



FALLBROOK PUBLIC UTILITY DISTRICT  
MEETING OF THE PERSONNEL COMMITTEE

AGENDA

WEDNESDAY, OCTOBER 18, 2023  
11:00 A.M.

FALLBROOK PUBLIC UTILITY DISTRICT  
990 E. MISSION RD., FALLBROOK, CA 92028  
PHONE: (760) 728-1125

**THIS MEETING WILL BE HELD AT THE ABOVE DATE, TIME, AND LOCATION AND MEMBERS OF THE PUBLIC MAY ATTEND IN PERSON AT THE DISTRICT OFFICE LOCATED AT 990 E. MISSION RD., FALLBROOK, CA 92028. FOR THE CONVENIENCE OF MEMBERS OF THE PUBLIC WHO DO NOT WISH TO ATTEND IN PERSON, FALLBROOK PUBLIC UTILITY DISTRICT PROVIDES A MEANS TO OBSERVE AND PROVIDE PUBLIC COMMENTS AT THE MEETING VIA WEB CONFERENCE USING THE BELOW CALL-IN AND WEBLINK INFORMATION. PLEASE NOTE THAT IN THE EVENT OF TECHNICAL ISSUES THAT DISRUPT THE ABILITY OF MEMBERS OF THE PUBLIC TO VIEW THE MEETING OR PROVIDE PUBLIC COMMENTS THROUGH THE WEB CONFERENCE OPTION, THE MEETING WILL CONTINUE.**

Join Zoom Meeting

<https://us06web.zoom.us/j/81349526797?pwd=aT0sqWNb5iSjyiVYaFaFq7C9nw1HGt.1>

MEETING ID: 813 4952 6797

AUDIO PASSCODE: 370892

Dial by your location

+1 346 248 7799 US (Houston); +1 720 707 2699 US (Denver); +1 253 215 8782 US (Tacoma);  
+1 312 626 6799 US (Chicago); +1 646 558 8656 US (New York); +1 301 715 8592 US (Washington DC)

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**PUBLIC COMMENTS:** Members of the public may submit public comments and comments on agenda items in one of the following ways:

**SUBMIT COMMENTS BEFORE THE MEETING:**

- By emailing to our Board Secretary at [leckert@fpud.com](mailto:leckert@fpud.com)
- By mailing to the District Offices at 990 E. Mission Rd., Fallbrook, CA 92028
- By depositing them in the District’s Payment Drop Box located at 990 E. Mission Rd., Fallbrook, CA 92028

All comments submitted before the meeting by whatever means must be received at least 1 hour in advance of the meeting. All comments will be read to the Board during the appropriate portion of the meeting. Please keep any written comments to 3 minutes.

**REMOTELY MAKE COMMENTS DURING THE MEETING:** The Committee Chair will inquire prior to Board discussion if there are any comments from the public on each item.

- Via Zoom Webinar go to the “Participants List,” hover over your name and click on “raise hand.” This will notify the moderator that you wish to speak during oral communication or during a specific item on the agenda.
- Via phone, you can raise your hand by pressing \*9 to notify the moderator that you wish to speak during the current item.

**MAKE IN-PERSON COMMENTS DURING THE MEETING:** The Committee Chair will inquire prior to discussion if there are any comments from the public on each item, at which time members of the public attending in person may make comments.

**THESE PUBLIC COMMENT PROCEDURES SUPERSEDE THE DISTRICT’S STANDARD PUBLIC COMMENT POLICIES AND PROCEDURES TO THE CONTRARY.**

*If you have a disability and need an accommodation to participate in the meeting, please call the Board Secretary at (760) 999-2704 for assistance.*

**I. PRELIMINARY FUNCTIONS**

CALL TO ORDER / ROLL CALL

PUBLIC COMMENT

**II. ACTION/DISCUSSION------(ITEM A)**

A. SYSTEMS TECHNICIAN POSITION

**III. ADJOURNMENT OF MEETING**

\* \* \* \* \*

**DECLARATION OF POSTING**

I, Lauren Eckert, Executive Assistant/Board Secretary of the Fallbrook Public Utility District, do hereby declare that I posted a copy of the foregoing agenda in the glass case at the entrance of the District Office located at 990 East Mission Road, Fallbrook, California, at least 72 hours prior to the meeting in accordance with Government Code § 54954.2(a).

I, Lauren Eckert, further declare under penalty of perjury and under the laws of the State of California that the foregoing is true and correct.

October 12, 2023  
Dated / Fallbrook, CA

/s/ Lauren Eckert  
Executive Assistant/Board Secretary

MEMO

TO: Personnel Committee  
FROM: John Marchetta, Human Resources Manager  
DATE: October 18, 2023  
SUBJECT: Systems Technician Position

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Purpose

To obtain approval for the creation of a new Systems Technician position and the related update to the organizational chart.

Summary

The District proposes the creation of a new position, Systems Technician, to provide additional SCADA, GIS, and EAM support, in addition to other communications and automated control systems.

This position will replace the recently vacant crew leader position, as staff have determined a greater need for a new position to provide much-needed systems support to ensure the District’s ability to maintain 24/7 reliability and functionality. This position retains some of the characteristics of the crew lead position, while providing support for users of asset management, GIS, and other software systems.

Budgetary Impact

The original crew lead salary range (25) was included as a benchmark classification for the salary study that was completed, with the results as follows:

Top Monthly Salary				
FPUD	Market Average	% above or below	Market Median	% above or below
\$ 7,375	\$ 8,644	-17.2%	\$ 9,026	-22.4%

The current salary was 22.4% below the market median. It is recommended to adjust the salary to be within the median of comparable positions and agencies. The proposed new Systems Technician position has been included in the 70 total budgeted positions for the FY 2023-24 budget. It is suggested that the position will be filled at the entry level, salary range 29, which is currently \$46.97 - \$58.65 hourly or \$97,697.60 - \$121,992.00 annually. The updated salary range brings this position closer to the median average for similar positions at other agencies.

Recommended Action

That the Personnel Committee approve the new position and the resulting organizational chart change and recommend approval of the same to the Board.

**Proposed Job Description  
Systems Technician**

# SYSTEMS TECHNICIAN

## DEFINITION

Under general direction, performs a variety of complex technical duties in the administration and maintenance of the District's geographic information system (GIS), supervisory control and data acquisition (SCADA) system, business and SCADA network infrastructure, enterprise asset management (EAM) and other communications and automated control systems.

## EXAMPLES OF DUTIES

- Assists in troubleshooting and maintaining all SCADA system network and control assets throughout the District's potable and recycled water treatment facilities, sewage lift station, distribution system pump stations, pressure regulating facilities, and reservoirs, to insure 24/7 reliability and functionality;
- Assists with the development and maintenance of interfaces among District systems such as GIS, SCADA, EAM, and other communications and automated control systems;
- Provides application support for users of asset management, GIS, and other software systems, including development of queries, reports, and other functions that require knowledge of common programming languages;
- Codes graphical interface displays using multiple programming languages to integrate and automate SCADA data in accordance with user requirements, new and changing technologies, industry standards, and regulatory compliance;
- Administrates SCADA system automated reporting system software;
- Assists with administration of the District's computerized maintenance management system;
- Works with District staff in the design, development and testing of the radio frequency (RF) communication network, the integration, development and testing of new facilities in the SCADA development environment, and the security and optimized performance of all systems;
- Designs, installs, configures, and troubleshoots data communications equipment for critical SCADA, RF and plant programmable logic controller (PLC) networks;
- Assists in installing multi-platform interfaces;
- Designs, programs, maintains, and upgrades process controls from PLC ladder logic to field equipment for water/wastewater treatment and critical power distribution systems;
- Assists in ensuring consistent, reliable operation of critical power generation control systems including PLCs, solar tracking systems, power quality monitors (PQM), and telemetry equipment;
- Configures and maintains SCADA alarm notification systems;
- Assists with activities associated with the installation, service, and preventive maintenance of SCADA systems;
- Observes and complies with all District and mandated safety rules, regulations, and protocols; and

## **SYSTEMS TECHNICIAN**

- Performs other duties as assigned.

### **QUALIFICATIONS**

#### **Knowledge of:**

- Principles, methods, and techniques in the design and operation of SCADA system controllers and devices;
- Network systems architecture;
- A diverse range of programming languages used by the District and the SCADA industry, including ladder logic, function block, and structured text;
- Theory, concepts, principles and practices of process control technology;
- Principles and practices of configuring, troubleshooting diagnosing and maintaining PLCplant control sub-systems, network switches, routers, firewalls, RTU systems, and RF systems;
- General operational characteristics of water and wastewater treatment and distribution systems;
- Methods and techniques of troubleshooting systems and devices;
- Methods and techniques of installing, configuring, administering, and monitoring a diverse range of physical and virtual systems;
- Methods and techniques of evaluating system effectiveness and responding accordingly;
- Security and monitoring devices, and procedures necessary to maintain the integrity and security of data in networked systems;
- Principles and practices of systems analysis and design for the development and management of SCADA systems;
- Principles, practices, and methods of network design, and administration, including connectivity, protocols, interfaces, and security measures;
- Methods of managing and administering server-based operating systems;
- Principles and practices of database design, administration, and functionality;
- Methods and techniques of PLC ladder logic programming, designing interfaces, and SCADA system device configuration;
- Federal, state, and local laws, codes, and regulations in assigned areas of responsibility.
- District and mandated safety rules, regulations, and protocols;
- Safe work practices for industrial electrical environments, water/wastewater treatment facilities;
- Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and District staff.
- Modern equipment and communication tools used for business functions and program, project, and task coordination, including computers and software programs relevant to work performed; and
- English usage, verbal and written.

## **SYSTEMS TECHNICIAN**

### **Ability to:**

- Provide professional level support to the District's SCADA systems and devices;
- Troubleshoot a diverse range of systems hardware and software and make or recommend modifications;
- Install, configure, maintain, and administer networked systems hardware and software including servers;
- Identify nominal voltage and other electrical hazards and make risk assessments while working at water/wastewater facilities and remote industrial sites;
- Design, program, troubleshoot, process controls from the Human Machine Interface (HMI) to field device;
- Monitor systems performance and recommend and implement changes to optimize system reliability and availability;
- Performs database management and administration tasks including tuning, storage, and backup and recovery measures;
- Implement security measures in assigned technology area;
- Configure, maintain, and manage data and voice communication networks and infrastructure to achieve optimal technical performance and user support;
- Apply critical thinking techniques for a broad range of situations;
- Prepare clear, concise, and accurate documentation, user guides, reports of work performed, and other written materials;
- Use modern, state-of-the-art precision and diagnostic instruments, computers, and specialized software to test, calibrate, and diagnose complex telecommunication systems, devices, and equipment;
- Independently organize work, set priorities, meet critical deadlines, and follow-up on assignments;
- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines;
- Effectively use computer systems, software applications relevant to work performed, and modern business equipment to perform a variety of work tasks;
- Communicate clearly and concisely, both orally and in writing, using appropriate English grammar; and
- Establish and maintain effective working relationships with other employees.

### **LICENSES AND CERTIFICATION**

- Possession of a valid and appropriate California driver's license; and
- Cisco Certified Network Associate (CCNA) certification highly desirable

### **EDUCATION, TRAINING AND EXPERIENCE**

- HS Diploma or GED;

## **SYSTEMS TECHNICIAN**

- Rockwell Automation Logix and Schneider EcoStruxure Geo SCADA Expert software training and experience highly desirable
- Minimum of two years of progressively responsible experience providing professional support to SCADA and GIS systems; ESRI ArcGIS experience highly preferable.

### **PHYSICAL DEMANDS**

- Sees details at close range and ability to accurately discern different colors;
- Drives in District vehicles to/from various work sites;
- Lifts, carries, pushes and pulls materials and objects up to 40 pounds;
- Finger dexterity to access, enter, and retrieve data using a computer keyboard and to operate standard office equipment;
- Hears well enough to receive communication by phone, radio and in person. Hears changes in the environment that may indicate equipment malfunction or other hazardous conditions;
- Smells changes in the environment that may indicate equipment malfunction or other hazardous conditions;
- Bends, stoops, kneels, reaches, pushes, and pulls; and
- Occasionally ascends/descend ladders up to 80 feet in height.

### **WORK ENVIRONMENT**

Employees work in an office environment with moderate noise levels, controlled temperature conditions, and occasionally work in an industrial area with exposure to chemical, biological, and electrical hazards. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.

### **SALARY RANGES**

Range 25



## **Proposed Salary Schedule**

**SALARY SCHEDULE**  
Effective July 1, 2023

<b>Classification</b>	<b>Positions</b>	<b>Salary Range</b>
Accounting Technician I & II	2	12 / 16
Collection Supervisor	1	30 & 32
Construction Supervisor	1	32
Customer Service Representative I & II	1	7 / 11
Customer Service Specialist	2	17
Engineering Technician I, II & III	3	16-17 / 20-21 / 26-27
Environmental Compliance Technician	1	26 / 28
Equipment Mechanic	1	18
Executive Assistant/ Board Secretary	1	34
Geographical Information Systems (GIS) Coordinator	1	27
Human Resources Technician	1	16
Information Systems Technician	1	26
Instrumentation, Electrical & Controls Technician I/II	2	20-21 / 25-28
Laboratory Technician I & II	1	20-21 / 24-25
Lead Plant Operator	2	27-28
Maintenance Technician I/II	1	18-20 / 21-24
Management Analyst	1	26
System Services Supervisor	1	32
Operations Specialist	1	16-17
Plant Operator (I-T), I, II	2	11-12 / 17-18 / 21-22
Public Information Officer	1	25
Purchasing/Warehouse/Fleet Supervisor	1	34-35
Safety & Risk Officer	1	36-38
Senior Maintenance Technician	1	29-32
System Operations Supervisor	1	35
Systems Operator I, II, III	4	18 / 22 / 26
<b><u>Systems Technician</u></b>	<b><u>1</u></b>	<b><u>29</u></b>
Crew Leader (Water and Wastewater)	5	23-25
Utility Worker I, II, III (Water and Wastewater)	18	10-11 / 14-15 / 18-19
Warehouse/Purchasing Specialist	1	15-16
Water/Wastewater Operator I/II/III	1	12/19/26
<b><u>Management (Exempt)</u></b>		
General Manager	1	\$259,672
Assistant General Manager/CFO	1	60
Chief Plant Operator	1	35-36
Engineering Manager	1	54
Field Services Manager	1	49 & 51
Human Resources Manager	1	47
Operations Manager	1	53
SCADA, Electrical & Maintenance Supervisor	1	34-35
Supervising Accountant	1	35-36

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Board Approved. Effective July 01, 2023

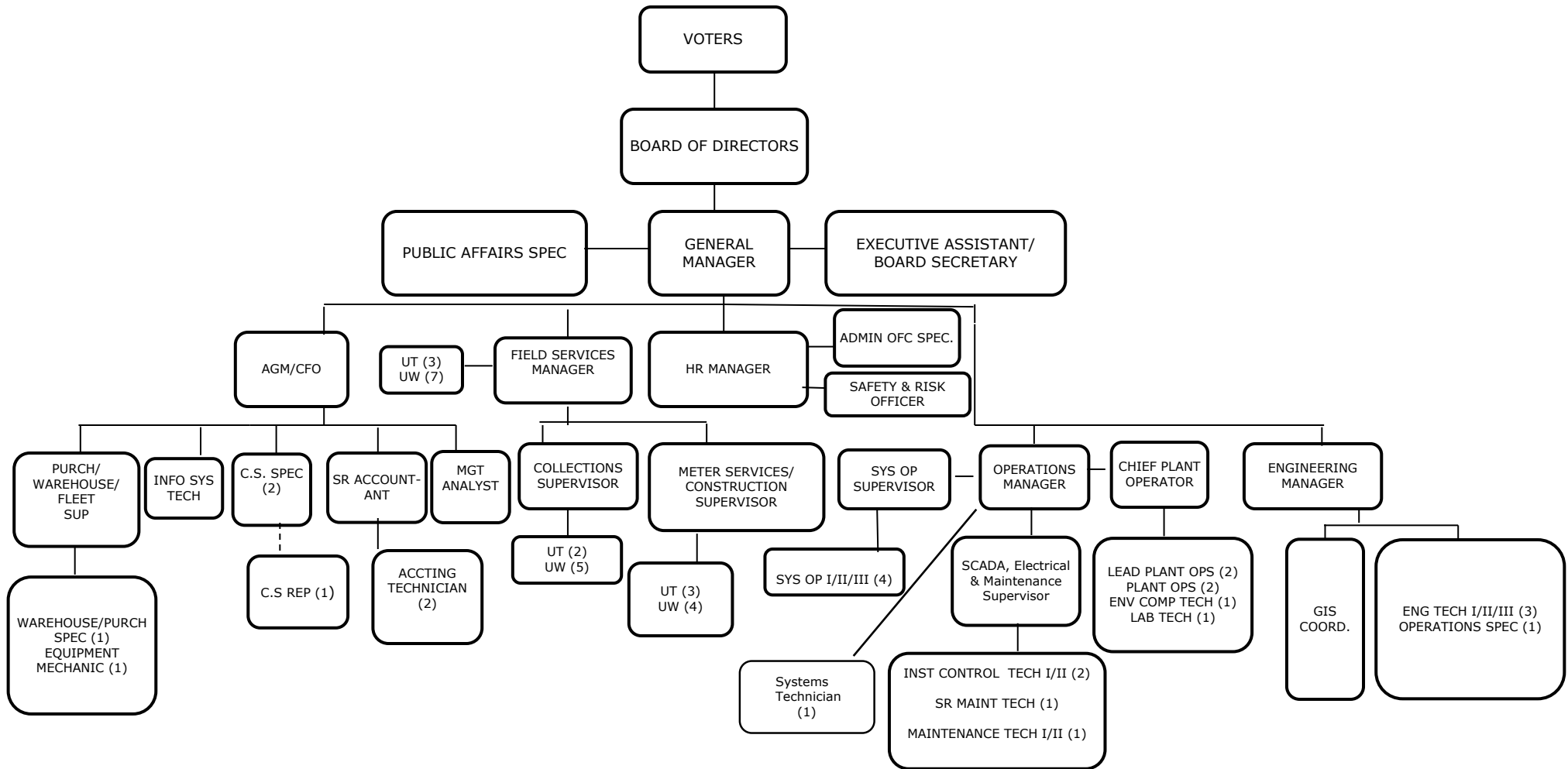
Range #	FY 23-24 Hourly Salary Range									
	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
1	\$23.52	\$24.11	\$24.72	\$25.34	\$25.97	\$26.62	\$27.28	\$27.96	\$28.67	\$29.38
2	\$24.11	\$24.72	\$25.34	\$25.97	\$26.62	\$27.28	\$27.96	\$28.67	\$29.38	\$30.11
3	\$24.72	\$25.34	\$25.97	\$26.62	\$27.28	\$27.96	\$28.67	\$29.38	\$30.11	\$30.87
4	\$25.34	\$25.97	\$26.62	\$27.28	\$27.96	\$28.67	\$29.38	\$30.11	\$30.87	\$31.64
5	\$25.97	\$26.62	\$27.28	\$27.96	\$28.67	\$29.38	\$30.11	\$30.87	\$31.64	\$32.43
6	\$26.62	\$27.28	\$27.96	\$28.67	\$29.38	\$30.11	\$30.87	\$31.64	\$32.43	\$33.24
7	\$27.28	\$27.96	\$28.67	\$29.38	\$30.11	\$30.87	\$31.64	\$32.43	\$33.24	\$34.07
8	\$27.96	\$28.67	\$29.38	\$30.11	\$30.87	\$31.64	\$32.43	\$33.24	\$34.07	\$34.92
9	\$28.67	\$29.38	\$30.11	\$30.87	\$31.64	\$32.43	\$33.24	\$34.07	\$34.92	\$35.79
10	\$29.38	\$30.11	\$30.87	\$31.64	\$32.43	\$33.24	\$34.07	\$34.92	\$35.79	\$36.69
11	\$30.11	\$30.87	\$31.64	\$32.43	\$33.24	\$34.07	\$34.92	\$35.79	\$36.69	\$37.61
12	\$30.87	\$31.64	\$32.43	\$33.24	\$34.07	\$34.92	\$35.79	\$36.69	\$37.61	\$38.55
13	\$31.64	\$32.43	\$33.24	\$34.07	\$34.92	\$35.79	\$36.69	\$37.61	\$38.55	\$39.51
14	\$32.43	\$33.24	\$34.07	\$34.92	\$35.79	\$36.69	\$37.61	\$38.55	\$39.51	\$40.50
15	\$33.24	\$34.07	\$34.92	\$35.79	\$36.69	\$37.61	\$38.55	\$39.51	\$40.50	\$41.52
16	\$34.07	\$34.92	\$35.79	\$36.69	\$37.61	\$38.55	\$39.51	\$40.50	\$41.52	\$42.55
17	\$34.92	\$35.79	\$36.69	\$37.61	\$38.55	\$39.51	\$40.50	\$41.52	\$42.55	\$43.62
18	\$35.79	\$36.69	\$37.61	\$38.55	\$39.51	\$40.50	\$41.52	\$42.55	\$43.62	\$44.71
19	\$36.69	\$37.61	\$38.55	\$39.51	\$40.50	\$41.52	\$42.55	\$43.62	\$44.71	\$45.82
20	\$37.61	\$38.55	\$39.51	\$40.50	\$41.52	\$42.55	\$43.62	\$44.71	\$45.82	\$46.97
21	\$38.55	\$39.51	\$40.50	\$41.52	\$42.55	\$43.62	\$44.71	\$45.82	\$46.97	\$48.14
22	\$39.51	\$40.50	\$41.52	\$42.55	\$43.62	\$44.71	\$45.82	\$46.97	\$48.14	\$49.35
23	\$40.50	\$41.52	\$42.55	\$43.62	\$44.71	\$45.82	\$46.97	\$48.14	\$49.35	\$50.58
24	\$41.52	\$42.55	\$43.62	\$44.71	\$45.82	\$46.97	\$48.14	\$49.35	\$50.58	\$51.84
25	\$42.55	\$43.62	\$44.71	\$45.82	\$46.97	\$48.14	\$49.35	\$50.58	\$51.84	\$53.14
26	\$43.62	\$44.71	\$45.82	\$46.97	\$48.14	\$49.35	\$50.58	\$51.84	\$53.14	\$54.46
27	\$44.71	\$45.82	\$46.97	\$48.14	\$49.35	\$50.58	\$51.84	\$53.14	\$54.46	\$55.83
28	\$45.82	\$46.97	\$48.14	\$49.35	\$50.58	\$51.84	\$53.14	\$54.46	\$55.83	\$57.23
29	\$46.97	\$48.14	\$49.35	\$50.58	\$51.84	\$53.14	\$54.46	\$55.83	\$57.23	\$58.65
30	\$48.14	\$49.35	\$50.58	\$51.84	\$53.14	\$54.46	\$55.83	\$57.23	\$58.65	\$60.12
31	\$49.35	\$50.58	\$51.84	\$53.14	\$54.46	\$55.83	\$57.23	\$58.65	\$60.12	\$61.62
32	\$50.58	\$51.84	\$53.14	\$54.46	\$55.83	\$57.23	\$58.65	\$60.12	\$61.62	\$63.17
33	\$51.84	\$53.14	\$54.46	\$55.83	\$57.23	\$58.65	\$60.12	\$61.62	\$63.17	\$64.74
34	\$53.14	\$54.46	\$55.83	\$57.23	\$58.65	\$60.12	\$61.62	\$63.17	\$64.74	\$66.36
35	\$54.46	\$55.83	\$57.23	\$58.65	\$60.12	\$61.62	\$63.17	\$64.74	\$66.36	\$68.02
36	\$55.83	\$57.23	\$58.65	\$60.12	\$61.62	\$63.17	\$64.74	\$66.36	\$68.02	\$69.72
37	\$57.23	\$58.65	\$60.12	\$61.62	\$63.17	\$64.74	\$66.36	\$68.02	\$69.72	\$71.46
38	\$58.65	\$60.12	\$61.62	\$63.17	\$64.74	\$66.36	\$68.02	\$69.72	\$71.46	\$73.26
39	\$60.12	\$61.62	\$63.17	\$64.74	\$66.36	\$68.02	\$69.72	\$71.46	\$73.26	\$75.09
40	\$61.62	\$63.17	\$64.74	\$66.36	\$68.02	\$69.72	\$71.46	\$73.26	\$75.09	\$76.97
41	\$63.17	\$64.74	\$66.36	\$68.02	\$69.72	\$71.46	\$73.26	\$75.09	\$76.97	\$78.89
42	\$64.74	\$66.36	\$68.02	\$69.72	\$71.46	\$73.26	\$75.09	\$76.97	\$78.89	\$80.86
43	\$66.36	\$68.02	\$69.72	\$71.46	\$73.26	\$75.09	\$76.97	\$78.89	\$80.86	\$82.88
44	\$68.02	\$69.72	\$71.46	\$73.26	\$75.09	\$76.97	\$78.89	\$80.86	\$82.88	\$84.96
45	\$69.72	\$71.46	\$73.26	\$75.09	\$76.97	\$78.89	\$80.86	\$82.88	\$84.96	\$87.08
46	\$71.46	\$73.26	\$75.09	\$76.97	\$78.89	\$80.86	\$82.88	\$84.96	\$87.08	\$89.25
47	\$73.26	\$75.09	\$76.97	\$78.89	\$80.86	\$82.88	\$84.96	\$87.08	\$89.25	\$91.49
48	\$75.09	\$76.97	\$78.89	\$80.86	\$82.88	\$84.96	\$87.08	\$89.25	\$91.49	\$93.78
49	\$76.97	\$78.89	\$80.86	\$82.88	\$84.96	\$87.08	\$89.25	\$91.49	\$93.78	\$96.12
50	\$78.89	\$80.86	\$82.88	\$84.96	\$87.08	\$89.25	\$91.49	\$93.78	\$96.12	\$98.52
51	\$80.86	\$82.88	\$84.96	\$87.08	\$89.25	\$91.49	\$93.78	\$96.12	\$98.52	\$100.98
52	\$82.88	\$84.96	\$87.08	\$89.25	\$91.49	\$93.78	\$96.12	\$98.52	\$100.98	\$103.51
53	\$84.96	\$87.08	\$89.25	\$91.49	\$93.78	\$96.12	\$98.52	\$100.98	\$103.51	\$106.09
54	\$87.08	\$89.25	\$91.49	\$93.78	\$96.12	\$98.52	\$100.98	\$103.51	\$106.09	\$108.75
55	\$89.25	\$91.49	\$93.78	\$96.12	\$98.52	\$100.98	\$103.51	\$106.09	\$108.75	\$111.47
56	\$91.49	\$93.78	\$96.12	\$98.52	\$100.98	\$103.51	\$106.09	\$108.75	\$111.47	\$114.25
57	\$93.78	\$96.12	\$98.52	\$100.98	\$103.51	\$106.09	\$108.75	\$111.47	\$114.25	\$117.11
58	\$96.12	\$98.52	\$100.98	\$103.51	\$106.09	\$108.75	\$111.47	\$114.25	\$117.11	\$120.04
59	\$98.52	\$100.98	\$103.51	\$106.09	\$108.75	\$111.47	\$114.25	\$117.11	\$120.04	\$123.04
60	\$100.98	\$103.51	\$106.09	\$108.75	\$111.47	\$114.25	\$117.11	\$120.04	\$123.04	\$126.12
61	\$103.51	\$106.09	\$108.75	\$111.47	\$114.25	\$117.11	\$120.04	\$123.04	\$126.12	\$129.27
62	\$106.09	\$108.75	\$111.47	\$114.25	\$117.11	\$120.04	\$123.04	\$126.12	\$129.27	\$132.50
63	\$108.75	\$111.47	\$114.25	\$117.11	\$120.04	\$123.04	\$126.12	\$129.27	\$132.50	\$135.81
64	\$111.47	\$114.25	\$117.11	\$120.04	\$123.04	\$126.12	\$129.27	\$132.50	\$135.81	\$139.20
65	\$114.25	\$117.11	\$120.04	\$123.04	\$126.12	\$129.27	\$132.50	\$135.81	\$139.20	\$142.68
66	\$117.11	\$120.04	\$123.04	\$126.12	\$129.27	\$132.50	\$135.81	\$139.20	\$142.68	\$146.25
67	\$120.04	\$123.04	\$126.12	\$129.27	\$132.50	\$135.81	\$139.20	\$142.68	\$146.25	\$149.91
68	\$123.04	\$126.12	\$129.27	\$132.50	\$135.81	\$139.20	\$142.68	\$146.25	\$149.91	\$153.66
69	\$126.12	\$129.27	\$132.50	\$135.81	\$139.20	\$142.68	\$146.25	\$149.91	\$153.66	\$157.50
70	\$129.27	\$132.50	\$135.81	\$139.20	\$142.68	\$146.25	\$149.91	\$153.66	\$157.50	\$161.44
71	\$132.50	\$135.81	\$139.20	\$142.68	\$146.25	\$149.91	\$153.66	\$157.50	\$161.44	\$165.47
72	\$135.81	\$139.20	\$142.68	\$146.25	\$149.91	\$153.66	\$157.50	\$161.44	\$165.47	\$169.61
73	\$139.20	\$142.68	\$146.25	\$149.91	\$153.66	\$157.50	\$161.44	\$165.47	\$169.61	\$173.85
74	\$142.68	\$146.25	\$149.91	\$153.66	\$157.50	\$161.44	\$165.47	\$169.61	\$173.85	\$178.20
75	\$146.25	\$149.91	\$153.66	\$157.50	\$161.44	\$165.47	\$169.61	\$173.85	\$178.20	\$182.65

Range #	FY 23-24 Bi-Weekly Salary Range									
	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
1	\$1,882	\$1,929	\$1,978	\$2,027	\$2,078	\$2,130	\$2,182	\$2,237	\$2,294	\$2,350
2	\$1,929	\$1,978	\$2,027	\$2,078	\$2,130	\$2,182	\$2,237	\$2,294	\$2,350	\$2,409
3	\$1,978	\$2,027	\$2,078	\$2,130	\$2,182	\$2,237	\$2,294	\$2,350	\$2,409	\$2,469
4	\$2,027	\$2,078	\$2,130	\$2,182	\$2,237	\$2,294	\$2,350	\$2,409	\$2,469	\$2,531
5	\$2,078	\$2,130	\$2,182	\$2,237	\$2,294	\$2,350	\$2,409	\$2,469	\$2,531	\$2,594
6	\$2,130	\$2,182	\$2,237	\$2,294	\$2,350	\$2,409	\$2,469	\$2,531	\$2,594	\$2,659
7	\$2,182	\$2,237	\$2,294	\$2,350	\$2,409	\$2,469	\$2,531	\$2,594	\$2,659	\$2,726
8	\$2,237	\$2,294	\$2,350	\$2,409	\$2,469	\$2,531	\$2,594	\$2,659	\$2,726	\$2,794
9	\$2,294	\$2,350	\$2,409	\$2,469	\$2,531	\$2,594	\$2,659	\$2,726	\$2,794	\$2,863
10	\$2,350	\$2,409	\$2,469	\$2,531	\$2,594	\$2,659	\$2,726	\$2,794	\$2,863	\$2,935
11	\$2,409	\$2,469	\$2,531	\$2,594	\$2,659	\$2,726	\$2,794	\$2,863	\$2,935	\$3,009
12	\$2,469	\$2,531	\$2,594	\$2,659	\$2,726	\$2,794	\$2,863	\$2,935	\$3,009	\$3,084
13	\$2,531	\$2,594	\$2,659	\$2,726	\$2,794	\$2,863	\$2,935	\$3,009	\$3,084	\$3,161
14	\$2,594	\$2,659	\$2,726	\$2,794	\$2,863	\$2,935	\$3,009	\$3,084	\$3,161	\$3,240
15	\$2,659	\$2,726	\$2,794	\$2,863	\$2,935	\$3,009	\$3,084	\$3,161	\$3,240	\$3,322
16	\$2,726	\$2,794	\$2,863	\$2,935	\$3,009	\$3,084	\$3,161	\$3,240	\$3,322	\$3,404
17	\$2,794	\$2,863	\$2,935	\$3,009	\$3,084	\$3,161	\$3,240	\$3,322	\$3,404	\$3,490
18	\$2,863	\$2,935	\$3,009	\$3,084	\$3,161	\$3,240	\$3,322	\$3,404	\$3,490	\$3,577
19	\$2,935	\$3,009	\$3,084	\$3,161	\$3,240	\$3,322	\$3,404	\$3,490	\$3,577	\$3,666
20	\$3,009	\$3,084	\$3,161	\$3,240	\$3,322	\$3,404	\$3,490	\$3,577	\$3,666	\$3,757
21	\$3,084	\$3,161	\$3,240	\$3,322	\$3,404	\$3,490	\$3,577	\$3,666	\$3,757	\$3,851
22	\$3,161	\$3,240	\$3,322	\$3,404	\$3,490	\$3,577	\$3,666	\$3,757	\$3,851	\$3,948
23	\$3,240	\$3,322	\$3,404	\$3,490	\$3,577	\$3,666	\$3,757	\$3,851	\$3,948	\$4,047
24	\$3,322	\$3,404	\$3,490	\$3,577	\$3,666	\$3,757	\$3,851	\$3,948	\$4,047	\$4,147
25	\$3,404	\$3,490	\$3,577	\$3,666	\$3,757	\$3,851	\$3,948	\$4,047	\$4,147	\$4,251
26	\$3,490	\$3,577	\$3,666	\$3,757	\$3,851	\$3,948	\$4,047	\$4,147	\$4,251	\$4,357
27	\$3,577	\$3,666	\$3,757	\$3,851	\$3,948	\$4,047	\$4,147	\$4,251	\$4,357	\$4,466
28	\$3,666	\$3,757	\$3,851	\$3,948	\$4,047	\$4,147	\$4,251	\$4,357	\$4,466	\$4,578
29	\$3,757	\$3,851	\$3,948	\$4,047	\$4,147	\$4,251	\$4,357	\$4,466	\$4,578	\$4,692
30	\$3,851	\$3,948	\$4,047	\$4,147	\$4,251	\$4,357	\$4,466	\$4,578	\$4,692	\$4,809
31	\$3,948	\$4,047	\$4,147	\$4,251	\$4,357	\$4,466	\$4,578	\$4,692	\$4,809	\$4,930
32	\$4,047	\$4,147	\$4,251	\$4,357	\$4,466	\$4,578	\$4,692	\$4,809	\$4,930	\$5,054
33	\$4,147	\$4,251	\$4,357	\$4,466	\$4,578	\$4,692	\$4,809	\$4,930	\$5,054	\$5,179
34	\$4,251	\$4,357	\$4,466	\$4,578	\$4,692	\$4,809	\$4,930	\$5,054	\$5,179	\$5,309
35	\$4,357	\$4,466	\$4,578	\$4,692	\$4,809	\$4,930	\$5,054	\$5,179	\$5,309	\$5,441
36	\$4,466	\$4,578	\$4,692	\$4,809	\$4,930	\$5,054	\$5,179	\$5,309	\$5,441	\$5,577
37	\$4,578	\$4,692	\$4,809	\$4,930	\$5,054	\$5,179	\$5,309	\$5,441	\$5,577	\$5,717
38	\$4,692	\$4,809	\$4,930	\$5,054	\$5,179	\$5,309	\$5,441	\$5,577	\$5,717	\$5,861
39	\$4,809	\$4,930	\$5,054	\$5,179	\$5,309	\$5,441	\$5,577	\$5,717	\$5,861	\$6,007
40	\$4,930	\$5,054	\$5,179	\$5,309	\$5,441	\$5,577	\$5,717	\$5,861	\$6,007	\$6,158
41	\$5,054	\$5,179	\$5,309	\$5,441	\$5,577	\$5,717	\$5,861	\$6,007	\$6,158	\$6,311
42	\$5,179	\$5,309	\$5,441	\$5,577	\$5,717	\$5,861	\$6,007	\$6,158	\$6,311	\$6,469
43	\$5,309	\$5,441	\$5,577	\$5,717	\$5,861	\$6,007	\$6,158	\$6,311	\$6,469	\$6,631
44	\$5,441	\$5,577	\$5,717	\$5,861	\$6,007	\$6,158	\$6,311	\$6,469	\$6,631	\$6,797
45	\$5,577	\$5,717	\$5,861	\$6,007	\$6,158	\$6,311	\$6,469	\$6,631	\$6,797	\$6,967
46	\$5,717	\$5,861	\$6,007	\$6,158	\$6,311	\$6,469	\$6,631	\$6,797	\$6,967	\$7,140
47	\$5,861	\$6,007	\$6,158	\$6,311	\$6,469	\$6,631	\$6,797	\$6,967	\$7,140	\$7,319
48	\$6,007	\$6,158	\$6,311	\$6,469	\$6,631	\$6,797	\$6,967	\$7,140	\$7,319	\$7,502
49	\$6,158	\$6,311	\$6,469	\$6,631	\$6,797	\$6,967	\$7,140	\$7,319	\$7,502	\$7,690
50	\$6,311	\$6,469	\$6,631	\$6,797	\$6,967	\$7,140	\$7,319	\$7,502	\$7,690	\$7,882
51	\$6,469	\$6,631	\$6,797	\$6,967	\$7,140	\$7,319	\$7,502	\$7,690	\$7,882	\$8,078
52	\$6,631	\$6,797	\$6,967	\$7,140	\$7,319	\$7,502	\$7,690	\$7,882	\$8,078	\$8,281
53	\$6,797	\$6,967	\$7,140	\$7,319	\$7,502	\$7,690	\$7,882	\$8,078	\$8,281	\$8,487
54	\$6,967	\$7,140	\$7,319	\$7,502	\$7,690	\$7,882	\$8,078	\$8,281	\$8,487	\$8,700
55	\$7,140	\$7,319	\$7,502	\$7,690	\$7,882	\$8,078	\$8,281	\$8,487	\$8,700	\$8,918
56	\$7,319	\$7,502	\$7,690	\$7,882	\$8,078	\$8,281	\$8,487	\$8,700	\$8,918	\$9,140
57	\$7,502	\$7,690	\$7,882	\$8,078	\$8,281	\$8,487	\$8,700	\$8,918	\$9,140	\$9,369
58	\$7,690	\$7,882	\$8,078	\$8,281	\$8,487	\$8,700	\$8,918	\$9,140	\$9,369	\$9,603
59	\$7,882	\$8,078	\$8,281	\$8,487	\$8,700	\$8,918	\$9,140	\$9,369	\$9,603	\$9,843
60	\$8,078	\$8,281	\$8,487	\$8,700	\$8,918	\$9,140	\$9,369	\$9,603	\$9,843	\$10,089
61	\$8,281	\$8,487	\$8,700	\$8,918	\$9,140	\$9,369	\$9,603	\$9,843	\$10,089	\$10,342
62	\$8,487	\$8,700	\$8,918	\$9,140	\$9,369	\$9,603	\$9,843	\$10,089	\$10,342	\$10,600
63	\$8,700	\$8,918	\$9,140	\$9,369	\$9,603	\$9,843	\$10,089	\$10,342	\$10,600	\$10,865
64	\$8,918	\$9,140	\$9,369	\$9,603	\$9,843	\$10,089	\$10,342	\$10,600	\$10,865	\$11,136
65	\$9,140	\$9,369	\$9,603	\$9,843	\$10,089	\$10,342	\$10,600	\$10,865	\$11,136	\$11,414
66	\$9,369	\$9,603	\$9,843	\$10,089	\$10,342	\$10,600	\$10,865	\$11,136	\$11,414	\$11,700
67	\$9,603	\$9,843	\$10,089	\$10,342	\$10,600	\$10,865	\$11,136	\$11,414	\$11,700	\$11,993
68	\$9,843	\$10,089	\$10,342	\$10,600	\$10,865	\$11,136	\$11,414	\$11,700	\$11,993	\$12,293
69	\$10,089	\$10,342	\$10,600	\$10,865	\$11,136	\$11,414	\$11,700	\$11,993	\$12,293	\$12,600
70	\$10,342	\$10,600	\$10,865	\$11,136	\$11,414	\$11,700	\$11,993	\$12,293	\$12,600	\$12,915
71	\$10,600	\$10,865	\$11,136	\$11,414	\$11,700	\$11,993	\$12,293	\$12,600	\$12,915	\$13,238
72	\$10,865	\$11,136	\$11,414	\$11,700	\$11,993	\$12,293	\$12,600	\$12,915	\$13,238	\$13,569
73	\$11,136	\$11,414	\$11,700	\$11,993	\$12,293	\$12,600	\$12,915	\$13,238	\$13,569	\$13,908
74	\$11,414	\$11,700	\$11,993	\$12,293	\$12,600	\$12,915	\$13,238	\$13,569	\$13,908	\$14,256
75	\$11,700	\$11,993	\$12,293	\$12,600	\$12,915	\$13,238	\$13,569	\$13,908	\$14,256	\$14,612

Range #	FY 23-24 Monthly Salary Range									
	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
1	\$4,077	\$4,179	\$4,285	\$4,392	\$4,502	\$4,614	\$4,729	\$4,847	\$4,969	\$5,093
2	\$4,179	\$4,285	\$4,392	\$4,502	\$4,614	\$4,729	\$4,847	\$4,969	\$5,093	\$5,220
3	\$4,285	\$4,392	\$4,502	\$4,614	\$4,729	\$4,847	\$4,969	\$5,093	\$5,220	\$5,350
4	\$4,392	\$4,502	\$4,614	\$4,729	\$4,847	\$4,969	\$5,093	\$5,220	\$5,350	\$5,484
5	\$4,502	\$4,614	\$4,729	\$4,847	\$4,969	\$5,093	\$5,220	\$5,350	\$5,484	\$5,621
6	\$4,614	\$4,729	\$4,847	\$4,969	\$5,093	\$5,220	\$5,350	\$5,484	\$5,621	\$5,762
7	\$4,729	\$4,847	\$4,969	\$5,093	\$5,220	\$5,350	\$5,484	\$5,621	\$5,762	\$5,906
8	\$4,847	\$4,969	\$5,093	\$5,220	\$5,350	\$5,484	\$5,621	\$5,762	\$5,906	\$6,053
9	\$4,969	\$5,093	\$5,220	\$5,350	\$5,484	\$5,621	\$5,762	\$5,906	\$6,053	\$6,204
10	\$5,093	\$5,220	\$5,350	\$5,484	\$5,621	\$5,762	\$5,906	\$6,053	\$6,204	\$6,360
11	\$5,220	\$5,350	\$5,484	\$5,621	\$5,762	\$5,906	\$6,053	\$6,204	\$6,360	\$6,519
12	\$5,350	\$5,484	\$5,621	\$5,762	\$5,906	\$6,053	\$6,204	\$6,360	\$6,519	\$6,682
13	\$5,484	\$5,621	\$5,762	\$5,906	\$6,053	\$6,204	\$6,360	\$6,519	\$6,682	\$6,849
14	\$5,621	\$5,762	\$5,906	\$6,053	\$6,204	\$6,360	\$6,519	\$6,682	\$6,849	\$7,020
15	\$5,762	\$5,906	\$6,053	\$6,204	\$6,360	\$6,519	\$6,682	\$6,849	\$7,020	\$7,197
16	\$5,906	\$6,053	\$6,204	\$6,360	\$6,519	\$6,682	\$6,849	\$7,020	\$7,197	\$7,375
17	\$6,053	\$6,204	\$6,360	\$6,519	\$6,682	\$6,849	\$7,020	\$7,197	\$7,375	\$7,561
18	\$6,204	\$6,360	\$6,519	\$6,682	\$6,849	\$7,020	\$7,197	\$7,375	\$7,561	\$7,750
19	\$6,360	\$6,519	\$6,682	\$6,849	\$7,020	\$7,197	\$7,375	\$7,561	\$7,750	\$7,942
20	\$6,519	\$6,682	\$6,849	\$7,020	\$7,197	\$7,375	\$7,561	\$7,750	\$7,942	\$8,141
21	\$6,682	\$6,849	\$7,020	\$7,197	\$7,375	\$7,561	\$7,750	\$7,942	\$8,141	\$8,344
22	\$6,849	\$7,020	\$7,197	\$7,375	\$7,561	\$7,750	\$7,942	\$8,141	\$8,344	\$8,554
23	\$7,020	\$7,197	\$7,375	\$7,561	\$7,750	\$7,942	\$8,141	\$8,344	\$8,554	\$8,768
24	\$7,197	\$7,375	\$7,561	\$7,750	\$7,942	\$8,141	\$8,344	\$8,554	\$8,768	\$8,986
25	\$7,375	\$7,561	\$7,750	\$7,942	\$8,141	\$8,344	\$8,554	\$8,768	\$8,986	\$9,210
26	\$7,561	\$7,750	\$7,942	\$8,141	\$8,344	\$8,554	\$8,768	\$8,986	\$9,210	\$9,440
27	\$7,750	\$7,942	\$8,141	\$8,344	\$8,554	\$8,768	\$8,986	\$9,210	\$9,440	\$9,677
28	\$7,942	\$8,141	\$8,344	\$8,554	\$8,768	\$8,986	\$9,210	\$9,440	\$9,677	\$9,920
29	\$8,141	\$8,344	\$8,554	\$8,768	\$8,986	\$9,210	\$9,440	\$9,677	\$9,920	\$10,166
30	\$8,344	\$8,554	\$8,768	\$8,986	\$9,210	\$9,440	\$9,677	\$9,920	\$10,166	\$10,420
31	\$8,554	\$8,768	\$8,986	\$9,210	\$9,440	\$9,677	\$9,920	\$10,166	\$10,420	\$10,681
32	\$8,768	\$8,986	\$9,210	\$9,440	\$9,677	\$9,920	\$10,166	\$10,420	\$10,681	\$10,949
33	\$8,986	\$9,210	\$9,440	\$9,677	\$9,920	\$10,166	\$10,420	\$10,681	\$10,949	\$11,222
34	\$9,210	\$9,440	\$9,677	\$9,920	\$10,166	\$10,420	\$10,681	\$10,949	\$11,222	\$11,502
35	\$9,440	\$9,677	\$9,920	\$10,166	\$10,420	\$10,681	\$10,949	\$11,222	\$11,502	\$11,790
36	\$9,677	\$9,920	\$10,166	\$10,420	\$10,681	\$10,949	\$11,222	\$11,502	\$11,790	\$12,084
37	\$9,920	\$10,166	\$10,420	\$10,681	\$10,949	\$11,222	\$11,502	\$11,790	\$12,084	\$12,387
38	\$10,166	\$10,420	\$10,681	\$10,949	\$11,222	\$11,502	\$11,790	\$12,084	\$12,387	\$12,698
39	\$10,420	\$10,681	\$10,949	\$11,222	\$11,502	\$11,790	\$12,084	\$12,387	\$12,698	\$13,016
40	\$10,681	\$10,949	\$11,222	\$11,502	\$11,790	\$12,084	\$12,387	\$12,698	\$13,016	\$13,341
41	\$10,949	\$11,222	\$11,502	\$11,790	\$12,084	\$12,387	\$12,698	\$13,016	\$13,341	\$13,675
42	\$11,222	\$11,502	\$11,790	\$12,084	\$12,387	\$12,698	\$13,016	\$13,341	\$13,675	\$14,016
43	\$11,502	\$11,790	\$12,084	\$12,387	\$12,698	\$13,016	\$13,341	\$13,675	\$14,016	\$14,366
44	\$11,790	\$12,084	\$12,387	\$12,698	\$13,016	\$13,341	\$13,675	\$14,016	\$14,366	\$14,726
45	\$12,084	\$12,387	\$12,698	\$13,016	\$13,341	\$13,675	\$14,016	\$14,366	\$14,726	\$15,095
46	\$12,387	\$12,698	\$13,016	\$13,341	\$13,675	\$14,016	\$14,366	\$14,726	\$15,095	\$15,470
47	\$12,698	\$13,016	\$13,341	\$13,675	\$14,016	\$14,366	\$14,726	\$15,095	\$15,470	\$15,858
48	\$13,016	\$13,341	\$13,675	\$14,016	\$14,366	\$14,726	\$15,095	\$15,470	\$15,858	\$16,255
49	\$13,341	\$13,675	\$14,016	\$14,366	\$14,726	\$15,095	\$15,470	\$15,858	\$16,255	\$16,661
50	\$13,675	\$14,016	\$14,366	\$14,726	\$15,095	\$15,470	\$15,858	\$16,255	\$16,661	\$17,078
51	\$14,016	\$14,366	\$14,726	\$15,095	\$15,470	\$15,858	\$16,255	\$16,661	\$17,078	\$17,503
52	\$14,366	\$14,726	\$15,095	\$15,470	\$15,858	\$16,255	\$16,661	\$17,078	\$17,503	\$17,942
53	\$14,726	\$15,095	\$15,470	\$15,858	\$16,255	\$16,661	\$17,078	\$17,503	\$17,942	\$18,389
54	\$15,095	\$15,470	\$15,858	\$16,255	\$16,661	\$17,078	\$17,503	\$17,942	\$18,389	\$18,850
55	\$15,470	\$15,858	\$16,255	\$16,661	\$17,078	\$17,503	\$17,942	\$18,389	\$18,850	\$19,321
56	\$15,858	\$16,255	\$16,661	\$17,078	\$17,503	\$17,942	\$18,389	\$18,850	\$19,321	\$19,803
57	\$16,255	\$16,661	\$17,078	\$17,503	\$17,942	\$18,389	\$18,850	\$19,321	\$19,803	\$20,298
58	\$16,661	\$17,078	\$17,503	\$17,942	\$18,389	\$18,850	\$19,321	\$19,803	\$20,298	\$20,807
59	\$17,078	\$17,503	\$17,942	\$18,389	\$18,850	\$19,321	\$19,803	\$20,298	\$20,807	\$21,327
60	\$17,503	\$17,942	\$18,389	\$18,850	\$19,321	\$19,803	\$20,298	\$20,807	\$21,327	\$21,860
61	\$17,942	\$18,389	\$18,850	\$19,321	\$19,803	\$20,298	\$20,807	\$21,327	\$21,860	\$22,407
62	\$18,389	\$18,850	\$19,321	\$19,803	\$20,298	\$20,807	\$21,327	\$21,860	\$22,407	\$22,967
63	\$18,850	\$19,321	\$19,803	\$20,298	\$20,807	\$21,327	\$21,860	\$22,407	\$22,967	\$23,541
64	\$19,321	\$19,803	\$20,298	\$20,807	\$21,327	\$21,860	\$22,407	\$22,967	\$23,541	\$24,128
65	\$19,803	\$20,298	\$20,807	\$21,327	\$21,860	\$22,407	\$22,967	\$23,541	\$24,128	\$24,731
66	\$20,298	\$20,807	\$21,327	\$21,860	\$22,407	\$22,967	\$23,541	\$24,128	\$24,731	\$25,349
67	\$20,807	\$21,327	\$21,860	\$22,407	\$22,967	\$23,541	\$24,128	\$24,731	\$25,349	\$25,984
68	\$21,327	\$21,860	\$22,407	\$22,967	\$23,541	\$24,128	\$24,731	\$25,349	\$25,984	\$26,634
69	\$21,860	\$22,407	\$22,967	\$23,541	\$24,128	\$24,731	\$25,349	\$25,984	\$26,634	\$27,300
70	\$22,407	\$22,967	\$23,541	\$24,128	\$24,731	\$25,349	\$25,984	\$26,634	\$27,300	\$27,982
71	\$22,967	\$23,541	\$24,128	\$24,731	\$25,349	\$25,984	\$26,634	\$27,300	\$27,982	\$28,682
72	\$23,541	\$24,128	\$24,731	\$25,349	\$25,984	\$26,634	\$27,300	\$27,982	\$28,682	\$29,399
73	\$24,128	\$24,731	\$25,349	\$25,984	\$26,634	\$27,300	\$27,982	\$28,682	\$29,399	\$30,134
74	\$24,731	\$25,349	\$25,984	\$26,634	\$27,300	\$27,982	\$28,682	\$29,399	\$30,134	\$30,887
75	\$25,349	\$25,984	\$26,634	\$27,300	\$27,982	\$28,682	\$29,399	\$30,134	\$30,887	\$31,659

## **Proposed Org Chart**

# FPUD Org Chart



**69 Total Positions**

# **Systems Technician Salary Survey**



Systems Technician		Salary Range 25		
Comparator Agency	Class Title	Certifications	Top Monthly Salary	
Easter Municipal Water District	SCADA System Analyst	ISA	\$ 9,249	\$ 11,515
Rainbow Municipal Water District	Information Systems Specialist III	-	\$ 7,157	\$ 10,375
Fallbrook Public Utility District	System Technician	CCNA	\$ 7,375	\$ 9,210
Rancho California Water District	SCADA Administrator	CCSA, D2, T1	\$ 8,803	\$ 10,564
Valley Center Municipal Water District	SCADA/IT Administrator	CCNA, MCSE, ISA	\$ 9,367	\$ 12,553

Market Results		Top Monthly Salary	Top Monthly Salary + Incentive Pay
<b>Average of Comparators</b>		<b>\$8,644</b>	<b>\$11,252</b>
<b>% Fallbrook PUD Above/Below</b>		<b>-17.2%</b>	<b>-22.2%</b>
<b>Median of Comparators</b>		<b>\$9,026</b>	<b>\$11,040</b>
<b>% Fallbrook PUD Above/Below</b>		<b>-22.4%</b>	<b>-19.9%</b>