

| MRGCD PAY AND CLASSIFICATION PLAN EFFECTIVE<br>4/4/2022*     |              |          |           | ANNUALLY  |          |     | HOURLY  |          |         |
|--|--------------|----------|-----------|-----------|----------|-----|---------|----------|---------|
| Job Description Title  |              |          |           | Min       | Midpoint | Max | Min     | Midpoint | Max     |
| <b>OPERATIONS SERIES</b>                                     |              |          |           |           |          |     |         |          |         |
| <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>             |              |          |           |           |          |     |         |          |         |
| 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 |
| FIELD MAINTENANCE TECHNICIAN                                 | 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 | \$33.33  | \$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 &amp; Repair</u>                    |              |          |           |           |          |     |         |          |         |
| 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 |
| EQUIPMENT OPERATIONS & MAINTENANCE SUPERVISOR                | 70           | \$43,413 | \$56,733  | \$74,141  |          |     | \$20.87 | \$27.28  | \$35.64 |
| 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 |
| <b>ADMINISTRATIVE SUPPORT SERIES</b>                         |              |          |           |           |          |     |         |          |         |
| <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 &amp; Clerical</u>                                 |              |          |           |           |          |     |         |          |         |
| GIS TECHNICIAN II/ BOARD LIAISON                             | 80           | \$52,530 | \$68,648  | \$89,710  |          |     | \$25.25 | \$33.00  | \$43.13 |
| EXECUTIVE ASSISTANT/RECORDS & IPRA SPECIALIST                | 80           | \$52,530 | \$68,648  | \$89,710  |          |     | \$25.25 | \$33.00  | \$43.13 |
| 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 |
| <u>Public Relations and Information</u>                      |              |          |           |           |          |     |         |          |         |
| PUBLIC INFORMATION OFFICER (PIO)                             | 90           | \$63,561 | \$83,063  | \$108,549 |          |     | \$30.56 | \$39.93  | \$52.19 |
| <u>Human Resources</u>                                       |              |          |           |           |          |     |         |          |         |
| 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 |
| <u>Finance and Accounting</u>                                |              |          |           |           |          |     |         |          |         |
| 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/HR 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 |

| MRGCD PAY AND CLASSIFICATION PLAN EFFECTIVE 4/4/2022*    |    |          |          |           | ANNUALLY |         |          | HOURLY  |  |  |
|--|----|----------|----------|-----------|----------|---------|----------|---------|--|--|
| Job Description Title                                    |    | Min      | Midpoint | Max       |          | Min     | Midpoint | Max     |  |  |
| <b>TECHNICAL SUPPORT SERIES</b>                          |    |          |          |           |          |         |          |         |  |  |
| <u>Engineering and Mapping</u>                           |    |          |          |           |          |         |          |         |  |  |
| 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 |  |  |
| ENGINEERING INTERN                                       | 65 | \$39,467 | \$51,576 | \$67,401  |          | \$18.97 | \$24.80  | \$32.40 |  |  |
| <u>Conservation, Land, and Water Resource Management</u> |    |          |          |           |          |         |          |         |  |  |
| CONSERVATION PROGRAM SUPERVISOR                          | 90 | \$63,561 | \$83,063 | \$108,549 |          | \$30.56 | \$39.93  | \$52.19 |  |  |
| PLANNER  | 85 | \$57,783 | \$75,512 | \$98,681  |          | \$27.78 | \$36.30  | \$47.44 |  |  |
| RIGHT-OF-WAY MANAGER                                     | 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 |  |  |
| <u>GIS</u>   |    |          |          |           |          |         |          |         |  |  |
| SYSTEMS AND DATA INTEGRATION MANAGER                     | 95 | \$71,189 | \$93,031 | \$121,575 |          | \$34.23 | \$44.73  | \$58.45 |  |  |
| SENIOR GIS ANALYST                                       | 80 | \$52,530 | \$68,648 | \$89,710  |          | \$25.25 | \$33.00  | \$43.13 |  |  |
| GIS TECHNICIAN II/ BOARD LIAISON                         | 80 | \$52,530 | \$68,648 | \$89,710  |          | \$25.25 | \$33.00  | \$43.13 |  |  |
| GIS TECHNICIAN II  | 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 |  |  |
| <u>Hydrology</u>   |    |          |          |           |          |         |          |         |  |  |
| 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 |  |  |
| <u>Information Technology</u>                            |    |          |          |           |          |         |          |         |  |  |
| 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 |  |  |

\*Revised 4/6/2023