

OTAY WATER DISTRICT
Job Classification and Salary Schedule
Effective July 14, 2025

Position	Exempt (E) Non-Exempt (NE)	Salary Grade	HOURLY			MONTHLY			ANNUALLY		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Accountant	NE	25	\$46.3658	\$52.1618	\$57.9574	\$8,036.74	\$9,041.38	\$10,045.95	\$96,441.44	\$108,496.24	\$120,551.26
Accounting Technician	NE	20	\$36.3291	\$40.8700	\$45.4111	\$6,297.04	\$7,084.13	\$7,871.26	\$75,564.27	\$85,009.63	\$94,455.06
Asset Management Specialist	E	27	\$51.1187	\$57.5083	\$63.8981	\$8,860.57	\$9,968.11	\$11,075.67	\$106,326.68	\$119,617.06	\$132,907.76
Assistant Chief	E	38	\$87.4303	\$98.3588	\$109.2874	\$15,154.59	\$17,048.86	\$18,943.15	\$181,854.65	\$204,586.02	\$227,317.36
Assistant Civil Engineer I	NE	25	\$46.3658	\$52.1618	\$57.9574	\$8,036.74	\$9,041.38	\$10,045.95	\$96,441.44	\$108,496.24	\$120,551.26
Assistant Civil Engineer II	E	27	\$51.1187	\$57.5083	\$63.8981	\$8,860.57	\$9,968.11	\$11,075.67	\$106,326.68	\$119,617.06	\$132,907.76
Associate Civil Engineer	E	32	\$65.2418	\$73.3968	\$81.5518	\$11,308.58	\$12,722.11	\$14,135.65	\$135,702.78	\$152,665.31	\$169,627.74
Business Systems Analyst I	E	25	\$46.3658	\$52.1618	\$57.9574	\$8,036.74	\$9,041.38	\$10,045.95	\$96,441.44	\$108,496.24	\$120,551.26
Business Systems Analyst II	E	29	\$56.3585	\$63.4031	\$70.4477	\$9,768.81	\$10,989.87	\$12,210.93	\$117,225.06	\$131,877.85	\$146,530.81
Business Systems Technician	NE	22	\$40.0530	\$45.0594	\$50.0660	\$6,942.52	\$7,810.30	\$8,678.11	\$83,309.74	\$93,723.08	\$104,136.73
Chief Financial Officer	E	40	\$96.3918	\$108.4403	\$120.5250	\$16,707.91	\$18,796.32	\$20,891.00	\$200,494.66	\$225,556.07	\$250,691.82
Chief, Administrative Services	E	40	\$96.3918	\$108.4403	\$120.5250	\$16,707.91	\$18,796.32	\$20,891.00	\$200,494.66	\$225,556.07	\$250,691.82
Chief, Engineering	E	40	\$96.3918	\$108.4403	\$120.5250	\$16,707.91	\$18,796.32	\$20,891.00	\$200,494.66	\$225,556.07	\$250,691.82
Chief, Water Operations	E	40	\$96.3918	\$108.4403	\$120.5250	\$16,707.91	\$18,796.32	\$20,891.00	\$200,494.66	\$225,556.07	\$250,691.82
Communications Assistant	NE	22	\$40.0530	\$45.0594	\$50.0660	\$6,942.52	\$7,810.30	\$8,678.11	\$83,309.74	\$93,723.08	\$104,136.73
Communications Officer	E	30	\$59.1762	\$66.5729	\$73.9700	\$10,257.21	\$11,539.30	\$12,821.47	\$123,086.21	\$138,471.83	\$153,857.35
Confidential Executive Assistant	NE	22	\$40.0530	\$45.0594	\$50.0660	\$6,942.52	\$7,810.30	\$8,678.11	\$83,309.74	\$93,723.08	\$104,136.73
Construction Inspector I	NE	22	\$40.0530	\$45.0594	\$50.0660	\$6,942.52	\$7,810.30	\$8,678.11	\$83,309.74	\$93,723.08	\$104,136.73
Construction Inspector II	NE	24	\$44.1581	\$49.6779	\$55.1975	\$7,654.07	\$8,610.84	\$9,567.57	\$91,848.80	\$103,329.84	\$114,810.72
Construction Technician	NE	20	\$36.3291	\$40.8700	\$45.4111	\$6,297.04	\$7,084.13	\$7,871.26	\$75,564.27	\$85,009.63	\$94,455.06
Customer Service Field Representative I	NE	16	\$29.8879	\$33.6241	\$37.3600	\$5,180.57	\$5,828.18	\$6,475.73	\$62,167.09	\$69,937.62	\$77,708.42
Customer Service Field Representative II	NE	18	\$32.9517	\$37.0703	\$41.1892	\$5,711.63	\$6,425.52	\$7,139.46	\$68,539.22	\$77,106.34	\$85,673.53
Customer Service Manager	E	34	\$71.9288	\$80.9200	\$89.9110	\$12,467.66	\$14,026.13	\$15,584.57	\$149,612.12	\$168,313.48	\$187,014.55
Customer Service Representative I	NE	16	\$29.8879	\$33.6241	\$37.3600	\$5,180.57	\$5,828.18	\$6,475.73	\$62,167.09	\$69,937.62	\$77,708.42
Customer Service Representative II	NE	18	\$32.9517	\$37.0703	\$41.1892	\$5,711.63	\$6,425.52	\$7,139.46	\$68,539.22	\$77,106.34	\$85,673.53
Customer Service Supervisor	E	27	\$51.1187	\$57.5083	\$63.8981	\$8,860.57	\$9,968.11	\$11,075.67	\$106,326.68	\$119,617.06	\$132,907.76
Database Administrator	E	32	\$65.2418	\$73.3968	\$81.5518	\$11,308.58	\$12,722.11	\$14,135.65	\$135,702.78	\$152,665.31	\$169,627.74
Department Assistant	NE	18	\$32.9517	\$37.0703	\$41.1892	\$5,711.63	\$6,425.52	\$7,139.46	\$68,539.22	\$77,106.34	\$85,673.53
Disinfection Technician	NE	23	\$42.0557	\$47.3122	\$52.5691	\$7,289.65	\$8,200.78	\$9,111.98	\$87,475.15	\$98,409.48	\$109,343.55
District Secretary	E	29	\$56.3585	\$63.4031	\$70.4477	\$9,768.81	\$10,989.87	\$12,210.93	\$117,225.06	\$131,877.85	\$146,530.81
Electrician I	NE	22	\$40.0530	\$45.0594	\$50.0660	\$6,942.52	\$7,810.30	\$8,678.11	\$83,309.74	\$93,723.08	\$104,136.73
Electrician II	NE	24	\$44.1581	\$49.6779	\$55.1975	\$7,654.07	\$8,610.84	\$9,567.57	\$91,848.80	\$103,329.84	\$114,810.72
Engineering Manager	E	37	\$83.2669	\$93.6751	\$104.0831	\$14,432.93	\$16,237.02	\$18,041.07	\$173,194.90	\$194,843.83	\$216,492.75
Engineering Technician	NE	22	\$40.0530	\$45.0594	\$50.0660	\$6,942.52	\$7,810.30	\$8,678.11	\$83,309.74	\$93,723.08	\$104,136.73
Environmental Compliance Specialist	E	28	\$53.6746	\$60.3836	\$67.0930	\$9,303.60	\$10,466.49	\$11,629.45	\$111,642.95	\$125,598.03	\$139,553.15
Equipment Mechanic I	NE	18	\$32.9517	\$37.0703	\$41.1892	\$5,711.63	\$6,425.52	\$7,139.46	\$68,539.22	\$77,106.34	\$85,673.53
Equipment Mechanic II	NE	21	\$38.1457	\$42.9135	\$47.6816	\$6,611.92	\$7,438.34	\$8,264.81	\$79,342.62	\$89,260.31	\$99,177.86
Executive Assistant	NE	22	\$40.0530	\$45.0594	\$50.0660	\$6,942.52	\$7,810.30	\$8,678.11	\$83,309.74	\$93,723.08	\$104,136.73
Facilities Maintenance Technician	NE	19	\$34.5994	\$38.9239	\$43.2487	\$5,997.23	\$6,746.81	\$7,496.44	\$71,966.21	\$80,961.69	\$89,957.22
Field Services Manager	E	33	\$68.5039	\$77.0666	\$85.6296	\$11,874.01	\$13,358.21	\$14,842.46	\$142,487.97	\$160,298.37	\$178,109.08
Finance Manager, Controller & Budget	E	35	\$75.5257	\$84.9658	\$94.4065	\$13,091.12	\$14,727.41	\$16,363.79	\$157,092.97	\$176,728.94	\$196,365.25

OTAY WATER DISTRICT
Job Classification and Salary Schedule
Effective July 14, 2025

Position	Exempt (E) Non-Exempt (NE)	Salary Grade	HOURLY			MONTHLY			ANNUALLY		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Finance Manager, Treasury & Accounting	E	35	\$75.5257	\$84.9658	\$94.4065	\$13,091.12	\$14,727.41	\$16,363.79	\$157,092.97	\$176,728.94	\$196,365.25
Fleet Maintenance Supervisor	E	28	\$53.6746	\$60.3836	\$67.0930	\$9,303.60	\$10,466.49	\$11,629.45	\$111,642.95	\$125,598.03	\$139,553.15
General Manager*	E	N/A									\$318,318.00
GIS Analyst	E	26	\$48.6845	\$54.7699	\$60.8555	\$8,438.65	\$9,493.45	\$10,548.29	\$101,263.52	\$113,921.09	\$126,578.81
GIS Manager	E	34	\$71.9288	\$80.9200	\$89.9110	\$12,467.66	\$14,026.13	\$15,584.57	\$149,612.12	\$168,313.48	\$187,014.55
GIS Programmer Analyst	E	29	\$56.3585	\$63.4031	\$70.4477	\$9,768.81	\$10,989.87	\$12,210.93	\$117,225.06	\$131,877.85	\$146,530.81
GIS Technician	NE	24	\$44.1581	\$49.6779	\$55.1975	\$7,654.07	\$8,610.84	\$9,567.57	\$91,848.80	\$103,329.84	\$114,810.72
Human Resources Analyst	E	25	\$46.3658	\$52.1618	\$57.9574	\$8,036.74	\$9,041.38	\$10,045.95	\$96,441.44	\$108,496.24	\$120,551.26
Human Resources Assistant I	NE	18	\$32.9517	\$37.0703	\$41.1892	\$5,711.63	\$6,425.52	\$7,139.46	\$68,539.22	\$77,106.34	\$85,673.53
Human Resources Assistant II	NE	20	\$36.3291	\$40.8700	\$45.4111	\$6,297.04	\$7,084.13	\$7,871.26	\$75,564.27	\$85,009.63	\$94,455.06
Human Resources Manager	E	36	\$79.3020	\$89.2142	\$99.1269	\$13,745.68	\$15,463.79	\$17,182.00	\$164,947.59	\$185,565.42	\$206,183.54
Information Technology Manager	E	35	\$75.5257	\$84.9658	\$94.4065	\$13,091.12	\$14,727.41	\$16,363.79	\$157,092.97	\$176,728.94	\$196,365.25
Laboratory Analyst	NE	26	\$48.6845	\$54.7699	\$60.8555	\$8,438.65	\$9,493.45	\$10,548.29	\$101,263.52	\$113,921.09	\$126,578.81
Lead Construction Inspector	NE	26	\$48.6845	\$54.7699	\$60.8555	\$8,438.65	\$9,493.45	\$10,548.29	\$101,263.52	\$113,921.09	\$126,578.81
Lead Customer Service Field Representative	NE	21	\$38.1457	\$42.9135	\$47.6816	\$6,611.92	\$7,438.34	\$8,264.81	\$79,342.62	\$89,260.31	\$99,177.86
Lead Customer Service Representative	NE	21	\$38.1457	\$42.9135	\$47.6816	\$6,611.92	\$7,438.34	\$8,264.81	\$79,342.62	\$89,260.31	\$99,177.86
Lead Meter Maintenance/Cross Conn. Worker	NE	24	\$44.1581	\$49.6779	\$55.1975	\$7,654.07	\$8,610.84	\$9,567.57	\$91,848.80	\$103,329.84	\$114,810.72
Lead Reclamation Plant Operator	NE	27	\$51.1187	\$57.5083	\$63.8981	\$8,860.57	\$9,968.11	\$11,075.67	\$106,326.68	\$119,617.06	\$132,907.76
Lead Water Systems Operator	NE	26	\$48.6845	\$54.7699	\$60.8555	\$8,438.65	\$9,493.45	\$10,548.29	\$101,263.52	\$113,921.09	\$126,578.81
Meter Maintenance Worker I	NE	18	\$32.9517	\$37.0703	\$41.1892	\$5,711.63	\$6,425.52	\$7,139.46	\$68,539.22	\$77,106.34	\$85,673.53
Meter Maintenance Worker II	NE	21	\$38.1457	\$42.9135	\$47.6816	\$6,611.92	\$7,438.34	\$8,264.81	\$79,342.62	\$89,260.31	\$99,177.86
Meter Services Supervisor	E	30	\$59.1762	\$66.5729	\$73.9700	\$10,257.21	\$11,539.30	\$12,821.47	\$123,086.21	\$138,471.83	\$153,857.35
Network Engineer	E	31	\$62.1350	\$69.9018	\$77.6685	\$10,770.07	\$12,116.31	\$13,462.54	\$129,240.64	\$145,395.40	\$161,550.23
Permit Technician	NE	20	\$36.3291	\$40.8700	\$45.4111	\$6,297.04	\$7,084.13	\$7,871.26	\$75,564.27	\$85,009.63	\$94,455.06
Pump Mechanic I	NE	19	\$34.5994	\$38.9239	\$43.2487	\$5,997.23	\$6,746.81	\$7,496.44	\$71,966.21	\$80,961.69	\$89,957.22
Pump Mechanic II	NE	22	\$40.0530	\$45.0594	\$50.0660	\$6,942.52	\$7,810.30	\$8,678.11	\$83,309.74	\$93,723.08	\$104,136.73
Purchasing & Facilities Manager	E	34	\$71.9288	\$80.9200	\$89.9110	\$12,467.66	\$14,026.13	\$15,584.57	\$149,612.12	\$168,313.48	\$187,014.55
Reclamation Plant Operator I	NE	20	\$36.3291	\$40.8700	\$45.4111	\$6,297.04	\$7,084.13	\$7,871.26	\$75,564.27	\$85,009.63	\$94,455.06
Reclamation Plant Operator II	NE	22	\$40.0530	\$45.0594	\$50.0660	\$6,942.52	\$7,810.30	\$8,678.11	\$83,309.74	\$93,723.08	\$104,136.73
Reclamation Plant Operator III	NE	24	\$44.1581	\$49.6779	\$55.1975	\$7,654.07	\$8,610.84	\$9,567.57	\$91,848.80	\$103,329.84	\$114,810.72
Reclamation Plant Supervisor	E	30	\$59.1762	\$66.5729	\$73.9700	\$10,257.21	\$11,539.30	\$12,821.47	\$123,086.21	\$138,471.83	\$153,857.35
Recycled Water Program Supervisor	E	28	\$53.6746	\$60.3836	\$67.0930	\$9,303.60	\$10,466.49	\$11,629.45	\$111,642.95	\$125,598.03	\$139,553.15
Recycled Water Specialist	NE	23	\$42.0557	\$47.3122	\$52.5691	\$7,289.65	\$8,200.78	\$9,111.98	\$87,475.15	\$98,409.48	\$109,343.55
Safety and Security Specialist	E	30	\$59.1762	\$66.5729	\$73.9700	\$10,257.21	\$11,539.30	\$12,821.47	\$123,086.21	\$138,471.83	\$153,857.35
SCADA/Instrumentation Technician	NE	25	\$46.3658	\$52.1618	\$57.9574	\$8,036.74	\$9,041.38	\$10,045.95	\$96,441.44	\$108,496.24	\$120,551.26
SCADA/Pump/Electrical Supervisor	E	30	\$59.1762	\$66.5729	\$73.9700	\$10,257.21	\$11,539.30	\$12,821.47	\$123,086.21	\$138,471.83	\$153,857.35
Senior Accountant	E	28	\$53.6746	\$60.3836	\$67.0930	\$9,303.60	\$10,466.49	\$11,629.45	\$111,642.95	\$125,598.03	\$139,553.15
Senior Civil Engineer	E	34	\$71.9288	\$80.9200	\$89.9110	\$12,467.66	\$14,026.13	\$15,584.57	\$149,612.12	\$168,313.48	\$187,014.55
Senior Disinfection Technician	NE	24	\$44.1581	\$49.6779	\$55.1975	\$7,654.07	\$8,610.84	\$9,567.57	\$91,848.80	\$103,329.84	\$114,810.72
Senior Engineering Technician	NE	24	\$44.1581	\$49.6779	\$55.1975	\$7,654.07	\$8,610.84	\$9,567.57	\$91,848.80	\$103,329.84	\$114,810.72
Senior Human Resources Analyst	E	30	\$59.1762	\$66.5729	\$73.9700	\$10,257.21	\$11,539.30	\$12,821.47	\$123,086.21	\$138,471.83	\$153,857.35

OTAY WATER DISTRICT
Job Classification and Salary Schedule
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Position	Exempt (E) Non-Exempt (NE)	Salary Grade	HOURLY			MONTHLY			ANNUALLY		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Senior Meter Maint. /Cross Connection Worker	NE	23	\$42.0557	\$47.3122	\$52.5691	\$7,289.65	\$8,200.78	\$9,111.98	\$87,475.15	\$98,409.48	\$109,343.55
Senior Procurement and Contracting Analyst	E	26	\$48.6845	\$54.7699	\$60.8555	\$8,438.65	\$9,493.45	\$10,548.29	\$101,263.52	\$113,921.09	\$126,578.81
Senior SCADA/Instrumentation Technician	NE	28	\$53.6746	\$60.3836	\$67.0930	\$9,303.60	\$10,466.49	\$11,629.45	\$111,642.95	\$125,598.03	\$139,553.15
Senior Utility Locator	NE	21	\$38.1457	\$42.9135	\$47.6816	\$6,611.92	\$7,438.34	\$8,264.81	\$79,342.62	\$89,260.31	\$99,177.86
Senior Utility Worker/Equipment Operator	NE	22	\$40.0530	\$45.0594	\$50.0660	\$6,942.52	\$7,810.30	\$8,678.11	\$83,309.74	\$93,723.08	\$104,136.73
Supervising Land Surveyor	E	30	\$59.1762	\$66.5729	\$73.9700	\$10,257.21	\$11,539.30	\$12,821.47	\$123,086.21	\$138,471.83	\$153,857.35
System Operations Manager	E	36	\$79.3020	\$89.2142	\$99.1269	\$13,745.68	\$15,463.79	\$17,182.00	\$164,947.59	\$185,565.42	\$206,183.54
System Support Analyst	E	29	\$56.3585	\$63.4031	\$70.4477	\$9,768.81	\$10,989.87	\$12,210.93	\$117,225.06	\$131,877.85	\$146,530.81
Utility Crew Leader	NE	24	\$44.1581	\$49.6779	\$55.1975	\$7,654.07	\$8,610.84	\$9,567.57	\$91,848.80	\$103,329.84	\$114,810.72
Utility Locator	NE	19	\$34.5994	\$38.9239	\$43.2487	\$5,997.23	\$6,746.81	\$7,496.44	\$71,966.21	\$80,961.69	\$89,957.22
Utility Maintenance Assistant Supervisor	NE	26	\$48.6845	\$54.7699	\$60.8555	\$8,438.65	\$9,493.45	\$10,548.29	\$101,263.52	\$113,921.09	\$126,578.81
Utility Maintenance Supervisor	E	30	\$59.1762	\$66.5729	\$73.9700	\$10,257.21	\$11,539.30	\$12,821.47	\$123,086.21	\$138,471.83	\$153,857.35
Utility Services Manager	E	35	\$75.5257	\$84.9658	\$94.4065	\$13,091.12	\$14,727.41	\$16,363.79	\$157,092.97	\$176,728.94	\$196,365.25
Utility Worker I	NE	18	\$32.9517	\$37.0703	\$41.1892	\$5,711.63	\$6,425.52	\$7,139.46	\$68,539.22	\$77,106.34	\$85,673.53
Utility Worker II	NE	20	\$36.3291	\$40.8700	\$45.4111	\$6,297.04	\$7,084.13	\$7,871.26	\$75,564.27	\$85,009.63	\$94,455.06
Warehouse Technician	NE	20	\$36.3291	\$40.8700	\$45.4111	\$6,297.04	\$7,084.13	\$7,871.26	\$75,564.27	\$85,009.63	\$94,455.06
Water Systems Operator I	NE	20	\$36.3291	\$40.8700	\$45.4111	\$6,297.04	\$7,084.13	\$7,871.26	\$75,564.27	\$85,009.63	\$94,455.06
Water Systems Operator II	NE	22	\$40.0530	\$45.0594	\$50.0660	\$6,942.52	\$7,810.30	\$8,678.11	\$83,309.74	\$93,723.08	\$104,136.73
Water Systems Operator III	NE	23	\$42.0557	\$47.3122	\$52.5691	\$7,289.65	\$8,200.78	\$9,111.98	\$87,475.15	\$98,409.48	\$109,343.55
Water Systems Supervisor	E	30	\$59.1762	\$66.5729	\$73.9700	\$10,257.21	\$11,539.30	\$12,821.47	\$123,086.21	\$138,471.83	\$153,857.35

* Salary is determined by the Board