

OTAY WATER DISTRICT
Job Classification and Salary Schedule
Effective July 1, 2016

Position	Exempt (E) Non-Exempt (NE)	Salary Grade	Hourly			Monthly			Annually		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Accountant	NE	25	\$34.8605	\$39.2181	\$43.5757	\$6,042.51	\$6,797.80	\$7,553.10	\$72,510.11	\$81,573.60	\$90,637.24
Accounting Technician	NE	20	\$27.3142	\$30.7284	\$34.1426	\$4,734.46	\$5,326.25	\$5,918.05	\$56,813.49	\$63,915.05	\$71,016.65
Assistant Chief	E	38	\$65.7349	\$73.9516	\$82.1683	\$11,394.05	\$12,818.28	\$14,242.50	\$136,728.59	\$153,819.31	\$170,910.02
Assistant Civil Engineer I	NE	25	\$34.8605	\$39.2181	\$43.5757	\$6,042.51	\$6,797.80	\$7,553.10	\$72,510.11	\$81,573.60	\$90,637.24
Assistant Civil Engineer II	E	27	\$38.4338	\$43.2379	\$48.0421	\$6,661.87	\$7,494.57	\$8,327.30	\$79,942.39	\$89,934.86	\$99,927.57
Assistant General Manager	E	43	\$83.8962	\$94.3831	\$104.8700	\$14,542.00	\$16,359.73	\$18,177.45	\$174,504.06	\$196,316.73	\$218,129.41
Assistant Survey Technician	NE	19	\$26.0136	\$29.2652	\$32.5168	\$4,509.02	\$5,072.63	\$5,636.24	\$54,108.25	\$60,871.56	\$67,634.92
Associate Civil Engineer	E	32	\$49.0524	\$55.1838	\$61.3153	\$8,502.42	\$9,565.20	\$10,627.98	\$102,029.01	\$114,782.39	\$127,535.71
Business Systems Analyst I	E	25	\$34.8605	\$39.2181	\$43.5757	\$6,042.51	\$6,797.80	\$7,553.10	\$72,510.11	\$81,573.60	\$90,637.24
Business Systems Analyst II	E	29	\$42.3734	\$47.6698	\$52.9665	\$7,344.70	\$8,262.77	\$9,180.85	\$88,136.40	\$99,153.20	\$110,170.14
Buyer	NE	20	\$27.3142	\$30.7284	\$34.1426	\$4,734.46	\$5,326.25	\$5,918.05	\$56,813.49	\$63,915.05	\$71,016.65
Chief Financial Officer	E	40	\$72.4727	\$81.5317	\$90.6175	\$12,561.93	\$14,132.15	\$15,707.02	\$150,743.19	\$169,585.78	\$188,484.27
Chief, Administrative Services	E	40	\$72.4727	\$81.5317	\$90.6175	\$12,561.93	\$14,132.15	\$15,707.02	\$150,743.19	\$169,585.78	\$188,484.27
Chief, Engineering	E	40	\$72.4727	\$81.5317	\$90.6175	\$12,561.93	\$14,132.15	\$15,707.02	\$150,743.19	\$169,585.78	\$188,484.27
Chief, Water Operations	E	40	\$72.4727	\$81.5317	\$90.6175	\$12,561.93	\$14,132.15	\$15,707.02	\$150,743.19	\$169,585.78	\$188,484.27
Communications Assistant	NE	22	\$30.1140	\$33.8781	\$37.6423	\$5,219.75	\$5,872.19	\$6,524.66	\$62,636.97	\$70,466.30	\$78,295.86
Communications Officer	E	30	\$44.4919	\$50.0533	\$55.6148	\$7,711.93	\$8,675.91	\$9,639.89	\$92,543.16	\$104,110.94	\$115,678.64
Confidential Executive Secretary	NE	22	\$30.1140	\$33.8781	\$37.6423	\$5,219.75	\$5,872.19	\$6,524.66	\$62,636.97	\$70,466.30	\$78,295.86
Confidential Secretary	NE	18	\$24.7749	\$27.8716	\$30.9683	\$4,294.31	\$4,831.08	\$5,367.85	\$51,531.66	\$57,972.90	\$64,414.20
Construction Inspector I	NE	22	\$30.1140	\$33.8781	\$37.6423	\$5,219.75	\$5,872.19	\$6,524.66	\$62,636.97	\$70,466.30	\$78,295.86
Construction Inspector II	NE	24	\$33.2005	\$37.3506	\$41.5005	\$5,754.76	\$6,474.10	\$7,193.43	\$69,057.13	\$77,689.22	\$86,321.19
Customer Service Field Representative I	NE	16	\$22.4715	\$25.2804	\$28.0893	\$3,895.06	\$4,381.92	\$4,868.80	\$46,740.72	\$52,583.05	\$58,425.58
Customer Service Field Representative II	NE	18	\$24.7749	\$27.8716	\$30.9683	\$4,294.31	\$4,831.08	\$5,367.85	\$51,531.66	\$57,972.90	\$64,414.20
Customer Service Manager	E	33	\$51.5050	\$57.9430	\$64.3810	\$8,927.54	\$10,043.45	\$11,159.37	\$107,130.50	\$120,521.36	\$133,912.45
Customer Service Representative I	NE	16	\$22.4715	\$25.2804	\$28.0893	\$3,895.06	\$4,381.92	\$4,868.80	\$46,740.72	\$52,583.05	\$58,425.58
Customer Service Representative II	NE	18	\$24.7749	\$27.8716	\$30.9683	\$4,294.31	\$4,831.08	\$5,367.85	\$51,531.66	\$57,972.90	\$64,414.20
Customer Service Supervisor	E	27	\$38.4338	\$43.2379	\$48.0421	\$6,661.87	\$7,494.57	\$8,327.30	\$79,942.39	\$89,934.86	\$99,927.57
Data Systems Technician	NE	20	\$27.3142	\$30.7284	\$34.1426	\$4,734.46	\$5,326.25	\$5,918.05	\$56,813.49	\$63,915.05	\$71,016.65
Database Administrator	E	32	\$49.0524	\$55.1838	\$61.3153	\$8,502.42	\$9,565.20	\$10,627.98	\$102,029.01	\$114,782.39	\$127,535.71
Disinfection Technician	NE	23	\$31.6196	\$35.5720	\$39.5244	\$5,480.73	\$6,165.82	\$6,850.89	\$65,768.75	\$73,989.80	\$82,210.66
District Secretary	E	29	\$42.3734	\$47.6698	\$52.9665	\$7,344.70	\$8,262.77	\$9,180.85	\$88,136.40	\$99,153.20	\$110,170.14
Electrician I	NE	22	\$30.1140	\$33.8781	\$37.6423	\$5,219.75	\$5,872.19	\$6,524.66	\$62,636.97	\$70,466.30	\$78,295.86
Electrician II	NE	24	\$33.2005	\$37.3506	\$41.5005	\$5,754.76	\$6,474.10	\$7,193.43	\$69,057.13	\$77,689.22	\$86,321.19
Engineering Manager	E	37	\$62.6047	\$70.4301	\$78.2555	\$10,851.48	\$12,207.88	\$13,564.29	\$130,217.70	\$146,494.58	\$162,771.48
Engineering Technician	NE	22	\$30.1140	\$33.8781	\$37.6423	\$5,219.75	\$5,872.19	\$6,524.66	\$62,636.97	\$70,466.30	\$78,295.86
Environmental Compliance Specialist	E	28	\$40.3556	\$45.3998	\$50.4442	\$6,994.96	\$7,869.31	\$8,743.66	\$83,939.47	\$94,431.69	\$104,923.94
Equipment Mechanic I	NE	18	\$24.7749	\$27.8716	\$30.9683	\$4,294.31	\$4,831.08	\$5,367.85	\$51,531.66	\$57,972.90	\$64,414.20
Equipment Mechanic II	NE	21	\$28.6800	\$32.2648	\$35.8497	\$4,971.19	\$5,592.58	\$6,213.96	\$59,654.24	\$67,110.94	\$74,567.50
Executive Secretary	NE	22	\$30.1140	\$33.8781	\$37.6423	\$5,219.75	\$5,872.19	\$6,524.66	\$62,636.97	\$70,466.30	\$78,295.86
Facilities Maintenance Technician	NE	19	\$26.0136	\$29.2652	\$32.5168	\$4,509.02	\$5,072.63	\$5,636.24	\$54,108.25	\$60,871.56	\$67,634.92
Field Services Manager	E	33	\$51.5050	\$57.9430	\$64.3810	\$8,927.54	\$10,043.45	\$11,159.37	\$107,130.50	\$120,521.36	\$133,912.45
Finance Manager, Controller & Budget	E	35	\$56.7843	\$63.8821	\$70.9801	\$9,842.61	\$11,072.90	\$12,303.21	\$118,111.36	\$132,874.80	\$147,638.47

OTAY WATER DISTRICT
Job Classification and Salary Schedule
Effective July 1, 2016

Position	Exempt (E) Non-Exempt (NE)	Salary Grade	Min	Hourly Mid	Max	Min	Monthly Mid	Max	Min	Annually Mid	Max
Finance Manager, Treasury & Accounting	E	35	\$56.7843	\$63.8821	\$70.9801	\$9,842.61	\$11,072.90	\$12,303.21	\$118,111.36	\$132,874.80	\$147,638.47
Fleet Maintenance Supervisor	E	28	\$40.3556	\$45.3998	\$50.4442	\$6,994.96	\$7,869.31	\$8,743.66	\$83,939.47	\$94,431.69	\$104,923.94
General Manager*	E	N/A									\$229,505.10
GIS Analyst	E	25	\$34.8605	\$39.2181	\$43.5757	\$6,042.51	\$6,797.80	\$7,553.10	\$72,510.11	\$81,573.60	\$90,637.24
GIS Manager	E	34	\$54.0802	\$60.8403	\$67.6001	\$9,373.90	\$10,545.63	\$11,717.34	\$112,486.84	\$126,547.58	\$140,608.10
GIS Programmer Analyst	E	27	\$38.4338	\$43.2379	\$48.0421	\$6,661.87	\$7,494.57	\$8,327.30	\$79,942.39	\$89,934.86	\$99,927.57
GIS Technician	NE	22	\$30.1140	\$33.8781	\$37.6423	\$5,219.75	\$5,872.19	\$6,524.66	\$62,636.97	\$70,466.30	\$78,295.86
Human Resources Analyst	E	25	\$34.8605	\$39.2181	\$43.5757	\$6,042.51	\$6,797.80	\$7,553.10	\$72,510.11	\$81,573.60	\$90,637.24
Human Resources Manager	E	35	\$56.7843	\$63.8821	\$70.9801	\$9,842.61	\$11,072.90	\$12,303.21	\$118,111.36	\$132,874.80	\$147,638.47
Information Technology Manager	E	34	\$54.0802	\$60.8403	\$67.6001	\$9,373.90	\$10,545.63	\$11,717.34	\$112,486.84	\$126,547.58	\$140,608.10
Inspection Supervisor	E	28	\$40.3556	\$45.3998	\$50.4442	\$6,994.96	\$7,869.31	\$8,743.66	\$83,939.47	\$94,431.69	\$104,923.94
Laboratory Analyst	NE	26	\$36.6037	\$41.1790	\$45.7545	\$6,344.64	\$7,137.69	\$7,930.76	\$76,135.64	\$85,652.32	\$95,169.10
Lead Customer Service Field Representative	NE	21	\$28.6800	\$32.2648	\$35.8497	\$4,971.19	\$5,592.58	\$6,213.96	\$59,654.24	\$67,110.94	\$74,567.50
Lead Customer Service Representative	NE	21	\$28.6800	\$32.2648	\$35.8497	\$4,971.19	\$5,592.58	\$6,213.96	\$59,654.24	\$67,110.94	\$74,567.50
Lead Reclamation Plant Operator	NE	26	\$36.6037	\$41.1790	\$45.7545	\$6,344.64	\$7,137.69	\$7,930.76	\$76,135.64	\$85,652.32	\$95,169.10
Lead Water Systems Operator	NE	26	\$36.6037	\$41.1790	\$45.7545	\$6,344.64	\$7,137.69	\$7,930.76	\$76,135.64	\$85,652.32	\$95,169.10
Meter Services Supervisor	E	28	\$40.3556	\$45.3998	\$50.4442	\$6,994.96	\$7,869.31	\$8,743.66	\$83,939.47	\$94,431.69	\$104,923.94
Meter Maintenance Worker I	NE	18	\$24.7749	\$27.8716	\$30.9683	\$4,294.31	\$4,831.08	\$5,367.85	\$51,531.66	\$57,972.90	\$64,414.20
Meter Maintenance Worker II	NE	21	\$28.6800	\$32.2648	\$35.8497	\$4,971.19	\$5,592.58	\$6,213.96	\$59,654.24	\$67,110.94	\$74,567.50
Network Engineer	E	31	\$46.7166	\$52.5560	\$58.3955	\$8,097.53	\$9,109.71	\$10,121.88	\$97,170.40	\$109,316.46	\$121,462.59
Permit Technician	NE	20	\$27.3142	\$30.7284	\$34.1426	\$4,734.46	\$5,326.25	\$5,918.05	\$56,813.49	\$63,915.05	\$71,016.65
Pump Mechanic I	NE	19	\$26.0136	\$29.2652	\$32.5168	\$4,509.02	\$5,072.63	\$5,636.24	\$54,108.25	\$60,871.56	\$67,634.92
Pump Mechanic II	NE	22	\$30.1140	\$33.8781	\$37.6423	\$5,219.75	\$5,872.19	\$6,524.66	\$62,636.97	\$70,466.30	\$78,295.86
Pump/Electrical Supervisor	E	28	\$40.3556	\$45.3998	\$50.4442	\$6,994.96	\$7,869.31	\$8,743.66	\$83,939.47	\$94,431.69	\$104,923.94
Purchasing & Facilities Manager	E	34	\$54.0802	\$60.8403	\$67.6001	\$9,373.90	\$10,545.63	\$11,717.34	\$112,486.84	\$126,547.58	\$140,608.10
Reclamation Plant Operator I	NE	19	\$26.0136	\$29.2652	\$32.5168	\$4,509.02	\$5,072.63	\$5,636.24	\$54,108.25	\$60,871.56	\$67,634.92
Reclamation Plant Operator II	NE	21	\$28.6800	\$32.2648	\$35.8497	\$4,971.19	\$5,592.58	\$6,213.96	\$59,654.24	\$67,110.94	\$74,567.50
Reclamation Plant Operator III	NE	23	\$31.6196	\$35.5720	\$39.5244	\$5,480.73	\$6,165.82	\$6,850.89	\$65,768.75	\$73,989.80	\$82,210.66
Reclamation Plant Supervisor	E	30	\$44.4919	\$50.0533	\$55.6148	\$7,711.93	\$8,675.91	\$9,639.89	\$92,543.16	\$104,110.94	\$115,678.64
Recycled Water Distribution Operator I	NE	19	\$26.0136	\$29.2652	\$32.5168	\$4,509.02	\$5,072.63	\$5,636.24	\$54,108.25	\$60,871.56	\$67,634.92
Recycled Water Distribution Operator II	NE	21	\$28.6800	\$32.2648	\$35.8497	\$4,971.19	\$5,592.58	\$6,213.96	\$59,654.24	\$67,110.94	\$74,567.50
Recycled Water Distribution Operator III	NE	23	\$31.6196	\$35.5720	\$39.5244	\$5,480.73	\$6,165.82	\$6,850.89	\$65,768.75	\$73,989.80	\$82,210.66
Recycled Water System Supervisor	E	30	\$44.4919	\$50.0533	\$55.6148	\$7,711.93	\$8,675.91	\$9,639.89	\$92,543.16	\$104,110.94	\$115,678.64
Safety and Security Specialist	E	30	\$44.4919	\$50.0533	\$55.6148	\$7,711.93	\$8,675.91	\$9,639.89	\$92,543.16	\$104,110.94	\$115,678.64
SCADA/Instrumentation Technician	NE	25	\$34.8605	\$39.2181	\$43.5757	\$6,042.51	\$6,797.80	\$7,553.10	\$72,510.11	\$81,573.60	\$90,637.24
Secretary	NE	18	\$24.7749	\$27.8716	\$30.9683	\$4,294.31	\$4,831.08	\$5,367.85	\$51,531.66	\$57,972.90	\$64,414.20
Senior Accountant	E	28	\$40.3556	\$45.3998	\$50.4442	\$6,994.96	\$7,869.31	\$8,743.66	\$83,939.47	\$94,431.69	\$104,923.94
Senior Civil Engineer	E	34	\$54.0802	\$60.8403	\$67.6001	\$9,373.90	\$10,545.63	\$11,717.34	\$112,486.84	\$126,547.58	\$140,608.10
Senior Confidential Executive Secretary	E	24	\$33.2005	\$37.3506	\$41.5005	\$5,754.76	\$6,474.10	\$7,193.43	\$69,057.13	\$77,689.22	\$86,321.19
Senior Disinfection Technician	NE	24	\$33.2005	\$37.3506	\$41.5005	\$5,754.76	\$6,474.10	\$7,193.43	\$69,057.13	\$77,689.22	\$86,321.19
Senior Engineering Technician	NE	24	\$33.2005	\$37.3506	\$41.5005	\$5,754.76	\$6,474.10	\$7,193.43	\$69,057.13	\$77,689.22	\$86,321.19
Senior Human Resources Analyst	E	30	\$44.4919	\$50.0533	\$55.6148	\$7,711.93	\$8,675.91	\$9,639.89	\$92,543.16	\$104,110.94	\$115,678.64

OTAY WATER DISTRICT
Job Classification and Salary Schedule
Effective July 1, 2016

Position	Exempt (E) Non-Exempt (NE)	Salary Grade	Min	Hourly Mid	Max	Min	Monthly Mid	Max	Min	Annually Mid	Max
Senior Procurement and Contracting Analyst	E	26	\$36.6037	\$41.1790	\$45.7545	\$6,344.64	\$7,137.69	\$7,930.76	\$76,135.64	\$85,652.32	\$95,169.10
Senior SCADA/Instrumentation Technician	NE	28	\$40.3556	\$45.3998	\$50.4442	\$6,994.96	\$7,869.31	\$8,743.66	\$83,939.47	\$94,431.69	\$104,923.94
Senior Utility/Equipment Operator	NE	22	\$30.1140	\$33.8781	\$37.6423	\$5,219.75	\$5,872.19	\$6,524.66	\$62,636.97	\$70,466.30	\$78,295.86
Senior Warehouse Worker	NE	20	\$27.3142	\$30.7284	\$34.1426	\$4,734.46	\$5,326.25	\$5,918.05	\$56,813.49	\$63,915.05	\$71,016.65
Senior Water Conservation Specialist	E	24	\$33.2005	\$37.3506	\$41.5005	\$5,754.76	\$6,474.10	\$7,193.43	\$69,057.13	\$77,689.22	\$86,321.19
Supervising Land Surveyor	E	29	\$42.3734	\$47.6698	\$52.9665	\$7,344.70	\$8,262.77	\$9,180.85	\$88,136.40	\$99,153.20	\$110,170.14
Survey Technician	NE	25	\$34.8605	\$39.2181	\$43.5757	\$6,042.51	\$6,797.80	\$7,553.10	\$72,510.11	\$81,573.60	\$90,637.24
System Operations Manager	E	36	\$59.6236	\$67.0762	\$74.5291	\$10,334.74	\$11,626.55	\$12,918.37	\$124,016.91	\$139,518.56	\$155,020.43
System Support Analyst	E	29	\$42.3734	\$47.6698	\$52.9665	\$7,344.70	\$8,262.77	\$9,180.85	\$88,136.40	\$99,153.20	\$110,170.14
Utility Crew Leader	NE	24	\$33.2005	\$37.3506	\$41.5005	\$5,754.76	\$6,474.10	\$7,193.43	\$69,057.13	\$77,689.22	\$86,321.19
Utility Maintenance Supervisor	E	28	\$40.3556	\$45.3998	\$50.4442	\$6,994.96	\$7,869.31	\$8,743.66	\$83,939.47	\$94,431.69	\$104,923.94
Utility Services Manager	E	35	\$56.7843	\$63.8821	\$70.9801	\$9,842.61	\$11,072.90	\$12,303.21	\$118,111.36	\$132,874.80	\$147,638.47
Utility Worker I	NE	18	\$24.7749	\$27.8716	\$30.9683	\$4,294.31	\$4,831.08	\$5,367.85	\$51,531.66	\$57,972.90	\$64,414.20
Utility Worker II	NE	20	\$27.3142	\$30.7284	\$34.1426	\$4,734.46	\$5,326.25	\$5,918.05	\$56,813.49	\$63,915.05	\$71,016.65
Valve Maintenance Worker	NE	18	\$24.7749	\$27.8716	\$30.9683	\$4,294.31	\$4,831.08	\$5,367.85	\$51,531.66	\$57,972.90	\$64,414.20
Water Conservation Specialist	NE	22	\$30.1140	\$33.8781	\$37.6423	\$5,219.75	\$5,872.19	\$6,524.66	\$62,636.97	\$70,466.30	\$78,295.86
Water Systems Operator I	NE	20	\$27.3142	\$30.7284	\$34.1426	\$4,734.46	\$5,326.25	\$5,918.05	\$56,813.49	\$63,915.05	\$71,016.65
Water Systems Operator II	NE	22	\$30.1140	\$33.8781	\$37.6423	\$5,219.75	\$5,872.19	\$6,524.66	\$62,636.97	\$70,466.30	\$78,295.86
Water Systems Operator III	NE	23	\$31.6196	\$35.5720	\$39.5244	\$5,480.73	\$6,165.82	\$6,850.89	\$65,768.75	\$73,989.80	\$82,210.66
Water Systems Supervisor	E	30	\$44.4919	\$50.0533	\$55.6148	\$7,711.93	\$8,675.91	\$9,639.89	\$92,543.16	\$104,110.94	\$115,678.64

* Salary is determined by the Board