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
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	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
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

Board Approved – May 23, 2016; Resolution No. 4302; GM Approved – July 13, 2016

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

Position	Exempt (E) Non-Exempt (NE)	Salary Grade	Hourly Min	Hourly Mid	Hourly Max	Monthly Min	Monthly Mid	Monthly Max	Annually Min	Annually Mid	Annually 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 Meter Maintenance/Cross Conn Worker	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
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 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

Board Approved – May 23, 2016; Resolution No. 4302; GM Approved – July 13, 2016

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

Position	Exempt (E) Non-Exempt (NE)	Salary Grade	Hourly Min	Hourly Mid	Hourly Max	Monthly Min	Monthly Mid	Monthly Max	Annually Min	Annually Mid	Annually 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 Suppport 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