



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 Field Customer Service Supervisor Operations Supervisor	\$36.50	\$38.07	\$39.65	\$41.22	\$42.79	\$44.36	\$45.34	\$46.32	\$47.30	\$48.28	\$49.28
Sr. Financial Analyst	\$33.27	\$34.70	\$36.13	\$37.55	\$38.99	\$40.42	\$41.32	\$42.22	\$43.12	\$44.01	\$44.91
Construction Inspector Information Technology Technician Water Quality Technician Distribution Supply Operator IV	\$30.76	\$32.08	\$33.41	\$34.73	\$36.05	\$37.38	\$38.20	\$39.03	\$39.86	\$40.68	\$41.53
Distribution System Lead Worker Distribution System Operator III	\$28.31	\$29.53	\$30.74	\$31.96	\$33.18	\$34.40	\$35.16	\$35.92	\$36.69	\$37.45	\$38.21
Administrative Specialist Financial Analyst Customer Service Financial Analyst Water Efficiency Specialist	\$25.39	\$26.48	\$27.58	\$28.67	\$29.76	\$30.85	\$31.53	\$32.21	\$32.89	\$33.57	\$34.27
Customer Service Representative II Distribution System Operator II Field Customer Service Representative II Inventory Technician	\$23.82	\$24.84	\$25.86	\$26.88	\$27.92	\$28.94	\$29.58	\$30.22	\$30.86	\$31.50	\$32.15
Distribution System Operator I Field Customer Service Representative I	\$20.69	\$21.58	\$22.47	\$23.35	\$24.24	\$25.14	\$25.70	\$26.25	\$26.81	\$27.37	\$27.93
Customer Service Representative	\$18.94	\$19.75	\$20.57	\$21.38	\$22.20	\$23.00	\$23.52	\$24.04	\$24.55	\$25.07	\$25.56

Effective Date January 1, 2022 / Board Approved February 14, 2022



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Exempt Positions – Annual Salary Range		
Classification/Position Title	Minimum	Maximum
Technical Services Manager (E)	\$121,784	\$163,051
Operations Manager (E)	\$111,446	\$152,734
Finance Manager (E)	\$107,328	\$142,418
Operations Superintendent (E)	\$85,809	\$115,842
Human Resource Administrator (E)	\$75,920	\$102,502
Water Supply Operator (E)	\$75,920	\$102,502
Contract Position – Annual Salary Range		
General Manager	\$151,590	\$204,651

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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