

San Bernardino Municipal Water Department (SBMWD)
Salary Schedule

Position Title	Grade	Unit	Monthly Minimum	Monthly Maximum
ACCOUNTANT I	146	GENERAL/IBEW	6,047	7,741
ACCOUNTANT II	150	GENERAL/IBEW	6,675	8,544
ACCOUNTING TECHNICIAN I	135	GENERAL/IBEW	4,609	5,900
ACCOUNTING TECHNICIAN II	139	GENERAL/IBEW	5,087	6,512
ADMINISTRATIVE ASSISTANT	140	GENERAL/IBEW	5,214	6,675
ADMINISTRATIVE COORDINATOR	300	CONFIDENTIAL	6,438	8,995
ADMINISTRATIVE SERVICES MANAGER	272	MID-MANAGEMENT	12,287	15,681
BILINGUAL CUSTOMER SERVICE REPRESENTATIVE I	133	GENERAL/IBEW	4,387	5,615
BILINGUAL CUSTOMER SERVICE REPRESENTATIVE II	137	GENERAL/IBEW	4,842	6,198
BILLING AND COLLECTION SUPERVISOR	254	MID-MANAGEMENT	7,878	10,054
BUYER	148	GENERAL/IBEW	6,353	8,133
COLLECTIONS SYSTEM LEAD WORKER	148	GENERAL/IBEW	6,353	8,133
COLLECTIONS SYSTEM SUPERINTENDENT	270	MID-MANAGEMENT	11,695	14,926
COLLECTIONS SYSTEM SUPERVISOR	257	MID-MANAGEMENT	8,484	10,827
COLLECTIONS SYSTEM SUPPORT WORKER	134	GENERAL/IBEW	4,496	5,756
COLLECTIONS SYSTEM WORKER I	140	GENERAL/IBEW	5,214	6,675
COLLECTIONS SYSTEM WORKER II	144	GENERAL/IBEW	5,756	7,368
CONSTRUCTION PROJECT MANAGER	265	MID-MANAGEMENT	10,336	13,192
CONSTRUCTION SERVICES MANAGER	268	MID-MANAGEMENT	11,131	14,207
CONTRACTS ADMINISTRATOR	264	MID-MANAGEMENT	10,084	12,870
CONTROL SYSTEMS AND COMMUNICATION SUPERVISOR	268	MID-MANAGEMENT	11,131	14,207
CONTROL SYSTEMS AND COMMUNICATION TECHNICIAN	157	GENERAL/IBEW	7,934	10,157
CUSTOMER SERVICE LEAD REPRESENTATIVE	141	GENERAL/IBEW	5,345	6,842
CUSTOMER SERVICE REPRESENTATIVE I	133	GENERAL/IBEW	4,387	5,615
CUSTOMER SERVICE REPRESENTATIVE II	137	GENERAL/IBEW	4,842	6,198
CUSTOMER SERVICE SUPERVISOR	258	MID-MANAGEMENT	8,696	11,098
DEPUTY GENERAL MANAGER	402	EXECUTIVE	14,709	20,885
DEVELOPMENT SERVICES MANAGER	266	MID-MANAGEMENT	10,595	13,522
DIRECTOR OF ENVIRONMENTAL AND REGULATORY COMPLIANCE	400	EXECUTIVE	14,000	19,879
DIRECTOR OF FINANCE	400	EXECUTIVE	14,000	19,879
DIRECTOR OF WATER RECLAMATION	400	EXECUTIVE	14,000	19,879
DIRECTOR OF WATER UTILITY	400	EXECUTIVE	14,000	19,879
ELECTRICAL AND INSTRUMENTATION LEAD WORKER	161	GENERAL/IBEW	8,758	11,211
ELECTRICAL AND INSTRUMENTATION SUPERVISOR	268	MID-MANAGEMENT	11,131	14,207
ELECTRICAL AND INSTRUMENTATION TECHNICIAN	153	GENERAL/IBEW	7,188	9,201
ELECTRICAL REPAIR WORKER	139	GENERAL/IBEW	5,087	6,512
ELECTRICAL SERVICES SUPERINTENDENT	274	MID-MANAGEMENT	12,909	16,475
ENGINEER	265	MID-MANAGEMENT	10,336	13,192
ENGINEERING ASSOCIATE	162	GENERAL/IBEW	8,977	11,491
ENGINEERING MANAGER	277	MID-MANAGEMENT	13,901	17,742
ENGINEERING TECHNICIAN	152	GENERAL/IBEW	7,013	8,977
ENTERPRISE GIS MANAGER	265	MID-MANAGEMENT	10,336	13,192
ENVIRONMENTAL ANALYST	159	GENERAL/IBEW	8,336	10,671

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Position Title	Grade	Unit	Monthly Minimum	Monthly Maximum
ENVIRONMENTAL COMPLIANCE INSPECTOR	144	GENERAL/IBEW	5,756	7,368
ENVIRONMENTAL COMPLIANCE LEAD INSPECTOR	153	GENERAL/IBEW	7,188	9,201
ENVIRONMENTAL CONTROL SUPERVISOR	263	MID-MANAGEMENT	9,838	12,556
ENVIRONMENTAL MANAGER	273	MID-MANAGEMENT	12,594	16,073
EQUIPMENT MECHANIC I	136	GENERAL/IBEW	4,724	6,047
EQUIPMENT MECHANIC II	140	GENERAL/IBEW	5,214	6,675
EQUIPMENT MECHANIC LEAD WORKER	148	GENERAL/IBEW	6,353	8,133
EXECUTIVE ASSISTANT TO THE GENERAL MANAGER	311	CONFIDENTIAL	8,447	11,804
FIELD AND METER SERVICES LEAD WORKER	147	GENERAL/IBEW	6,198	7,934
FIELD AND METER SERVICES REPRESENTATIVE I	137	GENERAL/IBEW	4,842	6,198
FIELD AND METER SERVICES REPRESENTATIVE II	141	GENERAL/IBEW	5,345	6,842
FIELD AND METER SERVICES SUPERVISOR	258	MID-MANAGEMENT	8,696	11,098
FINANCE MANAGER	272	MID-MANAGEMENT	12,287	15,681
FLEET SUPERVISOR	260	MID-MANAGEMENT	9,136	11,660
GENERAL MANAGER	CON	CONTRACT	28,325	28,325
GIS/DATABASE ANALYST	159	GENERAL/IBEW	8,336	10,671
GIS/DATABASE TECHNICIAN	150	GENERAL/IBEW	6,675	8,544
HUMAN RESOURCES ANALYST	252	MID-MANAGEMENT	7,498	9,570
HUMAN RESOURCES MANAGER	322	CONFIDENTIAL	11,083	15,488
HUMAN RESOURCES SPECIALIST	144	GENERAL/IBEW	5,756	7,368
INFORMATION SECURITY ANALYST	262	MID-MANAGEMENT	9,598	12,250
INFORMATION TECHNOLOGY MANAGER	272	MID-MANAGEMENT	12,287	15,681
INFORMATION TECHNOLOGY SPECIALIST	150	GENERAL/IBEW	6,675	8,544
LEAD CONTROL SYSTEMS AND COMMUNICATION TECHNICIAN	163	GENERAL/IBEW	9,201	11,779
NETWORK AND SYSTEMS ADMINISTRATOR	258	MID-MANAGEMENT	8,696	11,098
OFFICE ASSISTANT	128	GENERAL/IBEW	3,877	4,963
PAINTER	143	GENERAL/IBEW	5,615	7,188
PAYROLL SPECIALIST	147	GENERAL/IBEW	6,198	7,934
PRINCIPAL ENGINEER	270	MID-MANAGEMENT	11,695	14,926
PURCHASING MANAGER	268	MID-MANAGEMENT	11,131	14,207
RISK MANAGEMENT ANALYST	254	MID-MANAGEMENT	7,878	10,054
RIG MECHANICAL/MAINTENANCE SUPERVISOR	258	MID-MANAGEMENT	8,696	11,098
SAFETY COORDINATOR	254	MID-MANAGEMENT	7,878	10,054
SAFETY MANAGER	270	MID-MANAGEMENT	11,695	14,926
SAFETY SPECIALIST	149	GENERAL/IBEW	6,512	8,336
SENIOR ACCOUNTANT	258	MID-MANAGEMENT	8,696	11,098
SENIOR ACCOUNTING TECHNICIAN	143	GENERAL/IBEW	5,615	7,188
SENIOR BUSINESS SYSTEMS ANALYST	258	MID-MANAGEMENT	8,696	11,098
SENIOR CONTROL SYSTEMS AND COMMUNICATION TECHNICIAN	160	GENERAL/IBEW	8,544	10,938
SENIOR ELECTRICAL AND INSTRUMENTATION TECHNICIAN	157	GENERAL/IBEW	7,934	10,157
SENIOR ENGINEERING TECHNICIAN	156	GENERAL/IBEW	7,741	9,909
SENIOR INFORMATION TECHNOLOGY SPECIALIST	154	GENERAL/IBEW	7,368	9,431
SENIOR NETWORK AND SYSTEMS ADMINISTRATOR	262	MID-MANAGEMENT	9,598	12,250
SENIOR OFFICE ASSISTANT	136	GENERAL/IBEW	4,724	6,047

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Position Title	Grade	Unit	Monthly Minimum	Monthly Maximum
SENIOR PROGRAMMING ANALYST	262	MID-MANAGEMENT	9,598	12,250
WAREHOUSE LEAD WORKER	146	GENERAL/IBEW	6,047	7,741
WAREHOUSE WORKER	133	GENERAL/IBEW	4,387	5,615
WATER AND WATER RECLAMATION WORKER	130	GENERAL/IBEW	4,073	5,214
WATER CONSERVATION/PUBLIC AFFAIRS MANAGER	259	MID-MANAGEMENT	8,913	11,376
WATER CONSERVATION/PUBLIC AFFAIRS SPECIALIST	146	MID-MANAGEMENT	6,047	7,741
WATER QUALITY CONTROL OFFICER	267	MID-MANAGEMENT	10,860	13,860
WATER QUALITY LEAD WORKER	157	GENERAL/IBEW	7,934	10,157
WATER QUALITY SPECIALIST	158	GENERAL/IBEW	8,133	10,410
WATER QUALITY WORKER I	145	GENERAL/IBEW	5,900	7,552
WATER QUALITY WORKER II	149	GENERAL/IBEW	6,512	8,336
WATER RECLAMATION FACILITIES MAINTENANCE LEADPERSON	147	GENERAL/IBEW	6,198	7,934
WATER RECLAMATION FACILITIES MAINTENANCE SUPERVISOR	256	MID-MANAGEMENT	8,277	10,563
WATER RECLAMATION LEAD MECHANIC	158	GENERAL/IBEW	8,133	10,410
WATER RECLAMATION LEAD OPERATOR	161	GENERAL/IBEW	8,758	11,211
WATER RECLAMATION MAINTENANCE PLANNER	156	GENERAL/IBEW	7,741	9,909
WATER RECLAMATION MAINTENANCE SUPERINTENDENT	271	MID-MANAGEMENT	11,987	15,299
WATER RECLAMATION MAINTENANCE SUPERVISOR	262	MID-MANAGEMENT	9,598	12,250
WATER RECLAMATION MECHANIC I	146	GENERAL/IBEW	6,047	7,741
WATER RECLAMATION MECHANIC II	150	GENERAL/IBEW	6,675	8,544
WATER RECLAMATION MECHANIC III	154	GENERAL/IBEW	7,368	9,431
WATER RECLAMATION OPERATIONS MANAGER - FLEX	274	MID-MANAGEMENT	12,909	16,475
WATER RECLAMATION OPERATIONS SUPERINTENDENT	276	MID-MANAGEMENT	13,562	17,309
WATER RECLAMATION OPERATOR	145	GENERAL/IBEW	5,900	7,552
WATER RECLAMATION PLANT SUPERVISOR	266	MID-MANAGEMENT	10,595	13,522
WATER RECLAMATION PROCESS CONTROL SUPERVISOR	261	MID-MANAGEMENT	9,364	11,951
WATER RECLAMATION RIX SUPERVISOR	264	MID-MANAGEMENT	10,084	12,870
WATER RECLAMATION SENIOR OPERATOR	159	GENERAL/IBEW	8,336	10,671
WATER RECLAMATION TRAINEE	130	GENERAL/IBEW	4,073	5,214
WATER TREATMENT LEAD WORKER	158	GENERAL/IBEW	8,133	10,410
WATER TREATMENT OPERATOR I	145	GENERAL/IBEW	5,900	7,552
WATER TREATMENT OPERATOR II	149	GENERAL/IBEW	6,512	8,336
WATER TREATMENT SUPERVISOR	260	MID-MANAGEMENT	9,136	11,660
WATER UTILITY DISTRIBUTION SUPERINTENDENT	271	MID-MANAGEMENT	11,987	15,299
WATER UTILITY LEAD WORKER	152	GENERAL/IBEW	7,013	8,977
WATER UTILITY OPERATIONS SUPERINTENDENT	271	MID-MANAGEMENT	11,987	15,299
WATER UTILITY SUPERVISOR	260	MID-MANAGEMENT	9,136	11,660
WATER UTILITY WORKER I	139	GENERAL/IBEW	5,087	6,512
WATER UTILITY WORKER II	143	GENERAL/IBEW	5,615	7,188
WATER UTILITY WORKER III	147	GENERAL/IBEW	6,198	7,934
WELDER I	148	GENERAL/IBEW	6,353	8,133
WELDER II	152	GENERAL/IBEW	7,013	8,977

San Bernardino Municipal Water Department (SBMWD)
Salary Schedule

Position Title	Grade	Unit	Monthly Minimum	Monthly Maximum
Part-Time				
Position Title	Grade	Grade Description	Minimum Hourly	Maximum Hourly
P/T BILINGUAL CUSTOMER SERVICE REPRESENTATIVE	933	REGULAR PART-TIME	25.31	32.40
P/T CUSTOMER SERVICE REPRESENTATIVE I	933	REGULAR PART-TIME	25.31	32.40
P/T OFFICE ASSISTANT	928	REGULAR PART-TIME	22.37	28.63
P/T ADMINISTRATIVE ASSISTANT	940	REGULAR PART-TIME	30.08	38.51
ENGINEERING INTERN	102	TEMP PART-TIME	20.00	20.00
STUDENT INTERN	100	TEMP PART-TIME	18.00	18.00

BOWC Approved:

Effective:7/1/2025