

Padre Dam Municipal Water District
Hourly, Monthly, and Annual Pay Ranges
Fiscal Year 2005-2006

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Accountant</i>	23	\$24.112	\$31.637	\$4,179	\$5,484	\$50,153	\$65,805
<i>Accountant, Senior</i>	29	\$28.798	\$37.785	\$4,992	\$6,549	\$59,900	\$78,593
<i>Accounting Manager</i>	38	\$35.718	\$46.865	\$6,191	\$8,123	\$74,293	\$97,479
<i>Accounting Specialist/Technician</i>	13	\$16.093	\$21.115	\$2,789	\$3,660	\$33,473	\$43,919
<i>Accounting Specialist/Technician</i>	15	\$17.929	\$23.524	\$3,108	\$4,077	\$37,292	\$48,930
<i>Accounting Specialist/Technician</i>	17	\$19.467	\$25.543	\$3,374	\$4,427	\$40,491	\$53,129
<i>Administrative Assistant</i>	11	\$14.523	\$19.055	\$2,517	\$3,303	\$30,208	\$39,634
<i>Administrative Assistant</i>	13	\$16.093	\$21.115	\$2,789	\$3,660	\$33,473	\$43,919
<i>Administrative Assistant</i>	15	\$17.929	\$23.524	\$3,108	\$4,077	\$37,292	\$48,930
<i>Administrative Assistant</i>	18	\$20.336	\$26.682	\$3,525	\$4,625	\$42,299	\$55,499
<i>Assistant Director of Operations</i>	45	\$41.571	\$54.545	\$7,206	\$9,454	\$86,468	\$113,454
<i>Board Secretary</i>	27	\$27.444	\$36.008	\$4,757	\$6,241	\$57,084	\$74,897
<i>Catholic Protection Program Co-ordinator</i>	23 - 30	\$24.112	\$39.098	\$4,179	\$6,777	\$50,153	\$81,324
<i>Communications Coordinator</i>	25	\$25.760	\$33.799	\$4,465	\$5,858	\$53,581	\$70,302
<i>Communications Manager</i>	35	\$33.519	\$43.980	\$5,810	\$7,623	\$69,720	\$91,478
<i>Construction & Maintenance Manager</i>	40	\$37.003	\$48.552	\$6,414	\$8,416	\$76,966	\$100,988
<i>Construction & Maintenance Supervisor</i>	27	\$27.444	\$36.008	\$4,757	\$6,241	\$57,084	\$74,897
<i>Construction Equipment Operator</i>	18	\$20.336	\$26.682	\$3,525	\$4,625	\$42,299	\$55,499
<i>Construction Equipment Operator</i>	20	\$21.951	\$28.802	\$3,805	\$4,992	\$45,658	\$59,908
<i>Construction Inspector</i>	18	\$20.336	\$26.682	\$3,525	\$4,625	\$42,299	\$55,499
<i>Construction Inspector</i>	20	\$21.951	\$28.802	\$3,805	\$4,992	\$45,658	\$59,908
<i>Construction Inspector</i>	23	\$24.112	\$31.637	\$4,179	\$5,484	\$50,153	\$65,805
<i>Construction Inspector</i>	25	\$25.760	\$33.799	\$4,465	\$5,858	\$53,581	\$70,302
<i>Custodian</i>	10	\$13.627	\$17.880	\$2,362	\$3,099	\$28,344	\$37,190
<i>Customer Service Manager</i>	28	\$27.742	\$36.400	\$4,809	\$6,309	\$57,703	\$75,712

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CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Customer Service Representative</i>	11	\$14.523	\$19.055	\$2,517	\$3,303	\$30,208	\$39,634
<i>Customer Service Representative</i>	13	\$16.093	\$21.115	\$2,789	\$3,660	\$33,473	\$43,919
<i>Customer Service Representative</i>	15	\$17.929	\$23.524	\$3,108	\$4,077	\$37,292	\$48,930
<i>Director of Engineering & Planning</i>	Uncl.	\$52.308	\$67.346	\$9,067	\$11,673	\$108,801	\$140,080
<i>Director of Finance</i>	Uncl.	\$52.308	\$67.346	\$9,067	\$11,673	\$108,801	\$140,080
<i>Director of Human Resources</i>	Uncl.	\$40.385	\$51.995	\$7,000	\$9,012	\$84,001	\$108,150
<i>Director of Operations & Water Quality</i>	Uncl.	\$52.308	\$67.346	\$9,067	\$11,673	\$108,801	\$140,080
<i>Distribution Maintenance Supervisor</i>	27	\$27.444	\$36.008	\$4,757	\$6,241	\$57,084	\$74,897
<i>Distribution Supervisor</i>	30	\$29.798	\$39.098	\$5,165	\$6,777	\$61,980	\$81,324
<i>Electrician/Instrumentation & Control Supervisor</i>	30	\$29.798	\$39.098	\$5,165	\$6,777	\$61,980	\$81,324
<i>Electrician/Instrumentation & Control Technician</i>	18	\$20.336	\$26.682	\$3,525	\$4,625	\$42,299	\$55,499
<i>Electrician/Instrumentation & Control Technician</i>	22	\$22.865	\$30.001	\$3,963	\$5,200	\$47,559	\$62,402
<i>Electrician/Instrumentation & Control Technician</i>	26	\$26.315	\$34.527	\$4,561	\$5,985	\$54,735	\$71,816
<i>Engineer</i>	29	\$28.798	\$37.785	\$4,992	\$6,549	\$59,900	\$78,593
<i>Engineer</i>	33	\$32.002	\$41.989	\$5,547	\$7,278	\$66,564	\$87,337
<i>Engineer</i>	36	\$34.385	\$45.116	\$5,960	\$7,820	\$71,521	\$93,841
<i>Engineering Aide</i>	17	\$19.467	\$25.543	\$3,374	\$4,427	\$40,491	\$53,129
<i>Engineering Customer Service Technician</i>	18	\$20.336	\$26.682	\$3,525	\$4,625	\$42,299	\$55,499
<i>Engineering Manager</i>	44	\$40.428	\$53.045	\$7,008	\$9,194	\$84,090	\$110,334
<i>Engineering Manager</i>	48	\$43.284	\$56.792	\$7,503	\$9,844	\$90,031	\$118,127
<i>Engineering Staff Assistant</i>	18	\$20.336	\$26.682	\$3,525	\$4,625	\$42,299	\$55,499
<i>Engineering Technician</i>	18	\$20.336	\$26.682	\$3,525	\$4,625	\$42,299	\$55,499
<i>Engineering Technician</i>	20	\$21.951	\$28.802	\$3,805	\$4,992	\$45,658	\$59,908
<i>Engineering Technician</i>	23	\$24.112	\$31.637	\$4,179	\$5,484	\$50,153	\$65,805
<i>Engineering Technician</i>	25	\$25.760	\$33.799	\$4,465	\$5,858	\$53,581	\$70,302

Padre Dam Municipal Water District
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CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Equipment Mechanic</i>	20	\$21.951	\$28.802	\$3,805	\$4,992	\$45,658	\$59,908
<i>Equipment Mechanic</i>	25	\$25.760	\$33.799	\$4,465	\$5,858	\$53,581	\$70,302
<i>Facilities Maintenance Crew Supervisor</i>	25	\$25.760	\$33.799	\$4,465	\$5,858	\$53,581	\$70,302
<i>Facilities Maintenance Worker</i>	12	\$15.439	\$20.258	\$2,676	\$3,511	\$32,113	\$42,137
<i>Facilities Maintenance Worker</i>	14	\$16.958	\$22.251	\$2,939	\$3,857	\$35,273	\$46,282
<i>Facilities Maintenance Worker</i>	17	\$19.467	\$25.543	\$3,374	\$4,427	\$40,491	\$53,129
<i>GIS/Mapping Administrator</i>	33	\$32.002	\$41.989	\$5,547	\$7,278	\$66,564	\$87,337
<i>GIS/Mapping Specialist</i>	20	\$21.951	\$28.802	\$3,805	\$4,992	\$45,658	\$59,908
<i>GIS/Mapping Specialist</i>	22	\$22.865	\$30.001	\$3,963	\$5,200	\$47,559	\$62,402
<i>GIS/Mapping Specialist</i>	24	\$24.667	\$32.365	\$4,276	\$5,610	\$51,307	\$67,319
<i>Human Resources Specialist</i>	25	\$25.760	\$33.799	\$4,465	\$5,858	\$53,581	\$70,302
<i>Information Systems Manager</i>	46	\$41.647	\$54.645	\$7,219	\$9,472	\$86,626	\$113,662
<i>Information Systems Technical Specialist</i>	20	\$21.951	\$28.802	\$3,805	\$4,992	\$45,658	\$59,908
<i>Information Systems Technical Specialist</i>	24	\$24.667	\$32.365	\$4,276	\$5,610	\$51,307	\$67,319
<i>Information Systems Technical Specialist</i>	30	\$29.798	\$39.098	\$5,165	\$6,777	\$61,980	\$81,324
<i>Laboratory Analyst</i>	20	\$21.951	\$28.802	\$3,805	\$4,992	\$45,658	\$59,908
<i>Laboratory Analyst</i>	22	\$22.865	\$30.001	\$3,963	\$5,200	\$47,559	\$62,402
<i>Laboratory Analyst, Senior</i>	31	\$30.223	\$39.655	\$5,239	\$6,874	\$62,864	\$82,482
<i>Meter Shop Supervisor</i>	24	\$24.667	\$32.365	\$4,276	\$5,610	\$51,307	\$67,319
<i>Meter Technician</i>	14	\$16.958	\$22.251	\$2,939	\$3,857	\$35,273	\$46,282
<i>Meter Technician</i>	16	\$18.523	\$24.304	\$3,211	\$4,213	\$38,528	\$50,552
<i>Meter Technician</i>	18	\$20.336	\$26.682	\$3,525	\$4,625	\$42,299	\$55,499
<i>Park & Recreation Coordinator</i>	10	\$13.627	\$17.880	\$2,362	\$3,099	\$28,344	\$37,190
<i>Park & Recreation Coordinator</i>	12	\$15.439	\$20.258	\$2,676	\$3,511	\$32,113	\$42,137
<i>Park & Recreation Coordinator</i>	14	\$16.958	\$22.251	\$2,939	\$3,857	\$35,273	\$46,282

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CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Park & Recreation Manager</i>	36	\$34.385	\$45.116	\$5,960	\$7,820	\$71,521	\$93,841
<i>Park & Recreation Supervisor</i>	19	\$20.816	\$27.312	\$3,608	\$4,734	\$43,297	\$56,809
<i>Plant Manager</i>	35	\$33.519	\$43.980	\$5,810	\$7,623	\$69,720	\$91,478
<i>Recycled Water Operator</i>	14	\$16.958	\$22.251	\$2,939	\$3,857	\$35,273	\$46,282
<i>Recycled Water Operator</i>	17	\$19.467	\$25.543	\$3,374	\$4,427	\$40,491	\$53,129
<i>Recycled Water Operator</i>	20	\$21.951	\$28.802	\$3,805	\$4,992	\$45,658	\$59,908
<i>Recycled Water Operator</i>	23	\$24.112	\$31.637	\$4,179	\$5,484	\$50,153	\$65,805
<i>Recycled Water Technician</i>	20	\$21.951	\$28.802	\$3,805	\$4,992	\$45,658	\$59,908
<i>Right of Way Agent</i>	25	\$25.760	\$33.799	\$4,465	\$5,858	\$53,581	\$70,302
<i>Right of Way Agent</i>	27	\$27.444	\$36.008	\$4,757	\$6,241	\$57,084	\$74,897
<i>Right of Way Agent</i>	30	\$29.798	\$39.098	\$5,165	\$6,777	\$61,980	\$81,324
<i>Safety & Risk Manager</i>	40	\$37.003	\$48.552	\$6,414	\$8,416	\$76,966	\$100,988
<i>*Staff Support</i>	N/A	\$6.750	*	\$1,170	*	\$14,040	*
<i>Systems Operator/Technician</i>	18	\$20.336	\$26.682	\$3,525	\$4,625	\$42,299	\$55,499
<i>Systems Operator/Technician</i>	19	\$20.816	\$27.312	\$3,608	\$4,734	\$43,297	\$56,809
<i>Systems Operator/Technician</i>	21	\$22.420	\$29.428	\$3,886	\$5,101	\$46,634	\$61,210
<i>Systems Operator/Technician</i>	23	\$24.112	\$31.637	\$4,179	\$5,484	\$50,153	\$65,805
<i>Utility Worker</i>	14	\$16.958	\$22.251	\$2,939	\$3,857	\$35,273	\$46,282
<i>Utility Worker</i>	17	\$19.467	\$25.543	\$3,374	\$4,427	\$40,491	\$53,129
<i>Warehouse Specialist</i>	20	\$21.951	\$28.802	\$3,805	\$4,992	\$45,658	\$59,908
<i>Warehouse Worker</i>	16	\$18.523	\$24.304	\$3,211	\$4,213	\$38,528	\$50,552
<i>Water Quality Compliance Specialist</i>	23	\$24.112	\$31.637	\$4,179	\$5,484	\$50,153	\$65,805
<i>Water Quality Specialist</i>	23	\$24.112	\$31.637	\$4,179	\$5,484	\$50,153	\$65,805

After Hours Duty Pay - \$181.47

Padre Dam Municipal Water District
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CLASSIFICATION	Salary Grade	HOURLY PAY RANGE Min. Max.	MONTHLY PAY RANGE Min. Max.	ANNUAL PAY RANGE Min. Max.
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* - Staff Support (part-time) positions will be paid based on the job performed.

Padre Dam Municipal Water District
ORGANIZATIONAL STAFFING BY DEPARTMENT
 Fiscal Year - 2005 / 2006

<u>TITLE</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	Total Actual Average	Annual Budget 2005/2006
ADMINISTRATION														
GENERAL MANAGER	1	1	1	1	1	1	1	1	1	1	1	1	1	1
ADMINISTRATIVE ASSISTANT (GM) (BOARD SECRETARY)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
COMMUNICATIONS COORD (PUBLIC AFFAIRS ADMINISTRATOR)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
COMMUNICATIONS MANAGER (PUBLIC AFFAIRS MANAGER)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
TOTAL ADMINISTRATION	4	4	4	4	4	4	4	4	4	4	4	4	4	4
PARK & CAMPGROUNDS														
PARK & RECREATION SUPERVISOR (PARK SUPERVISOR)	2	2	2	2	2	2	2	2	2	2	2	2	2	1
PARK & RECREATION MANAGER (PARK & CAMPGROUND MGR)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
PARK & RECREATION COORINATOR (PARK CAMPGRND OPS COORD)	5	5	5	5	5	5	5	5	5	4	4	4	5	8
TOTAL PARK & CAMPGROUNDS	8	8	8	8	8	8	8	8	8	7	7	7	8	10
FINANCE DEPARTMENT														
DIRECTOR OF FINANCE	1	1	1	1	1	1	1	1	1	1	1	1	1	1
ADMINISTRATIVE ASSISTANT	1	1	0	0	0	0	0	0	0	0	0	0	0	1
ACCOUNTING MANAGER	1	1	1	1	1	1	1	1	1	1	1	1	1	1
ACCOUNTANT-SENIOR	1	1	1	1	1	1	1	1	1	1	1	1	1	1
ACCOUNTANT	1	1	1	1	1	1	1	1	1	1	1	1	1	1
ACCOUNTANT (SPECIALIST/TECH)	3	3	3	2	2	2	2	2.5	2.5	2.5	2.5	2.5	2	3
INFO SYSTEMS TECH SPECIALIST (SYSTEM ADMINISTRATOR)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
INFO SYSTEMS TECH SPECIALIST (I/S ASSISTANT)	0	0	0	1	1	1	1	1	1	1	1	1	1	1
INFO SYSTEMS TECH SPECIALIST (NETWORK ADMINISTRATOR)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
INFO SYSTEM TECH SPECIALIST (NETWORK SPECIALIST)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
CUSTOMER SERVICE SUPERVISOR (MANAGER)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
CUSTOMER SERVICE REP	7	7	7	7	7	7	7	6.5	6.5	6.5	6.5	6.5	7	6
TOTAL FINANCE	19	19	18	18	18	18	18	18	18	18	18	18	18	19
ENGINEERING DEPARTMENT														
DIRECTOR OF ENGINEERING & PLANNING	1	1	1	1	1	1	1	1	1	1	1	1	1	1
ENGINEER MANAGER	2	2	2	2	2	2	2	2	2	2	2	2	2	3
ENGINEER STAFF ASSISTANT	1	1	1	1	1	1	1	1	1	1	1	1	1	1
ENGINEERING C/S TECH (REP)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
ENGINEER	4	4	4	4	4	4	4	4	4	4	4	4	4	3
ENGINEER TECH	8	8	8	8	8	8	8	8	8	8	8	8	8	6
ENGINEERING AIDE	0	0	0	0	0	0	0	0	0	0	0	0	0	1
GIS/MAPPING ADMINISTRATOR	1	1	1	1	1	1	1	1	1	1	1	1	1	1
GIS/MAPPING SPECIALIST	2	2	2	2	2	2	2	2	2	2	2	2	2	2
RIGHT OF WAY AGENT-ENVIRONMENTAL	1	1	1	1	1	1	1	1	1	1	1	1	1	1
CONSTRUCTION INSPECTOR	3	3	3	3	2	2	2	2	2	2	2	2	2	4
ADMINISTRATIVE ASSISTANT	1	1	1	1	1	1	1	1	1	1	0	0	1	0
CATHODIC PROTECTECTION PG COORD (NEW)	0	0	0	0	0	0	1	1	1	1	1	1	1	0
CONSTRUCTION INSPECTOR (LOCATOR/LOCATOR INSPT)	1	1	1	1	1	1	1	1	1	1	1	1	1	0
TOTAL ENGINEERING	26	26	26	26	25	25	26	26	26	26	25	25	26	24
OPERATIONS DEPARTMENT														
DIRECTOR OF OPS & WATER QUALITY	1	1	1	1	1	1	1	1	1	1	1	1	1	1
ADMINISTRATIVE ASSISTANT	1	1	1	1	1	1	1	1	1	1	1	1	1	1
CONSTR & MAINT MANAGER (CONST. FIELD SUPERINTENDENT)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
CONSTR & MAINT SUPERVISOR (UTILITY CREW SUPERVISOR)	4	4	4	4	4	4	4	4	4	4	4	4	4	4
UTILITY WORKER	11	13	13	13	14	14	14	14	14	14	14	14	14	14
ASST DIRECTOR OF OPERATIONS (OPS/PLANT SUPERINTENDENT)	1	1	1	1	1	1	1	1	1	1	1	0	1	1
EQUIPMENT MECHANIC	2	2	2	2	2	2	2	2	2	2	2	2	2	2
DISTRIB SUPERVISOR (DISTRIB/COLLECTION SUPERVISOR)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
DISTRIB MAINT SUPERVISOR (NEW POSITION)	1	1	1	1	1	1	1	1	1	1	1	1	1	0
SYSTEMS OPERATOR TECHNICIAN	10	10	10	10	10	10	10	10	10	10	10	10	10	10
ELECTRICAL/INSTR CONTROL TECH	4	4	4	4	4	4	4	4	4	4	4	4	4	3
WAREHOUSE SPECIALIST	1	1	1	1	1	1	1	1	1	1	1	1	1	1
WAREHOUSE WORKER	1	1	1	1	1	1	1	1	1	1	1	1	1	1
PLANT MANAGER (W.R. OPS/PLANT SUPERINTENDENT)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
LAB ANALYST-SENIOR	1	1	1	1	1	1	1	1	1	1	1	1	1	1
LAB ANALYST/ASSISTANT	1	1	1	1	1	1	1	1	1	1	1	1	1	1
RECYCLED WATER PLANT OPERATOR	5	5	5	5	5	5	5	5	5	5	6	5	5	4

Padre Dam Municipal Water District
ORGANIZATIONAL STAFFING BY DEPARTMENT
 Fiscal Year - 2005 / 2006

<u>TITLE</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	Total Actual <u>Average</u>	Annual Budget <u>2005/2006</u>
OPERATOR IN TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	1
RECYCLED WATER TECHNICIAN	1	1	1	1	1	1	1	1	1	1	1	1	1	1
WATER QUALITY (CONTROL) SPECIALIST/COMPLIANCE SPEC	2	2	2	2	2	2	3	2	2	2	2	2	2	2
CONSTRUCTION EQUIPMENT OPERATOR	8	8	8	8	8	8	8	8	8	8	8	8	8	9
FACILITIES MAINTENANCE CREW SUPERVISOR	1	1	1	1	1	1	1	1	1	1	1	1	1	1
CUSTODIAN	1	1	1	1	1	1	1	1	1	1	1	1	1	1
FACILITIES MAINTENANCE WORKER	3	3	3	3	3	3	3	3	3	3	3	3	3	3
METER SHOP SUPERVISOR (COORDINATOR)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
METER TECH (READER)(WITH LEAD PAY)	0	0	0	0	0	0	0	0	0	0	0	0	0	1
METER TECH (READER)	5	5	5	5	5	5	4	4	4	4	4	4	5	4
TOTAL OPERATIONS	69	71	71	71	72	72	72	71	71	71	72	70	71	71
<u>HUMAN RESOURCES DEPARTMENT</u>														
DIRECTOR OF HUMAN RESOURCES	1	1	1	1	1	1	1	1	1	1	1	1	1	1
HUMAN RESOURCES SPECIALIST	1	1	1	1	1	1	1	1	1	1	1	1	1	1
SAFETY & RISK MANAGER	1	1	1	1	1	1	1	1	1	1	1	1	1	1
HR ADMIN ASSISTANT	0	1	0	0	0	0	0	0	0	0	0	0	0	1
TOTAL HUMAN RESOURCES	3	4	3	3	3	3	3	3	3	3	3	3	3	4
TOTAL DISTRICT APPROVED REGULAR EMPLOYEES	129	132	130	130	130	130	131	130	130	129	129	127	130	132
<u>TEMPORARY & PART-TIME POSITIONS</u>														
ENGINEERING TECH (Contract for 30 months Full Benefits) -ENG	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00
ENGINEERING TECH - ENGINEERING (Mapping)	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	1.00
ENGINEERING SUPERVISOR PT (REPLACES FULL-TIME VACANCY)	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.00
IIFO SYSTEMS TECH SPEC	0.00	0.00	1.00	1.00	1.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.33	0.00
OPERATIONS UTILITY WORKER - OPERATIONS	2.00	2.00	2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	2.00	2.67	2.00
OPERATIONS OFFICE ASSISTANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.50	0.04	0.50
OPERATIONS LAB/MONITORING (STAFF SUPPORT)	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
PARK CUST SERV REPS (PARK OPS COORDINATOR)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00
PARK CUST SERV REPS (PARK OPS COORDINATOR)	2.00	4.00	4.50	4.00	4.00	3.00	2.50	3.50	3.50	4.50	5.00	5.00	3.79	2.50
CS /OPERATOR (PARK SUPPORT STAFF)	3.00	1.50	1.00	1.00	1.00	1.50	1.00	1.00	1.50	1.50	1.50	2.50	1.50	0.00
TOTAL TEMPORARY & PART-TIME POSITIONS	8.50	9.00	10.00	10.50	10.50	10.00	8.00	9.00	9.50	10.50	11.00	11.50	9.83	9.50
TOTAL STAFFING	137.50	141.00	140.00	140.50	140.50	140.00	139.00	139.00	139.50	139.50	140.00	138.50	139.58	141.50
BOARD OF DIRECTORS	5	5	5	5	5	5	5	5	5	5	5	5	5	5
VOLUNTEER POSITIONS PARK	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5

Padre Dam Municipal Water District
Hourly, Monthly, and Annual Pay Ranges
Fiscal Year 2006-2007

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Accountant</i>	23	\$25.076	\$32.902	\$4,347	\$5,703	\$52,158	\$68,436
<i>Accountant, Senior</i>	29	\$29.950	\$39.296	\$5,191	\$6,811	\$62,296	\$81,736
<i>Accounting Manager</i>	38	\$37.147	\$48.740	\$6,439	\$8,448	\$77,266	\$101,379
<i>Accounting Specialist/Technician</i>	13	\$16.737	\$21.960	\$2,901	\$3,806	\$34,813	\$45,677
<i>Accounting Specialist/Technician</i>	15	\$18.646	\$24.465	\$3,232	\$4,241	\$38,784	\$50,887
<i>Accounting Specialist/Technician</i>	17	\$20.246	\$26.565	\$3,509	\$4,605	\$42,112	\$55,255
<i>Administrative Assistant</i>	11	\$15.104	\$19.817	\$2,618	\$3,435	\$31,416	\$41,219
<i>Administrative Assistant</i>	13	\$16.737	\$21.960	\$2,901	\$3,806	\$34,813	\$45,677
<i>Administrative Assistant</i>	15	\$18.646	\$24.465	\$3,232	\$4,241	\$38,784	\$50,887
<i>Administrative Assistant</i>	18	\$21.149	\$27.749	\$3,666	\$4,810	\$43,990	\$57,718
<i>Board Secretary</i>	27	\$28.542	\$37.448	\$4,947	\$6,491	\$59,367	\$77,892
<i>Cathodic Protection Program Coordinator</i>	30	\$30.990	\$40.662	\$5,372	\$7,048	\$64,459	\$84,577
<i>Communications Coordinator</i>	25	\$26.790	\$35.151	\$4,644	\$6,093	\$55,723	\$73,114
<i>Communications Manager</i>	35	\$34.860	\$45.739	\$6,042	\$7,928	\$72,509	\$95,137
<i>Construction & Maintenance Manager</i>	40	\$38.483	\$50.494	\$6,670	\$8,752	\$80,045	\$105,028
<i>Construction & Maintenance Supervisor</i>	27	\$28.542	\$37.448	\$4,947	\$6,491	\$59,367	\$77,892
<i>Construction Equipment Operator</i>	18	\$21.149	\$27.749	\$3,666	\$4,810	\$43,990	\$57,718
<i>Construction Equipment Operator</i>	20	\$22.829	\$29.954	\$3,957	\$5,192	\$47,484	\$62,304
<i>Construction Inspector</i>	18	\$21.149	\$27.749	\$3,666	\$4,810	\$43,990	\$57,718
<i>Construction Inspector</i>	20	\$22.829	\$29.954	\$3,957	\$5,192	\$47,484	\$62,304
<i>Construction Inspector</i>	23	\$25.076	\$32.902	\$4,347	\$5,703	\$52,158	\$68,436

Padre Dam Municipal Water District
Hourly, Monthly, and Annual Pay Ranges
Fiscal Year 2006-2007

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Construction Inspector</i>	25	\$26.790	\$35.151	\$4,644	\$6,093	\$55,723	\$73,114
<i>Custodian</i>	10	\$14.172	\$18.595	\$2,456	\$3,223	\$29,478	\$38,678
<i>Customer Service Manager</i>	28	\$28.852	\$37.856	\$5,001	\$6,562	\$60,012	\$78,740
<i>Customer Service Representative</i>	11	\$15.104	\$19.817	\$2,618	\$3,435	\$31,416	\$41,219
<i>Customer Service Representative</i>	13	\$16.737	\$21.960	\$2,901	\$3,806	\$34,813	\$45,677
<i>Customer Service Representative</i>	15	\$18.646	\$24.465	\$3,232	\$4,241	\$38,784	\$50,887
<i>Director of Communications</i>	45	\$43.234	\$56.727	\$7,494	\$9,833	\$89,927	\$117,992
<i>Director of Engineering & Planning</i>	Uncl.	\$54.400	\$70.040	\$9,429	\$12,140	\$113,153	\$145,683
<i>Director of Finance</i>	Uncl.	\$54.400	\$70.040	\$9,429	\$12,140	\$113,153	\$145,683
<i>Director of Human Resources</i>	Uncl.	\$42.000	\$54.075	\$7,280	\$9,373	\$87,361	\$112,476
<i>Director of Operations & Water Quality</i>	Uncl.	\$48.961	\$63.036	\$8,487	\$10,926	\$101,839	\$131,115
<i>Director of Park & Recreation</i>	45	\$43.234	\$56.727	\$7,494	\$9,833	\$89,927	\$117,992
<i>Distribution Maintenance Manager</i>	35	\$34.860	\$45.739	\$6,042	\$7,928	\$72,509	\$95,137
<i>Distribution Manager</i>	35	\$34.860	\$45.739	\$6,042	\$7,928	\$72,509	\$95,137
<i>Electrician/Instrumentation & Control Supervisor</i>	30	\$30.990	\$40.662	\$5,372	\$7,048	\$64,459	\$84,577
<i>Electrician/Instrumentation & Control Technician</i>	18	\$21.149	\$27.749	\$3,666	\$4,810	\$43,990	\$57,718
<i>Electrician/Instrumentation & Control Technician</i>	22	\$23.780	\$31.201	\$4,122	\$5,408	\$49,462	\$64,898
<i>Electrician/Instrumentation & Control Technician</i>	26	\$27.368	\$35.908	\$4,744	\$6,224	\$56,925	\$74,689
<i>Engineer</i>	29	\$29.950	\$39.296	\$5,191	\$6,811	\$62,296	\$81,736
<i>Engineer</i>	33	\$33.282	\$43.669	\$5,769	\$7,569	\$69,227	\$90,832
<i>Engineer</i>	36	\$35.760	\$46.921	\$6,198	\$8,133	\$74,381	\$97,596

Padre Dam Municipal Water District
Hourly, Monthly, and Annual Pay Ranges
Fiscal Year 2006-2007

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Engineering Aide</i>	17	\$20.246	\$26.565	\$3,509	\$4,605	\$42,112	\$55,255
<i>Engineering Customer Service Technician</i>	18	\$21.149	\$27.749	\$3,666	\$4,810	\$43,990	\$57,718
<i>Engineering Manager</i>	44	\$42.045	\$55.167	\$7,288	\$9,562	\$87,454	\$114,747
<i>Engineering Manager</i>	48	\$45.015	\$59.064	\$7,803	\$10,238	\$93,631	\$122,853
<i>Engineering Staff Assistant</i>	18	\$21.149	\$27.749	\$3,666	\$4,810	\$43,990	\$57,718
<i>Engineering Technician</i>	18	\$21.149	\$27.749	\$3,666	\$4,810	\$43,990	\$57,718
<i>Engineering Technician</i>	20	\$22.829	\$29.954	\$3,957	\$5,192	\$47,484	\$62,304
<i>Engineering Technician</i>	23	\$25.076	\$32.902	\$4,347	\$5,703	\$52,158	\$68,436
<i>Engineering Technician</i>	25	\$26.790	\$35.151	\$4,644	\$6,093	\$55,723	\$73,114
<i>Equipment Mechanic</i>	20	\$22.829	\$29.954	\$3,957	\$5,192	\$47,484	\$62,304
<i>Equipment Mechanic</i>	25	\$26.790	\$35.151	\$4,644	\$6,093	\$55,723	\$73,114
<i>Facilities Maintenance Crew Supervisor</i>	25	\$26.790	\$35.151	\$4,644	\$6,093	\$55,723	\$73,114
<i>Facilities Maintenance Worker</i>	12	\$16.057	\$21.068	\$2,783	\$3,652	\$33,399	\$43,821
<i>Facilities Maintenance Worker</i>	14	\$17.636	\$23.141	\$3,057	\$4,011	\$36,683	\$48,133
<i>Facilities Maintenance Worker</i>	17	\$20.246	\$26.565	\$3,509	\$4,605	\$42,112	\$55,255
<i>Field Engineering Supervisor</i>	29	\$29.950	\$39.296	\$5,191	\$6,811	\$62,296	\$81,736
<i>GIS/Mapping Administrator</i>	33	\$33.282	\$43.669	\$5,769	\$7,569	\$69,227	\$90,832
<i>GIS/Mapping Specialist</i>	20	\$22.829	\$29.954	\$3,957	\$5,192	\$47,484	\$62,304
<i>GIS/Mapping Specialist</i>	22	\$23.780	\$31.201	\$4,122	\$5,408	\$49,462	\$64,898
<i>GIS/Mapping Specialist</i>	24	\$25.654	\$33.660	\$4,447	\$5,834	\$53,360	\$70,013
<i>Human Resources Specialist</i>	25	\$26.790	\$35.151	\$4,644	\$6,093	\$55,723	\$73,114

Padre Dam Municipal Water District
Hourly, Monthly, and Annual Pay Ranges
Fiscal Year 2006-2007

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Information Systems Manager</i>	46	\$43.313	\$56.831	\$7,508	\$9,851	\$90,091	\$118,208
<i>Information Systems Technical Specialist</i>	20	\$22.829	\$29.954	\$3,957	\$5,192	\$47,484	\$62,304
<i>Information Systems Technical Specialist</i>	24	\$25.654	\$33.660	\$4,447	\$5,834	\$53,360	\$70,013
<i>Information Systems Technical Specialist</i>	30	\$30.990	\$40.662	\$5,372	\$7,048	\$64,459	\$84,577
<i>Laboratory Analyst</i>	14	\$17.636	\$23.141	\$3,057	\$4,011	\$36,683	\$48,133
<i>Laboratory Analyst</i>	20	\$22.829	\$29.954	\$3,957	\$5,192	\$47,484	\$62,304
<i>Laboratory Analyst</i>	22	\$23.780	\$31.201	\$4,122	\$5,408	\$49,462	\$64,898
<i>Laboratory Analyst, Senior</i>	31	\$31.432	\$41.241	\$5,448	\$7,148	\$65,379	\$85,781
<i>Meter Shop Supervisor</i>	24	\$25.654	\$33.660	\$4,447	\$5,834	\$53,360	\$70,013
<i>Meter Technician</i>	14	\$17.636	\$23.141	\$3,057	\$4,011	\$36,683	\$48,133
<i>Meter Technician</i>	16	\$19.264	\$25.276	\$3,339	\$4,381	\$40,069	\$52,574
<i>Meter Technician</i>	18	\$21.149	\$27.749	\$3,666	\$4,810	\$43,990	\$57,718
<i>Operations Manager</i>	40	\$38.483	\$50.494	\$6,670	\$8,752	\$80,045	\$105,028
<i>Park and Recreation Aide</i>	5	\$10.206	\$13.390	\$1,769	\$2,321	\$21,228	\$27,851
<i>Park & Recreation Coordinator</i>	10	\$14.172	\$18.595	\$2,456	\$3,223	\$29,478	\$38,678
<i>Park & Recreation Coordinator</i>	12	\$16.057	\$21.068	\$2,783	\$3,652	\$33,399	\$43,821
<i>Park & Recreation Coordinator</i>	14	\$17.636	\$23.141	\$3,057	\$4,011	\$36,683	\$48,133
<i>Park & Recreation Manager</i>	36	\$35.760	\$46.921	\$6,198	\$8,133	\$74,381	\$97,596
<i>Park & Recreation Supervisor</i>	19	\$21.649	\$28.404	\$3,752	\$4,923	\$45,030	\$59,080
<i>Plant Manager</i>	35	\$34.860	\$45.739	\$6,042	\$7,928	\$72,509	\$95,137
<i>Recycled Water Operations Supervisor</i>	27	\$28.542	\$37.448	\$4,947	\$6,491	\$59,367	\$77,892

Padre Dam Municipal Water District
Hourly, Monthly, and Annual Pay Ranges
Fiscal Year 2006-2007

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Recycled Water Operator</i>	14	\$17.636	\$23.141	\$3,057	\$4,011	\$36,683	\$48,133
<i>Recycled Water Operator</i>	17	\$20.246	\$26.565	\$3,509	\$4,605	\$42,112	\$55,255
<i>Recycled Water Operator</i>	20	\$22.829	\$29.954	\$3,957	\$5,192	\$47,484	\$62,304
<i>Recycled Water Operator</i>	23	\$25.076	\$32.902	\$4,347	\$5,703	\$52,158	\$68,436
<i>Recycled Water Technician</i>	20	\$22.829	\$29.954	\$3,957	\$5,192	\$47,484	\$62,304
<i>Right of Way Agent</i>	25	\$26.790	\$35.151	\$4,644	\$6,093	\$55,723	\$73,114
<i>Right of Way Agent</i>	27	\$28.542	\$37.448	\$4,947	\$6,491	\$59,367	\$77,892
<i>Right of Way Agent</i>	30	\$30.990	\$40.662	\$5,372	\$7,048	\$64,459	\$84,577
<i>Safety & Risk Manager</i>	40	\$38.483	\$50.494	\$6,670	\$8,752	\$80,045	\$105,028
<i>Staff Support</i>	N/A	\$7.500	*	\$1,300	*	\$15,600	*
<i>Systems Operator/Technician</i>	18	\$21.149	\$27.749	\$3,666	\$4,810	\$43,990	\$57,718
<i>Systems Operator/Technician</i>	19	\$21.649	\$28.404	\$3,752	\$4,923	\$45,030	\$59,080
<i>Systems Operator/Technician</i>	21	\$23.325	\$30.605	\$4,043	\$5,305	\$48,516	\$63,658
<i>Systems Operator/Technician</i>	23	\$25.076	\$32.902	\$4,347	\$5,703	\$52,158	\$68,436
<i>Utility Worker</i>	14	\$17.636	\$23.141	\$3,057	\$4,011	\$36,683	\$48,133
<i>Utility Worker</i>	17	\$20.246	\$26.565	\$3,509	\$4,605	\$42,112	\$55,255
<i>Warehouse Specialist</i>	20	\$22.829	\$29.954	\$3,957	\$5,192	\$47,484	\$62,304
<i>Warehouse Worker</i>	16	\$19.264	\$25.276	\$3,339	\$4,381	\$40,069	\$52,574
<i>Water Quality Compliance Specialist</i>	23	\$25.076	\$32.902	\$4,347	\$5,703	\$52,158	\$68,436
<i>Water Quality Specialist</i>	23	\$25.076	\$32.902	\$4,347	\$5,703	\$52,158	\$68,436

Padre Dam Municipal Water District
 Hourly, Monthly, and Annual Pay Ranges
 Fiscal Year 2006-2007

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE Min. Max.	MONTHLY PAY RANGE Min. Max.	ANNUAL PAY RANGE Min. Max.
After Hours Duty Pay - \$188.73				

Padre Dam Municipal Water District

ORGANIZATIONAL STAFFING BY DEPARTMENT

Fiscal Year 2006 / 2007

TITLE	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total Actual Average	Annual Budget 2006/2007
ADMINISTRATION														
GENERAL MANAGER	1	1	1	1	1	1	1	1	1	1	1	1	1	1
ADMINISTRATIVE ASSISTANT (GM) (BOARD SECRETARY)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
COMMUNICATIONS COORD (PUBLIC AFFAIRS ADMINISTRATOR)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
COMMUNICATIONS MANAGER (PUBLIC AFFAIRS MANAGER)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
TOTAL ADMINISTRATION	4	4	4	4	4	4	4	4	4	4	4	4	4	4
PARK & CAMPGROUNDS														
PARK & RECREATION SUPERVISOR (PARK SUPERVISOR)	2	2	2	2	2	2	2	2	2	2	2	2	2	1
PARK & RECREATION MANAGER (PARK & CAMPGROUND MGR)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
PARK & RECREATION COORINATOR (PARK CAMPGRND OPS COORD)	4	5	4	4	6	6	7	7	7	7	7	7	6	8
TOTAL PARK & CAMPGROUNDS	7	8	7	7	9	9	10	10	10	10	10	10	9	10
FINANCE DEPARTMENT														
DIRECTOR OF FINANCE	1	1	1	1	1	1	1	1	1	1	1	1	1	1
ADMINISTRATIVE ASSISTANT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ACCOUNTING MANAGER	1	1	1	1	1	1	1	1	1	1	1	1	1	1
ACCOUNTANT-SENIOR	0	0	0	0	0	0	0	0	0	0	0	0	0	1
ACCOUNTANT	1	1	1	1	1	1	1	1	1	1	1	1	1	1
ACCOUNTANT (SPECIALIST/TECH)	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
INFO SYSTEMS TECH SPECIALIST (SYSTEM ADMINISTRATOR)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
INFO SYSTEMS TECH SPECIALIST (I/S ASSISTANT)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
INFO SYSTEMS MANAGER	1	1	1	1	1	1	1	1	1	1	1	1	1	1
INFO SYSTEM TECH SPECIALIST (NETWORK SPECIALIST)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
CUSTOMER SERVICE SUPERVISOR (MANAGER)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
CUSTOMER SERVICE REP	6.5	6.5	6.5	6.5	6.5	6.5	6.5	6.5	6.5	6.5	6.5	6.5	6.5	6.5
WAREHOUSE SPECIALIST	1	1	1	1	1	1	1	1	1	1	1	1	1	1
WAREHOUSE WORKER	1	1	1	1	1	1	1	1	1	1	1	1	1	1
TOTAL FINANCE	19	19	19	19	19	19	19	19	19	19	19	19	19	20
ENGINEERING DEPARTMENT														
DIRECTOR OF ENGINEERING & PLANNING	1	1	1	1	1	1	1	1	1	1	1	1	1	1
ENGINEER MANAGER	2	2	2	2	2	2	2	2	2	2	2	2	2	3
ENGINEER STAFF ASSISTANT	1	1	1	1	1	1	1	1	1	1	1	1	1	1
ENGINEERING C/S TECH (REP)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
ENGINEER	3	3	3	3	3	3	3	3	3	3	3	3	3	4
ENGINEER TECH	8	8	8	8	8	8	8	8	8	8	8	8	8	6
ENGINEERING AIDE	0	0	0	0	0	0	0	0	0	0	0	0	0	1
FIELD ENG SUPERVISOR (NEW OFFSET BY VACANT ENG MGR)	0	0	0	1	1	1	1	1	1	1	1	0	1	0
GIS/MAPPING ADMINISTRATOR	1	1	1	1	1	1	1	1	1	1	1	1	1	1
GIS/MAPPING SPECIALIST	2	2	2	2	2	2	2	2	2	2	2	2	2	2
RIGHT OF WAY AGENT-ENVIRONMENTAL	1	1	1	1	1	1	1	1	1	1	1	1	1	1
CONSTRUCTION INSPECTOR	2	2	2	2	2	2	2	2	2	2	2	3	2	3
ADMINISTRATIVE ASSISTANT	0	0	0	0	0	0	0	0.5	0.5	0.5	0.5	0.5	0	1
CATHODIC PROTECTION PG COORD (NEW)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
CONSTRUCTION INSPECTOR (LOCATOR/LOCATOR INSPT)	1	1	1	1	1	1	1	1	1	1	1	1	1	0
TOTAL ENGINEERING	24	24	24	25	25	25	25	25.5	25.5	25.5	25.5	25.5	25	26
OPERATIONS DEPARTMENT														
DIRECTOR OF OPS & WATER QUALITY	1	1	1	1	1	1	1	1	1	1	1	1	1	1
ADMINISTRATIVE ASSISTANT	1	1	1	1	1	1	1	1.5	1.5	1.5	1.5	1.5	1	1
CONSTR & MAINT MANAGER (CONST. FIELD SUPERINTENDENT)	1	1	1	1	1	1	1	1	1	1	1	0	1	1
CONSTR & MAINT SUPERVISOR (UTILITY CREW SUPERVISOR)	4	4	4	4	4	4	4	4	4	4	4	4	4	3
UTILITY WORKER	14	15	14	14	14	13	13	13	14	14	14	14	14	15
ASST DIRECTOR OF OPERATIONS (OPS/PLANT SUPERINTENDENT)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EQUIPMENT MECHANIC	2	2	2	2	2	2	2	2	2	2	2	2	2	2
ASSISTANT OPS MANAGER (DISTRIB SUPERVISOR (DISTRIB/COLLECTION MGR))	1	1	1	1	1	1	1	1	1	1	2	2	1	1
OPS MANAGER (DISTRIB MAINT MGR) (SUPERVISOR)	1	1	1	1	1	1	1	1	1	1	1	1	1	0
SYSTEMS OPERATOR TECHNICIAN	10	10	10	10	10	10	10	10	10	10	10	10	10	10
ELECTRICAL/INSTR CONTROL TECH	4	4	4	4	4	4	4	4	4	4	4	4	4	4
PLANT MANAGER (W.R. OPS/PLANT SUPERINTENDENT)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
LAB ANALYST-SENIOR	1	1	1	1	1	1	1	1	1	1	1	1	1	1
LAB ANALYST/ASSISTANT	1	1	1	1	1	1	1	1	1	1	1	1	1	1
RECYCLED WATER PLANT OPERATOR & SUPV	5	5	5	5	5	5	5	5	5	5	5	5	5	5
RECYCLED WATER TECHNICIAN	1	1	1	1	1	1	1	1	1	1	1	1	1	0.5

Padre Dam Municipal Water District
ORGANIZATIONAL STAFFING BY DEPARTMENT
Fiscal Year 2006 / 2007

TITLE	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total Actual Average	Annual Budget 2006/2007
WATER QUALITY (CONTROL) SPECIALIST/COMPLIANCE SPEC	2	2	2	2	2	2	2	2	2	2	2	2	2	1
CONSTRUCTION EQUIPMENT OPERATOR	8	8	8	8	8	8	8	8	8	8	7	7	8	9
FACILITIES MAINTENANCE CREW SUPERVISOR	1	1	1	1	1	1	1	1	1	1	1	1	1	1
CUSTODIAN	1	1	1	0	0	0	0	0	0	0	0	0	0	1
FACILITIES MAINTENANCE WORKER	3	3	3	4	4	4	4	4	4	4	4	4	4	3
METER SHOP SUPERVISOR (COORDINATOR)	1	1	1	1	1	1	1	1	1	1	1	1	1	1
METER TECH (READER)	4	4	4	4	5	5	5	5	5	5	5	6	5	4.5
TOTAL OPERATIONS	68	69	68	68	69	68	68	68.5	69.5	69.5	69.5	69.5	69	67
HUMAN RESOURCES DEPARTMENT														
DIRECTOR OF HUMAN RESOURCES	1	1	1	1	1	1	1	1	1	1	1	1	1	1
HUMAN RESOURCES SPECIALIST	1	1	1	1	1	1	1	1	1	1	1	1	1	1
SAFETY & RISK MANAGER	1	1	1	1	1	1	1	1	1	1	1	1	1	1
HR ADMIN ASSISTANT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL HUMAN RESOURCES	3	3	3	3	3	3	3	3	3	3	3	3	3	3
TOTAL DISTRICT APPROVED REGULAR EMPLOYEES	125	127	125	126	129	128	129	130	131	131	131	131	129	130
TEMPORARY & PART-TIME POSITIONS														
ENGINEERING TECH (Contract for 30 months Full Benefits) -ENG	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00
ENGINEERING TECH - ENGINEERING (Mapping)	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.00	0.00	0.00	0.00	0.00	0.25	1.00
ENGINEERING SUPERVISOR PT (REPLACES FULL-TIME VACANCY)	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.00	0.00	0.00	0.00	0.00	0.29	0.00
IIFO SYSTEMS TECH SPEC	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
OPERATIONS UTILITY WORKER - OPERATIONS	2.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	3.00	3.00	3.00	2.00	1.17	2.00
OPERATIONS OFFICE ASSISTANT	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.00	0.00	0.00	0.00	0.00	0.29	0.50
OPERATIONS LAB/MONITORING (STAFF SUPPORT)	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.00	0.46	0.50
PARK CUST SERV REPS (PARK OPS COORDINATOR)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00
PARK CUST SERV REPS (PARK OPS COORDINATOR)	5.00	4.00	3.50	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.29	2.50
CS /OPERATOR (PARK SUPPORT STAFF)	2.50	4.00	3.00	3.75	4.50	6.00	6.00	4.00	5.50	6.00	6.50	6.50	4.85	0.00
TOTAL TEMPORARY & PART-TIME POSITIONS	11.50	10.00	8.50	8.75	6.50	8.00	7.50	5.50	9.00	9.50	10.00	8.50	8.60	9.50
TOTAL STAFFING	136.50	137.00	133.50	134.75	135.50	136.00	136.50	135.50	140.00	140.50	141.00	139.50	137.19	139.50
BOARD OF DIRECTORS	5	5	5	5	5	5	4	5	5	5	5	5	5	5
VOLUNTEER POSITIONS PARK	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5

Padre Dam Municipal Water District
Hourly, Monthly, and Annual Pay Ranges
Fiscal Year 2007-2008

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Accountant</i>	23	\$25.954	\$34.054	\$ 4,498.693	\$ 5,902.693	\$ 53,984.320	\$ 70,832.320
<i>Accountant, Senior</i>	29	\$30.998	\$40.671	\$ 5,372.987	\$ 7,049.640	\$ 64,475.840	\$ 84,595.680
<i>Accounting Manager</i>	38	\$38.447	\$50.446	\$ 6,664.147	\$ 8,743.973	\$ 79,969.760	\$ 104,927.680
<i>Accounting Specialist/Technician</i>	13	\$17.323	\$22.729	\$ 3,002.653	\$ 3,939.693	\$ 36,031.840	\$ 47,276.320
<i>Accounting Specialist/Technician</i>	15	\$19.299	\$25.321	\$ 3,345.160	\$ 4,388.973	\$ 40,141.920	\$ 52,667.680
<i>Accounting Specialist/Technician</i>	17	\$20.955	\$27.495	\$ 3,632.200	\$ 4,765.800	\$ 43,586.400	\$ 57,189.600
<i>Administrative Assistant</i>	11	\$15.633	\$20.511	\$ 2,709.720	\$ 3,555.240	\$ 32,516.640	\$ 42,662.880
<i>Administrative Assistant</i>	13	\$17.323	\$22.729	\$ 3,002.653	\$ 3,939.693	\$ 36,031.840	\$ 47,276.320
<i>Administrative Assistant</i>	15	\$19.299	\$25.321	\$ 3,345.160	\$ 4,388.973	\$ 40,141.920	\$ 52,667.680
<i>Administrative Assistant</i>	18	\$21.889	\$28.720	\$ 3,794.093	\$ 4,978.133	\$ 45,529.120	\$ 59,737.600
<i>Assistant Operations Manager</i>	35	\$36.080	\$47.340	\$ 6,253.867	\$ 8,205.600	\$ 75,046.400	\$ 98,467.200
<i>Board Secretary</i>	27	\$29.541	\$38.759	\$ 5,120.440	\$ 6,718.227	\$ 61,445.280	\$ 80,618.720
<i>Cathodic Protection Program Co-ordinator</i>	30	\$32.075	\$42.085	\$ 5,559.667	\$ 7,294.733	\$ 66,716.000	\$ 87,536.800
<i>Communications Co-ordinator</i>	25	\$27.728	\$36.381	\$ 4,806.187	\$ 6,306.040	\$ 57,674.240	\$ 75,672.480
<i>Communications Manager</i>	35	\$36.080	\$47.340	\$ 6,253.867	\$ 8,205.600	\$ 75,046.400	\$ 98,467.200
<i>Construction & Maintenance Supervisor</i>	27	\$29.541	\$38.759	\$ 5,120.440	\$ 6,718.227	\$ 61,445.280	\$ 80,618.720
<i>Construction Equipment Operator</i>	18	\$21.889	\$28.720	\$ 3,794.093	\$ 4,978.133	\$ 45,529.120	\$ 59,737.600
<i>Construction Equipment Operator</i>	20	\$23.628	\$31.002	\$ 4,095.520	\$ 5,373.680	\$ 49,146.240	\$ 64,484.160
<i>Construction Inspector</i>	18	\$21.889	\$28.720	\$ 3,794.093	\$ 4,978.133	\$ 45,529.120	\$ 59,737.600
<i>Construction Inspector</i>	20	\$23.628	\$31.002	\$ 4,095.520	\$ 5,373.680	\$ 49,146.240	\$ 64,484.160
<i>Construction Inspector</i>	23	\$25.954	\$34.054	\$ 4,498.693	\$ 5,902.693	\$ 53,984.320	\$ 70,832.320

Padre Dam Municipal Water District
Hourly, Monthly, and Annual Pay Ranges
Fiscal Year 2007-2008

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Construction Inspector</i>	25	\$27.728	\$36.381	\$ 4,806.187	\$ 6,306.040	\$ 57,674.240	\$ 75,672.480
<i>Custodian</i>	10	\$14.668	\$19.246	\$ 2,542.453	\$ 3,335.973	\$ 30,509.440	\$ 40,031.680
<i>Customer Service Manager</i>	28	\$29.862	\$39.181	\$ 5,176.080	\$ 6,791.373	\$ 62,112.960	\$ 81,496.480
<i>Customer Service Representative</i>	11	\$15.633	\$20.511	\$ 2,709.720	\$ 3,555.240	\$ 32,516.640	\$ 42,662.880
<i>Customer Service Representative</i>	13	\$17.323	\$22.729	\$ 3,002.653	\$ 3,939.693	\$ 36,031.840	\$ 47,276.320
<i>Customer Service Representative</i>	15	\$19.299	\$25.321	\$ 3,345.160	\$ 4,388.973	\$ 40,141.920	\$ 52,667.680
<i>Director of Communications</i>	45	\$44.747	\$58.712	\$ 7,756.147	\$ 10,176.747	\$ 93,073.760	\$ 122,120.960
<i>Director of Engineering & Planning</i>	Uncl.	\$56.304	\$72.491	\$ 9,759.360	\$ 12,565.107	\$ 117,112.320	\$ 150,781.280
<i>Director of Finance</i>	Uncl.	\$56.304	\$72.491	\$ 9,759.360	\$ 12,565.107	\$ 117,112.320	\$ 150,781.280
<i>Director of Human Resources</i>	Uncl.	\$43.470	\$55.968	\$ 7,534.800	\$ 9,701.120	\$ 90,417.600	\$ 116,413.440
<i>Director of Operations & Water Quality</i>	Uncl.	\$50.675	\$65.242	\$ 8,783.667	\$ 11,308.613	\$ 105,404.000	\$ 135,703.360
<i>Director of Park and Campground</i>	45	\$44.747	\$58.712	\$ 7,756.147	\$ 10,176.747	\$ 93,073.760	\$ 122,120.960
<i>Distribution Maintenance Supervisor</i>	27	\$29.541	\$38.759	\$ 5,120.440	\$ 6,718.227	\$ 61,445.280	\$ 80,618.720
<i>Distribution Supervisor</i>	30	\$32.075	\$42.085	\$ 5,559.667	\$ 7,294.733	\$ 66,716.000	\$ 87,536.800
<i>Electrician/Instrumentation & Control Supervisor</i>	30	\$32.075	\$42.085	\$ 5,559.667	\$ 7,294.733	\$ 66,716.000	\$ 87,536.800
<i>Electrician/Instrumentation & Control Technician</i>	18	\$21.889	\$28.720	\$ 3,794.093	\$ 4,978.133	\$ 45,529.120	\$ 59,737.600
<i>Electrician/Instrumentation & Control Technician</i>	22	\$24.612	\$32.293	\$ 4,266.080	\$ 5,597.453	\$ 51,192.960	\$ 67,169.440
<i>Electrician/Instrumentation & Control Technician</i>	26	\$28.326	\$37.165	\$ 4,909.840	\$ 6,441.933	\$ 58,918.080	\$ 77,303.200
<i>Engineer</i>	29	\$30.998	\$40.671	\$ 5,372.987	\$ 7,049.640	\$ 64,475.840	\$ 84,595.680
<i>Engineer</i>	33	\$34.447	\$45.197	\$ 5,970.813	\$ 7,834.147	\$ 71,649.760	\$ 94,009.760
<i>Engineer</i>	36	\$37.012	\$48.563	\$ 6,415.413	\$ 8,417.587	\$ 76,984.960	\$ 101,011.040

Padre Dam Municipal Water District
Hourly, Monthly, and Annual Pay Ranges
Fiscal Year 2007-2008

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Engineering Aide</i>	17	\$20.955	\$27.495	\$ 3,632.200	\$ 4,765.800	\$ 43,586.400	\$ 57,189.600
<i>Engineering Customer Service Technician</i>	18	\$21.889	\$28.720	\$ 3,794.093	\$ 4,978.133	\$ 45,529.120	\$ 59,737.600
<i>Engineering Manager</i>	44	\$43.517	\$57.098	\$ 7,542.947	\$ 9,896.987	\$ 90,515.360	\$ 118,763.840
<i>Engineering Manager</i>	48	\$46.591	\$61.131	\$ 8,075.773	\$ 10,596.040	\$ 96,909.280	\$ 127,152.480
<i>Engineering Staff Assistant</i>	18	\$21.889	\$28.720	\$ 3,794.093	\$ 4,978.133	\$ 45,529.120	\$ 59,737.600
<i>Engineering Technician</i>	18	\$21.889	\$28.720	\$ 3,794.093	\$ 4,978.133	\$ 45,529.120	\$ 59,737.600
<i>Engineering Technician</i>	20	\$23.628	\$31.002	\$ 4,095.520	\$ 5,373.680	\$ 49,146.240	\$ 64,484.160
<i>Engineering Technician</i>	23	\$25.954	\$34.054	\$ 4,498.693	\$ 5,902.693	\$ 53,984.320	\$ 70,832.320
<i>Engineering Technician</i>	25	\$27.728	\$36.381	\$ 4,806.187	\$ 6,306.040	\$ 57,674.240	\$ 75,672.480
<i>Equipment Mechanic</i>	20	\$23.628	\$31.002	\$ 4,095.520	\$ 5,373.680	\$ 49,146.240	\$ 64,484.160
<i>Equipment Mechanic</i>	25	\$27.728	\$36.381	\$ 4,806.187	\$ 6,306.040	\$ 57,674.240	\$ 75,672.480
<i>Facilities Maintenance Crew Supervisor</i>	25	\$27.728	\$36.381	\$ 4,806.187	\$ 6,306.040	\$ 57,674.240	\$ 75,672.480
<i>Facilities Maintenance Worker</i>	12	\$16.619	\$21.805	\$ 2,880.627	\$ 3,779.533	\$ 34,567.520	\$ 45,354.400
<i>Facilities Maintenance Worker</i>	14	\$18.253	\$23.951	\$ 3,163.853	\$ 4,151.507	\$ 37,966.240	\$ 49,818.080
<i>Facilities Maintenance Worker</i>	17	\$20.955	\$27.495	\$ 3,632.200	\$ 4,765.800	\$ 43,586.400	\$ 57,189.600
<i>Field Engineering Supervisor</i>	29	\$30.998	\$40.671	\$ 5,372.987	\$ 7,049.640	\$ 64,475.840	\$ 84,595.680
<i>GIS/Mapping Administrator</i>	33	\$34.447	\$45.197	\$ 5,970.813	\$ 7,834.147	\$ 71,649.760	\$ 94,009.760
<i>GIS/Mapping Specialist</i>	20	\$23.628	\$31.002	\$ 4,095.520	\$ 5,373.680	\$ 49,146.240	\$ 64,484.160
<i>GIS/Mapping Specialist</i>	22	\$24.612	\$32.293	\$ 4,266.080	\$ 5,597.453	\$ 51,192.960	\$ 67,169.440
<i>GIS/Mapping Specialist</i>	24	\$26.552	\$34.838	\$ 4,602.347	\$ 6,038.587	\$ 55,228.160	\$ 72,463.040
<i>Human Resources Specialist</i>	25	\$27.728	\$36.381	\$ 4,806.187	\$ 6,306.040	\$ 57,674.240	\$ 75,672.480

Padre Dam Municipal Water District
Hourly, Monthly, and Annual Pay Ranges
Fiscal Year 2007-2008

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Information Systems Manager</i>	46	\$44.829	\$58.820	\$ 7,770.360	\$ 10,195.467	\$ 93,244.320	\$ 122,345.600
<i>Information Systems Technical Specialist</i>	20	\$23.628	\$31.002	\$ 4,095.520	\$ 5,373.680	\$ 49,146.240	\$ 64,484.160
<i>Information Systems Technical Specialist</i>	24	\$26.552	\$34.838	\$ 4,602.347	\$ 6,038.587	\$ 55,228.160	\$ 72,463.040
<i>Information Systems Technical Specialist</i>	30	\$32.075	\$42.085	\$ 5,559.667	\$ 7,294.733	\$ 66,716.000	\$ 87,536.800
<i>Laboratory Analyst</i>	14	\$18.253	\$23.951	\$ 3,163.853	\$ 4,151.507	\$ 37,966.240	\$ 49,818.080
<i>Laboratory Analyst</i>	20	\$23.628	\$31.002	\$ 4,095.520	\$ 5,373.680	\$ 49,146.240	\$ 64,484.160
<i>Laboratory Analyst</i>	22	\$24.612	\$32.293	\$ 4,266.080	\$ 5,597.453	\$ 51,192.960	\$ 67,169.440
<i>Laboratory Analyst, Senior</i>	31	\$32.532	\$42.684	\$ 5,638.880	\$ 7,398.560	\$ 67,666.560	\$ 88,782.720
<i>Meter Shop Supervisor</i>	24	\$26.552	\$34.838	\$ 4,602.347	\$ 6,038.587	\$ 55,228.160	\$ 72,463.040
<i>Meter Technician</i>	14	\$18.253	\$23.951	\$ 3,163.853	\$ 4,151.507	\$ 37,966.240	\$ 49,818.080
<i>Meter Technician</i>	16	\$19.938	\$26.161	\$ 3,455.920	\$ 4,534.573	\$ 41,471.040	\$ 54,414.880
<i>Meter Technician</i>	18	\$21.889	\$28.720	\$ 3,794.093	\$ 4,978.133	\$ 45,529.120	\$ 59,737.600
<i>Operations Manager</i>	40	\$39.830	\$52.261	\$ 6,903.867	\$ 9,058.573	\$ 82,846.400	\$ 108,702.880
<i>Park & Recreation Coordinator</i>	10	\$14.668	\$19.246	\$ 2,542.453	\$ 3,335.973	\$ 30,509.440	\$ 40,031.680
<i>Park & Recreation Coordinator</i>	12	\$16.619	\$21.805	\$ 2,880.627	\$ 3,779.533	\$ 34,567.520	\$ 45,354.400
<i>Park & Recreation Coordinator</i>	14	\$18.253	\$23.951	\$ 3,163.853	\$ 4,151.507	\$ 37,966.240	\$ 49,818.080
<i>Park & Recreation Manager</i>	36	\$37.012	\$48.563	\$ 6,415.413	\$ 8,417.587	\$ 76,984.960	\$ 101,011.040
<i>Park & Recreation Supervisor</i>	19	\$22.407	\$29.398	\$ 3,883.880	\$ 5,095.653	\$ 46,606.560	\$ 61,147.840
<i>Park and Recreation Aide</i>	5	\$10.563	\$13.859	\$ 1,830.920	\$ 2,402.227	\$ 21,971.040	\$ 28,826.720
<i>Plant Manager</i>	35	\$36.080	\$47.340	\$ 6,253.867	\$ 8,205.600	\$ 75,046.400	\$ 98,467.200
<i>Recycled Water Operator</i>	14	\$18.253	\$23.951	\$ 3,163.853	\$ 4,151.507	\$ 37,966.240	\$ 49,818.080

Padre Dam Municipal Water District
Hourly, Monthly, and Annual Pay Ranges
Fiscal Year 2007-2008

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Recycled Water Operator</i>	17	\$20.955	\$27.495	\$ 3,632.200	\$ 4,765.800	\$ 43,586.400	\$ 57,189.600
<i>Recycled Water Operator</i>	20	\$23.628	\$31.002	\$ 4,095.520	\$ 5,373.680	\$ 49,146.240	\$ 64,484.160
<i>Recycled Water Operator</i>	23	\$25.954	\$34.054	\$ 4,498.693	\$ 5,902.693	\$ 53,984.320	\$ 70,832.320
<i>Recycled Water Technician</i>	20	\$23.628	\$31.002	\$ 4,095.520	\$ 5,373.680	\$ 49,146.240	\$ 64,484.160
<i>Right of Way Agent</i>	25	\$27.728	\$36.381	\$ 4,806.187	\$ 6,306.040	\$ 57,674.240	\$ 75,672.480
<i>Right of Way Agent</i>	27	\$29.541	\$38.759	\$ 5,120.440	\$ 6,718.227	\$ 61,445.280	\$ 80,618.720
<i>Right of Way Agent</i>	30	\$32.075	\$42.085	\$ 5,559.667	\$ 7,294.733	\$ 66,716.000	\$ 87,536.800
<i>Safety & Risk Manager</i>	40	\$39.830	\$52.261	\$ 6,903.867	\$ 9,058.573	\$ 82,846.400	\$ 108,702.880
<i>SCADA Technician</i>	28	\$29.862	\$39.181	\$ 5,176.080	\$ 6,791.373	\$ 62,112.960	\$ 81,496.480
<i>SCADA Technician</i>	30	\$32.075	\$42.085	\$ 5,559.667	\$ 7,294.733	\$ 66,716.000	\$ 87,536.800
<i>Staff Support</i>	N/A	\$7.500	*	\$ 1,300.000	*	\$ 15,600.000	*
<i>Systems Operator/Technician</i>	18	\$21.889	\$28.720	\$ 3,794.093	\$ 4,978.133	\$ 45,529.120	\$ 59,737.600
<i>Systems Operator/Technician</i>	19	\$22.407	\$29.398	\$ 3,883.880	\$ 5,095.653	\$ 46,606.560	\$ 61,147.840
<i>Systems Operator/Technician</i>	21	\$24.141	\$31.676	\$ 4,184.440	\$ 5,490.507	\$ 50,213.280	\$ 65,886.080
<i>Systems Operator/Technician</i>	23	\$25.954	\$34.054	\$ 4,498.693	\$ 5,902.693	\$ 53,984.320	\$ 70,832.320
<i>Utility Worker</i>	14	\$18.253	\$23.951	\$ 3,163.853	\$ 4,151.507	\$ 37,966.240	\$ 49,818.080
<i>Utility Worker</i>	17	\$20.955	\$27.495	\$ 3,632.200	\$ 4,765.800	\$ 43,586.400	\$ 57,189.600
<i>Warehouse Specialist</i>	20	\$23.628	\$31.002	\$ 4,095.520	\$ 5,373.680	\$ 49,146.240	\$ 64,484.160
<i>Warehouse Worker</i>	16	\$19.938	\$26.161	\$ 3,455.920	\$ 4,534.573	\$ 41,471.040	\$ 54,414.880
<i>Water Quality Compliance Specialist</i>	23	\$25.954	\$34.054	\$ 4,498.693	\$ 5,902.693	\$ 53,984.320	\$ 70,832.320
<i>Water Quality Specialist</i>	23	\$25.954	\$34.054	\$ 4,498.693	\$ 5,902.693	\$ 53,984.320	\$ 70,832.320

Padre Dam Municipal Water District
 Hourly, Monthly, and Annual Pay Ranges
 Fiscal Year 2007-2008

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE Min. Max.	MONTHLY PAY RANGE Min. Max.	ANNUAL PAY RANGE Min. Max.
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After Hours Duty Pay

\$ 195.34

Padre Dam Municipal Water District
ORGANIZATIONAL STAFFING BY DEPARTMENT
Fiscal Year 2007 / 2008

TITLE	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total Actual Average	Annual Budget 2007/2008
ADMINISTRATION														
GENERAL MANAGER	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
ADMINISTRATIVE ASSISTANT (GM) (BOARD SECRETARY)	1	1	1	1	1	1	1	1	1	1.5	1.5	1.5	1.1	1.0
COMMUNICATIONS COORD (PUBLIC AFFAIRS ADMINISTRATOR)	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
COMMUNICATIONS MANAGER (PUBLIC AFFAIRS MANAGER)	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
TOTAL ADMINISTRATION	4	4	4	4	4	4	4	4	4	4.5	4.5	4.5	4.1	4.0
PARK & CAMPGROUNDS														
PARK & RECREATION SUPERVISOR	2	2	2	2	2	2	2	2	2	2	2	2	2.0	2.0
DIRECTOR OF PARK & RECREATION	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
PARK & RECREATION COORINATOR	7	7	7	7	7	7	7	7	7	7	8	8	7.2	7.0
TOTAL PARK & CAMPGROUNDS	10	10	10	10	10	10	10	10	10	10	11	11	10.2	10.0
FINANCE DEPARTMENT														
DIRECTOR OF FINANCE	1	1	1	1	1	0	0	0	0	0	1	1	0.6	1.0
ACCOUNTING MANAGER	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
ACCOUNTANT-SENIOR	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0.0
ACCOUNTANT	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
ACCOUNTANT (SPECIALIST/TECH)	2.5	3.5	4	4	3	3	3	3	3	3	3	3	3.2	3.0
INFO SYSTEMS TECH SPECIALIST (SYSTEM ADMINISTRATOR)	1	1	1	1	1	2	2	2	2	2	2	2	1.6	1.0
INFO SYSTEMS TECH SPECIALIST (I/S ASSISTANT)	1	0	0	1	1	1	1	1	1	1	1	1	0.8	2.0
INFO SYSTEMS MANAGER	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
INFO SYSTEM TECH SPECIALIST (NETWORK SPECIALIST)	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
CUSTOMER SERVICE SUPERVISOR (MANAGER)	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
CUSTOMER SERVICE REP	6.5	6.5	6	7	7	7	7	7	7	6	7	7	6.8	7.0
WAREHOUSE SPECIALIST	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
WAREHOUSE WORKER	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
TOTAL FINANCE	19.0	19.0	19	21	20	20	20	20	20	19	21	21	19.9	21.0
ENGINEERING DEPARTMENT														
DIRECTOR OF ENGINEERING & PLANNING	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
ENGINEER MANAGER	2	2	2	2	2	2	2	2	2	2	2	2	2.0	2.0
ENGINEER STAFF ASSISTANT	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
ENGINEERING C/S TECH	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
ENGINEER	3	3	3	3	3	3	3	3	3	3	3	3	3.0	3.0
ENGINEER TECH	8	8	7	7	7	7	7	7	7	7	7	7	7.2	7.0
FIELD ENG SUPERVISOR	0	0	0	0	0	0	0	0	0	0	0	0	0.0	1.0
GIS/MAPPING ADMINISTRATOR	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
GIS/MAPPING SPECIALIST	2	2	3	3	3	3	3	3	3	3	3	3	2.8	3.0
RIGHT OF WAY AGENT-ENVIRONMENTAL	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
CONSTRUCTION INSPECTOR	3	3	4	4	4	4	4	4	4	4	4	4	3.8	3.0
ADMINISTRATIVE ASSISTANT	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	1	1	1	1	0.7	1.0
CATHODIC PROTECTECTION PG COORD	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
TOTAL ENGINEERING	24.5	24.5	25.5	25.5	25.5	25.5	25.5	25.5	26	26	26	26	25.5	26.0
OPERATIONS DEPARTMENT														
DIRECTOR OF OPS & WATER QUALITY	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
ADMINISTRATIVE ASSISTANT	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1	1.5	1.5	1.5	1.5	2.0
DISTRIBUTION MAINTENANCE SUPERVISOR (MGR)	0	0	0	0	0	0	0	1	1	1	1	1	0.4	1.0
CONSTR & MAINT SUPERVISOR (UTILITY CREW SUPERVISOR)	4	4	4	4	4	4	3	3	3	3	4	4	3.7	4.0
UTILITY WORKER	14	16	16	15	15	17	20	20	21	21	21	21	18.1	18.0
EQUIPMENT MECHANIC	2	2	2	2	2	2	2	2	2	2	2	2	2.0	2.0
ASSISTANT OPS MANAGER	2	2	2	2	2	2	2	2	2	2	2	2	2.0	1.0
OPS MANAGER (DISTRIB MAINT MGR) (SUPERVISOR)	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
SYSTEMS OPERATOR TECHNICIAN	10	10	10	10	10	10	10	9	9	9	9	9	9.6	10.0
ELECTRICAL/INSTR CONTROL TECH	3	3	3	3	3	3	3	3	3	3	3	3	3.0	3.0
ELECTRICAL/INSTR CONTROL SPVSR	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
PLANT MANAGER (W.R. OPS/PLANT SUPERINTENDENT)	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
LAB ANALYST-SENIOR	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
LAB ANALYST	1	1	1	1	1	1	1	1	1	1	1	1	1.0	2.0
RECYCLED WATER PLANT SUPV	0	0	0	0	0	0	0	1	1	1	1	1	0.3	1.0
RECYCLED WATER PLANT OPERATOR	5	5	5	5	5	5	5	4	4	4	4	4	4.7	4.0
RECYCLED WATER TECHNICIAN	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
WATER QUALITY (CONTROL) SPECIALIST/COMPLIANCE SPEC	2	2	2	2	2	2	2	2	2	2	2	2	2.0	2.0
CONSTRUCTION EQUIPMENT OPERATOR	7	7	7	8	8	8	8	8	8	8	8	8	7.8	8.0

Padre Dam Municipal Water District
ORGANIZATIONAL STAFFING BY DEPARTMENT
 Fiscal Year 2007 / 2008

TITLE	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total Actual Average	Annual Budget 2007/2008
INDUSTRIAL CODE COMPLIANCE SPECIALIST	0	0	0	0	0	0	0	0	0	0	1	1	0.2	0.0
FACILITIES MAINTENANCE CREW SUPERVISOR	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
FACILITIES MAINTENANCE WORKER	4	4	4	4	4	4	4	4	4	4	4	4	4.0	5.0
CUSTODIAN	0	0	0	0	1	1	0	0	0	0	1	1	0.3	0.0
METER SHOP SUPERVISOR (See Note 1 below)	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
METER TECH	6	6	6	6	6	6	6	6	6	6	6	6	6.0	6.0
TOTAL OPERATIONS	69.5	71.5	71.5	71.5	72.5	74.5	75.5	75.5	76	76.5	79.5	79.5	74.5	77.0
HUMAN RESOURCES DEPARTMENT														
DIRECTOR OF HUMAN RESOURCES	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
HUMAN RESOURCES SPECIALIST	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
SAFETY & RISK MANAGER	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
TOTAL HUMAN RESOURCES	3	3	3	3	3	3	3	3	3	3	3	3	3.0	3.0
TOTAL DISTRICT APPROVED REGULAR EMPLOYEES	130	132	133	135	135	137	138	138	139	139	145	145	137.2	141.0
TEMPORARY & PART-TIME POSITIONS														
ENGINEERING TECH - ENGINEERING (Mapping)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0
OPERATIONS UTILITY WORKER - OPERATIONS	3.0	1.0	1.0	2.0	2.0	1.0	2.0	2.0	2.0	2.0	1.0	1.0	1.7	2.0
OPERATIONS LAB/MONITORING (STAFF SUPPORT)	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.0
INFO SYS TECH SPEC	0.0	0.5	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
INTERIM DIR OF FINANCE	0.0	0.0	0.0	0.0	0.0	1.0	1.0	1.0	1.0	1.0	0.0	0.0	0.4	0.0
ACCOUNTING SPECIALIST	0.0	0.0	0.0	0.0	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.3	0.0
PARK REC AIDE	3.8	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	4.5	3.2	4.6
FAC MAINT WORKER	0.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	2.0	2.0	1.0	1.0	0.7	0.0
CUSTOMER SERVICE REP	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.5	0.5	0.5	0.5	0.2	0.0
COMMUNICATIONS INTERN	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.0	0.0
PARK SUPPORT STAFF	3.0	3.0	3.0	3.0	3.0	3.0	3.0	2.5	1.5	1.5	1.0	1.0	2.4	1.1
	10.3	8.0	8.0	8.5	9.0	9.0	11.0	11.0	11.0	11.0	7.5	9.5	9.5	8.8
TOTAL STAFFING	140.3	140.0	141.0	143.5	144.0	146.0	149.0	149.0	150.0	150.0	152.5	154.5	146.6	149.8
BOARD OF DIRECTORS	5	5	5	5	5	5	5	5	5	5	5	5	5	5
VOLUNTEER POSITIONS_PARK	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5

Padre Dam Municipal Water District
 Hourly, Monthly, and Annual Pay Ranges
 Fiscal Year 2008-2009

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Accountant</i>	23	\$26.862	\$35.246	\$ 4,656.080	\$ 6,109.307	\$ 55,872.960	\$ 73,311.680
<i>Accountant, Senior</i>	29	\$32.083	\$42.094	\$ 5,561.053	\$ 7,296.293	\$ 66,732.640	\$ 87,555.520
<i>Accounting Manager</i>	38	\$39.793	\$52.212	\$ 6,897.453	\$ 9,050.080	\$ 82,769.440	\$ 108,600.960
<i>Accounting Specialist/Technical Support</i>	18	\$22.655	\$29.725	\$ 3,926.867	\$ 5,152.333	\$ 47,122.400	\$ 61,828.000
<i>Accounting Specialist/Technician</i>	13	\$17.929	\$23.525	\$ 3,107.693	\$ 4,077.667	\$ 37,292.320	\$ 48,932.000
<i>Accounting Specialist/Technician</i>	15	\$19.974	\$26.207	\$ 3,462.160	\$ 4,542.547	\$ 41,545.920	\$ 54,510.560
<i>Accounting Specialist/Technician</i>	17	\$21.688	\$28.457	\$ 3,759.253	\$ 4,932.547	\$ 45,111.040	\$ 59,190.560
<i>Administrative Assistant</i>	11	\$16.180	\$21.229	\$ 2,804.533	\$ 3,679.693	\$ 33,654.400	\$ 44,156.320
<i>Administrative Assistant</i>	13	\$17.929	\$23.525	\$ 3,107.693	\$ 4,077.667	\$ 37,292.320	\$ 48,932.000
<i>Administrative Assistant</i>	15	\$19.974	\$26.207	\$ 3,462.160	\$ 4,542.547	\$ 41,545.920	\$ 54,510.560
<i>Administrative Assistant</i>	18	\$22.655	\$29.725	\$ 3,926.867	\$ 5,152.333	\$ 47,122.400	\$ 61,828.000
<i>Assistant Operations Manager</i>	40	\$41.224	\$54.090	\$ 7,145.493	\$ 9,375.600	\$ 85,745.920	\$ 112,507.200
<i>Board Secretary</i>	27	\$30.575	\$40.116	\$ 5,299.667	\$ 6,953.440	\$ 63,596.000	\$ 83,441.280
<i>Cathodic Protection Program Coordinator</i>	30	\$33.198	\$43.558	\$ 5,754.320	\$ 7,550.053	\$ 69,051.840	\$ 90,600.640
<i>Cathodic Protection Program Coordinator</i>	32	\$34.545	\$45.326	\$ 5,987.800	\$ 7,856.507	\$ 71,853.600	\$ 94,278.080
<i>Communications Coordinator</i>	25	\$28.698	\$37.654	\$ 4,974.320	\$ 6,526.693	\$ 59,691.840	\$ 78,320.320
<i>Communications Manager</i>	35	\$37.343	\$48.997	\$ 6,472.787	\$ 8,492.813	\$ 77,673.440	\$ 101,913.760
<i>Construction & Maintenance Supervisor</i>	27	\$30.575	\$40.116	\$ 5,299.667	\$ 6,953.440	\$ 63,596.000	\$ 83,441.280
<i>Construction Equipment Operator</i>	18	\$22.655	\$29.725	\$ 3,926.867	\$ 5,152.333	\$ 47,122.400	\$ 61,828.000
<i>Construction Equipment Operator</i>	20	\$24.455	\$32.087	\$ 4,238.867	\$ 5,561.747	\$ 50,866.400	\$ 66,740.960
<i>Construction Inspector</i>	18	\$22.655	\$29.725	\$ 3,926.867	\$ 5,152.333	\$ 47,122.400	\$ 61,828.000
<i>Construction Inspector</i>	20	\$24.455	\$32.087	\$ 4,238.867	\$ 5,561.747	\$ 50,866.400	\$ 66,740.960
<i>Construction Inspector</i>	23	\$26.862	\$35.246	\$ 4,656.080	\$ 6,109.307	\$ 55,872.960	\$ 73,311.680
<i>Construction Inspector</i>	25	\$28.698	\$37.654	\$ 4,974.320	\$ 6,526.693	\$ 59,691.840	\$ 78,320.320
<i>Custodian</i>	10	\$15.181	\$19.920	\$ 2,631.373	\$ 3,452.800	\$ 31,576.480	\$ 41,433.600
<i>Customer Service Manager</i>	28	\$30.907	\$40.552	\$ 5,357.213	\$ 7,029.013	\$ 64,286.560	\$ 84,348.160
<i>Customer Service Representative</i>	11	\$16.180	\$21.229	\$ 2,804.533	\$ 3,679.693	\$ 33,654.400	\$ 44,156.320
<i>Customer Service Representative</i>	13	\$17.929	\$23.525	\$ 3,107.693	\$ 4,077.667	\$ 37,292.320	\$ 48,932.000
<i>Customer Service Representative</i>	15	\$19.974	\$26.207	\$ 3,462.160	\$ 4,542.547	\$ 41,545.920	\$ 54,510.560
<i>Director of Communciations</i>	45	\$46.313	\$60.767	\$ 8,027.587	\$ 10,532.947	\$ 96,331.040	\$ 126,395.360

Padre Dam Municipal Water District
 Hourly, Monthly, and Annual Pay Ranges
 Fiscal Year 2008-2009

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Director of Engineering & Planning</i>	Uncl.	\$58.275	\$75.028	\$ 10,101.000	\$ 13,004.853	\$ 121,212.000	\$ 156,058.240
<i>Director of Finance / Chief Financial Officer</i>	Uncl.	\$58.275	\$75.028	\$ 10,101.000	\$ 13,004.853	\$ 121,212.000	\$ 156,058.240
<i>Director of Human Resources</i>	Uncl.	\$44.991	\$57.927	\$ 7,798.440	\$ 10,040.680	\$ 93,581.280	\$ 120,488.160
<i>Director of Operations & Water Quality</i>	Uncl.	\$52.449	\$68.468	\$ 9,091.160	\$ 11,867.787	\$ 109,093.920	\$ 142,413.440
<i>Director of Park and Recreation</i>	45	\$46.313	\$60.767	\$ 8,027.587	\$ 10,532.947	\$ 96,331.040	\$ 126,395.360
<i>Distribution Maintenance Supervisor</i>	27	\$30.575	\$40.116	\$ 5,299.667	\$ 6,953.440	\$ 63,596.000	\$ 83,441.280
<i>Distribution Supervisor</i>	30	\$33.198	\$43.558	\$ 5,754.320	\$ 7,550.053	\$ 69,051.840	\$ 90,600.640
<i>Electrician/Instrumentation & Control Supervisor</i>	30	\$33.198	\$43.558	\$ 5,754.320	\$ 7,550.053	\$ 69,051.840	\$ 90,600.640
<i>Electrician/Instrumentation & Control Technician</i>	18	\$22.655	\$29.725	\$ 3,926.867	\$ 5,152.333	\$ 47,122.400	\$ 61,828.000
<i>Electrician/Instrumentation & Control Technician</i>	22	\$25.473	\$33.423	\$ 4,415.320	\$ 5,793.320	\$ 52,983.840	\$ 69,519.840
<i>Electrician/Instrumentation & Control Technician</i>	26	\$29.317	\$38.466	\$ 5,081.613	\$ 6,667.440	\$ 60,979.360	\$ 80,009.280
<i>Engineer</i>	29	\$32.083	\$42.094	\$ 5,561.053	\$ 7,296.293	\$ 66,732.640	\$ 87,555.520
<i>Engineer</i>	33	\$35.653	\$46.779	\$ 6,179.853	\$ 8,108.360	\$ 74,158.240	\$ 97,300.320
<i>Engineer</i>	36	\$38.307	\$50.263	\$ 6,639.880	\$ 8,712.253	\$ 79,678.560	\$ 104,547.040
<i>Engineer</i>	41	\$42.416	\$55.653	\$ 7,352.107	\$ 9,646.520	\$ 88,225.280	\$ 115,758.240
<i>Engineering Aide</i>	17	\$21.688	\$28.457	\$ 3,759.253	\$ 4,932.547	\$ 45,111.040	\$ 59,190.560
<i>Engineering Customer Service Technician</i>	18	\$22.655	\$29.725	\$ 3,926.867	\$ 5,152.333	\$ 47,122.400	\$ 61,828.000
<i>Engineering Manager</i>	44	\$45.040	\$59.096	\$ 7,806.933	\$ 10,243.307	\$ 93,683.200	\$ 122,919.680
<i>Engineering Manager</i>	48	\$48.222	\$63.271	\$ 8,358.480	\$ 10,966.973	\$ 100,301.760	\$ 131,603.680
<i>Engineering Staff Assistant</i>	18	\$22.655	\$29.725	\$ 3,926.867	\$ 5,152.333	\$ 47,122.400	\$ 61,828.000

Padre Dam Municipal Water District
 Hourly, Monthly, and Annual Pay Ranges
 Fiscal Year 2008-2009

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Engineering Technician</i>	18	\$22.655	\$29.725	\$ 3,926.867	\$ 5,152.333	\$ 47,122.400	\$ 61,828.000
<i>Engineering Technician</i>	20	\$24.455	\$32.087	\$ 4,238.867	\$ 5,561.747	\$ 50,866.400	\$ 66,740.960
<i>Engineering Technician</i>	23	\$26.862	\$35.246	\$ 4,656.080	\$ 6,109.307	\$ 55,872.960	\$ 73,311.680
<i>Engineering Technician</i>	25	\$28.698	\$37.654	\$ 4,974.320	\$ 6,526.693	\$ 59,691.840	\$ 78,320.320
<i>Equipment Mechanic</i>	20	\$24.455	\$32.087	\$ 4,238.867	\$ 5,561.747	\$ 50,866.400	\$ 66,740.960
<i>Equipment Mechanic</i>	25	\$28.698	\$37.654	\$ 4,974.320	\$ 6,526.693	\$ 59,691.840	\$ 78,320.320
<i>Facilities Maintenance Crew Supervisor</i>	25	\$28.698	\$37.654	\$ 4,974.320	\$ 6,526.693	\$ 59,691.840	\$ 78,320.320
<i>Facilities Maintenance Worker</i>	12	\$17.201	\$22.568	\$ 2,981.507	\$ 3,911.787	\$ 35,778.080	\$ 46,941.440
<i>Facilities Maintenance Worker</i>	14	\$18.892	\$24.789	\$ 3,274.613	\$ 4,296.760	\$ 39,295.360	\$ 51,561.120
<i>Facilities Maintenance Worker</i>	17	\$21.688	\$28.457	\$ 3,759.253	\$ 4,932.547	\$ 45,111.040	\$ 59,190.560
<i>Field Engineering Supervisor</i>	29	\$32.083	\$42.094	\$ 5,561.053	\$ 7,296.293	\$ 66,732.640	\$ 87,555.520
<i>GIS/Mapping Administrator</i>	33	\$35.653	\$46.779	\$ 6,179.853	\$ 8,108.360	\$ 74,158.240	\$ 97,300.320
<i>GIS/Mapping Specialist</i>	20	\$24.455	\$32.087	\$ 4,238.867	\$ 5,561.747	\$ 50,866.400	\$ 66,740.960
<i>GIS/Mapping Specialist</i>	22	\$25.473	\$33.423	\$ 4,415.320	\$ 5,793.320	\$ 52,983.840	\$ 69,519.840
<i>GIS/Mapping Specialist</i>	24	\$27.481	\$36.057	\$ 4,763.373	\$ 6,249.880	\$ 57,160.480	\$ 74,998.560
<i>Human Resources Specialist</i>	25	\$28.698	\$37.654	\$ 4,974.320	\$ 6,526.693	\$ 59,691.840	\$ 78,320.320
<i>Industrial Code Compliance Specialist</i>	20	\$24.455	\$32.087	\$ 4,238.867	\$ 5,561.747	\$ 50,866.400	\$ 66,740.960
<i>Industrial Code Compliance Specialist</i>	23	\$26.862	\$35.246	\$ 4,656.080	\$ 6,109.307	\$ 55,872.960	\$ 73,311.680
<i>Information Systems Manager</i>	46	\$46.398	\$60.879	\$ 8,042.320	\$ 10,552.360	\$ 96,507.840	\$ 126,628.320
<i>Information Systems Technical Specialist</i>	20	\$24.455	\$32.087	\$ 4,238.867	\$ 5,561.747	\$ 50,866.400	\$ 66,740.960
<i>Information Systems Technical Specialist</i>	24	\$27.481	\$36.057	\$ 4,763.373	\$ 6,249.880	\$ 57,160.480	\$ 74,998.560
<i>Information Systems Technical Specialist</i>	30	\$33.198	\$43.558	\$ 5,754.320	\$ 7,550.053	\$ 69,051.840	\$ 90,600.640
<i>Laboratory Analyst</i>	14	\$18.892	\$24.789	\$ 3,274.613	\$ 4,296.760	\$ 39,295.360	\$ 51,561.120
<i>Laboratory Analyst</i>	20	\$24.455	\$32.087	\$ 4,238.867	\$ 5,561.747	\$ 50,866.400	\$ 66,740.960
<i>Laboratory Analyst</i>	22	\$25.473	\$33.423	\$ 4,415.320	\$ 5,793.320	\$ 52,983.840	\$ 69,519.840
<i>Laboratory Analyst, Senior</i>	31	\$33.671	\$44.178	\$ 5,836.307	\$ 7,657.520	\$ 70,035.680	\$ 91,890.240
<i>Meter Shop Supervisor</i>	25	\$28.698	\$37.654	\$ 4,974.320	\$ 6,526.693	\$ 59,691.840	\$ 78,320.320
<i>Meter Technician</i>	14	\$18.892	\$24.789	\$ 3,274.613	\$ 4,296.760	\$ 39,295.360	\$ 51,561.120
<i>Meter Technician</i>	16	\$20.636	\$27.077	\$ 3,576.907	\$ 4,693.347	\$ 42,922.880	\$ 56,320.160
<i>Meter Technician</i>	18	\$22.655	\$29.725	\$ 3,926.867	\$ 5,152.333	\$ 47,122.400	\$ 61,828.000

Padre Dam Municipal Water District
 Hourly, Monthly, and Annual Pay Ranges
 Fiscal Year 2008-2009

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Operations Manager</i>	45	\$46.313	\$60.767	\$ 8,027.587	\$ 10,532.947	\$ 96,331.040	\$ 126,395.360
<i>Park & Recreation Coordinator</i>	10	\$15.181	\$19.920	\$ 2,631.373	\$ 3,452.800	\$ 31,576.480	\$ 41,433.600
<i>Park & Recreation Coordinator</i>	12	\$17.201	\$22.568	\$ 2,981.507	\$ 3,911.787	\$ 35,778.080	\$ 46,941.440
<i>Park & Recreation Coordinator</i>	14	\$18.892	\$24.789	\$ 3,274.613	\$ 4,296.760	\$ 39,295.360	\$ 51,561.120
<i>Park & Recreation Manager</i>	36	\$38.307	\$50.263	\$ 6,639.880	\$ 8,712.253	\$ 79,678.560	\$ 104,547.040
<i>Park & Recreation Supervisor</i>	19	\$23.191	\$30.427	\$ 4,019.773	\$ 5,274.013	\$ 48,237.280	\$ 63,288.160
<i>Park & Recreation Aide</i>	5	\$10.933	\$14.344	\$ 1,895.053	\$ 2,486.293	\$ 22,740.640	\$ 29,835.520
<i>Plant Manager</i>	35	\$37.343	\$48.997	\$ 6,472.787	\$ 8,492.813	\$ 77,673.440	\$ 101,913.760
<i>Recycled Water Operations Supervisor</i>	27	\$30.575	\$40.116	\$ 5,299.667	\$ 6,953.440	\$ 63,596.000	\$ 83,441.280
<i>Recycled Water Operator</i>	14	\$18.892	\$24.789	\$ 3,274.613	\$ 4,296.760	\$ 39,295.360	\$ 51,561.120
<i>Recycled Water Operator</i>	17	\$21.688	\$28.457	\$ 3,759.253	\$ 4,932.547	\$ 45,111.040	\$ 59,190.560
<i>Recycled Water Operator</i>	20	\$24.455	\$32.087	\$ 4,238.867	\$ 5,561.747	\$ 50,866.400	\$ 66,740.960
<i>Recycled Water Operator</i>	23	\$26.862	\$35.246	\$ 4,656.080	\$ 6,109.307	\$ 55,872.960	\$ 73,311.680
<i>Recycled Water Technician</i>	20	\$24.455	\$32.087	\$ 4,238.867	\$ 5,561.747	\$ 50,866.400	\$ 66,740.960
<i>Right of Way Agent</i>	25	\$28.698	\$37.654	\$ 4,974.320	\$ 6,526.693	\$ 59,691.840	\$ 78,320.320
<i>Right of Way Agent</i>	27	\$30.575	\$40.116	\$ 5,299.667	\$ 6,953.440	\$ 63,596.000	\$ 83,441.280
<i>Right of Way Agent</i>	30	\$33.198	\$43.558	\$ 5,754.320	\$ 7,550.053	\$ 69,051.840	\$ 90,600.640
<i>Safety & Risk Manager</i>	40	\$41.224	\$54.090	\$ 7,145.493	\$ 9,375.600	\$ 85,745.920	\$ 112,507.200
<i>SCADA Technician</i>	28	\$30.907	\$40.552	\$ 5,357.213	\$ 7,029.013	\$ 64,286.560	\$ 84,348.160
<i>SCADA Technician</i>	30	\$33.198	\$43.558	\$ 5,754.320	\$ 7,550.053	\$ 69,051.840	\$ 90,600.640
<i>Staff Support</i>	N/A	\$8.000	*	\$ 1,386.667	*	\$ 16,640.000	*

Padre Dam Municipal Water District
 Hourly, Monthly, and Annual Pay Ranges
 Fiscal Year 2008-2009

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Systems Operator/Technician</i>	18	\$22.655	\$29.725	\$ 3,926.867	\$ 5,152.333	\$ 47,122.400	\$ 61,828.000
<i>Systems Operator/Technician</i>	19	\$23.191	\$30.427	\$ 4,019.773	\$ 5,274.013	\$ 48,237.280	\$ 63,288.160
<i>Systems Operator/Technician</i>	21	\$24.986	\$32.785	\$ 4,330.907	\$ 5,682.733	\$ 51,970.880	\$ 68,192.800
<i>Systems Operator/Technician</i>	23	\$26.862	\$35.246	\$ 4,656.080	\$ 6,109.307	\$ 55,872.960	\$ 73,311.680
<i>Utility Worker</i>	14	\$18.892	\$24.789	\$ 3,274.613	\$ 4,296.760	\$ 39,295.360	\$ 51,561.120
<i>Utility Worker</i>	17	\$21.688	\$28.457	\$ 3,759.253	\$ 4,932.547	\$ 45,111.040	\$ 59,190.560
<i>Warehouse Specialist</i>	20	\$24.455	\$32.087	\$ 4,238.867	\$ 5,561.747	\$ 50,866.400	\$ 66,740.960
<i>Warehouse Worker</i>	16	\$20.636	\$27.077	\$ 3,576.907	\$ 4,693.347	\$ 42,922.880	\$ 56,320.160
<i>Wastewater Collection Systems Worker</i>	14	\$18.892	\$24.789	\$ 3,274.613	\$ 4,296.760	\$ 39,295.360	\$ 51,561.120
<i>Wastewater Collection Systems Worker</i>	17	\$21.688	\$28.457	\$ 3,759.253	\$ 4,932.547	\$ 45,111.040	\$ 59,190.560
<i>Wastewater Collection Systems Worker</i>	18	\$22.655	\$29.725	\$ 3,926.867	\$ 5,152.333	\$ 47,122.400	\$ 61,828.000
<i>Wastewater Collection Systems Worker</i>	20	\$24.455	\$32.087	\$ 4,238.867	\$ 5,561.747	\$ 50,866.400	\$ 66,740.960
<i>Water Quality Compliance Specialist</i>	23	\$26.862	\$35.246	\$ 4,656.080	\$ 6,109.307	\$ 55,872.960	\$ 73,311.680
<i>Water Quality Specialist</i>	23	\$26.862	\$35.246	\$ 4,656.080	\$ 6,109.307	\$ 55,872.960	\$ 73,311.680

After Hours Duty Pay

\$202.18

Padre Dam Municipal Water District
ORGANIZATIONAL STAFFING BY DEPARTMENT
Fiscal Year 2008 / 2009

<u>TITLE</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Total Actual Average</u>	<u>Annual Budget 2008/2009</u>
ADMINISTRATION														
GENERAL MANAGER	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
ADMINISTRATIVE ASSISTANT (GM) (BOARD SECRETARY)	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5
TOTAL ADMINISTRATION	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	0	2.5	2.5
PARK & CAMPGROUNDS														
DIRECTOR OF PARK & RECREATION	1	1	1	1	1	1	1	1	1	1	1	1	1.0	2.0
PARK & RECREATION SUPERVISOR	2	2	2	2	2	2	2	2	2	2	2	2	2.0	1.0
PARK & RECREATION COORINATOR	8	8	8	7	8	8	8	8	8	8	8	8	7.9	8.0
TOTAL PARK & CAMPGROUNDS	11	11	11	10	11	11	11	11	11	11	11	0	10.9	11.0
FINANCE DEPARTMENT														
DIRECTOR OF FINANCE	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
ACCOUNTING MANAGER	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
ACCOUNTANT-SENIOR	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0.0
ACCOUNTANT	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
ACCOUNTANT (SPECIALIST/TECH)	3	3	3	3	3	3	3	3	3	3	3	3	3.0	3.0
INFO SYSTEMS TECH SPECIALIST (SYSTEM ADMINISTRATOR)	2	2	2	2	2	2	2	2	2	2	2	2	2.0	1.0
INFO SYSTEMS TECH SPECIALIST (I/S ASSISTANT)	1	1	1	1	1	1	1	1	1	1	1	1	1.0	2.0
INFO SYSTEMS MANAGER	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
INFO SYSTEM TECH SPECIALIST (NETWORK SPECIALIST)	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
TOTAL FINANCE	11	11	11	11	11	11	11	11	11	11	11	0	11.0	11.0
ENGINEERING DEPARTMENT														
DIRECTOR OF ENGINEERING & PLANNING	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
ENGINEER MANAGER	2	2	2	2	2	2	2	2	2	2	2	2	2.0	2.0
ENGINEER STAFF ASSISTANT	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
ENGINEERING C/S TECH	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
ENGINEER	3	3	3	3	3	3	3	4	4	4	4	4	3.4	3.0
ENGINEER TECH	7	7	7	7	7	7	7	7	7	7	7	7	7.0	7.0
FIELD ENG SUPERVISOR	0	0	0	0	0	0	0	0	0	0	0	0	0.0	2.0
GIS/MAPPING ADMINISTRATOR	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
GIS/MAPPING SPECIALIST	3	3	3	3	3	3	3	3	3	3	3	3	3.0	3.0
RIGHT OF WAY AGENT-ENVIRONMENTAL	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
CONSTRUCTION INSPECTOR	4	4	4	4	4	4	4	4	4	4	4	4	4.0	3.0
ADMINISTRATIVE ASSISTANT	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
CATHODIC PROTECTECTION PG COORD	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
TOTAL ENGINEERING	26	26	26	26	26	26	26	27	27	27	27	0	26.4	27.0
OPERATIONS DEPARTMENT														
DIRECTOR OF OPS & WATER QUALITY	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
ADMINISTRATIVE ASSISTANT	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5
DISTRIBUTION MAINTENANCE SUPERVISOR (MGR)	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
CONSTR & MAINT SUPERVISOR (UTILITY CREW SUPERVISOR)	4	4	4	4	4	4	4	4	4	4	4	4	4.0	4.0
UTILITY WORKER	20	20	20	20	20	21	20	19	19	19	19	19	19.7	21.0
EQUIPMENT MECHANIC	2	2	2	2	2	2	2	2	2	2	2	2	2.0	2.0
ASSISTANT OPS MANAGER	2	2	2	2	2	2	2	2	2	2	2	2	2.0	2.0
OPS MANAGER (DISTRIB MAINT MGR) (SUPERVISOR)	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
SYSTEMS OPERATOR TECHNICIAN	9	8	9	9	9	9	9	9	9	9	9	9	8.9	9.0
ELECTRICAL/INSTR CONTROL TECH	3	3	2	2	2	2	2	2	2	2	2	2	2.2	3.0
ELECTRICAL/INSTR CONTROL SPVSR	1	1	2	2	1	1	1	1	1	1	1	1	1.2	1.0
PLANT MANAGER (W. R. OPS/PLANT SUPERINTENDENT)	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
LAB ANALYST-SENIOR	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
LAB ANALYST	1	1	1.5	1.5	1.5	2	1	1	1	1	1	1	1.2	1.5
RECYCLED WATER PLANT SUPV	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
RECYCLED WATER PLANT OPERATOR	4	4	4	4	4	4	4	4	4	4	4	4	4.0	4.0
RECYCLED WATER TECHNICIAN	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
WATER QUALITY (CONTROL) SPECIALIST/COMPLIANCE SPEC	2	3	3	3	2	2	2	2	2	2	2	2	2.3	2.0
CONSTRUCTION EQUIPMENT OPERATOR	6	6	6	6	6	7	7	7	7	7	7	7	6.5	6.0

Padre Dam Municipal Water District
ORGANIZATIONAL STAFFING BY DEPARTMENT
Fiscal Year 2008 / 2009

<u>TITLE</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Total Actual Average</u>	<u>Annual Budget 2008/2009</u>
WASTEWATER COLLECTION SYSTEMS WORKER	2	2	2	2	2	2	2	2	2	2	2	2	2.0	2.0
SCADA TECH	0	1	1	1	1	1	1	1	1	1	1	1	0.9	1.0
INDUSTRIAL CODE COMPLIANCE SPECIALIST	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
FACILITIES MAINTENANCE CREW SUPERVISOR	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
FACILITIES MAINTENANCE WORKER	4	4	4	4	4	4	4	4	4	4	4	4	4.0	4.0
CUSTODIAN	1	1	1	1	1	1	1	0	0	0	0	0	0.6	1.0
METER SHOP SUPERVISOR (See Note 1 below)	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
METER TECH	6	6	6	6	6	6	6	7	7	6	6	6	6.2	6.0
WAREHOUSE SPECIALIST	1	1	1	2	1	1	1	1	1	1	1	1	1.1	1.0
WAREHOUSE WORKER	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
TOTAL OPERATIONS	80.5	81.5	83.0	84.0	81.0	83.0	81.5	80.5	80.5	79.5	79.5	0	81.3	83.0
<u>HUMAN RESOURCES DEPARTMENT</u>														
DIRECTOR OF HUMAN RESOURCES	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
HUMAN RESOURCES SPECIALIST	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
SAFETY & RISK MANAGER	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
TOTAL HUMAN RESOURCES	3	3	3	3	3	3	3	3	3	3	3	0	3.0	3.0
<u>COMMUNICATIONS</u>														
DIRECTOR OF COMMUNICATIONS	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
COMMUNICATIONS COORD (PUBLIC AFFAIRS ADMINISTRATOR)	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
CUSTOMER SERVICE SUPERVISOR (MANAGER)	1	1	1	1	1	1	1	1	1	1	1	1	1.0	1.0
CUSTOMER SERVICE REP	7	7	7	7	7	7	7	7	7	7	7	7	7.0	7.0
TOTAL COMMUNICATIONS	10	10	10	10	10	10	10	10	10	10	10	0	10.0	10.0
TOTAL DISTRICT APPROVED REGULAR EMPLOYEES	144.0	145.0	146.5	146.5	144.5	146.5	145.0	145.0	145.0	144.0	144.0	0.0	145.1	147.5
<u>TEMPORARY & PART-TIME POSITIONS</u>														
ENGINEERING TECH INTERN	1.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	1.0
OPERATIONS UTILITY WORKER - OPERATIONS	1.0	0.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	1.7	2.0
OPERATIONS LAB/MONITORING (STAFF SUPPORT)	0.5	0.5	0.0	0.0	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.4	0.0
OPERATIONS - WAREHOUSE SPECIALIST	0.0	0.0	0.0	0.0	0.0	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.3	0.0
INFO SYS TECH SPEC	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
ACCOUNTING SPECIALIST	0.5	0.5	0.0	0.0	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.4	0.0
PARK REC AIDE	4.5	3.5	4.6	4.6	3.5	3.5	3.0	3.0	3.0	3.5	3.5	3.5	3.7	4.6
FAC MAINT WORKER	1.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0
CUSTOMER SERVICE REP	0.5	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	0.2	0.0
PARK SUPPORT STAFF	1.0	1.0	0.3	0.3	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	0.9	0.3
COMMUNICATIONS INTERN	0.5	0.5	1.0	1.0	1.0	0.5	0.25	0.50	0.50	0.50	0.50	0.50	0.6	0.0
	10.50	8.50	7.89	7.89	8.50	8.50	7.75	8.00	8.00	8.50	9.50	0.00	8.50	7.9
TOTAL STAFFING	154.5	153.5	154.4	154.4	153.0	155.0	152.8	153.0	153.0	152.5	153.5	0.0	153.6	155.4
<u>BOARD OF DIRECTORS</u>	5	5	5	5	5	5	5	5	5	5	5	0	5	5
<u>VOLUNTEER POSITIONS - PARK</u>	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	7.5	0	7.5	7.5

Note 1. Accounting Specialist / Technical Support salary range is grade 18.
Note 2. Wastewater Collection Systems Worker salary range is grades 14, 17, 18, and 20.