

**THREE VALLEYS MUNICIPAL WATER DISTRICT  
ANNUAL SALARY RANGE BY CLASSIFICATION  
Effective: January 1, 2018**

CLASSIFICATION	Min. Salary Range	Mid. Salary Range	Max. Salary Range
ACCOUNTING TECHNICIAN	\$ 46,843	\$ 60,896	\$ 74,949
ADMINISTRATIVE ASSISTANT	\$ 43,296	\$ 56,285	\$ 69,274
ASSISTANT GENERAL MANAGER	\$ 125,000	\$ 162,500	\$ 200,000
CHIEF ADMINISTRATIVE OFFICER	\$ 131,628	\$ 171,116	\$ 210,605
CHIEF FINANCE OFFICER	\$ 131,628	\$ 171,116	\$ 210,605
CONSERVATION & RESOURCE ANALYST	\$ 72,516	\$ 94,271	\$ 116,026
ENGINEER	\$ 73,113	\$ 95,047	\$ 116,981
EXECUTIVE ASSISTANT	\$ 53,941	\$ 70,123	\$ 86,306
GENERAL MANAGER	\$ 275,000	\$ 275,000	\$ 275,000
CHIEF ENGINEER/OPERATIONS OFFICER	\$ 131,628	\$ 171,116	\$ 210,605
OPERATIONS SUPERVISOR	\$ 77,398	\$ 100,617	\$ 123,837
COMPLIANCE SPECIALIST	\$ 61,429	\$ 79,858	\$ 98,286
PLANT ASSISTANT (T1)	\$ 37,646	\$ 48,940	\$ 60,234
PROJECT MANAGER	\$ 95,991	\$ 124,788	\$ 153,586
SENIOR FINANCIAL ANALYST	\$ 72,335	\$ 94,036	\$ 115,736
SHIFT OPERATOR II	\$ 46,333	\$ 60,233	\$ 74,133
SHIFT OPERATOR III	\$ 57,025	\$ 74,133	\$ 91,240
SHIFT OPERATOR IV	\$ 62,924	\$ 81,801	\$ 100,678
SHIFT OPERATOR V	\$ 65,441	\$ 85,073	\$ 104,706
WATER OPERATIONS MANAGER	\$ 101,625	\$ 132,113	\$ 162,600

Based on Board approval, an adjustment to each salary range classification will be considered for July 1 of each year. Range adjustments are tied to changes in the Consumer Price Index - Urban Wage Earners and Clerical Workers for Los Angeles-Riverside-Orange County (CWURA421SA0) as prepared by the Bureau of Labor Statistics, from current year annual to the prior year annual. The adjustment to each salary range is intended to keep TVMWD's salary ranges at the market level and may not necessarily impact individual salaries. The opportunity for individual salary increases will continue under the merit-based system employed by TVMWD. An important note is that an employee's annual salary may be below the minimum salary range if: (1) their annual evaluation has not yet occurred in the current fiscal year or (2) their performance documented in prior annual evaluations has not merited an increase that has kept up with index adjustments to the salary ranges.

**Shift Differential Pay**

- Shift operators and plant assistants who work at times other than dayshift (7 AM to 3 PM) will be compensated with 10% additional pay for those hours.
  - Swing (3 PM to 11PM)
  - Grave (11 PM to 7 AM)
  - Weekend (3 PM to 7 AM each day)
- Shift differential pay is considered special compensation and will be reported to CalPERS as such.

**Standby Pay**

- Shift operators who serve in an on-call capacity will be paid \$35 per day (\$70 on holidays).
- One operator will be designated to serve in this role every day (weekdays and weekends).
- The on-call operator must be available on his designated day to return to the plant within 30 minutes of receiving a call, ready for work as in any other instance. If the on-call operator is unable to return to work, he is responsible for locating a substitute operator. The substitute operator will receive the \$35 standby pay.
- In addition to receiving the \$35 per day, the on-call operator will be paid for the additional time spent responding to the situation.
  - If responding by phone only, the on-call operator will be guaranteed at least 15 minutes of additional pay. All time over 15 minutes will be rounded up to the nearest 15 minute increment.
  - If responding in person, the on-call operator will be guaranteed at least two hours of additional pay. All time over two hours will be rounded up to the nearest 15 minute increment.
  - Operators will be eligible for OT and shift differential pay as applicable for time spent responding.
- Standby pay is not considered special compensation and thus will not be included as a part of final compensation in calculating CalPERS pension.

**Holiday Pay**

- Any employee scheduled who works on either the actual holiday or the observed holiday will be paid at one and one-half times the employee's regular rate of pay. Since the employee is working the holiday, the employee will also be paid an additional eight hours at regular pay for that holiday.