

ORDINANCE NO. 1442.2

COACHELLA VALLEY WATER DISTRICT

AN ORDINANCE PROVIDING FOR THE EMPLOYMENT,
CLASSIFICATION AND COMPENSATION OF COACHELLA VALLEY WATER DISTRICT
EMPLOYEES

BE IT ORDAINED by the Board of Directors of the Coachella Valley Water

District as follows:

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1. GENERAL

- 1.1. Repeal. On and after July 1, 2024, all previous ordinances classifying the positions of employees of said District and fixing their compensation are hereby repealed.
- 1.2. Effective Date. This Ordinance shall become effective on the 1st day of July, 2024. Some sections designate effective dates subsequent to adoption of this Ordinance.
- 1.3. Review. The Board of Directors shall review the Salary Ordinance as conditions require.
 - 1.3.1. Changes, additions to, and deletions from the provisions of this Ordinance shall be only by ordinance of the Board of Directors.
- 1.4. Validity. If any paragraph, sentence, clause or phrase of this Salary Ordinance for any reason is held to be unconstitutional or invalid, such shall not affect the remaining portions of this Ordinance.
- 1.5. Reference Adoption. The following ordinances, schedules, reports, and materials are hereby adopted by reference:
 - 1.5.1. Ordinance No. 1270 Employer-Employee Relations, Procedures, Rules and Policies.
 - 1.5.2. Memorandum of Agreement between Coachella Valley Water District and the Coachella Valley Water District Employee Association (CVWDEA), dated January 1, 2023 – December 31, 2025.
 - 1.5.3. Memorandum of Agreement between Coachella Valley Water District and the Association of Supervisory Support Evaluation Team (ASSET) dated January 1, 2024 – December 31, 2026.
 - 1.5.4. Defined Compensation and Benefit Plan (DCBP) for Unrepresented Classification of the Coachella Valley Water District dated January 1, 2023 – December 31, 2024.
 - 1.5.5. Deerings Military and Veteran's Code including Section 395 thereof.

- 1.6. General Manager's Authority. The General Manager is hereby authorized to make administrative decisions necessary to implement this Ordinance and to expedite District services.
- 1.7. Availability of Rules. A copy of these rules is available to each employee of the District by being placed on file in the Human Resources Department.
- 1.8. Working Hours. General office work hours of the District shall be from 8:00 a.m. to 5:00 p.m., Monday through Friday, except holidays, or as established by the General Manager.

2. FIXING OF DUTIES

The Board of Directors shall fix and prescribe the duties to be performed by all persons employed by the District. The General Manager shall be responsible for developing and recommending to the Directors, a position classification plan which provides for the standardization and classification of all positions. The Board of Directors shall approve the plan as submitted or modify it as it sees fit.

3. DEFINITIONS

- 3.1. ASSET shall be defined as Association of Supervisory Support Evaluation Team.
- 3.2. CVWDEA shall be defined as Coachella Valley Water District Employee Association.
- 3.3. DCBP shall be defined as the Defined Benefit and Compensation Plan for Unrepresented Classifications of the Coachella Valley Water District
- 3.4. Dismissal shall be defined as involuntary separation of an employee by the District for cause.
- 3.5. Vacation Leave shall be defined as leave with pay granted to an employee, the time of which shall be at the discretion of the General Manager.

4. EMPLOYMENT

- 4.1. Appointment The General Manager and/or his or her designee shall appoint each employee. It is the policy of the District to appoint the best qualified applicant for each position without regard to race, color, religion, creed, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, physical disability, mental disability, medical condition, marital status, or genetic information.
- 4.2. Selection Procedures The General Manager shall establish selection procedures which shall ensure the employment of the best qualified applicants, including but not limited to such factors as education, experience, skills, knowledge, and qualifications.

- 4.3. Background Check Each candidate selected for a probationary appointment shall be required to satisfactorily pass a background check which includes a pre-employment physical conducted by a medical provider.
- 4.4. Pre-employment Physical Pre-employment physical shall include a drug screening test. Any applicant who tests positive for the presence of an intoxicating substance will be excluded from consideration for employment.
- 4.5. Board Authorization Regular appointments by the General Manager are hereby authorized by the Board of Directors unless otherwise prohibited.
- 4.6. Temporary Employees the General Manager may employ additional temporary employees as needed.
- 4.7. Employee Identification Officers and employees shall be identified in a manner and form prescribed by the General Manager.
- 4.8. Identification Card/Uniforms All employees shall carry identification cards. Field personnel shall be furnished uniforms identified with the Coachella Valley Water District emblem.
- 4.9. Driver's License All employees are required to possess at the time of employment and throughout their employment a valid California driver's license and acceptable driving record. Violations after employment may be cause for changing job assignments, salary reduction and/or dismissal. Driving a District vehicle with an expired, suspended or revoked license is cause for dismissal.
- 4.10. Communication Oral and written English shall be required at a performance level providing for clear communication by radio and memo during emergency periods.

5. CLASSIFICATION AND COMPENSATION

- 5.1. Compensation of Officers The compensation of District officers shall be fixed by resolution of the Board of Directors, except when by law otherwise determined.

5.2. New Classification/Reclassification The General Manager may create new classifications and/or reclassify existing classifications and assign appropriate salary ranges.

5.3. Position Classification (Job Titles) The positions, class titles and job descriptions shall be developed to accompany classification changes; copies of which shall be filed with the Secretary upon approval by the General Manager.

5.3.1. CVWDEA Classifications (Employees in Classification Prior to July 1, 2024)

Position Title	Sub Title	Salary
ACCOUNTANT	I	*A32
ACCOUNTANT	II	A34
ACCOUNTING ASSISTANT		A18
ACCOUNTING TECHNICIAN		A22
ACCOUNTING TECHNICIAN		*A26
ADMINISTRATIVE ASSISTANT		*A28
ADMINISTRATIVE ASSISTANT		*A32
ADMINISTRATIVE ASSISTANT		A22
ASSOCIATE BIOLOGIST		A39
BUILDING MAINTENANCE TECHNICIAN		A28
BUILDING MAINTENANCE WORKER		A20
CANAL WATER SPECIALIST		A31
CANAL WATER TECHNICIAN	I	A20
CANAL WATER TECHNICIAN	II	A24
CANAL WATER TECHNICIAN	SENIOR	A26
CHEMIST		A38
CMMS SPECIALIST		A38
COLLECTIONS MAINTENANCE TECHNICIAN	I	A20
COLLECTIONS MAINTENANCE TECHNICIAN	II	A24
COMMUNICATIONS SPECIALIST		A40
CONSERVATION PROGRAM SPECIALIST	I	*A38
CONSERVATION PROGRAM SPECIALIST	I	A34
CONSERVATION PROGRAM SPECIALIST	II	A38
CONSTRUCTION INSPECTOR	I	A29
CONSTRUCTION INSPECTOR	II	A33
CONTROL SYSTEMS OPERATOR	I	A27
CONTROL SYSTEMS OPERATOR	II	A31
CONTROL SYSTEMS OPERATOR	SENIOR	A35
CUSTOMER SERVICE REPRESENTATIVE	I	A20

CUSTOMER SERVICE REPRESENTATIVE	II	A24
DOMESTIC DISTRIBUTION OPERATOR	I	A24
DOMESTIC DISTRIBUTION OPERATOR	II	A28
DOMESTIC DISTRIBUTION OPERATOR	II	*A30
DOMESTIC DISTRIBUTION OPERATOR	II	*A32
DOMESTIC EQUIPMENT TECHNICIAN		A30
DOMESTIC WATER TECHNICIAN	I	*A26
DOMESTIC WATER TECHNICIAN	II	*A30
DOMESTIC WATER TECHNICIAN	I	A24
DOMESTIC WATER TECHNICIAN	II	A28
DOMESTIC WATER TECHNICIAN	SENIOR	A32
EDUCATION SPECIALIST		A29
ELECTRICIAN	I	A28
ELECTRICIAN	II	A32
ELECTRICIAN	SENIOR	A36
ELECTRONICS TECHNICIAN	I	A38
ELECTRONICS TECHNICIAN	II	A42
ENGINEER	I	A45
ENGINEER	II	*A57
ENGINEER	II	A49
ENGINEERING AIDE	I	*A26
ENGINEERING AIDE	II	A27
ENGINEERING TECHNICIAN	I	A31
ENGINEERING TECHNICIAN	II	A35
ENGINEERING TECHNICIAN	II	*A37
ENGINEERING TECHNICIAN	II	*A39
ENVIRONMENTAL COMPLIANCE AIDE		A20
ENVIRONMENTAL COMPLIANCE INSPECTOR	I	A26
ENVIRONMENTAL COMPLIANCE INSPECTOR	II	A30
ENVIRONMENTAL COMPLIANCE SPECIALIST		A35
ENVIRONMENTAL COMPLIANCE SPECIALIST		*A37
ENVIRONMENTAL COMPLIANCE SPECIALIST	SENIOR	A39
ENVIRONMENTAL RESOURCES ANALYST		A39
ENVIRONMENTAL SAFETY SPECIALIST		A35
ENVIRONMENTAL SERVICES AIDE	I	A18
ENVIRONMENTAL SERVICES AIDE	I	A22
ENVIRONMENTAL SERVICES AIDE	II	A22
ENVIRONMENTAL SERVICES AIDE	II	*A25
ENVIRONMENTAL SVCS TECHNICIAN		A29
EQUIPMENT OPERATOR	I	*A24
EQUIPMENT OPERATOR	II	A26
FINANCIAL ANALYST		A40
FINANCIAL ANALYST		*A42

FLEET & EQUIPMENT PARTS SPECIALIST		A27
FLEET & EQUIPMENT TECHNICIAN	I	A24
FLEET & EQUIPMENT TECHNICIAN	II	A28
FLEET & EQUIPMENT TECHNICIAN	II	*A32
GIS ANALYST	I	A36
GIS ANALYST	II	A40
GIS TECHNICIAN		A33
GRANTS SPECIALIST		*A42
GROUND MAINTENANCE TECHNICIAN		A18
GROUND MAINTENANCE WORKER		A14
HEAVY EQUIPMENT OPERATOR		A30
HVAC TECHNICIAN	I	A26
HVAC TECHNICIAN	II	A30
HVAC TECHNICIAN	SENIOR	A32
INFORMATION SYSTEMS ANALYST	II	A46
INFORMATION SYSTEMS SPECIALIST	I	A24
INFORMATION SYSTEMS SPECIALIST	II	A28
LABORATORY AIDE		A14
LAND SURVEYOR	I	A31
LAND SURVEYOR	II	A35
MANAGEMENT ANALYST		A42
MECHANICAL MAINTENANCE TECHNICIAN	I	A24
MECHANICAL MAINTENANCE TECHNICIAN	II	A28
MECHANICAL MAINTENANCE TECHNICIAN	SENIOR	A32
METER READER	I	A18
METER READER	II	A22
METER SERVICES REPRESENTATIVE		A26
MULTIMEDIA SPECIALIST		A40
NON-POTABLE WATER TECHNICIAN		A26
NON-POTABLE WATER TECHNICIAN	SENIOR	*A32
OFFICE ASSISTANT	I	A10
OFFICE ASSISTANT	II	A14
OFFICE ASSISTANT	I	*A14
OFFICE ASSISTANT	II	*A18
OPERATIONS & MAINTENANCE SCHEDULER	I	*A30
OPERATIONS & MAINTENANCE SCHEDULER	II	A32
PUMP MAINTENANCE TECHNICIAN	I	A22
PUMP MAINTENANCE TECHNICIAN	II	A26
PURCHASING TECHNICIAN	I	A27
PURCHASING TECHNICIAN	II	A31
RECORDS SPECIALIST		A22
SAFETY & TRAINING ASSISTANT		A30
SAFETY & TRAINING SPECIALIST		A34

SCADA SYSTEMS ANALYST	I	A40
SCADA SYSTEMS ANALYST	II	A44
SENIOR ENGINEERING TECHNICIAN		A39
SENIOR MANAGEMENT ANALYST		A46
SENIOR PURCHASING TECHNICIAN		*A38
SENIOR SCADA SYSTEMS ANALYST		A48
SERVICE WORKER		A16
SERVICE WORKER		*A18
SERVICE WORKER		*A22
STOREKEEPER		A16
WASTEWATER REC PLANT OPERATOR-IN-TRAINING		A16
WASTEWATER RECLAMATION PLANT OPERATOR	I	A24
WASTEWATER RECLAMATION PLANT OPERATOR	II	A28
WASTEWATER RECLAMATION PLANT OPERATOR	III	A32
WATER MANAGEMENT AIDE		A25
WATER QUALITY ANALYST	I	*A26
WATER QUALITY ANALYST	II	*A30
WATER SYSTEMS ANALYST		A46
WELDER	I	A28
WELDER	II	A32
ZANJERO	I	A26
ZANJERO	II	A30

* = Incumbents in Classification Prior to July 1, 2024

5.3.2. CVWDEA Classifications (Employees Placed in Classification On & After
July 1, 2024)

Position Title	Sub Title	Salary
ACCOUNTANT	I	A30
ACCOUNTANT	II	A34
ACCOUNTING ASSISTANT		A18
ACCOUNTING TECHNICIAN		A22
ADMINISTRATIVE ASSISTANT		A22
ASSOCIATE BIOLOGIST		A39
BUILDING MAINTENANCE TECHNICIAN		A28
BUILDING MAINTENANCE WORKER		A20
CANAL WATER SPECIALIST		A31
CANAL WATER TECHNICIAN	I	A20
CANAL WATER TECHNICIAN	II	A24
CANAL WATER TECHNICIAN	SENIOR	A26
CHEMIST		A38
CMMS SPECIALIST		A38
COLLECTIONS MAINTENANCE TECHNICIAN	I	A20
COLLECTIONS MAINTENANCE TECHNICIAN	II	A24
COMMUNICATIONS SPECIALIST		A40
CONSERVATION PROGRAM SPECIALIST	I	A34
CONSERVATION PROGRAM SPECIALIST	II	A38
CONSTRUCTION INSPECTOR	I	A29
CONSTRUCTION INSPECTOR	II	A33
CONTROL SYSTEMS OPERATOR	I	A27
CONTROL SYSTEMS OPERATOR	II	A31
CONTROL SYSTEMS OPERATOR	SENIOR	A35
CUSTOMER SERVICE REPRESENTATIVE	I	A20
CUSTOMER SERVICE REPRESENTATIVE	II	A24
DOMESTIC DISTRIBUTION OPERATOR	I	A24
DOMESTIC DISTRIBUTION OPERATOR	II	A28
DOMESTIC EQUIPMENT TECHNICIAN		A30
DOMESTIC WATER TECHNICIAN	I	A24
DOMESTIC WATER TECHNICIAN	II	A28
DOMESTIC WATER TECHNICIAN	SENIOR	A32
EDUCATION SPECIALIST		A29
ELECTRICIAN	I	A28
ELECTRICIAN	II	A32
ELECTRICIAN	SENIOR	A36

ELECTRONICS TECHNICIAN	I	A38
ELECTRONICS TECHNICIAN	II	A42
ENGINEER	I	A45
ENGINEER	II	A49
ENGINEERING AIDE	I	A23
ENGINEERING AIDE	II	A27
ENGINEERING TECHNICIAN	I	A31
ENGINEERING TECHNICIAN	II	A35
ENVIRONMENTAL COMPLIANCE AIDE		A20
ENVIRONMENTAL COMPLIANCE INSPECTOR	I	A26
ENVIRONMENTAL COMPLIANCE INSPECTOR	II	A30
ENVIRONMENTAL COMPLIANCE SPECIALIST		A35
ENVIRONMENTAL COMPLIANCE SPECIALIST	SENIOR	A39
ENVIRONMENTAL RESOURCES ANALYST		A39
ENVIRONMENTAL SAFETY SPECIALIST		A35
ENVIRONMENTAL SERVICES AIDE	I	A22
ENVIRONMENTAL SERVICES AIDE	II	A22
ENVIRONMENTAL SVCS TECHNICIAN		A29
EQUIPMENT OPERATOR	I	A22
EQUIPMENT OPERATOR	II	A26
FINANCIAL ANALYST		A40
FLEET & EQUIPMENT PARTS SPECIALIST		A27
FLEET & EQUIPMENT TECHNICIAN	I	A24
FLEET & EQUIPMENT TECHNICIAN	II	A28
GIS ANALYST	I	A36
GIS ANALYST	II	A40
GIS TECHNICIAN		A33
GRANTS SPECIALIST		A36
GROUPS MAINTENANCE TECHNICIAN		A18
GROUPS MAINTENANCE WORKER		A14
HEAVY EQUIPMENT OPERATOR		A30
HVAC TECHNICIAN	I	A26
HVAC TECHNICIAN	II	A30
HVAC TECHNICIAN	SENIOR	A32
INFORMATION SYSTEMS ANALYST	II	A46
INFORMATION SYSTEMS SPECIALIST	I	A24
INFORMATION SYSTEMS SPECIALIST	II	A28
LABORATORY AIDE		A14
LAND SURVEYOR	I	A31
LAND SURVEYOR	II	A35
MANAGEMENT ANALYST		A42
MECHANICAL MAINTENANCE TECHNICIAN	I	A24
MECHANICAL MAINTENANCE TECHNICIAN	II	A28

MECHANICAL MAINTENANCE TECHNICIAN	SENIOR	A32
METER READER	I	A18
METER READER	II	A22
METER SERVICES REPRESENTATIVE		A26
MULTIMEDIA SPECIALIST		A40
NON-POTABLE WATER TECHNICIAN		A26
NON-POTABLE WATER TECHNICIAN	SENIOR	A30
OFFICE ASSISTANT	I	A10
OFFICE ASSISTANT	II	A14
OPERATIONS & MAINTENANCE SCHEDULER	I	A28
OPERATIONS & MAINTENANCE SCHEDULER	II	A32
PUMP MAINTENANCE TECHNICIAN	I	A22
PUMP MAINTENANCE TECHNICIAN	II	A26
PURCHASING TECHNICIAN	I	A27
PURCHASING TECHNICIAN	II	A31
RECORDS SPECIALIST		A22
SAFETY & TRAINING ASSISTANT		A30
SAFETY & TRAINING SPECIALIST		A34
SCADA SYSTEMS ANALYST	I	A40
SCADA SYSTEMS ANALYST	II	A44
SENIOR ENGINEERING TECHNICIAN		A39
SENIOR MANAGEMENT ANALYST		A46
SENIOR PURCHASING TECHNICIAN		A36
SENIOR SCADA SYSTEMS ANALYST		A48
SERVICE WORKER		A16
STOREKEEPER		A16
WASTEWATER REC PLANT OPERATOR-IN-TRAINING		A16
WASTEWATER RECLAMATION PLANT OPERATOR	I	A24
WASTEWATER RECLAMATION PLANT OPERATOR	II	A28
WASTEWATER RECLAMATION PLANT OPERATOR	III	A32
WATER MANAGEMENT AIDE		A25
WATER QUALITY ANALYST	I	A24
WATER QUALITY ANALYST	II	A28
WATER SYSTEMS ANALYST		A46
WELDER	I	A28
WELDER	II	A32
ZANJERO	I	A26
ZANJERO	II	A30

5.3.3. ASSET Classifications (Employees in Classification Prior to July 1, 2024)

Position Title	Sub Title	Salary
ACCOUNTING SUPERVISOR		S19
ASSET MANAGEMENT PROG COORDINATOR		S23
ASSISTANT ELECTRONICS SUPERVISOR		S23
CONSERVATION MANAGER		*S29
CONSTRUCTION INSPECTION SUPERVISOR		*S22
CREW CHIEF		S15
CUSTOMER SERVICE MANAGER		S21
ELECTRICAL SUPERVISOR		S25
ELECTRONIC SPECIALIST		S21
ELECTRONICS SUPERVISOR		S27
EMERGENCY MANAGEMENT & SAFETY ADMINISTRATOR		S23
ENGINEERING MANAGER		S40
ENGINEERING TECHNICAL SERVICES SUPERVISOR		S20
ENVIRONMENTAL COMPLIANCE COORDINATOR		*S18
ENVIRONMENTAL MONITORING COORDINATOR		S17
ENVIRONMENTAL SERVICES PROGRAM SUPERVISOR	ENVIRONMENTAL	*S25
ENVIRONMENTAL SERVICES PROGRAM SUPERVISOR	WATER QUALITY	S21
FLEET & EQUIPMENT MANAGER		S31
INFORMATION SYSTEMS MANAGER		S31
LABORATORY DIRECTOR		S28
LAND SURVEY SUPERVISOR		S23
LAND SURVEYOR	SENIOR	S19
METER READER MANAGER		S21
NON-POTABLE PROGRAM MANAGER		S25
OPERATIONS CREW CHIEF		S15
OPERATIONS CREW CHIEF	ELECTRICAL	S17
OPERATIONS CREW CHIEF	MECHANICAL	*S17
OPERATIONS MANAGER	DOMESTIC	S29
OPERATIONS MANAGER	WASTEWATER	*S31
OPERATIONS SUPERVISOR		S21
PROCUREMENT & CONTRACTS MANAGER		S31
RECORDS PROGRAM MANAGER		*S23
REVENUE MANAGER		S21
REVENUE SERVICES SUPERVISOR		S15
SENIOR CONSERVATION PROGRAM SPECIALIST		*S22
SENIOR CONSTRUCTION INSPECTOR		S13
SENIOR CUSTOMER SERVICE REPRESENTATIVE		S05

SENIOR STOREKEEPER		S01
SENIOR ZANJERO		S11
SUPERVISING ENGINEER		S37
SUPERVISING MANAGEMENT ANALYST		S21
WAREHOUSE SUPERVISOR		S15
WASTEWATER PLANT MANAGER	GRADE IV	S25
WASTEWATER PLANT MANAGER	GRADE IV	S25
WATER RESOURCES MANAGER		*S37
WATER RESOURCES PROGRAM SUPERVISOR		S21

* = Incumbents in Classification Prior to July 1, 2024

5.3.4. ASSET Classifications (Employees Placed in Classification On & After July 1, 2024)

Position Title	Sub Title	Salary
ACCOUNTING SUPERVISOR		S19
ASSET MANAGEMENT PROG COORDINATOR		S23
ASSISTANT ELECTRONICS SUPERVISOR		S23
CONSERVATION MANAGER		S25
CONSTRUCTION INSPECTION SUPERVISOR		S21
CREW CHIEF		S15
CUSTOMER SERVICE MANAGER		S21
ELECTRICAL SUPERVISOR		S25
ELECTRONIC SPECIALIST		S21
ELECTRONICS SUPERVISOR		S27
EMERGENCY MANAGEMENT & SAFETY ADMINISTRATOR		S23
ENGINEERING MANAGER		S40
ENGINEERING TECHNICAL SERVICES SUPERVISOR		S20
ENVIRONMENTAL COMPLIANCE COORDINATOR		S17
ENVIRONMENTAL MONITORING COORDINATOR		S17
ENVIRONMENTAL SERVICES PROGRAM SUPERVISOR	ENVIRONMENTAL	S21
ENVIRONMENTAL SERVICES PROGRAM SUPERVISOR	WATER QUALITY	S21
FLEET & EQUIPMENT MANAGER		S31
INFORMATION SYSTEMS MANAGER		S31
LABORATORY DIRECTOR		S28
LAND SURVEY SUPERVISOR		S23
LAND SURVEYOR	SENIOR	S19
METER READER MANAGER		S21
NON-POTABLE PROGRAM MANAGER		S25
OPERATIONS CREW CHIEF		S15
OPERATIONS CREW CHIEF	ELECTRICAL	S17
OPERATIONS MANAGER	DOMESTIC	S29
OPERATIONS MANAGER	WASTEWATER	S29
OPERATIONS SUPERVISOR		S21
PROCUREMENT & CONTRACTS MANAGER		S31
RECORDS PROGRAM MANAGER		S21
REVENUE MANAGER		S21
REVENUE SERVICES SUPERVISOR		S15
SENIOR CONSERVATION PROGRAM SPECIALIST		S15
SENIOR CONSTRUCTION INSPECTOR		S13
SENIOR CUSTOMER SERVICE REPRESENTATIVE		S05

SENIOR STOREKEEPER		S01
SENIOR ZANJERO		S11
SUPERVISING ENGINEER		S37
SUPERVISING MANAGEMENT ANALYST		S21
WAREHOUSE SUPERVISOR		S15
WASTEWATER PLANT MANAGER	GRADE IV	S25
WASTEWATER PLANT MANAGER	GRADE V	S27
WATER RESOURCES MANAGER		S33
WATER RESOURCES PROGRAM SUPERVISOR		S21

5.3.5. Unrepresented Classifications (Effective July 1, 2024)

Position Title	Salary
Category 1 - Department Heads	
ASSISTANT DIRECTOR OF OPERATIONS & MAINTENANCE	U25
ASSISTANT GENERAL MANAGER	U36
CLERK OF THE BOARD	U26
DIRECTOR OF ENGINEERING	U34
DIRECTOR OF ENVIRONMENTAL SERVICES	U31
DIRECTOR OF FINANCE	U34
DIRECTOR OF HUMAN RESOURCES	U31
DIRECTOR OF INFORMATION SYSTEMS	U31
DIRECTOR OF PUBLIC AFFAIRS & CUSTOMER EXPERIENCE	U34
GENERAL MANAGER	Z
Category 2 - Supervisory	
COMMUNICATIONS PROGRAM MANAGER/PIO	U16
CONTROLLER	U20
DEPUTY CLERK OF THE BOARD	U13
FINANCE MANAGER	U18
HR ADMINISTRATOR	U18
PRINCIPAL HR ANALYST	U14
RISK MANAGER	U20
Category 3 - Administrative	
BUDGET & DEBT ANALYST	U16
EXECUTIVE ASSISTANT	U06
EXECUTIVE PROGRAM ADMINISTRATOR	U20
GOVERNMENT AFFAIRS PROGRAM MANAGER	U13
HR ANALYST	U07
HR ASSISTANT	U05
HR OFFICE ASSISTANT	U01
SENIOR HR ANALYST	U11

5.4. Salary Schedules

5.4.1. CVWDEA Salary Schedule

COACHELLA VALLEY WATER DISTRICT

Salary Schedule, Effective Dec 30, 2023

TABLE A

Rate Per Month

Range	Steps							
	1	2	3	4	5	6	7	8
A00	1,873	1,973	2,077	2,186	2,292	2,406	2,526	2,653
A05	2,622	2,761	2,907	3,059	3,213	3,370	3,539	3,712
A08	3,937	4,122	4,319	4,520	4,735	4,983	5,205	5,439
A09	4,041	4,231	4,431	4,640	4,858	5,094	5,304	5,556
A10	4,122	4,319	4,520	4,735	4,983	5,205	5,439	5,678
A11	4,231	4,431	4,640	4,858	5,094	5,304	5,556	5,800
A12	4,319	4,520	4,735	4,983	5,205	5,439	5,678	5,924
A13	4,431	4,640	4,858	5,094	5,304	5,556	5,800	6,067
A14	4,520	4,735	4,983	5,205	5,439	5,678	5,924	6,189
A15	4,640	4,858	5,094	5,304	5,556	5,800	6,067	6,340
A16	4,735	4,983	5,205	5,439	5,678	5,924	6,189	6,466
A17	4,858	5,094	5,304	5,556	5,800	6,067	6,340	6,622
A18	4,983	5,205	5,439	5,678	5,924	6,189	6,466	6,758
A19	5,094	5,304	5,556	5,800	6,067	6,340	6,622	6,922
A20	5,205	5,439	5,678	5,924	6,189	6,466	6,758	7,071
A21	5,304	5,556	5,800	6,067	6,340	6,622	6,922	7,227
A22	5,439	5,678	5,924	6,189	6,466	6,758	7,071	7,401
A23	5,556	5,800	6,067	6,340	6,622	6,922	7,227	7,559
A24	5,678	5,924	6,189	6,466	6,758	7,071	7,401	7,731
A25	5,800	6,067	6,340	6,622	6,922	7,227	7,559	7,921
A26	5,924	6,189	6,466	6,758	7,071	7,401	7,731	8,097
A27	6,067	6,340	6,622	6,922	7,227	7,559	7,921	8,283
A28	6,189	6,466	6,758	7,071	7,401	7,731	8,097	8,466
A29	6,340	6,622	6,922	7,227	7,559	7,921	8,283	8,665
A30	6,466	6,758	7,071	7,401	7,731	8,097	8,466	8,864
A31	6,622	6,922	7,227	7,559	7,921	8,283	8,665	9,066

A32	6,758	7,071	7,401	7,731	8,097	8,466	8,864	9,277
A33	6,922	7,227	7,559	7,921	8,283	8,665	9,066	9,482
A34	7,071	7,401	7,731	8,097	8,466	8,864	9,277	9,713
A35	7,227	7,559	7,921	8,283	8,665	9,066	9,482	9,933
A36	7,401	7,731	8,097	8,466	8,864	9,277	9,713	10,174
A37	7,559	7,921	8,283	8,665	9,066	9,482	9,933	10,399
A38	7,731	8,097	8,466	8,864	9,277	9,713	10,174	10,646
A39	7,921	8,283	8,665	9,066	9,482	9,933	10,399	10,895
A40	8,097	8,466	8,864	9,277	9,713	10,174	10,646	11,153
A41	8,283	8,665	9,066	9,482	9,933	10,399	10,895	11,406
A42	8,466	8,864	9,277	9,713	10,174	10,646	11,153	11,671
A43	8,665	9,066	9,482	9,933	10,399	10,895	11,406	11,954
A44	8,864	9,277	9,713	10,174	10,646	11,153	11,671	12,233
A45	9,066	9,482	9,933	10,399	10,895	11,406	11,954	12,520
A46	9,277	9,713	10,174	10,646	11,153	11,671	12,233	12,809
A47	9,482	9,933	10,399	10,895	11,406	11,954	12,520	13,129
A48	9,713	10,174	10,646	11,153	11,671	12,233	12,809	13,429
A49	9,933	10,399	10,895	11,406	11,954	12,520	13,129	13,735
A50	10,174	10,646	11,153	11,671	12,233	12,809	13,429	14,064
A51	10,399	10,895	11,406	11,954	12,520	13,129	13,735	14,397
A52	10,646	11,153	11,671	12,233	12,809	13,429	14,064	14,732
A53	10,895	11,406	11,954	12,520	13,129	13,735	14,397	15,096
A54	11,153	11,671	12,233	12,809	13,429	14,064	14,732	15,440
A55	11,406	11,954	12,520	13,129	13,735	14,397	15,096	15,822
A56	11,671	12,233	12,809	13,429	14,064	14,732	15,440	16,184
A57	11,954	12,520	13,129	13,735	14,397	15,096	15,822	16,579
A58	12,233	12,809	13,429	14,064	14,732	15,440	16,184	16,977
A59	12,520	13,129	13,735	14,397	15,096	15,822	16,579	17,367
A60	12,809	13,429	14,064	14,732	15,440	16,184	16,977	17,793
A61	13,129	13,735	14,397	15,096	15,822	16,579	17,367	18,215
A62	13,429	14,064	14,732	15,440	16,184	16,977	17,793	18,654
A63	13,735	14,397	15,096	15,822	16,579	17,367	18,215	19,099
A64	14,064	14,732	15,440	16,184	16,977	17,793	18,654	19,563
A65	14,397	15,096	15,822	16,579	17,367	18,215	19,099	20,019
A66	14,732	15,440	16,184	16,977	17,793	18,654	19,563	20,503
A67	15,096	15,822	16,579	17,367	18,215	19,099	20,019	20,996

A68	15,440	16,184	16,977	17,793	18,654	19,563	20,503	21,503
A69	15,822	16,579	17,367	18,215	19,099	20,019	20,996	22,009
A70	16,184	16,977	17,793	18,654	19,563	20,503	21,503	22,547
A71	16,579	17,367	18,215	19,099	20,019	20,996	22,009	23,115
A72	16,977	17,793	18,654	19,563	20,503	21,503	22,547	23,680
A73	17,367	18,215	19,099	20,019	20,996	22,009	23,115	24,270
A74	17,793	18,654	19,563	20,503	21,503	22,547	23,680	24,863
A75	18,215	19,099	20,019	20,996	22,009	23,115	24,270	25,484
A76	18,654	19,563	20,503	21,503	22,547	23,680	24,863	26,119

5.4.2. ASSET Salary Schedule

COACHELLA VALLEY WATER DISTRICT

Salary Schedule, Effective Dec 30, 2023

TABLE S - Step 1-8

Rate Per Month

Range	Steps							
	1	2	3	4	5	6	7	8
S01	5,955	6,089	6,226	6,366	6,509	6,655	6,805	6,958
S02	6,089	6,226	6,366	6,509	6,655	6,805	6,958	7,115
S03	6,226	6,366	6,509	6,655	6,805	6,958	7,115	7,275
S04	6,366	6,509	6,655	6,805	6,958	7,115	7,275	7,439
S05	6,509	6,655	6,805	6,958	7,115	7,275	7,439	7,606
S06	6,655	6,805	6,958	7,115	7,275	7,439	7,606	7,777
S07	6,805	6,958	7,115	7,275	7,439	7,606	7,777	7,952
S08	6,958	7,115	7,275	7,439	7,606	7,777	7,952	8,131
S09	7,115	7,275	7,439	7,606	7,777	7,952	8,131	8,314
S10	7,275	7,439	7,606	7,777	7,952	8,131	8,314	8,501
S11	7,439	7,606	7,777	7,952	8,131	8,314	8,501	8,692
S12	7,606	7,777	7,952	8,131	8,314	8,501	8,692	8,888
S13	7,777	7,952	8,131	8,314	8,501	8,692	8,888	9,088
S14	7,952	8,131	8,314	8,501	8,692	8,888	9,088	9,292
S15	8,131	8,314	8,501	8,692	8,888	9,088	9,292	9,501
S16	8,314	8,501	8,692	8,888	9,088	9,292	9,501	9,715
S17	8,501	8,692	8,888	9,088	9,292	9,501	9,715	9,934
S18	8,692	8,888	9,088	9,292	9,501	9,715	9,934	10,157
S19	8,888	9,088	9,292	9,501	9,715	9,934	10,157	10,386
S20	9,088	9,292	9,501	9,715	9,934	10,157	10,386	10,619
S21	9,292	9,501	9,715	9,934	10,157	10,386	10,619	10,858
S22	9,501	9,715	9,934	10,157	10,386	10,619	10,858	11,103
S23	9,715	9,934	10,157	10,386	10,619	10,858	11,103	11,353
S24	9,934	10,157	10,386	10,619	10,858	11,103	11,353	11,608
S25	10,157	10,386	10,619	10,858	11,103	11,353	11,608	11,869
S26	10,386	10,619	10,858	11,103	11,353	11,608	11,869	12,136
S27	10,619	10,858	11,103	11,353	11,608	11,869	12,136	12,409

S28	10,858	11,103	11,353	11,608	11,869	12,136	12,409	12,688
S29	11,103	11,353	11,608	11,869	12,136	12,409	12,688	12,974
S30	11,353	11,608	11,869	12,136	12,409	12,688	12,974	13,266
S31	11,608	11,869	12,136	12,409	12,688	12,974	13,266	13,564
S32	11,869	12,136	12,409	12,688	12,974	13,266	13,564	13,870
S33	12,136	12,409	12,688	12,974	13,266	13,564	13,870	14,182
S34	12,409	12,688	12,974	13,266	13,564	13,870	14,182	14,501
S35	12,688	12,974	13,266	13,564	13,870	14,182	14,501	14,827
S36	12,974	13,266	13,564	13,870	14,182	14,501	14,827	15,161
S37	13,266	13,564	13,870	14,182	14,501	14,827	15,161	15,502
S38	13,564	13,870	14,182	14,501	14,827	15,161	15,502	15,850
S39	13,870	14,182	14,501	14,827	15,161	15,502	15,850	16,207
S40	14,182	14,501	14,827	15,161	15,502	15,850	16,207	16,572
S41	14,501	14,827	15,161	15,502	15,850	16,207	16,572	16,945
S42	14,827	15,161	15,502	15,850	16,207	16,572	16,945	17,326
S43	15,161	15,502	15,850	16,207	16,572	16,945	17,326	17,716
S44	15,502	15,850	16,207	16,572	16,945	17,326	17,716	18,114
S45	15,850	16,207	16,572	16,945	17,326	17,716	18,114	18,522
S46	16,207	16,572	16,945	17,326	17,716	18,114	18,522	18,939
S47	16,572	16,945	17,326	17,716	18,114	18,522	18,939	19,365
S48	16,945	17,326	17,716	18,114	18,522	18,939	19,365	19,800
S49	17,326	17,716	18,114	18,522	18,939	19,365	19,800	20,246
S50	17,716	18,114	18,522	18,939	19,365	19,800	20,246	20,701
S51	18,114	18,522	18,939	19,365	19,800	20,246	20,701	21,167
S52	18,522	18,939	19,365	19,800	20,246	20,701	21,167	21,644
S53	18,939	19,365	19,800	20,246	20,701	21,167	21,644	22,130

COACHELLA VALLEY WATER DISTRICT

Salary Schedule, Effective Dec 30, 2023

TABLE S - Step 9-16

Rate Per Month

Range	9	10	11	12	13	14	15	16
S01	7,115	7,275	7,439	7,606	7,777	7,952	8,131	8,314
S02	7,275	7,439	7,606	7,777	7,952	8,131	8,314	8,501
S03	7,439	7,606	7,777	7,952	8,131	8,314	8,501	8,692
S04	7,606	7,777	7,952	8,131	8,314	8,501	8,692	8,888
S05	7,777	7,952	8,131	8,314	8,501	8,692	8,888	9,088
S06	7,952	8,131	8,314	8,501	8,692	8,888	9,088	9,292
S07	8,131	8,314	8,501	8,692	8,888	9,088	9,292	9,501
S08	8,314	8,501	8,692	8,888	9,088	9,292	9,501	9,715
S09	8,501	8,692	8,888	9,088	9,292	9,501	9,715	9,934
S10	8,692	8,888	9,088	9,292	9,501	9,715	9,934	10,157
S11	8,888	9,088	9,292	9,501	9,715	9,934	10,157	10,386
S12	9,088	9,292	9,501	9,715	9,934	10,157	10,386	10,619
S13	9,292	9,501	9,715	9,934	10,157	10,386	10,619	10,858
S14	9,501	9,715	9,934	10,157	10,386	10,619	10,858	11,103
S15	9,715	9,934	10,157	10,386	10,619	10,858	11,103	11,353
S16	9,934	10,157	10,386	10,619	10,858	11,103	11,353	11,608
S17	10,157	10,386	10,619	10,858	11,103	11,353	11,608	11,869
S18	10,386	10,619	10,858	11,103	11,353	11,608	11,869	12,136
S19	10,619	10,858	11,103	11,353	11,608	11,869	12,136	12,409
S20	10,858	11,103	11,353	11,608	11,869	12,136	12,409	12,688
S21	11,103	11,353	11,608	11,869	12,136	12,409	12,688	12,974
S22	11,353	11,608	11,869	12,136	12,409	12,688	12,974	13,266
S23	11,608	11,869	12,136	12,409	12,688	12,974	13,266	13,564
S24	11,869	12,136	12,409	12,688	12,974	13,266	13,564	13,870
S25	12,136	12,409	12,688	12,974	13,266	13,564	13,870	14,182
S26	12,409	12,688	12,974	13,266	13,564	13,870	14,182	14,501
S27	12,688	12,974	13,266	13,564	13,870	14,182	14,501	14,827
S28	12,974	13,266	13,564	13,870	14,182	14,501	14,827	15,161
S29	13,266	13,564	13,870	14,182	14,501	14,827	15,161	15,502
S30	13,564	13,870	14,182	14,501	14,827	15,161	15,502	15,850

S31	13,870	14,182	14,501	14,827	15,161	15,502	15,850	16,207
S32	14,182	14,501	14,827	15,161	15,502	15,850	16,207	16,572
S33	14,501	14,827	15,161	15,502	15,850	16,207	16,572	16,945
S34	14,827	15,161	15,502	15,850	16,207	16,572	16,945	17,326
S35	15,161	15,502	15,850	16,207	16,572	16,945	17,326	17,716
S36	15,502	15,850	16,207	16,572	16,945	17,326	17,716	18,114
S37	15,850	16,207	16,572	16,945	17,326	17,716	18,114	18,522
S38	16,207	16,572	16,945	17,326	17,716	18,114	18,522	18,939
S39	16,572	16,945	17,326	17,716	18,114	18,522	18,939	19,365
S40	16,945	17,326	17,716	18,114	18,522	18,939	19,365	19,800
S41	17,326	17,716	18,114	18,522	18,939	19,365	19,800	20,246
S42	17,716	18,114	18,522	18,939	19,365	19,800	20,246	20,701
S43	18,114	18,522	18,939	19,365	19,800	20,246	20,701	21,167
S44	18,522	18,939	19,365	19,800	20,246	20,701	21,167	21,644
S45	18,939	19,365	19,800	20,246	20,701	21,167	21,644	22,130
S46	19,365	19,800	20,246	20,701	21,167	21,644	22,130	22,628
S47	19,800	20,246	20,701	21,167	21,644	22,130	22,628	23,138
S48	20,246	20,701	21,167	21,644	22,130	22,628	23,138	23,658
S49	20,701	21,167	21,644	22,130	22,628	23,138	23,658	24,190
S50	21,167	21,644	22,130	22,628	23,138	23,658	24,190	24,735
S51	21,644	22,130	22,628	23,138	23,658	24,190	24,735	25,291
S52	22,130	22,628	23,138	23,658	24,190	24,735	25,291	25,860
S53	22,628	23,138	23,658	24,190	24,735	25,291	25,860	26,442

5.4.3. Unrepresented Salary Schedule

COACHELLA VALLEY WATER DISTRICT

Salary Schedule, Effective Dec 30, 2023

TABLE U

Rate Per Month

Range	Steps							
	1	2	3	4	5	6	7	8
U00	3,002							
U01	5,205	5,440	5,679	5,924	6,189	6,466	6,759	7,072
U02	5,440	5,679	5,924	6,189	6,466	6,759	7,072	7,400
U03	5,679	5,924	6,189	6,466	6,759	7,072	7,400	7,731
U04	5,924	6,189	6,466	6,759	7,072	7,400	7,731	8,097
U05	6,189	6,466	6,759	7,072	7,400	7,731	8,097	8,466
U06	6,232	6,759	7,072	7,400	7,731	8,097	8,466	8,864
U07	6,922	7,227	7,559	7,921	8,283	8,665	9,066	9,482
U08	7,400	7,731	8,097	8,466	8,864	9,277	9,713	10,174
U09	7,731	8,097	8,466	8,864	9,277	9,713	10,174	10,646
U10	8,097	8,466	8,864	9,277	9,713	10,174	10,646	11,153
U11	8,283	8,665	9,066	9,482	9,933	10,399	10,895	11,406
U12	8,466	8,864	9,277	9,713	10,174	10,646	11,153	11,671
U13	9,087	9,502	9,934	10,385	10,858	11,353	11,869	12,409
U14	9,502	9,934	10,385	10,858	11,353	11,869	12,409	12,974
U15	9,934	10,385	10,858	11,353	11,869	12,409	12,974	13,558
U16	10,385	10,858	11,353	11,869	12,409	12,974	13,558	14,168
U17	10,858	11,353	11,869	12,409	12,974	13,558	14,168	14,805
U18	11,353	11,869	12,409	12,974	13,728	14,346	14,991	15,666
U19	11,869	12,409	12,974	13,558	14,168	14,805	15,472	16,168
U20	12,688	13,265	13,870	14,500	15,160	15,851	16,571	17,325
U21	11,617	12,080	12,565	13,067	13,589	14,133	14,699	15,285
U22	12,080	12,565	13,067	13,589	14,133	14,699	15,285	15,898
U23	12,565	13,067	13,589	14,133	14,699	15,285	15,898	16,534
U24	13,067	13,589	14,133	14,699	15,285	15,898	16,534	17,196
U25	13,589	14,133	14,699	15,285	15,898	16,534	17,196	17,883
U26	14,133	14,699	15,285	15,898	16,534	17,196	17,883	18,600

U27	14,699	15,285	15,898	16,534	17,196	17,883	18,600	19,343
U28	15,285	15,898	16,534	17,196	17,883	18,600	19,343	20,118
U29	15,898	16,534	17,196	17,883	18,600	19,343	20,118	20,924
U30	16,534	17,196	17,883	18,600	19,343	20,118	20,924	21,761
U31	17,196	17,883	18,600	19,343	20,118	20,924	21,761	22,631
U32	17,883	18,600	19,343	20,118	20,924	21,761	22,631	23,517
U33	18,600	19,343	20,118	20,924	21,761	22,631	23,517	24,478
U34	19,343	20,118	20,924	21,761	22,631	23,536	24,478	25,457
U35	20,118	20,924	21,761	22,631	23,536	24,478	25,457	26,475
U36	20,924	21,761	22,631	23,536	24,478	25,457	26,475	27,534
U37	21,761	22,631	23,536	24,478	25,457	26,475	27,534	28,635
U38								30,203

5.5. Assignments The General Manager and/or his or her designees shall assign each employee. Such assignment shall be made in accordance with the employee's qualifications and abilities and the needs and best interest of the District.

5.6. Salary Payment Salary payments will be made on a biweekly basis. The payday for each biweekly pay period will be on the fourth regular working day following the end of the pay period.

5.7. Hourly Rate The hourly rate shall be determined by dividing the annual rate by 2080.

All ordinances or parts of ordinances in conflict with the provisions of this Ordinance, are expressly repealed.

ADOPTED this 11th day of June 2024.

John P. Powell, Jr.
Board President

PASSED AND ADOPTED on this 11th day of June, 2024, at a Regular Meeting of the Board of Directors of the Coachella Valley Water District, by the following roll call vote:

AYES:

NOES:

ABSENT:

Dated this 11th day of June 2024.

Sylvia Bermudez
Clerk of the Board