

Costa Mesa Sanitary District
2016-17 Salary Ranges - Annual
Effective July 1, 2016

COLA 1.024

| Position | Range # | Minimum | Mid-Point | Maximum |
|-----------------------------------------------------------|---------|-------------|-------------|-------------|
| | 1 | \$23,636.20 | \$27,772.54 | \$31,908.87 |
| | 2 | \$24,227.11 | \$28,466.85 | \$32,706.59 |
| | 3 | \$24,832.78 | \$29,178.52 | \$33,524.26 |
| | 4 | \$25,453.60 | \$29,907.98 | \$34,362.36 |
| Maintenance Assistant | 5 | \$26,089.94 | \$30,655.68 | \$35,221.42 |
| | 6 | \$26,742.19 | \$31,422.07 | \$36,101.96 |
| | 7 | \$27,410.75 | \$32,207.63 | \$37,004.51 |
| | 8 | \$28,096.01 | \$33,012.82 | \$37,929.62 |
| | 9 | \$28,798.41 | \$33,838.14 | \$38,877.86 |
| | 10 | \$29,518.37 | \$34,684.09 | \$39,849.81 |
| | 11 | \$30,256.33 | \$35,551.19 | \$40,846.05 |
| | 12 | \$31,012.74 | \$36,439.97 | \$41,867.20 |
| | 13 | \$31,788.06 | \$37,350.97 | \$42,913.88 |
| | 14 | \$32,582.76 | \$38,284.75 | \$43,986.73 |
| | 15 | \$33,397.33 | \$39,241.86 | \$45,086.40 |
| | 16 | \$34,232.27 | \$40,222.91 | \$46,213.56 |
| | 17 | \$35,088.07 | \$41,228.48 | \$47,368.90 |
| | 18 | \$35,965.27 | \$42,259.20 | \$48,553.12 |
| | 19 | \$36,864.41 | \$43,315.68 | \$49,766.95 |
| | 20 | \$37,786.02 | \$44,398.57 | \$51,011.12 |
| | 21 | \$38,730.67 | \$45,508.53 | \$52,286.40 |
| | 22 | \$39,698.93 | \$46,646.25 | \$53,593.56 |
| | 23 | \$40,691.41 | \$47,812.40 | \$54,933.40 |
| | 24 | \$41,708.69 | \$49,007.71 | \$56,306.73 |
| Administrative Assistant I | 25 | \$42,751.41 | \$50,232.90 | \$57,714.40 |
| Wastewater Maintenance Worker I | 26 | \$43,820.19 | \$51,488.73 | \$59,157.26 |
| | 27 | \$44,915.70 | \$52,775.95 | \$60,636.19 |
| | 28 | \$46,038.59 | \$54,095.34 | \$62,152.10 |
| | 29 | \$47,189.56 | \$55,447.73 | \$63,705.90 |
| Accounting Clerk Code Enforcement Officer | 30 | \$48,369.29 | \$56,833.92 | \$65,298.55 |
| Permit Technician Administrative Assistant II | 31 | \$49,578.53 | \$58,254.77 | \$66,931.01 |
| Wastewater Maintenance Worker II | 32 | \$50,817.99 | \$59,711.14 | \$68,604.29 |
| | 33 | \$52,088.44 | \$61,203.92 | \$70,319.39 |
| | 34 | \$53,390.65 | \$62,734.01 | \$72,077.38 |
| | 35 | \$54,725.42 | \$64,302.37 | \$73,879.31 |
| Management Analyst I Wastewater Maintenance Worker III | 36 | \$56,093.55 | \$65,909.92 | \$75,726.30 |
| | 37 | \$57,495.89 | \$67,557.67 | \$77,619.45 |
| | 38 | \$58,933.29 | \$69,246.61 | \$79,559.94 |
| | 39 | \$60,406.62 | \$70,977.78 | \$81,548.94 |
| Accountant Executive Assistant/Deputy Clerk | 40 | \$61,916.79 | \$72,752.22 | \$83,587.66 |
| SCADA Technician/Industrial Electrician | 41 | \$63,464.71 | \$74,571.03 | \$85,677.35 |
| | 42 | \$65,051.32 | \$76,435.31 | \$87,819.29 |
| | 43 | \$66,677.61 | \$78,346.19 | \$90,014.77 |
| Management Analyst II | 44 | \$68,344.55 | \$80,304.84 | \$92,265.14 |
| | 45 | \$70,053.16 | \$82,312.46 | \$94,571.77 |
| District Clerk | 46 | \$71,804.49 | \$84,370.28 | \$96,936.06 |
| Senior Accountant | 47 | \$73,599.60 | \$86,479.53 | \$99,359.46 |

**Costa Mesa Sanitary District
2016-17 Salary Ranges - Annual
Effective July 1, 2016**

COLA 1.024

| | | | | |
|--------------------------------------------------------------------------|----|--------------|--------------|--------------|
| Senior Management Analyst Wastewater Maintenance Supervisor | 48 | \$75,439.59 | \$88,641.52 | \$101,843.45 |
| | 49 | \$77,325.58 | \$90,857.56 | \$104,389.54 |
| | 50 | \$79,258.72 | \$93,129.00 | \$106,999.27 |
| | 51 | \$81,240.19 | \$95,457.22 | \$109,674.26 |
| | 52 | \$83,271.19 | \$97,843.65 | \$112,416.11 |
| | 53 | \$85,352.97 | \$100,289.74 | \$115,226.51 |
| | 54 | \$87,486.80 | \$102,796.99 | \$118,107.18 |
| Administrative Services Manager Wastewater Maintenance Superintendent | 55 | \$89,673.97 | \$105,366.91 | \$121,059.86 |
| | 56 | \$91,915.82 | \$108,001.09 | \$124,086.35 |
| | 57 | \$94,213.71 | \$110,701.11 | \$127,188.51 |
| Finance Manager | 58 | \$96,569.06 | \$113,468.64 | \$130,368.23 |
| | 59 | \$98,983.28 | \$116,305.36 | \$133,627.43 |
| | 60 | \$101,457.86 | \$119,212.99 | \$136,968.12 |
| | 61 | \$103,994.31 | \$122,193.31 | \$140,392.32 |
| | 62 | \$106,594.17 | \$125,248.15 | \$143,902.13 |
| | 63 | \$109,259.02 | \$128,379.35 | \$147,499.68 |
| | 64 | \$111,990.50 | \$131,588.84 | \$151,187.17 |
| | 65 | \$114,790.26 | \$134,878.56 | \$154,966.85 |
| | 66 | \$117,660.02 | \$138,250.52 | \$158,841.02 |
| | 67 | \$120,601.52 | \$141,706.78 | \$162,812.05 |
| | 68 | \$123,616.56 | \$145,249.45 | \$166,882.35 |
| | 69 | \$126,706.97 | \$148,880.69 | \$171,054.41 |
| | 70 | \$129,874.64 | \$152,602.71 | \$175,330.77 |
| | 71 | \$133,121.51 | \$156,417.77 | \$179,714.04 |
| | 72 | \$136,449.55 | \$160,328.22 | \$184,206.89 |

Non-COLA Employees

General Manager

\$188,542.85

**Costa Mesa Sanitary District
2016-17 Salary Ranges - Hourly
Effective July 1, 2016**

COLA 1.024

| Position | Range # | Minimum | Mid-Point | Maximum |
|-----------------------------------------------------------|---------|-----------|-----------|-----------|
| | 1 | \$11.3636 | \$13.3522 | \$15.3408 |
| | 2 | \$11.6476 | \$13.6860 | \$15.7243 |
| | 3 | \$11.9388 | \$14.0281 | \$16.1174 |
| | 4 | \$12.2373 | \$14.3788 | \$16.5204 |
| Maintenance Assistant | 5 | \$12.5432 | \$14.7383 | \$16.9334 |
| | 6 | \$12.8568 | \$15.1068 | \$17.3567 |
| | 7 | \$13.1782 | \$15.4844 | \$17.7906 |
| | 8 | \$13.5077 | \$15.8715 | \$18.2354 |
| | 9 | \$13.8454 | \$16.2683 | \$18.6913 |
| | 10 | \$14.1915 | \$16.6750 | \$19.1586 |
| | 11 | \$14.5463 | \$17.0919 | \$19.6375 |
| | 12 | \$14.9100 | \$17.5192 | \$20.1285 |
| | 13 | \$15.2827 | \$17.9572 | \$20.6317 |
| | 14 | \$15.6648 | \$18.4061 | \$21.1475 |
| | 15 | \$16.0564 | \$18.8663 | \$21.6762 |
| | 16 | \$16.4578 | \$19.3379 | \$22.2181 |
| | 17 | \$16.8693 | \$19.8214 | \$22.7735 |
| | 18 | \$17.2910 | \$20.3169 | \$23.3428 |
| | 19 | \$17.7233 | \$20.8248 | \$23.9264 |
| | 20 | \$18.1664 | \$21.3455 | \$24.5246 |
| | 21 | \$18.6205 | \$21.8791 | \$25.1377 |
| | 22 | \$19.0860 | \$22.4261 | \$25.7661 |
| | 23 | \$19.5632 | \$22.9867 | \$26.4103 |
| | 24 | \$20.0523 | \$23.5614 | \$27.0705 |
| Administrative Assistant I | 25 | \$20.5536 | \$24.1504 | \$27.7473 |
| Wastewater Maintenance Worker I | 26 | \$21.0674 | \$24.7542 | \$28.4410 |
| | 27 | \$21.5941 | \$25.3731 | \$29.1520 |
| | 28 | \$22.1339 | \$26.0074 | \$29.8808 |
| | 29 | \$22.6873 | \$26.6576 | \$30.6278 |
| Accounting Clerk Code Enforcement Officer | 30 | \$23.2545 | \$27.3240 | \$31.3935 |
| Permit Technician Administrative Assistant II | 31 | \$23.8358 | \$28.0071 | \$32.1784 |
| Wastewater Maintenance Worker II | 32 | \$24.4317 | \$28.7073 | \$32.9828 |
| | 33 | \$25.0425 | \$29.4250 | \$33.8074 |
| | 34 | \$25.6686 | \$30.1606 | \$34.6526 |
| | 35 | \$26.3103 | \$30.9146 | \$35.5189 |
| Management Analyst I Wastewater Maintenance Worker III | 36 | \$26.9681 | \$31.6875 | \$36.4069 |
| | 37 | \$27.6423 | \$32.4797 | \$37.3170 |
| | 38 | \$28.3333 | \$33.2916 | \$38.2500 |
| | 39 | \$29.0416 | \$34.1239 | \$39.2062 |
| Accountant Executive Assistant/Deputy Clerk | 40 | \$29.7677 | \$34.9770 | \$40.1864 |
| SCADA Technician/Industrial Electrician | 41 | \$30.5119 | \$35.8515 | \$41.1910 |
| | 42 | \$31.2747 | \$36.7477 | \$42.2208 |
| | 43 | \$32.0565 | \$37.6664 | \$43.2763 |
| Management Analyst II | 44 | \$32.8580 | \$38.6081 | \$44.3582 |
| | 45 | \$33.6794 | \$39.5733 | \$45.4672 |
| District Clerk | 46 | \$34.5214 | \$40.5626 | \$46.6039 |
| Senior Accountant | 47 | \$35.3844 | \$41.5767 | \$47.7690 |

**Costa Mesa Sanitary District
2016-17 Salary Ranges - Hourly
Effective July 1, 2016**

COLA 1.024

| Position | Range # | Minimum | Mid-Point | Maximum |
|--------------------------------------------------------------------------|---------|-----------|-----------|-----------|
| Senior Management Analyst Wastewater Maintenance Supervisor | 48 | \$36.2690 | \$42.6161 | \$48.9632 |
| | 49 | \$37.1758 | \$43.6815 | \$50.1873 |
| | 50 | \$38.1052 | \$44.7736 | \$51.4420 |
| | 51 | \$39.0578 | \$45.8929 | \$52.7280 |
| | 52 | \$40.0342 | \$47.0402 | \$54.0462 |
| | 53 | \$41.0351 | \$48.2162 | \$55.3974 |
| | 54 | \$42.0610 | \$49.4216 | \$56.7823 |
| Administrative Services Manager Wastewater Maintenance Superintendent | 55 | \$43.1125 | \$50.6572 | \$58.2019 |
| | 56 | \$44.1903 | \$51.9236 | \$59.6569 |
| | 57 | \$45.2951 | \$53.2217 | \$61.1483 |
| Finance Manager | 58 | \$46.4274 | \$54.5522 | \$62.6770 |
| | 59 | \$47.5881 | \$55.9160 | \$64.2440 |
| | 60 | \$48.7778 | \$57.3139 | \$65.8501 |
| | 61 | \$49.9973 | \$58.7468 | \$67.4963 |
| | 62 | \$51.2472 | \$60.2155 | \$69.1837 |
| | 63 | \$52.5284 | \$61.7208 | \$70.9133 |
| | 64 | \$53.8416 | \$63.2639 | \$72.6861 |
| | 65 | \$55.1876 | \$64.8455 | \$74.5033 |
| | 66 | \$56.5673 | \$66.4666 | \$76.3659 |
| | 67 | \$57.9815 | \$68.1283 | \$78.2750 |
| | 68 | \$59.4310 | \$69.8315 | \$80.2319 |
| | 69 | \$60.9168 | \$71.5773 | \$82.2377 |
| | 70 | \$62.4397 | \$73.3667 | \$84.2936 |
| | 71 | \$64.0007 | \$75.2009 | \$86.4010 |
| | 72 | \$65.6007 | \$77.0809 | \$88.5610 |

Non-COLA Employees

General Manager

\$90.6456

**Costa Mesa Sanitary District
2016-17 Salary Ranges - Monthly
Effective July 1, 2016**

COLA 1.024

| Position | Range # | Minimum | Mid-Point | Maximum |
|-----------------------------------------------------------|---------|------------|------------|------------|
| | 1 | \$1,969.68 | \$2,314.38 | \$2,659.07 |
| | 2 | \$2,018.93 | \$2,372.24 | \$2,725.55 |
| | 3 | \$2,069.40 | \$2,431.54 | \$2,793.69 |
| | 4 | \$2,121.13 | \$2,492.33 | \$2,863.53 |
| Maintenance Assistant | 5 | \$2,174.16 | \$2,554.64 | \$2,935.12 |
| | 6 | \$2,228.52 | \$2,618.51 | \$3,008.50 |
| | 7 | \$2,284.23 | \$2,683.97 | \$3,083.71 |
| | 8 | \$2,341.33 | \$2,751.07 | \$3,160.80 |
| | 9 | \$2,399.87 | \$2,819.84 | \$3,239.82 |
| | 10 | \$2,459.86 | \$2,890.34 | \$3,320.82 |
| | 11 | \$2,521.36 | \$2,962.60 | \$3,403.84 |
| | 12 | \$2,584.40 | \$3,036.66 | \$3,488.93 |
| | 13 | \$2,649.01 | \$3,112.58 | \$3,576.16 |
| | 14 | \$2,715.23 | \$3,190.40 | \$3,665.56 |
| | 15 | \$2,783.11 | \$3,270.16 | \$3,757.20 |
| | 16 | \$2,852.69 | \$3,351.91 | \$3,851.13 |
| | 17 | \$2,924.01 | \$3,435.71 | \$3,947.41 |
| | 18 | \$2,997.11 | \$3,521.60 | \$4,046.09 |
| | 19 | \$3,072.03 | \$3,609.64 | \$4,147.25 |
| | 20 | \$3,148.83 | \$3,699.88 | \$4,250.93 |
| | 21 | \$3,227.56 | \$3,792.38 | \$4,357.20 |
| | 22 | \$3,308.24 | \$3,887.19 | \$4,466.13 |
| | 23 | \$3,390.95 | \$3,984.37 | \$4,577.78 |
| | 24 | \$3,475.72 | \$4,083.98 | \$4,692.23 |
| Administrative Assistant I | 25 | \$3,562.62 | \$4,186.08 | \$4,809.53 |
| Wastewater Maintenance Worker I | 26 | \$3,651.68 | \$4,290.73 | \$4,929.77 |
| | 27 | \$3,742.97 | \$4,398.00 | \$5,053.02 |
| | 28 | \$3,836.55 | \$4,507.95 | \$5,179.34 |
| | 29 | \$3,932.46 | \$4,620.64 | \$5,308.83 |
| Accounting Clerk Code Enforcement Officer | 30 | \$4,030.77 | \$4,736.16 | \$5,441.55 |
| Permit Technician Administrative Assistant II | 31 | \$4,131.54 | \$4,854.56 | \$5,577.58 |
| Wastewater Maintenance Worker II | 32 | \$4,234.83 | \$4,975.93 | \$5,717.02 |
| | 33 | \$4,340.70 | \$5,100.33 | \$5,859.95 |
| | 34 | \$4,449.22 | \$5,227.83 | \$6,006.45 |
| | 35 | \$4,560.45 | \$5,358.53 | \$6,156.61 |
| Management Analyst I Wastewater Maintenance Worker III | 36 | \$4,674.46 | \$5,492.49 | \$6,310.52 |
| | 37 | \$4,791.32 | \$5,629.81 | \$6,468.29 |
| | 38 | \$4,911.11 | \$5,770.55 | \$6,629.99 |
| | 39 | \$5,033.89 | \$5,914.81 | \$6,795.74 |
| Accountant Executive Assistant/Deputy Clerk | 40 | \$5,159.73 | \$6,062.69 | \$6,965.64 |
| SCADA Technician/Industrial Electrician | 41 | \$5,288.73 | \$6,214.25 | \$7,139.78 |
| | 42 | \$5,420.94 | \$6,369.61 | \$7,318.27 |
| | 43 | \$5,556.47 | \$6,528.85 | \$7,501.23 |
| Management Analyst II | 44 | \$5,695.38 | \$6,692.07 | \$7,688.76 |
| | 45 | \$5,837.76 | \$6,859.37 | \$7,880.98 |
| District Clerk | 46 | \$5,983.71 | \$7,030.86 | \$8,078.01 |
| Senior Accountant | 47 | \$6,133.30 | \$7,206.63 | \$8,279.96 |

**Costa Mesa Sanitary District
2016-17 Salary Ranges - Monthly
Effective July 1, 2016**

COLA 1.024

| | | | | |
|--------------------------------------------------------------------------|----|-------------|-------------|-------------|
| Senior Management Analyst Wastewater Maintenance Supervisor | 48 | \$6,286.63 | \$7,386.79 | \$8,486.95 |
| | 49 | \$6,443.80 | \$7,571.46 | \$8,699.13 |
| | 50 | \$6,604.89 | \$7,760.75 | \$8,916.61 |
| | 51 | \$6,770.02 | \$7,954.77 | \$9,139.52 |
| | 52 | \$6,939.27 | \$8,153.64 | \$9,368.01 |
| | 53 | \$7,112.75 | \$8,357.48 | \$9,602.21 |
| | 54 | \$7,290.57 | \$8,566.42 | \$9,842.26 |
| Administrative Services Manager Wastewater Maintenance Superintendent | 55 | \$7,472.83 | \$8,780.58 | \$10,088.32 |
| | 56 | \$7,659.65 | \$9,000.09 | \$10,340.53 |
| | 57 | \$7,851.14 | \$9,225.09 | \$10,599.04 |
| Finance Manager | 58 | \$8,047.42 | \$9,455.72 | \$10,864.02 |
| | 59 | \$8,248.61 | \$9,692.11 | \$11,135.62 |
| | 60 | \$8,454.82 | \$9,934.42 | \$11,414.01 |
| | 61 | \$8,666.19 | \$10,182.78 | \$11,699.36 |
| | 62 | \$8,882.85 | \$10,437.35 | \$11,991.84 |
| | 63 | \$9,104.92 | \$10,698.28 | \$12,291.64 |
| | 64 | \$9,332.54 | \$10,965.74 | \$12,598.93 |
| | 65 | \$9,565.86 | \$11,239.88 | \$12,913.90 |
| | 66 | \$9,805.00 | \$11,520.88 | \$13,236.75 |
| | 67 | \$10,050.13 | \$11,808.90 | \$13,567.67 |
| | 68 | \$10,301.38 | \$12,104.12 | \$13,906.86 |
| | 69 | \$10,558.91 | \$12,406.72 | \$14,254.53 |
| | 70 | \$10,822.89 | \$12,716.89 | \$14,610.90 |
| | 71 | \$11,093.46 | \$13,034.81 | \$14,976.17 |
| | 72 | \$11,370.80 | \$13,360.68 | \$15,350.57 |

Non-COLA Employees

General Manager

\$15,711.90