

City of San Bernardino Municipal Water Department  
Salary Schedule

**San Bernardino Municipal Water Department (SBMWD)  
Salary Schedule**

**General, Mid-Management, Part-Time**

Position Title	Grade	Grade Description	Monthly Minimum	Monthly Maximum
ACCOUNTANT I	146	GENERAL EMPLOYEES	5,377	6,884
ACCOUNTANT II	150	GENERAL EMPLOYEES	5,936	7,598
ACCOUNTING TECHNICIAN I	135	GENERAL EMPLOYEES	4,098	5,246
ACCOUNTING TECHNICIAN II	139	GENERAL EMPLOYEES	4,524	5,791
ADMINISTRATIVE ASSISTANT	140	GENERAL EMPLOYEES	4,637	5,936
ADMIN SERVICES MANAGER	272	MID MGMT EMPLOYEES	10,926	13,945
BILLING COLLECTION SUPERVISOR	254	MID MGMT EMPLOYEES	7,005	8,941
BUYER	148	GENERAL EMPLOYEES	5,650	7,232
COLLECTIONS SYSTEM LEAD WORKER	148	GENERAL EMPLOYEES	5,650	7,232
COLLECTIONS SYSTEM SUPERINTENDENT	270	MID MGMT EMPLOYEES	10,399	13,273
COLLECTIONS SYSTEM SUPERVISOR	254	MID MGMT EMPLOYEES	7,005	8,941
COLLECTIONS SYSTEM SUPPORT WORKER	134	GENERAL EMPLOYEES	3,999	5,118
COLLECTIONS SYSTEM WORKER I	140	GENERAL EMPLOYEES	4,637	5,936
COLLECTIONS SYSTEM WORKER II	144	GENERAL EMPLOYEES	5,118	6,552
CONSTRUCTION PROJECT MANAGER	265	MID MGMT EMPLOYEES	9,192	11,731
CONSTRUCTION SERVICES MANAGER	268	MID MGMT EMPLOYEES	9,898	12,633
CONTRACTS ADMINISTRATOR	264	MID MGMT EMPLOYEES	8,967	11,445
CONTROL SYSTEMS AND COMMUNICATION SUPERVISOR	268	MID MGMT EMPLOYEES	9,898	12,633
CONTROL SYSTEMS AND COMMUNICATION TECHNICIAN	157	GENERAL EMPLOYEES	7,056	9,032
CUST SERVICE LEAD REPRESENTATIVE	141	GENERAL EMPLOYEES	4,753	6,084
CUST SERVICE REP I - BILINGUAL	133	GENERAL EMPLOYEES	3,901	4,993
CUST SERVICE REP II- BILINGUAL	137	GENERAL EMPLOYEES	4,306	5,512
CUSTOMER SERVICE REP I	133	GENERAL EMPLOYEES	3,901	4,993
CUSTOMER SERVICE REP II	137	GENERAL EMPLOYEES	4,306	5,512
CUSTOMER SERVICE SUPERVISOR	258	MID MGMT EMPLOYEES	7,733	9,869
DEVELOPMENT SERVICES MANAGER	266	MID MGMT EMPLOYEES	9,421	12,024
ELECT/INSTRUMENTATION LEAD WORKER	161	GENERAL EMPLOYEES	7,788	9,969
ELECT/INSTRUMENTATION SUPERVISOR	268	MID MGMT EMPLOYEES	9,898	12,633
ELECTRICAL & INSTRUMENT TECH	153	GENERAL EMPLOYEES	6,392	8,182
ELECTRICAL REPAIR WORKER	139	GENERAL EMPLOYEES	4,524	5,791
ELECTRICAL SERVICES SUPERINTENDENT	274	MID MGMT EMPLOYEES	11,479	14,650
ENGINEER	265	MID MGMT EMPLOYEES	9,192	11,731
ENGINEERING ASSOCIATE	162	GENERAL EMPLOYEES	7,983	10,218
ENGINEERING MANAGER	277	MID MGMT EMPLOYEES	12,362	15,777
ENGINEERING TECHNICIAN	152	GENERAL EMPLOYEES	6,236	7,983
ENVIRONMENTAL ANALYST	156	GENERAL EMPLOYEES	6,883	8,811
ENVIRONMENTAL COMPLIANCE INSPECTOR	144	GENERAL EMPLOYEES	5,118	6,552
ENVIRONMENTAL COMPLIANCE LEAD INSPECTOR	153	GENERAL EMPLOYEES	6,392	8,182
ENVIRONMENTAL CONTROL OFFICER	268	MID MGMT EMPLOYEES	9,898	12,633
ENVIRONMENTAL MANAGER	265	MID MGMT EMPLOYEES	9,192	11,731
EQUIPMENT MECHANIC I	136	GENERAL EMPLOYEES	4,201	5,377

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EQUIPMENT MECHANIC II	140	GENERAL EMPLOYEES	4,637	5,936
EQUIPMENT MECHANIC LEAD WORKER	148	GENERAL EMPLOYEES	5,650	7,232
FIELD & METER SVC SUPERVISOR	258	MID MGMT EMPLOYEES	7,733	9,869
FIELD & METER SVCS LEAD WORKER	147	GENERAL EMPLOYEES	5,512	7,056
FIELD SERVICE REP I	137	GENERAL EMPLOYEES	4,306	5,512
FIELD SERVICE REP II	141	GENERAL EMPLOYEES	4,753	6,084
FINANCE MANAGER	272	MID MGMT EMPLOYEES	10,926	13,944
FLEET SUPERVISOR	260	MID MGMT EMPLOYEES	8,124	10,369
GIS/DATABASE ANALYST	159	GENERAL EMPLOYEES	7,413	9,489
GIS/DATABASE TECHNICIAN	150	GENERAL EMPLOYEES	5,936	7,598
GIS MANAGER	263	MID MGMT EMPLOYEES	8,749	11,166
HUMAN RESOURCES ANALYST	252	MID MGMT EMPLOYEES	6,668	8,510
HUMAN RESOURCES SPECIALIST	144	GENERAL EMPLOYEES	5,118	6,552
INFORMATION TECHNOLOGY MANAGER	272	MID MGMT EMPLOYEES	10,926	13,945
INFORMATION TECHNOLOGY SPECIALIST	150	GENERAL EMPLOYEES	5,936	7,598
LEAD CONTROL SYSTEMS AND COMMUNICATION TECHNICIAN	163	GENERAL EMPLOYEES	8,182	10,474
METER READER I	137	GENERAL EMPLOYEES	4,306	5,512
METER READER II	141	GENERAL EMPLOYEES	4,753	6,084
NETWORK AND SYSTEMS ADMINISTRATOR	258	MID MGMT EMPLOYEES	7,733	9,869
OFFICE ASSISTANT	128	GENERAL EMPLOYEES	3,448	4,413
PAINTER	143	GENERAL EMPLOYEES	4,993	6,392
PAYROLL SPECIALIST	144	GENERAL EMPLOYEES	5,118	6,552
PRINCIPAL ENGINEER	270	MID MGMT EMPLOYEES	10,399	13,273
PURCHASING MANAGER	268	MID MGMT EMPLOYEES	9,898	12,633
RIX MECH/MAINT SUPERVISOR	258	MID MGMT EMPLOYEES	7,733	9,869
SAFETY ANALYST	152	GENERAL EMPLOYEES	6,236	7,983
SAFETY MANAGER	270	MID MGMT EMPLOYEES	10,399	13,273
SENIOR ACCOUNTANT	258	MID MGMT EMPLOYEES	7,733	9,869
SENIOR ACCOUNTING TECHNICIAN	143	GENERAL EMPLOYEES	4,994	6,392
SENIOR BUSINESS SYSTEMS ANALYST	258	MID MGMT EMPLOYEES	7,733	9,869
SENIOR CONTROL SYSTEMS AND COMMUNICATION TECHNICIAN	160	GENERAL EMPLOYEES	7,598	9,726
SENIOR ELECTRICAL/INSTR TECH	157	GENERAL EMPLOYEES	7,056	9,032
SENIOR ENGINEERING TECHNICIAN	156	GENERAL EMPLOYEES	6,884	8,811
SENIOR INFORMATION TECHNOLOGY SPECIALIST	154	GENERAL EMPLOYEES	6,552	8,387
SENIOR NETWORK AND SYSTEMS ADMINISTRATOR	262	MID MGMT EMPLOYEES	8,535	10,893
SENIOR OFFICE ASSISTANT	136	GENERAL EMPLOYEES	4,201	5,377
SENIOR PROGRAMMING ANALYST	262	MID MGMT EMPLOYEES	8,535	10,893
WAREHOUSE LEAD WORKER	146	GENERAL EMPLOYEES	5,377	6,883
WAREHOUSE WORKER	133	GENERAL EMPLOYEES	3,901	4,993
WATER CONSERVATION/PUBLIC AFFAIRS MANAGER	259	MID MGMT EMPLOYEES	7,926	10,116
WATER CONSERVATION/PUBLIC AFFAIRS SPECIALIST	146	GENERAL EMPLOYEES	5,377	6,883
WATER QUALITY CONTROL OFFICER	267	MID MGMT EMPLOYEES	9,657	12,325
WATER QUALITY LEAD WORKER	157	GENERAL EMPLOYEES	7,056	9,032

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WATER QUALITY WORKER I	145	GENERAL EMPLOYEES	5,246	6,716
WATER QUALITY WORKER II	149	GENERAL EMPLOYEES	5,791	7,413
WATER RECLAMATION TRAINEE	130	GENERAL EMPLOYEES	3,622	4,637
WATER TREATMENT LEAD WORKER	158	GENERAL EMPLOYEES	7,232	9,257
WATER TREATMENT OPERATOR I	145	GENERAL EMPLOYEES	5,246	6,716
WATER TREATMENT OPERATOR II	149	GENERAL EMPLOYEES	5,791	7,413
WATER TREATMENT SUPERVISOR	260	MID MGMT EMPLOYEES	8,124	10,369
WATER UTILITY SUPERVISOR	260	MID MGMT EMPLOYEES	8,124	10,369
WATER/WATER RECLAMATION WORKER	130	GENERAL EMPLOYEES	3,622	4,637
WELDER/PIPEFITTER	148	GENERAL EMPLOYEES	5,650	7,232
WR FACILITIES MAINT LEADPERSON	147	GENERAL EMPLOYEES	5,512	7,056
WR FACILITIES MAINT SUPERVISOR	253	MID MGMT EMPLOYEES	6,834	8,723
WR LEAD MECHANIC	158	GENERAL EMPLOYEES	7,232	9,257
WR LEAD OPERATOR	161	GENERAL EMPLOYEES	7,788	9,969
WR MAINTENANCE PLANNER	156	GENERAL EMPLOYEES	6,883	8,811
WR MAINTENANCE SUPERINTENDENT	271	MID MGMT EMPLOYEES	10,659	13,604
WR MAINTENANCE SUPERVISOR	262	MID MGMT EMPLOYEES	8,535	10,893
WR MECHANIC I	146	GENERAL EMPLOYEES	5,378	6,883
WR MECHANIC II	150	GENERAL EMPLOYEES	5,936	7,598
WR MECHANIC III	154	GENERAL EMPLOYEES	6,552	8,387
WR OPERATIONS SUPERINTENDENT	276	MID MGMT EMPLOYEES	12,060	15,392
WR OPERATIONS MANAGER - FLEX	274	MID MGMT EMPLOYEES	11,479	14,650
WR OPERATOR	145	GENERAL EMPLOYEES	5,246	6,716
WR PLANT SUPERVISOR	266	MID MGMT EMPLOYEES	9,421	12,024
WR PROCESS CONTROL SUPERVISOR	261	MID MGMT EMPLOYEES	8,327	10,628
WR RIX SUPERVISOR	264	MID MGMT EMPLOYEES	8,967	11,445
WR SENIOR OPERATOR	159	GENERAL EMPLOYEES	7,413	9,489
WU DIST SUPERINTENDENT	271	MID MGMT EMPLOYEES	10,659	13,604
WU LEAD WORKER	152	GENERAL EMPLOYEES	6,236	7,983
WU OPERATIONS SUPERINTENDENT	271	MID MGMT EMPLOYEES	10,659	13,604
WU WORKER I	139	GENERAL EMPLOYEES	4,524	5,791
WU WORKER II	143	GENERAL EMPLOYEES	4,993	6,392
WU WORKER III	147	GENERAL EMPLOYEES	5,512	7,056

**Part-Time**

Position Title	Grade	Grade Description	Minimum Hourly	Maximum Hourly
P/T CUST SERVICE REP-BILINGUAL	933	REG PART TIME EMPLOYEES	22.50	28.81
P/T CUSTOMER SERV REP	933	REG PART TIME EMPLOYEES	22.50	28.81
P/T OFFICE ASSISTANT	928	REG PART TIME EMPLOYEES	19.89	25.46
P/T ADMINISTRATIVE ASSISTANT	940	REG PART TIME EMPLOYEES	26.75	34.24
ENGINEERING STUDENT INTERN	102	TEMPORARY PART TIME	18.00	18.00
STUDENT INTERN	100	TEMPORARY PART TIME	15.00	15.00

BOWC Approved: 6/14/2022

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