

OTAY WATER DISTRICT
Job Classification and Salary Schedule
Effective July 1, 2018

Position	Exempt (E) Non-Exempt (NE)	Salary Grade	HOURLY			MONTHLY			ANNUALLY		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Accountant	NE	25	\$36.5533	\$41.1226	\$45.6917	\$6,335.91	\$7,127.92	\$7,919.89	\$76,031.20	\$85,534.81	\$95,038.59
Accounting Technician	NE	20	\$28.6406	\$32.2206	\$35.8006	\$4,964.37	\$5,584.90	\$6,205.44	\$59,572.35	\$67,018.76	\$74,465.22
Assistant Chief	E	38	\$68.9270	\$77.5427	\$86.1584	\$11,947.35	\$13,440.73	\$14,934.12	\$143,368.13	\$161,288.78	\$179,209.41
Assistant Civil Engineer I	NE	25	\$36.5533	\$41.1226	\$45.6917	\$6,335.91	\$7,127.92	\$7,919.89	\$76,031.20	\$85,534.81	\$95,038.59
Assistant Civil Engineer II	E	27	\$40.3002	\$45.3376	\$50.3750	\$6,985.37	\$7,858.52	\$8,731.67	\$83,824.40	\$94,302.10	\$104,780.05
Assistant Survey Technician	NE	19	\$27.2769	\$30.6863	\$34.0958	\$4,728.00	\$5,318.96	\$5,909.94	\$56,735.75	\$63,827.48	\$70,919.27
Associate Civil Engineer	E	32	\$51.4344	\$57.8636	\$64.2928	\$8,915.30	\$10,029.69	\$11,144.09	\$106,983.54	\$120,356.23	\$133,728.84
Business Systems Analyst I	E	25	\$36.5533	\$41.1226	\$45.6917	\$6,335.91	\$7,127.92	\$7,919.89	\$76,031.20	\$85,534.81	\$95,038.59
Business Systems Analyst II	E	29	\$44.4311	\$49.9847	\$55.5385	\$7,701.39	\$8,664.01	\$9,626.67	\$92,416.31	\$103,968.08	\$115,520.00
Chief Financial Officer	E	40	\$75.9920	\$85.4908	\$95.0179	\$13,171.95	\$14,818.41	\$16,469.77	\$158,063.28	\$177,820.87	\$197,637.07
Chief, Administrative Services	E	40	\$75.9920	\$85.4908	\$95.0179	\$13,171.95	\$14,818.41	\$16,469.77	\$158,063.28	\$177,820.87	\$197,637.07
Chief, Engineering	E	40	\$75.9920	\$85.4908	\$95.0179	\$13,171.95	\$14,818.41	\$16,469.77	\$158,063.28	\$177,820.87	\$197,637.07
Chief, Water Operations	E	40	\$75.9920	\$85.4908	\$95.0179	\$13,171.95	\$14,818.41	\$16,469.77	\$158,063.28	\$177,820.87	\$197,637.07
Communications Assistant	NE	22	\$31.5764	\$35.5233	\$39.4703	\$5,473.24	\$6,157.37	\$6,841.52	\$65,678.62	\$73,888.15	\$82,097.91
Communications Officer	E	30	\$46.6524	\$52.4839	\$58.3155	\$8,086.42	\$9,097.21	\$10,108.02	\$97,037.05	\$109,166.57	\$121,295.99
Confidential Executive Secretary	NE	22	\$31.5764	\$35.5233	\$39.4703	\$5,473.24	\$6,157.37	\$6,841.52	\$65,678.62	\$73,888.15	\$82,097.91
Confidential Secretary	NE	18	\$25.9780	\$29.2250	\$32.4722	\$4,502.85	\$5,065.67	\$5,628.51	\$54,034.03	\$60,788.07	\$67,542.15
Construction Inspector I	NE	22	\$31.5764	\$35.5233	\$39.4703	\$5,473.24	\$6,157.37	\$6,841.52	\$65,678.62	\$73,888.15	\$82,097.91
Construction Inspector II	NE	24	\$34.8127	\$39.1643	\$43.5158	\$6,034.20	\$6,788.48	\$7,542.74	\$72,410.54	\$81,461.80	\$90,512.94
Customer Service Field Representative I	NE	16	\$23.5627	\$26.5080	\$29.4533	\$4,084.20	\$4,594.72	\$5,105.24	\$49,010.45	\$55,136.48	\$61,262.73
Customer Service Field Representative II	NE	18	\$25.9780	\$29.2250	\$32.4722	\$4,502.85	\$5,065.67	\$5,628.51	\$54,034.03	\$60,788.07	\$67,542.15
Customer Service Manager	E	33	\$54.0061	\$60.7568	\$67.5073	\$9,361.06	\$10,531.18	\$11,701.27	\$112,332.76	\$126,373.88	\$140,415.24
Customer Service Representative I	NE	16	\$23.5627	\$26.5080	\$29.4533	\$4,084.20	\$4,594.72	\$5,105.24	\$49,010.45	\$55,136.48	\$61,262.73
Customer Service Representative II	NE	18	\$25.9780	\$29.2250	\$32.4722	\$4,502.85	\$5,065.67	\$5,628.51	\$54,034.03	\$60,788.07	\$67,542.15
Customer Service Supervisor	E	27	\$40.3002	\$45.3376	\$50.3750	\$6,985.37	\$7,858.52	\$8,731.67	\$83,824.40	\$94,302.10	\$104,780.05
Data Systems Technician	NE	20	\$28.6406	\$32.2206	\$35.8006	\$4,964.37	\$5,584.90	\$6,205.44	\$59,572.35	\$67,018.76	\$74,465.22
Database Administrator	E	32	\$51.4344	\$57.8636	\$64.2928	\$8,915.30	\$10,029.69	\$11,144.09	\$106,983.54	\$120,356.23	\$133,728.84
Disinfection Technician	NE	23	\$33.1551	\$37.2993	\$41.4437	\$5,746.88	\$6,465.21	\$7,183.57	\$68,962.49	\$77,582.75	\$86,202.81
District Secretary	E	29	\$44.4311	\$49.9847	\$55.5385	\$7,701.39	\$8,664.01	\$9,626.67	\$92,416.31	\$103,968.08	\$115,520.00
Electrician I	NE	22	\$31.5764	\$35.5233	\$39.4703	\$5,473.24	\$6,157.37	\$6,841.52	\$65,678.62	\$73,888.15	\$82,097.91
Electrician II	NE	24	\$34.8127	\$39.1643	\$43.5158	\$6,034.20	\$6,788.48	\$7,542.74	\$72,410.54	\$81,461.80	\$90,512.94
Engineering Manager	E	37	\$65.6448	\$73.8502	\$82.0556	\$11,378.43	\$12,800.70	\$14,222.97	\$136,541.07	\$153,608.36	\$170,675.66
Engineering Technician	NE	22	\$31.5764	\$35.5233	\$39.4703	\$5,473.24	\$6,157.37	\$6,841.52	\$65,678.62	\$73,888.15	\$82,097.91
Environmental Compliance Specialist	E	28	\$42.3153	\$47.6044	\$52.8938	\$7,334.65	\$8,251.43	\$9,168.26	\$88,015.57	\$99,017.29	\$110,019.05

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Position	Exempt (E) Non-Exempt (NE)	Salary Grade	HOURLY			MONTHLY			ANNUALLY		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Equipment Mechanic I	NE	18	\$25.9780	\$29.2250	\$32.4722	\$4,502.85	\$5,065.67	\$5,628.51	\$54,034.03	\$60,788.07	\$67,542.15
Equipment Mechanic II	NE	21	\$30.0727	\$33.8316	\$37.5906	\$5,212.60	\$5,864.14	\$6,515.70	\$62,551.06	\$70,369.85	\$78,188.50
Executive Secretary	NE	22	\$31.5764	\$35.5233	\$39.4703	\$5,473.24	\$6,157.37	\$6,841.52	\$65,678.62	\$73,888.15	\$82,097.91
Facilities Maintenance Technician	NE	19	\$27.2769	\$30.6863	\$34.0958	\$4,728.00	\$5,318.96	\$5,909.94	\$56,735.75	\$63,827.48	\$70,919.27
Field Services Manager	E	33	\$54.0061	\$60.7568	\$67.5073	\$9,361.06	\$10,531.18	\$11,701.27	\$112,332.76	\$126,373.88	\$140,415.24
Finance Manager, Controller & Budget	E	35	\$59.5418	\$66.9842	\$74.4269	\$10,320.58	\$11,610.59	\$12,900.66	\$123,846.85	\$139,327.20	\$154,807.80
Finance Manager, Treasury & Accounting	E	35	\$59.5418	\$66.9842	\$74.4269	\$10,320.58	\$11,610.59	\$12,900.66	\$123,846.85	\$139,327.20	\$154,807.80
Fleet Maintenance Supervisor	E	28	\$42.3153	\$47.6044	\$52.8938	\$7,334.65	\$8,251.43	\$9,168.26	\$88,015.57	\$99,017.29	\$110,019.05
General Manager*	E	N/A									\$240,649.87
GIS Analyst	E	25	\$36.5533	\$41.1226	\$45.6917	\$6,335.91	\$7,127.92	\$7,919.89	\$76,031.20	\$85,534.81	\$95,038.59
GIS Manager	E	34	\$56.7063	\$63.7947	\$70.8828	\$9,829.09	\$11,057.75	\$12,286.35	\$117,949.20	\$132,692.73	\$147,436.03
GIS Programmer Analyst	E	27	\$40.3002	\$45.3376	\$50.3750	\$6,985.37	\$7,858.52	\$8,731.67	\$83,824.40	\$94,302.10	\$104,780.05
GIS Technician	NE	22	\$31.5764	\$35.5233	\$39.4703	\$5,473.24	\$6,157.37	\$6,841.52	\$65,678.62	\$73,888.15	\$82,097.91
Human Resources Analyst	E	25	\$36.5533	\$41.1226	\$45.6917	\$6,335.91	\$7,127.92	\$7,919.89	\$76,031.20	\$85,534.81	\$95,038.59
Human Resources Manager	E	35	\$59.5418	\$66.9842	\$74.4269	\$10,320.58	\$11,610.59	\$12,900.66	\$123,846.85	\$139,327.20	\$154,807.80
Information Technology Manager	E	34	\$56.7063	\$63.7947	\$70.8828	\$9,829.09	\$11,057.75	\$12,286.35	\$117,949.20	\$132,692.73	\$147,436.03
Inspection Supervisor	E	28	\$42.3153	\$47.6044	\$52.8938	\$7,334.65	\$8,251.43	\$9,168.26	\$88,015.57	\$99,017.29	\$110,019.05
Laboratory Analyst	NE	25	\$36.5533	\$41.1226	\$45.6917	\$6,335.91	\$7,127.92	\$7,919.89	\$76,031.20	\$85,534.81	\$95,038.59
Laboratory Analyst (Assigned Lab Director Duties)	NE	26	\$38.3812	\$43.1787	\$47.9764	\$6,652.74	\$7,484.31	\$8,315.91	\$79,832.78	\$89,811.60	\$99,790.51
Lead Customer Service Field Representative	NE	21	\$30.0727	\$33.8316	\$37.5906	\$5,212.60	\$5,864.14	\$6,515.70	\$62,551.06	\$70,369.85	\$78,188.50
Lead Customer Service Representative	NE	21	\$30.0727	\$33.8316	\$37.5906	\$5,212.60	\$5,864.14	\$6,515.70	\$62,551.06	\$70,369.85	\$78,188.50
Lead Reclamation Plant Operator	NE	26	\$38.3812	\$43.1787	\$47.9764	\$6,652.74	\$7,484.31	\$8,315.91	\$79,832.78	\$89,811.60	\$99,790.51
Lead Water Systems Operator	NE	26	\$38.3812	\$43.1787	\$47.9764	\$6,652.74	\$7,484.31	\$8,315.91	\$79,832.78	\$89,811.60	\$99,790.51
Meter Maintenance Worker I	NE	18	\$25.9780	\$29.2250	\$32.4722	\$4,502.85	\$5,065.67	\$5,628.51	\$54,034.03	\$60,788.07	\$67,542.15
Meter Maintenance Worker II	NE	21	\$30.0727	\$33.8316	\$37.5906	\$5,212.60	\$5,864.14	\$6,515.70	\$62,551.06	\$70,369.85	\$78,188.50
Meter Services Supervisor	E	28	\$42.3153	\$47.6044	\$52.8938	\$7,334.65	\$8,251.43	\$9,168.26	\$88,015.57	\$99,017.29	\$110,019.05
Network Engineer	E	31	\$48.9851	\$55.1081	\$61.2312	\$8,490.75	\$9,552.07	\$10,613.41	\$101,889.00	\$114,624.87	\$127,360.81
Permit Technician	NE	20	\$28.6406	\$32.2206	\$35.8006	\$4,964.37	\$5,584.90	\$6,205.44	\$59,572.35	\$67,018.76	\$74,465.22
Pump Mechanic I	NE	19	\$27.2769	\$30.6863	\$34.0958	\$4,728.00	\$5,318.96	\$5,909.94	\$56,735.75	\$63,827.48	\$70,919.27
Pump Mechanic II	NE	22	\$31.5764	\$35.5233	\$39.4703	\$5,473.24	\$6,157.37	\$6,841.52	\$65,678.62	\$73,888.15	\$82,097.91
Pump/Electrical Supervisor	E	28	\$42.3153	\$47.6044	\$52.8938	\$7,334.65	\$8,251.43	\$9,168.26	\$88,015.57	\$99,017.29	\$110,019.05
Purchasing & Facilities Manager	E	34	\$56.7063	\$63.7947	\$70.8828	\$9,829.09	\$11,057.75	\$12,286.35	\$117,949.20	\$132,692.73	\$147,436.03
Reclamation Plant Operator I	NE	19	\$27.2769	\$30.6863	\$34.0958	\$4,728.00	\$5,318.96	\$5,909.94	\$56,735.75	\$63,827.48	\$70,919.27
Reclamation Plant Operator II	NE	21	\$30.0727	\$33.8316	\$37.5906	\$5,212.60	\$5,864.14	\$6,515.70	\$62,551.06	\$70,369.85	\$78,188.50

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Position	Exempt (E) Non-Exempt (NE)	Salary Grade	HOURLY			MONTHLY			ANNUALLY		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Reclamation Plant Operator III	NE	23	\$33.1551	\$37.2993	\$41.4437	\$5,746.88	\$6,465.21	\$7,183.57	\$68,962.49	\$77,582.75	\$86,202.81
Reclamation Plant Supervisor	E	30	\$46.6524	\$52.4839	\$58.3155	\$8,086.42	\$9,097.21	\$10,108.02	\$97,037.05	\$109,166.57	\$121,295.99
Recycled Water Program Supervisor	E	28	\$42.3153	\$47.6044	\$52.8938	\$7,334.65	\$8,251.43	\$9,168.26	\$88,015.57	\$99,017.29	\$110,019.05
Recycled Water Specialist	NE	23	\$33.1551	\$37.2993	\$41.4437	\$5,746.88	\$6,465.21	\$7,183.57	\$68,962.49	\$77,582.75	\$86,202.81
Safety and Security Specialist	E	30	\$46.6524	\$52.4839	\$58.3155	\$8,086.42	\$9,097.21	\$10,108.02	\$97,037.05	\$109,166.57	\$121,295.99
SCADA/Instrumentation Technician	NE	25	\$36.5533	\$41.1226	\$45.6917	\$6,335.91	\$7,127.92	\$7,919.89	\$76,031.20	\$85,534.81	\$95,038.59
Secretary	NE	18	\$25.9780	\$29.2250	\$32.4722	\$4,502.85	\$5,065.67	\$5,628.51	\$54,034.03	\$60,788.07	\$67,542.15
Senior Accountant	E	28	\$42.3153	\$47.6044	\$52.8938	\$7,334.65	\$8,251.43	\$9,168.26	\$88,015.57	\$99,017.29	\$110,019.05
Senior Civil Engineer	E	34	\$56.7063	\$63.7947	\$70.8828	\$9,829.09	\$11,057.75	\$12,286.35	\$117,949.20	\$132,692.73	\$147,436.03
Senior Confidential Executive Secretary	E	24	\$34.8127	\$39.1643	\$43.5158	\$6,034.20	\$6,788.48	\$7,542.74	\$72,410.54	\$81,461.80	\$90,512.94
Senior Disinfection Technician	NE	24	\$34.8127	\$39.1643	\$43.5158	\$6,034.20	\$6,788.48	\$7,542.74	\$72,410.54	\$81,461.80	\$90,512.94
Senior Engineering Technician	NE	24	\$34.8127	\$39.1643	\$43.5158	\$6,034.20	\$6,788.48	\$7,542.74	\$72,410.54	\$81,461.80	\$90,512.94
Senior Human Resources Analyst	E	30	\$46.6524	\$52.4839	\$58.3155	\$8,086.42	\$9,097.21	\$10,108.02	\$97,037.05	\$109,166.57	\$121,295.99
Senior Procurement and Contracting Analyst	E	26	\$38.3812	\$43.1787	\$47.9764	\$6,652.74	\$7,484.31	\$8,315.91	\$79,832.78	\$89,811.60	\$99,790.51
Senior SCADA/Instrumentation Technician	NE	28	\$42.3153	\$47.6044	\$52.8938	\$7,334.65	\$8,251.43	\$9,168.26	\$88,015.57	\$99,017.29	\$110,019.05
Senior Utility/Equipment Operator	NE	22	\$31.5764	\$35.5233	\$39.4703	\$5,473.24	\$6,157.37	\$6,841.52	\$65,678.62	\$73,888.15	\$82,097.91
Senior Warehouse Worker	NE	20	\$28.6406	\$32.2206	\$35.8006	\$4,964.37	\$5,584.90	\$6,205.44	\$59,572.35	\$67,018.76	\$74,465.22
Supervising Land Surveyor	E	29	\$44.4311	\$49.9847	\$55.5385	\$7,701.39	\$8,664.01	\$9,626.67	\$92,416.31	\$103,968.08	\$115,520.00
Survey Technician	NE	25	\$36.5533	\$41.1226	\$45.6917	\$6,335.91	\$7,127.92	\$7,919.89	\$76,031.20	\$85,534.81	\$95,038.59
System Operations Manager	E	36	\$62.5190	\$70.3334	\$78.1483	\$10,836.63	\$12,191.12	\$13,545.71	\$130,039.17	\$146,293.58	\$162,548.22
System Support Analyst	E	29	\$44.4311	\$49.9847	\$55.5385	\$7,701.39	\$8,664.01	\$9,626.67	\$92,416.31	\$103,968.08	\$115,520.00
Utility Crew Leader	NE	24	\$34.8127	\$39.1643	\$43.5158	\$6,034.20	\$6,788.48	\$7,542.74	\$72,410.54	\$81,461.80	\$90,512.94
Utility Maintenance Supervisor	E	28	\$42.3153	\$47.6044	\$52.8938	\$7,334.65	\$8,251.43	\$9,168.26	\$88,015.57	\$99,017.29	\$110,019.05
Utility Services Manager	E	35	\$59.5418	\$66.9842	\$74.4269	\$10,320.58	\$11,610.59	\$12,900.66	\$123,846.85	\$139,327.20	\$154,807.80
Utility Worker I	NE	18	\$25.9780	\$29.2250	\$32.4722	\$4,502.85	\$5,065.67	\$5,628.51	\$54,034.03	\$60,788.07	\$67,542.15
Utility Worker II	NE	20	\$28.6406	\$32.2206	\$35.8006	\$4,964.37	\$5,584.90	\$6,205.44	\$59,572.35	\$67,018.76	\$74,465.22
Valve Maintenance Worker	NE	18	\$25.9780	\$29.2250	\$32.4722	\$4,502.85	\$5,065.67	\$5,628.51	\$54,034.03	\$60,788.07	\$67,542.15
Water Systems Operator I	NE	20	\$28.6406	\$32.2206	\$35.8006	\$4,964.37	\$5,584.90	\$6,205.44	\$59,572.35	\$67,018.76	\$74,465.22
Water Systems Operator II	NE	22	\$31.5764	\$35.5233	\$39.4703	\$5,473.24	\$6,157.37	\$6,841.52	\$65,678.62	\$73,888.15	\$82,097.91
Water Systems Operator III	NE	23	\$33.1551	\$37.2993	\$41.4437	\$5,746.88	\$6,465.21	\$7,183.57	\$68,962.49	\$77,582.75	\$86,202.81
Water Systems Supervisor	E	30	\$46.6524	\$52.4839	\$58.3155	\$8,086.42	\$9,097.21	\$10,108.02	\$97,037.05	\$109,166.57	\$121,295.99

* Salary is determined by the Board