



Fair Oaks Water District – 2022 Salary Ranges

| Classification/Position Title   | Base Wage | Step 1  | Step 2  | Step 3  | Step 4  | Step 5  | Step 6  | Step 7  | Step 8  | Step 9  | Step 10 |
|---|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Associate Engineer<br>Field Customer Service Supervisor<br>Operations Supervisor  | \$35.37   | \$36.89 | \$38.42 | \$39.94 | \$41.46 | \$42.98 | \$43.93 | \$44.88 | \$45.83 | \$46.78 | \$47.75 |
| Sr. Financial Analyst   | \$32.24   | \$33.62 | \$35.01 | \$36.39 | \$37.78 | \$39.17 | \$40.04 | \$40.91 | \$41.78 | \$42.65 | \$43.52 |
| Construction Inspector<br>Information Technology Technician<br>Water Quality Technician<br>Distribution Supply Operator IV                | \$29.81   | \$31.09 | \$32.37 | \$33.65 | \$34.93 | \$36.22 | \$37.02 | \$37.82 | \$38.62 | \$39.42 | \$40.24 |
| Distribution System Lead Worker<br>Distribution System Operator III   | \$27.43   | \$28.61 | \$29.79 | \$30.97 | \$32.15 | \$33.33 | \$34.07 | \$34.81 | \$35.55 | \$36.29 | \$37.03 |
| Financial Analyst<br>Lead Customer Service Representative<br>Water Efficiency Specialist  | \$24.60   | \$25.66 | \$26.72 | \$27.78 | \$28.84 | \$29.89 | \$30.55 | \$31.21 | \$31.87 | \$32.53 | \$33.21 |
| Customer Service Representative II<br>Distribution System Operator II<br>Field Customer Service Representative II<br>Inventory Technician | \$23.08   | \$24.07 | \$25.06 | \$26.05 | \$27.05 | \$28.04 | \$28.66 | \$29.28 | \$29.90 | \$30.52 | \$31.15 |
| Distribution System Operator I<br>Field Customer Service Representative I   | \$20.05   | \$20.91 | \$21.77 | \$22.63 | \$23.49 | \$24.36 | \$24.90 | \$25.44 | \$25.98 | \$26.52 | \$27.06 |
| Customer Service Representative   | \$18.35   | \$19.14 | \$19.93 | \$20.72 | \$21.51 | \$22.29 | \$22.79 | \$23.29 | \$23.79 | \$24.29 | \$24.77 |

Effective Date January 1, 2022 / Board Approved November 8, 2021



Fair Oaks Water District – 2022 Salary Ranges

| Exempt Positions – Annual Salary Range  |           |           |
|---|-----------|-----------|
| Classification/Position Title           | Minimum   | Maximum   |
| Technical Services Manager (E)          | \$118,000 | \$158,000 |
| Operations Manager (E)                  | \$108,000 | \$148,000 |
| Finance Manager (E)                     | \$104,000 | \$138,000 |
| Operations Superintendent (E)           | \$83,148  | \$112,250 |
| Human Resource Administrator (E)        | \$73,569  | \$99,320  |
| Water Supply Operator (E)               | \$73, 569 | \$99,320  |
| Contract Position – Annual Salary Range |           |           |
| General Manager                         | \$146,888 | \$198,299 |

Note:

All hourly rates and salary ranges were established in accordance with FOWD Policy 4070 and are based on the Board approved 2021 FOWD Total Compensation Study completed by Bryce Consulting, Inc.

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