26</b> Accounting Manager / Auditor Industrial Waste Inspector Compliance Regulatory Coordinator III	\$49.41	\$67.18	\$8,564	\$11,645	\$102,764	\$139,743
<b>Salary Grade 27</b> Laboratory Supervisor	\$50.88	\$69.18	\$8,818	\$11,991	\$105,820	\$143,897

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<b>Salary Grade 28</b> Foreman	\$52.39	\$71.24	\$9,081	\$12,349	\$108,966	\$148,188
<b>Salary Grade 29</b>	\$53.96	\$73.39	\$9,354	\$12,720	\$112,244	\$152,643
<b>Salary Grade 30</b> Electrical System/SCADA Supervisor	\$55.53	\$75.51	\$9,625	\$13,089	\$115,495	\$157,070
<b>Salary Grade 31</b>	\$57.19	\$77.79	\$9,913	\$13,483	\$118,956	\$161,799
<b>Salary Grade 32</b>	\$58.90	\$80.11	\$10,210	\$13,886	\$122,522	\$166,636
<b>Salary Grade 33</b>	\$60.67	\$82.51	\$10,517	\$14,302	\$126,200	\$171,623
<b>Salary Grade 34</b> Waste Water Chief Plant Operator	\$62.49	\$84.99	\$10,832	\$14,731	\$129,985	\$176,770

**El Toro Water District**  
**Compensation Plan - Salary Range Schedule - Exempt**  
**Effective July 1, 2024**

	<b>Monthly Salary</b>		<b>Annual</b>	<b>Annual</b>
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>Salary Grade 40E</b>	\$8,312	\$11,304	\$99,745	\$135,648
<b>Salary Grade 41E</b>	\$9,078	\$12,710	\$108,938	\$152,519
Customer Service Manager				
Public Affairs Manager				
<b>Salary Grade 42E</b>	\$9,622	\$13,472	\$115,466	\$161,664
<b>Salary Grade 43E</b>	\$10,199	\$14,281	\$122,387	\$171,377
Project Engineer				
<b>Salary Grade 44E</b>	\$10,811	\$15,138	\$129,735	\$181,658
Senior Engineer				
<b>Salary Grade 45E</b>	\$11,460	\$16,046	\$137,524	\$192,553
Operations Superintendent				
<b>Salary Grade 46E</b>	\$12,148	\$17,009	\$145,771	\$204,111
Information Technology Manager				
Principal Engineer				
<b>Salary Grade 47E</b>	\$12,877	\$18,030	\$154,522	\$216,362
Manager Engineering				
Manager Human Resources				
<b>Salary Grade 48E</b>	\$13,649	\$19,112	\$163,793	\$229,339
Director Engineering				
Director Human Resources				
<b>Salary Grade 49E</b>	\$14,468	\$20,259	\$173,616	\$243,104
Chief Financial Officer				
<b>Salary Grade 50E</b>	\$15,337	\$21,474	\$184,038	\$257,689
<b>Salary Grade 51E</b>	\$16,256	\$22,762	\$195,076	\$273,141
<b>Salary Grade 52E</b>	\$17,231	\$24,128	\$206,775	\$289,539
Assistant General Manager / Staff Engineer				