

**Costa Mesa Sanitary District**  
**2015-16 Salary Ranges - Hourly**  
**Effective July 1, 2015**

COLA 1.001

| Position  | Range # | Minimum   | Mid-Point | Maximum   |
|---|---------|-----------|-----------|-----------|
|   | 1       | \$11.0972 | \$13.0393 | \$14.9813 |
|   | 2       | \$11.3747 | \$13.3652 | \$15.3558 |
|   | 3       | \$11.6590 | \$13.6994 | \$15.7397 |
|   | 4       | \$11.9505 | \$14.0419 | \$16.1332 |
| Maintenance Assistant                                     | 5       | \$12.2493 | \$14.3929 | \$16.5365 |
|   | 6       | \$12.5555 | \$14.7527 | \$16.9499 |
|   | 7       | \$12.8694 | \$15.1215 | \$17.3737 |
|   | 8       | \$13.1911 | \$15.4996 | \$17.8080 |
|   | 9       | \$13.5209 | \$15.8871 | \$18.2532 |
|   | 10      | \$13.8589 | \$16.2842 | \$18.7096 |
|   | 11      | \$14.2054 | \$16.6913 | \$19.1773 |
|   | 12      | \$14.5605 | \$17.1086 | \$19.6567 |
|   | 13      | \$14.9246 | \$17.5363 | \$20.1481 |
|   | 14      | \$15.2977 | \$17.9748 | \$20.6518 |
|   | 15      | \$15.6801 | \$18.4241 | \$21.1681 |
|   | 16      | \$16.0721 | \$18.8847 | \$21.6973 |
|   | 17      | \$16.4739 | \$19.3568 | \$22.2398 |
|   | 18      | \$16.8858 | \$19.8408 | \$22.7958 |
|   | 19      | \$17.3079 | \$20.3368 | \$23.3657 |
|   | 20      | \$17.7406 | \$20.8452 | \$23.9498 |
|   | 21      | \$18.1841 | \$21.3663 | \$24.5486 |
|   | 22      | \$18.6387 | \$21.9005 | \$25.1623 |
|   | 23      | \$19.1047 | \$22.4480 | \$25.7913 |
|   | 24      | \$19.5823 | \$23.0092 | \$26.4361 |
| Administrative Assistant I                                | 25      | \$20.0719 | \$23.5844 | \$27.0970 |
| Wastewater Maintenance Worker I                           | 26      | \$20.5737 | \$24.1740 | \$27.7744 |
|   | 27      | \$21.0880 | \$24.7784 | \$28.4688 |
|   | 28      | \$21.6152 | \$25.3979 | \$29.1805 |
|   | 29      | \$22.1556 | \$26.0328 | \$29.9100 |
| Accounting Clerk<br>Code Enforcement Officer              | 30      | \$22.7095 | \$26.6836 | \$30.6578 |
| Permit Technician<br>Administrative Assistant II          | 31      | \$23.2772 | \$27.3507 | \$31.4242 |
| Wastewater Maintenance Worker II                          | 32      | \$23.8591 | \$28.0345 | \$32.2098 |
|   | 33      | \$24.4556 | \$28.7353 | \$33.0151 |
|   | 34      | \$25.0670 | \$29.4537 | \$33.8405 |
|   | 35      | \$25.6937 | \$30.1901 | \$34.6865 |
| Management Analyst I<br>Wastewater Maintenance Worker III | 36      | \$26.3360 | \$30.9448 | \$35.5536 |
|   | 37      | \$26.9944 | \$31.7184 | \$36.4425 |
|   | 38      | \$27.6693 | \$32.5114 | \$37.3535 |
|   | 39      | \$28.3610 | \$33.3242 | \$38.2874 |
| Accountant<br>Executive Assistant/Deputy Clerk            | 40      | \$29.0700 | \$34.1573 | \$39.2446 |
| SCADA Technician/Industrial Electrician                   | 41      | \$29.7968 | \$35.0112 | \$40.2257 |
|   | 42      | \$30.5417 | \$35.8865 | \$41.2313 |
|   | 43      | \$31.3053 | \$36.7837 | \$42.2621 |
| Management Analyst II                                     | 44      | \$32.0879 | \$37.7033 | \$43.3186 |
|   | 45      | \$32.8901 | \$38.6458 | \$44.4016 |
| District Clerk  | 46      | \$33.7123 | \$39.6120 | \$45.5117 |
| Senior Accountant   | 47      | \$34.5551 | \$40.6023 | \$46.6494 |

**Costa Mesa Sanitary District  
2015-16 Salary Ranges - Hourly  
Effective July 1, 2015**

COLA 1.001

| Position   | Range # | Minimum   | Mid-Point | Maximum   |
|--|---------|-----------|-----------|-----------|
| Senior Management Analyst<br>Wastewater Maintenance Supervisor           | 48      | \$35.4190 | \$41.6174 | \$47.8157 |
|  | 49      | \$36.3045 | \$42.6578 | \$49.0111 |
|  | 50      | \$37.2121 | \$43.7242 | \$50.2363 |
|  | 51      | \$38.1424 | \$44.8173 | \$51.4923 |
|  | 52      | \$39.0960 | \$45.9378 | \$52.7796 |
|  | 53      | \$40.0734 | \$47.0862 | \$54.0991 |
|  | 54      | \$41.0752 | \$48.2634 | \$55.4515 |
| Administrative Services Manager<br>Wastewater Maintenance Superintendent | 55      | \$42.1021 | \$49.4700 | \$56.8378 |
|  | 56      | \$43.1546 | \$50.7067 | \$58.2588 |
|  | 57      | \$44.2335 | \$51.9744 | \$59.7152 |
| Finance Manager  | 58      | \$45.3393 | \$53.2737 | \$61.2081 |
|  | 59      | \$46.4728 | \$54.6056 | \$62.7383 |
|  | 60      | \$47.6346 | \$55.9707 | \$64.3068 |
|  | 61      | \$48.8255 | \$57.3700 | \$65.9144 |
|  | 62      | \$50.0462 | \$58.8042 | \$67.5623 |
|  | 63      | \$51.2973 | \$60.2743 | \$69.2514 |
|  | 64      | \$52.5797 | \$61.7812 | \$70.9826 |
|  | 65      | \$53.8942 | \$63.3257 | \$72.7572 |
|  | 66      | \$55.2416 | \$64.9089 | \$74.5761 |
|  | 67      | \$56.6226 | \$66.5316 | \$76.4405 |
|  | 68      | \$58.0382 | \$68.1949 | \$78.3516 |
|  | 69      | \$59.4891 | \$69.8997 | \$80.3103 |
|  | 70      | \$60.9764 | \$71.6472 | \$82.3181 |
|  | 71      | \$62.5008 | \$73.4384 | \$84.3761 |
|  | 72      | \$64.0633 | \$75.2744 | \$86.4855 |

**Costa Mesa Sanitary District**  
**2015-16 Salary Ranges - Monthly**  
**Effective July 1, 2015**

COLA 1.001

| Position  | Range # | Minimum    | Mid-Point  | Maximum    |
|---|---------|------------|------------|------------|
|   | 1       | \$1,923.52 | \$2,260.14 | \$2,596.75 |
|   | 2       | \$1,971.61 | \$2,316.64 | \$2,661.67 |
|   | 3       | \$2,020.90 | \$2,374.56 | \$2,728.21 |
|   | 4       | \$2,071.42 | \$2,433.92 | \$2,796.42 |
| Maintenance Assistant                                     | 5       | \$2,123.21 | \$2,494.77 | \$2,866.33 |
|   | 6       | \$2,176.29 | \$2,557.14 | \$2,937.99 |
|   | 7       | \$2,230.69 | \$2,621.07 | \$3,011.44 |
|   | 8       | \$2,286.46 | \$2,686.59 | \$3,086.72 |
|   | 9       | \$2,343.62 | \$2,753.76 | \$3,163.89 |
|   | 10      | \$2,402.21 | \$2,822.60 | \$3,242.99 |
|   | 11      | \$2,462.27 | \$2,893.17 | \$3,324.06 |
|   | 12      | \$2,523.83 | \$2,965.50 | \$3,407.17 |
|   | 13      | \$2,586.92 | \$3,039.63 | \$3,492.34 |
|   | 14      | \$2,651.60 | \$3,115.62 | \$3,579.65 |
|   | 15      | \$2,717.89 | \$3,193.52 | \$3,669.14 |
|   | 16      | \$2,785.83 | \$3,273.35 | \$3,760.87 |
|   | 17      | \$2,855.48 | \$3,355.19 | \$3,854.90 |
|   | 18      | \$2,926.86 | \$3,439.07 | \$3,951.27 |
|   | 19      | \$3,000.04 | \$3,525.04 | \$4,050.05 |
|   | 20      | \$3,075.04 | \$3,613.17 | \$4,151.30 |
|   | 21      | \$3,151.91 | \$3,703.50 | \$4,255.08 |
|   | 22      | \$3,230.71 | \$3,796.09 | \$4,361.46 |
|   | 23      | \$3,311.48 | \$3,890.99 | \$4,470.50 |
|   | 24      | \$3,394.27 | \$3,988.26 | \$4,582.26 |
| Administrative Assistant I                                | 25      | \$3,479.12 | \$4,087.97 | \$4,696.82 |
| Wastewater Maintenance Worker I                           | 26      | \$3,566.10 | \$4,190.17 | \$4,814.24 |
|   | 27      | \$3,655.25 | \$4,294.92 | \$4,934.59 |
|   | 28      | \$3,746.63 | \$4,402.30 | \$5,057.96 |
|   | 29      | \$3,840.30 | \$4,512.35 | \$5,184.41 |
| Accounting Clerk<br>Code Enforcement Officer              | 30      | \$3,936.31 | \$4,625.16 | \$5,314.02 |
| Permit Technician<br>Administrative Assistant II          | 31      | \$4,034.72 | \$4,740.79 | \$5,446.87 |
| Wastewater Maintenance Worker II                          | 32      | \$4,135.58 | \$4,859.31 | \$5,583.04 |
|   | 33      | \$4,238.97 | \$4,980.79 | \$5,722.61 |
|   | 34      | \$4,344.95 | \$5,105.31 | \$5,865.68 |
|   | 35      | \$4,453.57 | \$5,232.95 | \$6,012.32 |
| Management Analyst I<br>Wastewater Maintenance Worker III | 36      | \$4,564.91 | \$5,363.77 | \$6,162.63 |
|   | 37      | \$4,679.03 | \$5,497.86 | \$6,316.69 |
|   | 38      | \$4,796.01 | \$5,635.31 | \$6,474.61 |
|   | 39      | \$4,915.91 | \$5,776.19 | \$6,636.48 |
| Accountant<br>Executive Assistant/Deputy Clerk            | 40      | \$5,038.81 | \$5,920.60 | \$6,802.39 |
| SCADA Technician/Industrial Electrician                   | 41      | \$5,164.78 | \$6,068.61 | \$6,972.45 |
|   | 42      | \$5,293.90 | \$6,220.33 | \$7,146.76 |
|   | 43      | \$5,426.24 | \$6,375.84 | \$7,325.43 |
| Management Analyst II                                     | 44      | \$5,561.90 | \$6,535.23 | \$7,508.57 |
|   | 45      | \$5,700.95 | \$6,698.61 | \$7,696.28 |
| District Clerk  | 46      | \$5,843.47 | \$6,866.08 | \$7,888.69 |
| Senior Accountant   | 47      | \$5,989.56 | \$7,037.73 | \$8,085.90 |

**Costa Mesa Sanitary District  
2015-16 Salary Ranges - Monthly  
Effective July 1, 2015**

COLA 1.001

|  |    |             |             |             |
|--|----|-------------|-------------|-------------|
| Senior Management Analyst<br>Wastewater Maintenance Supervisor           | 48 | \$6,139.30  | \$7,213.67  | \$8,288.05  |
|  | 49 | \$6,292.78  | \$7,394.02  | \$8,495.25  |
|  | 50 | \$6,450.10  | \$7,578.87  | \$8,707.63  |
|  | 51 | \$6,611.35  | \$7,768.34  | \$8,925.32  |
|  | 52 | \$6,776.64  | \$7,962.55  | \$9,148.46  |
|  | 53 | \$6,946.05  | \$8,161.61  | \$9,377.17  |
|  | 54 | \$7,119.70  | \$8,365.65  | \$9,611.60  |
| Administrative Services Manager<br>Wastewater Maintenance Superintendent | 55 | \$7,297.70  | \$8,574.79  | \$9,851.89  |
|  | 56 | \$7,480.14  | \$8,789.16  | \$10,098.19 |
|  | 57 | \$7,667.14  | \$9,008.89  | \$10,350.64 |
| Finance Manager  | 58 | \$7,858.82  | \$9,234.11  | \$10,609.41 |
|  | 59 | \$8,055.29  | \$9,464.97  | \$10,874.64 |
|  | 60 | \$8,256.67  | \$9,701.59  | \$11,146.51 |
|  | 61 | \$8,463.09  | \$9,944.13  | \$11,425.17 |
|  | 62 | \$8,674.67  | \$10,192.73 | \$11,710.80 |
|  | 63 | \$8,891.53  | \$10,447.55 | \$12,003.57 |
|  | 64 | \$9,113.82  | \$10,708.74 | \$12,303.66 |
|  | 65 | \$9,341.67  | \$10,976.46 | \$12,611.25 |
|  | 66 | \$9,575.21  | \$11,250.87 | \$12,926.53 |
|  | 67 | \$9,814.59  | \$11,532.14 | \$13,249.69 |
|  | 68 | \$10,059.95 | \$11,820.45 | \$13,580.94 |
|  | 69 | \$10,311.45 | \$12,115.96 | \$13,920.46 |
|  | 70 | \$10,569.24 | \$12,418.86 | \$14,268.47 |
|  | 71 | \$10,833.47 | \$12,729.33 | \$14,625.18 |
|  | 72 | \$11,104.31 | \$13,047.56 | \$14,990.81 |

**Costa Mesa Sanitary District**  
**2015-16 Salary Ranges - Annual**  
**Effective July 1, 2015**

COLA 1.001

| Position  | Range # | Minimum     | Mid-Point   | Maximum     |
|---|---------|-------------|-------------|-------------|
|   | 1       | \$23,082.25 | \$27,121.65 | \$31,161.04 |
|   | 2       | \$23,659.31 | \$27,799.69 | \$31,940.07 |
|   | 3       | \$24,250.79 | \$28,494.68 | \$32,738.57 |
|   | 4       | \$24,857.06 | \$29,207.05 | \$33,557.04 |
| Maintenance Assistant                                     | 5       | \$25,478.49 | \$29,937.23 | \$34,395.96 |
|   | 6       | \$26,115.45 | \$30,685.66 | \$35,255.86 |
|   | 7       | \$26,768.34 | \$31,452.80 | \$36,137.26 |
|   | 8       | \$27,437.55 | \$32,239.12 | \$37,040.69 |
|   | 9       | \$28,123.49 | \$33,045.10 | \$37,966.71 |
|   | 10      | \$28,826.57 | \$33,871.22 | \$38,915.87 |
|   | 11      | \$29,547.24 | \$34,718.00 | \$39,888.77 |
|   | 12      | \$30,285.92 | \$35,585.95 | \$40,885.99 |
|   | 13      | \$31,043.07 | \$36,475.60 | \$41,908.14 |
|   | 14      | \$31,819.14 | \$37,387.49 | \$42,955.84 |
|   | 15      | \$32,614.62 | \$38,322.18 | \$44,029.74 |
|   | 16      | \$33,429.99 | \$39,280.23 | \$45,130.48 |
|   | 17      | \$34,265.74 | \$40,262.24 | \$46,258.74 |
|   | 18      | \$35,122.38 | \$41,268.80 | \$47,415.21 |
|   | 19      | \$36,000.44 | \$42,300.52 | \$48,600.59 |
|   | 20      | \$36,900.45 | \$43,358.03 | \$49,815.61 |
|   | 21      | \$37,822.96 | \$44,441.98 | \$51,061.00 |
|   | 22      | \$38,768.54 | \$45,553.03 | \$52,337.52 |
|   | 23      | \$39,737.75 | \$46,691.86 | \$53,645.96 |
|   | 24      | \$40,731.19 | \$47,859.15 | \$54,987.11 |
| Administrative Assistant I                                | 25      | \$41,749.47 | \$49,055.63 | \$56,361.79 |
| Wastewater Maintenance Worker I                           | 26      | \$42,793.21 | \$50,282.02 | \$57,770.83 |
|   | 27      | \$43,863.04 | \$51,539.07 | \$59,215.10 |
|   | 28      | \$44,959.62 | \$52,827.55 | \$60,695.48 |
|   | 29      | \$46,083.61 | \$54,148.24 | \$62,212.87 |
| Accounting Clerk<br>Code Enforcement Officer              | 30      | \$47,235.70 | \$55,501.94 | \$63,768.19 |
| Permit Technician<br>Administrative Assistant II          | 31      | \$48,416.59 | \$56,889.49 | \$65,362.39 |
| Wastewater Maintenance Worker II                          | 32      | \$49,627.00 | \$58,311.73 | \$66,996.45 |
|   | 33      | \$50,867.68 | \$59,769.52 | \$68,671.37 |
|   | 34      | \$52,139.37 | \$61,263.76 | \$70,388.15 |
|   | 35      | \$53,442.85 | \$62,795.35 | \$72,147.85 |
| Management Analyst I<br>Wastewater Maintenance Worker III | 36      | \$54,778.93 | \$64,365.24 | \$73,951.55 |
|   | 37      | \$56,148.40 | \$65,974.37 | \$75,800.34 |
|   | 38      | \$57,552.11 | \$67,623.73 | \$77,695.35 |
|   | 39      | \$58,990.91 | \$69,314.32 | \$79,637.73 |
| Accountant<br>Executive Assistant/Deputy Clerk            | 40      | \$60,465.68 | \$71,047.18 | \$81,628.67 |
| SCADA Technician/Industrial Electrician                   | 41      | \$61,977.33 | \$72,823.36 | \$83,669.39 |
|   | 42      | \$63,526.76 | \$74,643.94 | \$85,761.13 |
|   | 43      | \$65,114.93 | \$76,510.04 | \$87,905.15 |
| Management Analyst II                                     | 44      | \$66,742.80 | \$78,422.79 | \$90,102.78 |
|   | 45      | \$68,411.37 | \$80,383.36 | \$92,355.35 |
| District Clerk  | 46      | \$70,121.66 | \$82,392.95 | \$94,664.24 |
| Senior Accountant   | 47      | \$71,874.70 | \$84,452.77 | \$97,030.84 |

**Costa Mesa Sanitary District  
2015-16 Salary Ranges - Annual  
Effective July 1, 2015**

COLA 1.001

|  |    |              |              |              |
|--|----|--------------|--------------|--------------|
| Senior Management Analyst<br>Wastewater Maintenance Supervisor           | 48 | \$73,671.57  | \$86,564.09  | \$99,456.61  |
|  | 49 | \$75,513.35  | \$88,728.19  | \$101,943.03 |
|  | 50 | \$77,401.19  | \$90,946.40  | \$104,491.60 |
|  | 51 | \$79,336.22  | \$93,220.06  | \$107,103.89 |
|  | 52 | \$81,319.62  | \$95,550.56  | \$109,781.49 |
|  | 53 | \$83,352.61  | \$97,939.32  | \$112,526.03 |
|  | 54 | \$85,436.43  | \$100,387.80 | \$115,339.18 |
| Administrative Services Manager<br>Wastewater Maintenance Superintendent | 55 | \$87,572.34  | \$102,897.50 | \$118,222.66 |
|  | 56 | \$89,761.65  | \$105,469.94 | \$121,178.23 |
|  | 57 | \$92,005.69  | \$108,106.69 | \$124,207.68 |
| Finance Manager  | 58 | \$94,305.83  | \$110,809.35 | \$127,312.87 |
|  | 59 | \$96,663.48  | \$113,579.59 | \$130,495.70 |
|  | 60 | \$99,080.07  | \$116,419.08 | \$133,758.09 |
|  | 61 | \$101,557.07 | \$119,329.55 | \$137,102.04 |
|  | 62 | \$104,095.99 | \$122,312.79 | \$140,529.59 |
|  | 63 | \$106,698.39 | \$125,370.61 | \$144,042.83 |
|  | 64 | \$109,365.85 | \$128,504.88 | \$147,643.90 |
|  | 65 | \$112,100.00 | \$131,717.50 | \$151,335.00 |
|  | 66 | \$114,902.50 | \$135,010.44 | \$155,118.37 |
|  | 67 | \$117,775.06 | \$138,385.70 | \$158,996.33 |
|  | 68 | \$120,719.44 | \$141,845.34 | \$162,971.24 |
|  | 69 | \$123,737.42 | \$145,391.47 | \$167,045.52 |
|  | 70 | \$126,830.86 | \$149,026.26 | \$171,221.66 |
|  | 71 | \$130,001.63 | \$152,751.92 | \$175,502.20 |
|  | 72 | \$133,251.67 | \$156,570.71 | \$179,889.76 |