

City of San Bernardino Municipal Water Department  
Salary Schedule

**San Bernardino Municipal Water Department (SBMWD)**  
**Salary Schedule**  
**General, Mid-Management, Confidential, and Part-Time**

Position Title	Grade	Grade Description	Monthly Minimum	Monthly Maximum
ACCOUNTANT I	146	GENERAL EMPLOYEES	5,700	7,296
ACCOUNTANT II	150	GENERAL EMPLOYEES	6,292	8,054
ACCOUNTING TECHNICIAN I	135	GENERAL EMPLOYEES	4,344	5,561
ACCOUNTING TECHNICIAN II	139	GENERAL EMPLOYEES	4,795	6,138
ADMINISTRATIVE ASSISTANT	140	GENERAL EMPLOYEES	4,915	6,292
ADMINISTRATIVE COORDINATOR	300	CONFIDENTIAL	6,068	8,478
ADMINISTRATIVE SERVICES MANAGER	272	MID MGMT EMPLOYEES	11,581	14,781
BILLING COLLECTION SUPERVISOR	254	MID MGMT EMPLOYEES	7,426	9,477
BUYER	148	GENERAL EMPLOYEES	5,989	7,666
COLLECTIONS SYSTEM LEAD WORKER	148	GENERAL EMPLOYEES	5,989	7,666
COLLECTIONS SYSTEM SUPERINTENDENT	270	MID MGMT EMPLOYEES	11,023	14,069
COLLECTIONS SYSTEM SUPERVISOR	257	MID MGMT EMPLOYEES	7,997	10,206
COLLECTIONS SYSTEM SUPPORT WORKER	134	GENERAL EMPLOYEES	4,238	5,425
COLLECTIONS SYSTEM WORKER I	140	GENERAL EMPLOYEES	4,915	6,292
COLLECTIONS SYSTEM WORKER II	144	GENERAL EMPLOYEES	5,425	6,945
CONSTRUCTION PROJECT MANAGER	265	MID MGMT EMPLOYEES	9,743	12,435
CONSTRUCTION SERVICES MANAGER	268	MID MGMT EMPLOYEES	10,492	13,391
CONTRACTS ADMINISTRATOR	264	MID MGMT EMPLOYEES	9,505	12,132
CONTROL SYSTEMS AND COMMUNICATION SUPERVISOR	268	MID MGMT EMPLOYEES	10,492	13,391
CONTROL SYSTEMS AND COMMUNICATION TECHNICIAN	157	GENERAL EMPLOYEES	7,479	9,574
CUST SERVICE REP I - BILINGUAL	133	GENERAL EMPLOYEES	4,135	5,293
CUST SERVICE REP II- BILINGUAL	137	GENERAL EMPLOYEES	4,564	5,842
CUSTOMER SERVICE REP I	133	GENERAL EMPLOYEES	4,135	5,293
CUSTOMER SERVICE REP II	137	GENERAL EMPLOYEES	4,564	5,842
CUSTOMER SERVICE REP III	141	GENERAL EMPLOYEES	5,038	6,449
CUSTOMER SERVICE SUPERVISOR	258	MID MGMT EMPLOYEES	8,196	10,461
DEVELOPMENT SERVICES MANAGER	266	MID MGMT EMPLOYEES	9,987	12,746
ELECT/INSTRUMENTATION LEAD WORKER	161	GENERAL EMPLOYEES	8,255	10,567
ELECT/INSTRUMENTATION SUPERVISOR	268	MID MGMT EMPLOYEES	10,492	13,391
ELECTRICAL & INSTRUMENT TECH	153	GENERAL EMPLOYEES	6,775	8,673
ELECTRICAL REPAIR WORKER	139	GENERAL EMPLOYEES	4,795	6,138
ELECTRICAL SERVICES SUPERINTENDENT	274	MID MGMT EMPLOYEES	12,168	15,529
ENGINEER	265	MID MGMT EMPLOYEES	9,743	12,435
ENGINEERING ASSOCIATE	162	GENERAL EMPLOYEES	8,462	10,832
ENGINEERING MANAGER	277	MID MGMT EMPLOYEES	13,103	16,724
ENGINEERING TECHNICIAN	152	GENERAL EMPLOYEES	6,610	8,462
ENVIRONMENTAL ANALYST	159	GENERAL EMPLOYEES	7,857	10,058
ENVIRONMENTAL COMPLIANCE INSPECTOR	144	GENERAL EMPLOYEES	5,425	6,945
ENVIRONMENTAL COMPLIANCE LEAD INSPECTOR	153	GENERAL EMPLOYEES	6,775	8,673
ENVIRONMENTAL CONTROL OFFICER	268	MID MGMT EMPLOYEES	10,492	13,391
ENVIRONMENTAL MANAGER	267	MID MGMT EMPLOYEES	10,236	13,064

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EQUIPMENT MECHANIC I	136	GENERAL EMPLOYEES	4,453	5,700
EQUIPMENT MECHANIC II	140	GENERAL EMPLOYEES	4,915	6,292
EQUIPMENT MECHANIC LEAD WORKER	148	GENERAL EMPLOYEES	5,989	7,666
EXECUTIVE ASSISTANT TO THE GM	311	CONFIDENTIAL	7,962	11,127
FIELD & METER SVC SUPERVISOR	258	MID MGMT EMPLOYEES	8,196	10,461
FIELD & METER SVCS LEAD WORKER	147	GENERAL EMPLOYEES	5,842	7,479
FIELD & METER SERVICES REP I	137	GENERAL EMPLOYEES	4,564	5,842
FIELD & METER SERVICES REP II	141	GENERAL EMPLOYEES	5,038	6,449
FINANCE MANAGER	272	MID MGMT EMPLOYEES	11,581	14,781
FLEET SUPERVISOR	260	MID MGMT EMPLOYEES	8,611	10,991
GIS/DATABASE ANALYST	159	GENERAL EMPLOYEES	7,857	10,058
GIS/DATABASE TECHNICIAN	150	GENERAL EMPLOYEES	6,292	8,054
GIS MANAGER	263	MID MGMT EMPLOYEES	9,274	11,836
HUMAN RESOURCES ANALYST	252	MID MGMT EMPLOYEES	7,068	9,021
HUMAN RESOURCES MANAGER	322	CONFIDENTIAL	10,447	14,599
HUMAN RESOURCES SPECIALIST	144	GENERAL EMPLOYEES	5,425	6,945
INFORMATION TECHNOLOGY MANAGER	272	MID MGMT EMPLOYEES	11,581	14,781
INFORMATION TECHNOLOGY SPECIALIST	150	GENERAL EMPLOYEES	6,292	8,054
LEAD CONTROL SYSTEMS AND COMMUNICATION TECHNICIAN	163	GENERAL EMPLOYEES	8,673	11,102
NETWORK AND SYSTEMS ADMINISTRATOR	258	MID MGMT EMPLOYEES	8,196	10,461
OFFICE ASSISTANT	128	GENERAL EMPLOYEES	3,655	4,678
PAINTER	143	GENERAL EMPLOYEES	5,293	6,775
PAYROLL SPECIALIST	144	GENERAL EMPLOYEES	5,425	6,945
PRINCIPAL ENGINEER	270	MID MGMT EMPLOYEES	11,023	14,069
PURCHASING MANAGER	268	MID MGMT EMPLOYEES	10,492	13,391
RISK MANAGEMENT ANALYST	254	MID MGMT EMPLOYEES	7,426	9,477
RIX MECH/MAINT SUPERVISOR	258	MID MGMT EMPLOYEES	8,196	10,461
SAFETY ANALYST	152	GENERAL EMPLOYEES	6,610	8,462
SAFETY MANAGER	270	MID MGMT EMPLOYEES	11,023	14,069
SENIOR ACCOUNTANT	258	MID MGMT EMPLOYEES	8,197	10,461
SENIOR ACCOUNTING TECHNICIAN	143	GENERAL EMPLOYEES	5,293	6,775
SENIOR BUSINESS SYSTEMS ANALYST	258	MID MGMT EMPLOYEES	8,196	10,461
SENIOR CONTROL SYSTEMS AND COMMUNICATION TECHNICIAN	160	GENERAL EMPLOYEES	8,054	10,310
SENIOR ELECTRICAL/INSTR TECH	157	GENERAL EMPLOYEES	7,479	9,574
SENIOR ENGINEERING TECHNICIAN	156	GENERAL EMPLOYEES	7,296	9,340
SENIOR INFORMATION TECHNOLOGY SPECIALIST	154	GENERAL EMPLOYEES	6,945	8,890
SENIOR NETWORK AND SYSTEMS ADMINISTRATOR	262	MID MGMT EMPLOYEES	9,047	11,547
SENIOR OFFICE ASSISTANT	136	GENERAL EMPLOYEES	4,453	5,700
SENIOR PROGRAMMING ANALYST	262	MID MGMT EMPLOYEES	9,047	11,547
WAREHOUSE LEAD WORKER	146	GENERAL EMPLOYEES	5,700	7,296
WAREHOUSE WORKER	133	GENERAL EMPLOYEES	4,135	5,293
WATER CONSERVATION/PUBLIC AFFAIRS MANAGER	259	MID MGMT EMPLOYEES	8,401	10,723
WATER CONSERVATION/PUBLIC AFFAIRS SPECIALIST	146		5,700	7,296

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WATER QUALITY CONTROL OFFICER	267	MID MGMT EMPLOYEES	10,236	13,064
WATER QUALITY LEAD WORKER	157	GENERAL EMPLOYEES	7,479	9,574
WATER QUALITY WORKER I	145	GENERAL EMPLOYEES	5,561	7,118
WATER QUALITY WORKER II	149	GENERAL EMPLOYEES	6,138	7,857
WATER RECLAMATION TRAINEE	130	GENERAL EMPLOYEES	3,840	4,915
WATER TREATMENT LEAD WORKER	158	GENERAL EMPLOYEES	7,666	9,813
WATER TREATMENT OPERATOR I	145	GENERAL EMPLOYEES	5,561	7,118
WATER TREATMENT OPERATOR II	149	GENERAL EMPLOYEES	6,138	7,857
WATER TREATMENT SUPERVISOR	260	MID MGMT EMPLOYEES	8,611	10,991
WATER UTILITY SUPERVISOR	260	MID MGMT EMPLOYEES	8,611	10,991
WATER/WATER RECLAMATION WORKER	130	GENERAL EMPLOYEES	3,840	4,915
WELDER/PIPEFITTER	148	GENERAL EMPLOYEES	5,989	7,666
WR FACILITIES MAINT LEADPERSON	147	GENERAL EMPLOYEES	5,842	7,479
WR FACILITIES MAINT SUPERVISOR	253	MID MGMT EMPLOYEES	7,245	9,246
WR LEAD MECHANIC	158	GENERAL EMPLOYEES	7,666	9,813
WR LEAD OPERATOR	161	GENERAL EMPLOYEES	8,255	10,567
WR MAINTENANCE PLANNER	156	GENERAL EMPLOYEES	7,296	9,340
WR MAINTENANCE SUPERINTENDENT	271	MID MGMT EMPLOYEES	11,299	14,421
WR MAINTENANCE SUPERVISOR	262	MID MGMT EMPLOYEES	9,047	11,547
WR MECHANIC I	146	GENERAL EMPLOYEES	5,700	7,296
WR MECHANIC II	150	GENERAL EMPLOYEES	6,292	8,054
WR MECHANIC III	154	GENERAL EMPLOYEES	6,945	8,890
WR OPERATIONS SUPERINTENDENT	276	MID MGMT EMPLOYEES	12,784	16,316
WR OPERATIONS MANAGER - FLEX	274	MID MGMT EMPLOYEES	12,168	15,529
WR OPERATOR	145	GENERAL EMPLOYEES	5,561	7,118
WR PLANT SUPERVISOR	266	MID MGMT EMPLOYEES	9,987	12,746
WR PROCESS CONTROL SUPERVISOR	261	MID MGMT EMPLOYEES	8,827	11,265
WR RIX SUPERVISOR	264	MID MGMT EMPLOYEES	9,505	12,132
WR SENIOR OPERATOR	159	GENERAL EMPLOYEES	7,857	10,058
WU DIST SUPERINTENDENT	271	MID MGMT EMPLOYEES	11,299	14,421
WU LEAD WORKER	152	GENERAL EMPLOYEES	6,610	8,462
WU OPERATIONS SUPERINTENDENT	271	MID MGMT EMPLOYEES	11,299	14,421
WU WORKER I	139	GENERAL EMPLOYEES	4,795	6,138
WU WORKER II	143	GENERAL EMPLOYEES	5,293	6,775
WU WORKER III	147	GENERAL EMPLOYEES	5,842	7,479

**Part-Time**

Position Title	Grade	Grade Description	Minimum Hourly	Maximum Hourly
P/T CUST SERVICE REP-BILINGUAL	933	REG PART TIME EMPLOYEES	23.86	30.54
P/T CUSTOMER SERV REP	933	REG PART TIME EMPLOYEES	23.86	30.54
P/T OFFICE ASSISTANT	928	REG PART TIME EMPLOYEES	21.08	26.99
P/T ADMINISTRATIVE ASSISTANT	940	REG PART TIME EMPLOYEES	28.36	36.30
ENGINEERING STUDENT INTERN	102	TEMPORARY PART TIME	18.00	18.00
STUDENT INTERN	100	TEMPORARY PART TIME	15.50	15.50

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