

**OTAY WATER DISTRICT**  
**Job Classification and Salary Schedule**  
**Effective July 6, 2020**

Position	Exempt (E) Non-Exempt (NE)	Salary Grade	HOURLY			MONTHLY			ANNUALLY		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Accountant	NE	25	\$38.4971	\$43.3094	\$48.1215	\$6,672.83	\$7,506.96	\$8,341.06	\$80,074.43	\$90,083.43	\$100,092.60
Accounting Technician	NE	20	\$30.1637	\$33.9340	\$37.7044	\$5,228.37	\$5,881.89	\$6,535.43	\$62,740.31	\$70,582.71	\$78,425.17
Assistant Chief	E	38	\$72.5925	\$81.6663	\$90.7402	\$12,582.70	\$14,155.49	\$15,728.30	\$150,992.23	\$169,865.88	\$188,739.50
Assistant Civil Engineer I	NE	25	\$38.4971	\$43.3094	\$48.1215	\$6,672.83	\$7,506.96	\$8,341.06	\$80,074.43	\$90,083.43	\$100,092.60
Assistant Civil Engineer II	E	27	\$42.4434	\$47.7486	\$53.0539	\$7,356.86	\$8,276.42	\$9,196.01	\$88,282.06	\$99,316.94	\$110,352.09
Associate Civil Engineer	E	32	\$54.1696	\$60.9407	\$67.7118	\$9,389.40	\$10,563.05	\$11,736.71	\$112,672.76	\$126,756.60	\$140,840.34
Business Systems Analyst I	E	25	\$38.4971	\$43.3094	\$48.1215	\$6,672.83	\$7,506.96	\$8,341.06	\$80,074.43	\$90,083.43	\$100,092.60
Business Systems Analyst II	E	29	\$46.7939	\$52.6429	\$58.4920	\$8,110.94	\$9,124.77	\$10,138.61	\$97,330.87	\$109,496.95	\$121,663.18
Business Systems Technician	NE	22	\$33.2556	\$37.4123	\$41.5693	\$5,764.30	\$6,484.80	\$7,205.35	\$69,171.31	\$77,817.41	\$86,463.76
Chief Financial Officer	E	40	\$80.0332	\$90.0371	\$100.0708	\$13,872.42	\$15,606.43	\$17,345.61	\$166,468.85	\$187,277.12	\$208,147.11
Chief, Administrative Services	E	40	\$80.0332	\$90.0371	\$100.0708	\$13,872.42	\$15,606.43	\$17,345.61	\$166,468.85	\$187,277.12	\$208,147.11
Chief, Engineering	E	40	\$80.0332	\$90.0371	\$100.0708	\$13,872.42	\$15,606.43	\$17,345.61	\$166,468.85	\$187,277.12	\$208,147.11
Chief, Water Operations	E	40	\$80.0332	\$90.0371	\$100.0708	\$13,872.42	\$15,606.43	\$17,345.61	\$166,468.85	\$187,277.12	\$208,147.11
Communications Assistant	NE	22	\$33.2556	\$37.4123	\$41.5693	\$5,764.30	\$6,484.80	\$7,205.35	\$69,171.31	\$77,817.41	\$86,463.76
Communications Officer	E	30	\$49.1334	\$55.2749	\$61.4166	\$8,516.46	\$9,580.98	\$10,645.54	\$102,197.33	\$114,971.88	\$127,746.33
Confidential Executive Assistant	NE	22	\$33.2556	\$37.4123	\$41.5693	\$5,764.30	\$6,484.80	\$7,205.35	\$69,171.31	\$77,817.41	\$86,463.76
Construction Inspector I	NE	22	\$33.2556	\$37.4123	\$41.5693	\$5,764.30	\$6,484.80	\$7,205.35	\$69,171.31	\$77,817.41	\$86,463.76
Construction Inspector II	NE	24	\$36.6640	\$41.2471	\$45.8299	\$6,355.09	\$7,149.50	\$7,943.85	\$76,261.22	\$85,793.81	\$95,326.28
Customer Service Field Representative I	NE	16	\$24.8157	\$27.9177	\$31.0196	\$4,301.39	\$4,839.07	\$5,376.73	\$51,616.75	\$58,068.56	\$64,520.59
Customer Service Field Representative II	NE	18	\$27.3595	\$30.7791	\$34.1990	\$4,742.31	\$5,335.04	\$5,927.83	\$56,907.48	\$64,020.69	\$71,133.94
Customer Service Manager	E	33	\$56.8781	\$63.9877	\$71.0973	\$9,858.87	\$11,091.20	\$12,323.53	\$118,306.45	\$133,094.25	\$147,882.31
Customer Service Representative I	NE	16	\$24.8157	\$27.9177	\$31.0196	\$4,301.39	\$4,839.07	\$5,376.73	\$51,616.75	\$58,068.56	\$64,520.59
Customer Service Representative II	NE	18	\$27.3595	\$30.7791	\$34.1990	\$4,742.31	\$5,335.04	\$5,927.83	\$56,907.48	\$64,020.69	\$71,133.94
Customer Service Supervisor	E	27	\$42.4434	\$47.7486	\$53.0539	\$7,356.86	\$8,276.42	\$9,196.01	\$88,282.06	\$99,316.94	\$110,352.09
Database Administrator	E	32	\$54.1696	\$60.9407	\$67.7118	\$9,389.40	\$10,563.05	\$11,736.71	\$112,672.76	\$126,756.60	\$140,840.34
Department Assistant	NE	18	\$27.3595	\$30.7791	\$34.1990	\$4,742.31	\$5,335.04	\$5,927.83	\$56,907.48	\$64,020.69	\$71,133.94
Disinfection Technician	NE	23	\$34.9183	\$39.2828	\$43.6476	\$6,052.51	\$6,809.02	\$7,565.58	\$72,629.81	\$81,708.48	\$90,786.94
District Secretary	E	29	\$46.7939	\$52.6429	\$58.4920	\$8,110.94	\$9,124.77	\$10,138.61	\$97,330.87	\$109,496.95	\$121,663.18
Electrician I	NE	22	\$33.2556	\$37.4123	\$41.5693	\$5,764.30	\$6,484.80	\$7,205.35	\$69,171.31	\$77,817.41	\$86,463.76
Electrician II	NE	24	\$36.6640	\$41.2471	\$45.8299	\$6,355.09	\$7,149.50	\$7,943.85	\$76,261.22	\$85,793.81	\$95,326.28
Engineering Design Technician	NE	25	\$38.4971	\$43.3094	\$48.1215	\$6,672.83	\$7,506.96	\$8,341.06	\$80,074.43	\$90,083.43	\$100,092.60
Engineering Manager	E	37	\$69.1357	\$77.7775	\$86.4192	\$11,983.52	\$13,481.43	\$14,979.33	\$143,802.12	\$161,777.03	\$179,751.93
Engineering Technician	NE	22	\$33.2556	\$37.4123	\$41.5693	\$5,764.30	\$6,484.80	\$7,205.35	\$69,171.31	\$77,817.41	\$86,463.76
Environmental Compliance Specialist	E	28	\$44.5656	\$50.1359	\$55.7067	\$7,724.70	\$8,690.22	\$9,655.83	\$92,696.11	\$104,282.88	\$115,869.70
Equipment Mechanic I	NE	18	\$27.3595	\$30.7791	\$34.1990	\$4,742.31	\$5,335.04	\$5,927.83	\$56,907.48	\$64,020.69	\$71,133.94
Equipment Mechanic II	NE	21	\$31.6720	\$35.6307	\$39.5896	\$5,489.81	\$6,175.99	\$6,862.20	\$65,877.44	\$74,112.01	\$82,346.45
Executive Assistant	NE	22	\$33.2556	\$37.4123	\$41.5693	\$5,764.30	\$6,484.80	\$7,205.35	\$69,171.31	\$77,817.41	\$86,463.76
Facilities Maintenance Technician	NE	19	\$28.7275	\$32.3182	\$35.9089	\$4,979.43	\$5,601.82	\$6,224.21	\$59,752.88	\$67,221.73	\$74,690.65
Field Services Manager	E	33	\$56.8781	\$63.9877	\$71.0973	\$9,858.87	\$11,091.20	\$12,323.53	\$118,306.45	\$133,094.25	\$147,882.31
Finance Manager, Controller & Budget	E	35	\$62.7082	\$70.5463	\$78.3848	\$10,869.42	\$12,228.03	\$13,586.70	\$130,432.84	\$146,736.41	\$163,040.25
Finance Manager, Treasury & Accounting	E	35	\$62.7082	\$70.5463	\$78.3848	\$10,869.42	\$12,228.03	\$13,586.70	\$130,432.84	\$146,736.41	\$163,040.25

**OTAY WATER DISTRICT**  
**Job Classification and Salary Schedule**  
**Effective July 6, 2020**

Position	Exempt (E) Non-Exempt (NE)	Salary Grade	HOURLY			MONTHLY			ANNUALLY		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Fleet Maintenance Supervisor	E	28	\$44.5656	\$50.1359	\$55.7067	\$7,724.70	\$8,690.22	\$9,655.83	\$92,696.11	\$104,282.88	\$115,869.70
General Manager*	E	N/A							\$240,000.00		\$250,000.00
GIS Analyst	E	26	\$40.4223	\$45.4749	\$50.5277	\$7,006.53	\$7,882.32	\$8,758.13	\$84,078.17	\$94,587.64	\$105,097.22
GIS Manager	E	34	\$59.7218	\$67.1872	\$74.6522	\$10,351.78	\$11,645.78	\$12,939.71	\$124,221.56	\$139,749.14	\$155,276.45
GIS Programmer Analyst	E	29	\$46.7939	\$52.6429	\$58.4920	\$8,110.94	\$9,124.77	\$10,138.61	\$97,330.87	\$109,496.95	\$121,663.18
GIS Technician	NE	24	\$36.6640	\$41.2471	\$45.8299	\$6,355.09	\$7,149.50	\$7,943.85	\$76,261.22	\$85,793.81	\$95,326.28
Human Resources Assistant I	NE	18	\$27.3595	\$30.7791	\$34.1990	\$4,742.31	\$5,335.04	\$5,927.83	\$56,907.48	\$64,020.69	\$71,133.94
Human Resources Assistant II	NE	20	\$30.1637	\$33.9340	\$37.7044	\$5,228.37	\$5,881.89	\$6,535.43	\$62,740.31	\$70,582.71	\$78,425.17
Human Resources Analyst	E	25	\$38.4971	\$43.3094	\$48.1215	\$6,672.83	\$7,506.96	\$8,341.06	\$80,074.43	\$90,083.43	\$100,092.60
Human Resources Manager	E	36	\$65.8437	\$74.0736	\$82.3041	\$11,412.91	\$12,839.42	\$14,266.04	\$136,954.46	\$154,073.25	\$171,192.29
Information Technology Manager	E	34	\$59.7218	\$67.1872	\$74.6522	\$10,351.78	\$11,645.78	\$12,939.71	\$124,221.56	\$139,749.14	\$155,276.45
Inspection Supervisor	E	28	\$44.5656	\$50.1359	\$55.7067	\$7,724.70	\$8,690.22	\$9,655.83	\$92,696.11	\$104,282.88	\$115,869.70
Laboratory Analyst	NE	25	\$38.4971	\$43.3094	\$48.1215	\$6,672.83	\$7,506.96	\$8,341.06	\$80,074.43	\$90,083.43	\$100,092.60
Laboratory Analyst (Assigned Lab Director Duties)	NE	26	\$40.4223	\$45.4749	\$50.5277	\$7,006.53	\$7,882.32	\$8,758.13	\$84,078.17	\$94,587.64	\$105,097.22
Lead Customer Service Field Representative	NE	21	\$31.6720	\$35.6307	\$39.5896	\$5,489.81	\$6,175.99	\$6,862.20	\$65,877.44	\$74,112.01	\$82,346.45
Lead Customer Service Representative	NE	21	\$31.6720	\$35.6307	\$39.5896	\$5,489.81	\$6,175.99	\$6,862.20	\$65,877.44	\$74,112.01	\$82,346.45
Lead Meter Maintenance/Cross Conn. Worker	NE	24	\$36.6640	\$41.2471	\$45.8299	\$6,355.09	\$7,149.50	\$7,943.85	\$76,261.22	\$85,793.81	\$95,326.28
Lead Reclamation Plant Operator	NE	26	\$40.4223	\$45.4749	\$50.5277	\$7,006.53	\$7,882.32	\$8,758.13	\$84,078.17	\$94,587.64	\$105,097.22
Lead Water Systems Operator	NE	26	\$40.4223	\$45.4749	\$50.5277	\$7,006.53	\$7,882.32	\$8,758.13	\$84,078.17	\$94,587.64	\$105,097.22
Meter Maintenance Worker I	NE	18	\$27.3595	\$30.7791	\$34.1990	\$4,742.31	\$5,335.04	\$5,927.83	\$56,907.48	\$64,020.69	\$71,133.94
Meter Maintenance Worker II	NE	21	\$31.6720	\$35.6307	\$39.5896	\$5,489.81	\$6,175.99	\$6,862.20	\$65,877.44	\$74,112.01	\$82,346.45
Meter Services Supervisor	E	28	\$44.5656	\$50.1359	\$55.7067	\$7,724.70	\$8,690.22	\$9,655.83	\$92,696.11	\$104,282.88	\$115,869.70
Network Engineer	E	31	\$51.5901	\$58.0387	\$64.4874	\$8,942.28	\$10,060.04	\$11,177.82	\$107,307.31	\$120,720.45	\$134,133.66
Permit Technician	NE	20	\$30.1637	\$33.9340	\$37.7044	\$5,228.37	\$5,881.89	\$6,535.43	\$62,740.31	\$70,582.71	\$78,425.17
Pump Mechanic I	NE	19	\$28.7275	\$32.3182	\$35.9089	\$4,979.43	\$5,601.82	\$6,224.21	\$59,752.88	\$67,221.73	\$74,690.65
Pump Mechanic II	NE	22	\$33.2556	\$37.4123	\$41.5693	\$5,764.30	\$6,484.80	\$7,205.35	\$69,171.31	\$77,817.41	\$86,463.76
Pump/Electrical Supervisor	E	28	\$44.5656	\$50.1359	\$55.7067	\$7,724.70	\$8,690.22	\$9,655.83	\$92,696.11	\$104,282.88	\$115,869.70
Purchasing & Facilities Manager	E	34	\$59.7218	\$67.1872	\$74.6522	\$10,351.78	\$11,645.78	\$12,939.71	\$124,221.56	\$139,749.14	\$155,276.45
Reclamation Plant Operator I	NE	19	\$28.7275	\$32.3182	\$35.9089	\$4,979.43	\$5,601.82	\$6,224.21	\$59,752.88	\$67,221.73	\$74,690.65
Reclamation Plant Operator II	NE	21	\$31.6720	\$35.6307	\$39.5896	\$5,489.81	\$6,175.99	\$6,862.20	\$65,877.44	\$74,112.01	\$82,346.45
Reclamation Plant Operator III	NE	23	\$34.9183	\$39.2828	\$43.6476	\$6,052.51	\$6,809.02	\$7,565.58	\$72,629.81	\$81,708.48	\$90,786.94
Reclamation Plant Supervisor	E	30	\$49.1334	\$55.2749	\$61.4166	\$8,516.46	\$9,580.98	\$10,645.54	\$102,197.33	\$114,971.88	\$127,746.33
Recycled Water Program Supervisor	E	28	\$44.5656	\$50.1359	\$55.7067	\$7,724.70	\$8,690.22	\$9,655.83	\$92,696.11	\$104,282.88	\$115,869.70
Recycled Water Specialist	NE	23	\$34.9183	\$39.2828	\$43.6476	\$6,052.51	\$6,809.02	\$7,565.58	\$72,629.81	\$81,708.48	\$90,786.94
Safety and Security Specialist	E	30	\$49.1334	\$55.2749	\$61.4166	\$8,516.46	\$9,580.98	\$10,645.54	\$102,197.33	\$114,971.88	\$127,746.33
SCADA/Instrumentation Technician	NE	25	\$38.4971	\$43.3094	\$48.1215	\$6,672.83	\$7,506.96	\$8,341.06	\$80,074.43	\$90,083.43	\$100,092.60
Senior Accountant	E	28	\$44.5656	\$50.1359	\$55.7067	\$7,724.70	\$8,690.22	\$9,655.83	\$92,696.11	\$104,282.88	\$115,869.70
Senior Civil Engineer	E	34	\$59.7218	\$67.1872	\$74.6522	\$10,351.78	\$11,645.78	\$12,939.71	\$124,221.56	\$139,749.14	\$155,276.45
Senior Confidential Executive Assistant	E	24	\$36.6640	\$41.2471	\$45.8299	\$6,355.09	\$7,149.50	\$7,943.85	\$76,261.22	\$85,793.81	\$95,326.28
Senior Disinfection Technician	NE	24	\$36.6640	\$41.2471	\$45.8299	\$6,355.09	\$7,149.50	\$7,943.85	\$76,261.22	\$85,793.81	\$95,326.28
Senior Engineering Technician	NE	24	\$36.6640	\$41.2471	\$45.8299	\$6,355.09	\$7,149.50	\$7,943.85	\$76,261.22	\$85,793.81	\$95,326.28

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**Job Classification and Salary Schedule**  
**Effective July 6, 2020**

Position	Exempt (E) Non-Exempt (NE)	Salary Grade	HOURLY			MONTHLY			ANNUALLY		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Senior Human Resources Analyst	E	30	\$49.1334	\$55.2749	\$61.4166	\$8,516.46	\$9,580.98	\$10,645.54	\$102,197.33	\$114,971.88	\$127,746.33
Senior Procurement and Contracting Analyst	E	26	\$40.4223	\$45.4749	\$50.5277	\$7,006.53	\$7,882.32	\$8,758.13	\$84,078.17	\$94,587.64	\$105,097.22
Senior SCADA/Instrumentation Technician	NE	28	\$44.5656	\$50.1359	\$55.7067	\$7,724.70	\$8,690.22	\$9,655.83	\$92,696.11	\$104,282.88	\$115,869.70
Senior Utility Locator	NE	21	\$31.6720	\$35.6307	\$39.5896	\$5,489.81	\$6,175.99	\$6,862.20	\$65,877.44	\$74,112.01	\$82,346.45
Senior Utility Worker/Equipment Operator	NE	22	\$33.2556	\$37.4123	\$41.5693	\$5,764.30	\$6,484.80	\$7,205.35	\$69,171.31	\$77,817.41	\$86,463.76
Senior Warehouse Worker	NE	20	\$30.1637	\$33.9340	\$37.7044	\$5,228.37	\$5,881.89	\$6,535.43	\$62,740.31	\$70,582.71	\$78,425.17
Supervising Land Surveyor	E	29	\$46.7939	\$52.6429	\$58.4920	\$8,110.94	\$9,124.77	\$10,138.61	\$97,330.87	\$109,496.95	\$121,663.18
System Operations Manager	E	36	\$65.8437	\$74.0736	\$82.3041	\$11,412.91	\$12,839.42	\$14,266.04	\$136,954.46	\$154,073.25	\$171,192.29
System Support Analyst	E	29	\$46.7939	\$52.6429	\$58.4920	\$8,110.94	\$9,124.77	\$10,138.61	\$97,330.87	\$109,496.95	\$121,663.18
Utility Crew Leader	NE	24	\$36.6640	\$41.2471	\$45.8299	\$6,355.09	\$7,149.50	\$7,943.85	\$76,261.22	\$85,793.81	\$95,326.28
Utility Locator	NE	19	\$28.7275	\$32.3182	\$35.9089	\$4,979.43	\$5,601.82	\$6,224.21	\$59,752.88	\$67,221.73	\$74,690.65
Utility Maintenance Assistant Supervisor	NE	26	\$40.4223	\$45.4749	\$50.5277	\$7,006.53	\$7,882.32	\$8,758.13	\$84,078.17	\$94,587.64	\$105,097.22
Utility Maintenance Supervisor	E	30	\$49.1334	\$55.2749	\$61.4166	\$8,516.46	\$9,580.98	\$10,645.54	\$102,197.33	\$114,971.88	\$127,746.33
Utility Services Manager	E	35	\$62.7082	\$70.5463	\$78.3848	\$10,869.42	\$12,228.03	\$13,586.70	\$130,432.84	\$146,736.41	\$163,040.25
Utility Worker I	NE	18	\$27.3595	\$30.7791	\$34.1990	\$4,742.31	\$5,335.04	\$5,927.83	\$56,907.48	\$64,020.69	\$71,133.94
Utility Worker II	NE	20	\$30.1637	\$33.9340	\$37.7044	\$5,228.37	\$5,881.89	\$6,535.43	\$62,740.31	\$70,582.71	\$78,425.17
Valve Maintenance Worker	NE	18	\$27.3595	\$30.7791	\$34.1990	\$4,742.31	\$5,335.04	\$5,927.83	\$56,907.48	\$64,020.69	\$71,133.94
Water Systems Operator I	NE	20	\$30.1637	\$33.9340	\$37.7044	\$5,228.37	\$5,881.89	\$6,535.43	\$62,740.31	\$70,582.71	\$78,425.17
Water Systems Operator II	NE	22	\$33.2556	\$37.4123	\$41.5693	\$5,764.30	\$6,484.80	\$7,205.35	\$69,171.31	\$77,817.41	\$86,463.76
Water Systems Operator III	NE	23	\$34.9183	\$39.2828	\$43.6476	\$6,052.51	\$6,809.02	\$7,565.58	\$72,629.81	\$81,708.48	\$90,786.94
Water Systems Supervisor	E	30	\$49.1334	\$55.2749	\$61.4166	\$8,516.46	\$9,580.98	\$10,645.54	\$102,197.33	\$114,971.88	\$127,746.33

\* Salary is determined by the Board