

| MRGCD PAY AND CLASSIFICATION PLAN EFFECTIVE 4/4/2022 | | ANNUALLY | | | HOURLY | | |
|--|--------------|----------|-----------|-----------|---------|----------|---------|
| Job Description Title | | Minimum | Midpoint | Maximum | Minimum | Midpoint | Maximum |
| OPERATIONS SERIES | | | | | | | |
| <u>Executive</u> | | | | | | | |
| CHIEF ENGINEER/CHIEF EXECUTIVE OFFICER (CE/CEO) | Unclassified | | | | | | |
| CHIEF FINANCIAL OFFICER (CFO/SECRETARY/TREASURER) | Unclassified | | | | | | |
| CHIEF OPERATIONS OFFICER (COO) | 97 | \$91,310 | \$119,326 | \$155,938 | \$43.90 | \$57.37 | \$74.97 |
| <u>Division Management</u> | | | | | | | |
| WATER DISTRIBUTION DIVISION MANAGER | 95 | \$71,189 | \$93,031 | \$121,575 | \$34.23 | \$44.73 | \$58.45 |
| WATER OPERATIONS DIVISION MANAGER | 95 | \$71,189 | \$93,031 | \$121,575 | \$34.23 | \$44.73 | \$58.45 |
| ALBUQUERQUE DIVISION MANAGER | 95 | \$71,189 | \$93,031 | \$121,575 | \$34.23 | \$44.73 | \$58.45 |
| DIVISION MANAGER III | 95 | \$71,189 | \$93,031 | \$121,575 | \$34.23 | \$44.73 | \$58.45 |
| EQUIPMENT REPAIR & TRANSPORTATION DIVISION MANAGER | 90 | \$63,561 | \$83,063 | \$108,549 | \$30.56 | \$39.93 | \$52.19 |
| DIVISION MANAGER II | 90 | \$63,561 | \$83,063 | \$108,549 | \$30.56 | \$39.93 | \$52.19 |
| DIVISION MANAGER I | 85 | \$57,783 | \$75,512 | \$98,681 | \$27.78 | \$36.30 | \$47.44 |
| ASSISTANT WATER DISTRIBUTION DIVISION MANAGER | 80 | \$52,530 | \$68,648 | \$89,710 | \$25.25 | \$33.00 | \$43.13 |
| ASSISTANT EQUIPMENT REPAIR & TRANSPORTATION DIVISION MANAGER | 80 | \$52,530 | \$68,648 | \$89,710 | \$25.25 | \$33.00 | \$43.13 |
| <u>Irrigation Systems Maintenance and Repair</u> | | | | | | | |
| FIELD OPERATIONS SUPERVISOR | 75 | \$47,755 | \$62,407 | \$81,555 | \$22.96 | \$30.00 | \$39.21 |
| CONSTRUCTION & MAINTENANCE SUPERVISOR | 70 | \$43,413 | \$56,733 | \$74,141 | \$20.87 | \$27.28 | \$35.64 |
| FIELD MAINTENANCE SUPERVISOR | 70 | \$43,413 | \$56,733 | \$74,141 | \$20.87 | \$27.28 | \$35.64 |
| FIELD COORDINATOR | 70 | \$43,413 | \$56,733 | \$74,141 | \$20.87 | \$27.28 | \$35.64 |
| LABOR CREW SUPERVISOR | 70 | \$43,413 | \$56,733 | \$74,141 | \$20.87 | \$27.28 | \$35.64 |
| SHOTCRETE SUPERVISOR | 70 | \$43,413 | \$56,733 | \$74,141 | \$20.87 | \$27.28 | \$35.64 |
| SHOTCRETE SPECIALIST | 50 | \$31,200 | \$40,773 | \$53,283 | \$15.00 | \$19.60 | \$25.62 |
| FIELD MAINTENANCE TECHNICIAN | 50 | \$31,200 | \$40,773 | \$53,283 | \$15.00 | \$19.60 | \$25.62 |
| SHOTCRETE HELPER | 50 | \$31,200 | \$40,773 | \$53,283 | \$15.00 | \$19.60 | \$25.62 |
| <u>Irrigation Systems Operations</u> | | | | | | | |
| ISO SUPERVISOR | 80 | \$52,530 | \$68,648 | \$89,710 | \$25.25 | \$33.00 | \$43.13 |
| IRRIGATION SYSTEMS & FIELD MAINTENANCE SUPERVISOR | 80 | \$52,530 | \$68,648 | \$89,710 | \$25.25 | \$33.00 | \$43.13 |
| IRRIGATION SYSTEMS OPERATOR II | 75 | \$47,755 | \$62,407 | \$81,555 | \$22.96 | \$26.97 | \$34.26 |
| IRRIGATION SYSTEMS OPERATOR | 65 | \$39,467 | \$51,576 | \$67,401 | \$18.97 | \$24.80 | \$32.40 |
| IRRIGATION SYS OPERATOR/ DAM TENDER | 65 | \$39,467 | \$51,576 | \$67,401 | \$18.97 | \$24.80 | \$32.40 |
| <u>Equipment Maintenance & Repair</u> | | | | | | | |
| EQUIPMENT OPERATION & MAINTENANCE SUPERVISOR | 80 | \$52,530 | \$68,648 | \$89,710 | \$25.25 | \$33.00 | \$43.13 |
| MECHANIC HEAVY DUTY | 75 | \$47,755 | \$62,407 | \$81,555 | \$22.96 | \$30.00 | \$39.21 |
| MECHANIC | 75 | \$47,755 | \$62,407 | \$81,555 | \$22.96 | \$30.00 | \$39.21 |
| WELDER II | 75 | \$47,755 | \$62,407 | \$81,555 | \$22.96 | \$30.00 | \$39.21 |
| SERVICE TECHNICIAN | 65 | \$39,467 | \$51,576 | \$67,401 | \$18.97 | \$24.80 | \$32.40 |
| HEAVY EQUIPMENT OPERATOR | 65 | \$39,467 | \$51,576 | \$67,401 | \$18.97 | \$24.80 | \$32.40 |
| TRANSPORT DRIVER | 65 | \$39,467 | \$51,576 | \$67,401 | \$18.97 | \$24.80 | \$32.40 |
| WELDER I | 65 | \$39,467 | \$51,576 | \$67,401 | \$18.97 | \$24.80 | \$32.40 |
| MEDIUM EQUIPMENT OPERATOR | 60 | \$35,879 | \$46,887 | \$61,273 | \$17.25 | \$22.54 | \$29.46 |
| LIGHT EQUIPMENT OPERATOR | 55 | \$32,826 | \$42,898 | \$56,060 | \$15.78 | \$20.62 | \$26.95 |
| ADMINISTRATIVE SUPPORT SERIES | | | | | | | |
| <u>Procurement and Logistics</u> | | | | | | | |
| CHIEF PROCUREMENT OFFICER | 90 | \$63,561 | \$83,063 | \$108,549 | \$30.56 | \$39.93 | \$52.19 |
| WAREHOUSE SPECIALIST | 60 | \$35,879 | \$46,887 | \$61,273 | \$17.25 | \$22.54 | \$29.46 |
| PROPERTY SPECIALIST | 60 | \$35,879 | \$46,887 | \$61,273 | \$17.25 | \$22.54 | \$29.46 |
| PURCHASING AGENT | 80 | \$52,530 | \$68,648 | \$89,710 | \$25.25 | \$33.00 | \$43.13 |
| PARTS CLERK | 50 | \$31,200 | \$40,773 | \$53,283 | \$15.00 | \$19.60 | \$25.62 |
| FACILITIES SUPPORT TECHNICIAN | 50 | \$31,200 | \$40,773 | \$53,283 | \$15.00 | \$19.60 | \$25.62 |
| <u>Safety</u> | | | | | | | |
| SAFETY PROGRAM MANAGER | 85 | \$57,783 | \$75,512 | \$98,681 | \$27.78 | \$36.30 | \$47.44 |
| <u>Office & Clerical</u> | | | | | | | |
| GIS/ BOARD LIAISON | 80 | \$52,530 | \$68,648 | \$89,710 | \$25.25 | \$33.00 | \$43.13 |
| STRATEGIC PROJECT AND PLANNING COORDINATOR | 75 | \$47,755 | \$62,407 | \$81,555 | \$22.96 | \$30.00 | \$39.21 |
| ADMINISTRATIVE ASSISTANT/RECORDS & IPRA SPECIALIST | 75 | \$47,755 | \$62,407 | \$81,555 | \$22.96 | \$30.00 | \$39.21 |
| DIVISION CLERK II | 60 | \$35,879 | \$46,887 | \$61,273 | \$17.25 | \$22.54 | \$29.46 |
| DIVISION CLERK | 50 | \$31,200 | \$40,773 | \$53,283 | \$15.00 | \$19.60 | \$25.62 |
| RECEPTIONIST | 50 | \$31,200 | \$40,773 | \$53,283 | \$15.00 | \$19.60 | \$25.62 |

| MRGCD PAY AND CLASSIFICATION PLAN EFFECTIVE 4/4/2022 | | ANNUALLY | | | HOURLY | | |
|--|----|----------|----------|-----------|---------|----------|---------|
| Job Description Title | | Minimum | Midpoint | Maximum | Minimum | Midpoint | Maximum |
| Human Resources | | | | | | | |
| HUMAN RESOURCES DIRECTOR | 95 | \$71,189 | \$93,031 | \$121,575 | \$34.23 | \$44.73 | \$58.45 |
| HR GENERALIST II | 85 | \$57,783 | \$75,512 | \$98,681 | \$27.78 | \$36.30 | \$47.44 |
| HR GENERALIST I | 75 | \$47,755 | \$62,407 | \$81,555 | \$22.96 | \$30.00 | \$39.21 |
| Finance and Accounting | | | | | | | |
| CONTROLLER | 95 | \$71,189 | \$93,031 | \$121,575 | \$34.23 | \$44.73 | \$58.45 |
| BUDGET AND MANAGEMENT ANALYST | 90 | \$63,561 | \$83,063 | \$108,549 | \$30.56 | \$39.93 | \$52.19 |
| ACCOUNTANT | 90 | \$63,561 | \$83,063 | \$108,549 | \$30.56 | \$39.93 | \$52.19 |
| ACCOUNTS PAYABLE/RECEIVABLE CLERK | 75 | \$47,755 | \$62,407 | \$81,555 | \$22.96 | \$30.00 | \$39.21 |
| PAYROLL COORDINATOR | 70 | \$43,413 | \$56,733 | \$74,141 | \$20.87 | \$27.28 | \$35.64 |
| ASSESSMENT/COLLECTION CLERK III | 70 | \$43,413 | \$56,733 | \$74,141 | \$20.87 | \$27.28 | \$35.64 |
| ASSESSMENT/COLLECTION CLERK II | 65 | \$39,467 | \$51,576 | \$67,401 | \$18.97 | \$24.80 | \$32.40 |
| ASSESSMENT/COLLECTION CLERK I | 50 | \$31,200 | \$40,773 | \$53,283 | \$15.00 | \$19.60 | \$25.62 |
| TECHNICAL SUPPORT SERIES | | | | | | | |
| Engineering and Mapping | | | | | | | |
| ENGINEERING AND MAPPING MANAGER | 95 | \$71,189 | \$93,031 | \$121,575 | \$34.23 | \$44.73 | \$58.45 |
| ENGINEER II | 90 | \$63,561 | \$83,063 | \$108,549 | \$30.56 | \$39.93 | \$52.19 |
| ENGINEER I | 85 | \$57,783 | \$75,512 | \$98,681 | \$27.78 | \$36.30 | \$47.44 |
| DRAFTER/FIELD TECHNICIAN | 75 | \$47,755 | \$62,407 | \$81,555 | \$22.96 | \$30.00 | \$39.21 |
| Conservation, Land, and Water Resource Management | | | | | | | |
| PLANNER | 85 | \$57,783 | \$75,512 | \$98,681 | \$27.78 | \$36.30 | \$47.44 |
| LICENSING AND LAND SALES SUPERVISOR | 85 | \$57,783 | \$75,512 | \$98,681 | \$27.78 | \$36.30 | \$47.44 |
| AGRONOMIST/AGROECOLOGIST | 80 | \$52,530 | \$68,648 | \$89,710 | \$25.25 | \$33.00 | \$43.13 |
| RIGHT-OF-WAY SPECIALIST | 80 | \$52,530 | \$68,648 | \$89,710 | \$25.25 | \$33.00 | \$43.13 |
| WATER RESOURCES SPECIALIST | 75 | \$47,755 | \$62,407 | \$81,555 | \$22.96 | \$30.00 | \$39.21 |
| GIS | | | | | | | |
| SYSTEMS AND DATA INTEGRATION MANAGER | 95 | \$71,189 | \$93,031 | \$121,575 | \$34.23 | \$44.73 | \$58.45 |
| GIS ANALYST | 80 | \$52,530 | \$68,648 | \$89,710 | \$25.25 | \$33.00 | \$43.13 |
| GIS/ BOARD LIAISON | 80 | \$52,530 | \$68,648 | \$89,710 | \$25.25 | \$33.00 | \$43.13 |
| GIS TECHNICIAN | 75 | \$47,755 | \$62,407 | \$81,555 | \$22.96 | \$30.00 | \$39.21 |
| Hydrology | | | | | | | |
| HYDROLOGIST II | 85 | \$57,783 | \$75,512 | \$98,681 | \$27.78 | \$36.30 | \$47.44 |
| HYDROLOGIST I | 75 | \$47,755 | \$62,407 | \$81,555 | \$22.96 | \$30.00 | \$39.21 |
| LEAD HYDROLOGY TECHNICIAN | 70 | \$43,413 | \$56,733 | \$74,141 | \$20.87 | \$27.28 | \$35.64 |
| HYDROLOGY TECHNICIAN II | 70 | \$43,413 | \$56,733 | \$74,141 | \$20.87 | \$27.28 | \$35.64 |
| HYDROLOGY TECHNICIAN I | 65 | \$39,467 | \$51,576 | \$67,401 | \$18.97 | \$24.80 | \$32.40 |
| Information Technology | | | | | | | |
| SYSTEM ADMINISTRATOR | 85 | \$57,783 | \$75,512 | \$98,681 | \$27.78 | \$36.30 | \$47.44 |
| NETWORK TECHNICIAN | 80 | \$52,530 | \$68,648 | \$89,710 | \$25.25 | \$33.00 | \$43.13 |