

**OTAY WATER DISTRICT**  
**Job Classification and Salary Schedule**  
**Effective July 4, 2022**

Position	Exempt (E) Non-Exempt (NE)	Salary Grade	HOURLY			MONTHLY			ANNUALLY		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Accountant	NE	25	\$40.4450	\$45.5009	\$50.5564	\$7,010.47	\$7,886.82	\$8,763.11	\$84,126.20	\$94,641.65	\$105,157.28
Accounting Technician	NE	20	\$31.6900	\$35.6511	\$39.6123	\$5,492.93	\$6,179.52	\$6,866.13	\$65,914.97	\$74,154.19	\$82,393.48
Assistant Chief	E	38	\$76.2657	\$85.7986	\$95.3317	\$13,219.39	\$14,871.76	\$16,524.16	\$158,632.44	\$178,461.10	\$198,289.72
Assistant Civil Engineer I	NE	25	\$40.4450	\$45.5009	\$50.5564	\$7,010.47	\$7,886.82	\$8,763.11	\$84,126.20	\$94,641.65	\$105,157.28
Assistant Civil Engineer II	E	27	\$44.5911	\$50.1647	\$55.7385	\$7,729.12	\$8,695.21	\$9,661.34	\$92,749.13	\$104,342.38	\$115,935.90
Associate Civil Engineer	E	32	\$56.9106	\$64.0243	\$71.1380	\$9,864.50	\$11,097.55	\$12,330.59	\$118,374.01	\$133,170.48	\$147,966.87
Business Systems Analyst I	E	25	\$40.4450	\$45.5009	\$50.5564	\$7,010.47	\$7,886.82	\$8,763.11	\$84,126.20	\$94,641.65	\$105,157.28
Business Systems Analyst II	E	29	\$49.1617	\$55.3067	\$61.4517	\$8,521.36	\$9,586.49	\$10,651.63	\$102,255.82	\$115,037.50	\$127,819.33
Business Systems Technician	NE	22	\$34.9383	\$39.3054	\$43.6727	\$6,055.97	\$6,812.94	\$7,569.93	\$72,671.38	\$81,754.97	\$90,838.83
Chief Financial Officer	E	40	\$84.0829	\$94.5929	\$105.1344	\$14,574.37	\$16,396.10	\$18,223.30	\$174,892.18	\$196,753.34	\$218,679.35
Chief, Administrative Services	E	40	\$84.0829	\$94.5929	\$105.1344	\$14,574.37	\$16,396.10	\$18,223.30	\$174,892.18	\$196,753.34	\$218,679.35
Chief, Engineering	E	40	\$84.0829	\$94.5929	\$105.1344	\$14,574.37	\$16,396.10	\$18,223.30	\$174,892.18	\$196,753.34	\$218,679.35
Chief, Water Operations	E	40	\$84.0829	\$94.5929	\$105.1344	\$14,574.37	\$16,396.10	\$18,223.30	\$174,892.18	\$196,753.34	\$218,679.35
Communications Assistant	NE	22	\$34.9383	\$39.3054	\$43.6727	\$6,055.97	\$6,812.94	\$7,569.93	\$72,671.38	\$81,754.97	\$90,838.83
Communications Officer	E	30	\$51.6196	\$58.0718	\$64.5243	\$8,947.40	\$10,065.78	\$11,184.21	\$107,368.52	\$120,789.46	\$134,210.30
Confidential Executive Assistant	NE	22	\$34.9383	\$39.3054	\$43.6727	\$6,055.97	\$6,812.94	\$7,569.93	\$72,671.38	\$81,754.97	\$90,838.83
Construction Inspector I	NE	22	\$34.9383	\$39.3054	\$43.6727	\$6,055.97	\$6,812.94	\$7,569.93	\$72,671.38	\$81,754.97	\$90,838.83
Construction Inspector II	NE	24	\$38.5192	\$43.3342	\$48.1489	\$6,676.66	\$7,511.26	\$8,345.81	\$80,120.03	\$90,134.98	\$100,149.79
Customer Service Field Representative I	NE	16	\$26.0714	\$29.3304	\$32.5892	\$4,519.04	\$5,083.94	\$5,648.79	\$54,228.56	\$61,006.83	\$67,785.33
Customer Service Field Representative II	NE	18	\$28.7439	\$32.3365	\$35.9295	\$4,982.28	\$5,604.99	\$6,227.78	\$59,787.00	\$67,260.13	\$74,733.32
Customer Service Manager	E	33	\$59.7562	\$67.2255	\$74.6949	\$10,357.74	\$11,652.42	\$12,947.12	\$124,292.76	\$139,828.82	\$155,365.16
Customer Service Representative I	NE	16	\$26.0714	\$29.3304	\$32.5892	\$4,519.04	\$5,083.94	\$5,648.79	\$54,228.56	\$61,006.83	\$67,785.33
Customer Service Representative II	NE	18	\$28.7439	\$32.3365	\$35.9295	\$4,982.28	\$5,604.99	\$6,227.78	\$59,787.00	\$67,260.13	\$74,733.32
Customer Service Supervisor	E	27	\$44.5911	\$50.1647	\$55.7385	\$7,729.12	\$8,695.21	\$9,661.34	\$92,749.13	\$104,342.38	\$115,935.90
Database Administrator	E	32	\$56.9106	\$64.0243	\$71.1380	\$9,864.50	\$11,097.55	\$12,330.59	\$118,374.01	\$133,170.48	\$147,966.87
Department Assistant	NE	18	\$28.7439	\$32.3365	\$35.9295	\$4,982.28	\$5,604.99	\$6,227.78	\$59,787.00	\$67,260.13	\$74,733.32
Disinfection Technician	NE	23	\$36.6852	\$41.2706	\$45.8562	\$6,358.77	\$7,153.57	\$7,948.41	\$76,304.88	\$85,842.93	\$95,380.76
District Secretary	E	29	\$49.1617	\$55.3067	\$61.4517	\$8,521.36	\$9,586.49	\$10,651.63	\$102,255.82	\$115,037.50	\$127,819.33
Electrician I	NE	22	\$34.9383	\$39.3054	\$43.6727	\$6,055.97	\$6,812.94	\$7,569.93	\$72,671.38	\$81,754.97	\$90,838.83
Electrician II	NE	24	\$38.5192	\$43.3342	\$48.1489	\$6,676.66	\$7,511.26	\$8,345.81	\$80,120.03	\$90,134.98	\$100,149.79
Engineering Design Technician	NE	25	\$40.4450	\$45.5009	\$50.5564	\$7,010.47	\$7,886.82	\$8,763.11	\$84,126.20	\$94,641.65	\$105,157.28
Engineering Manager	E	37	\$72.6340	\$81.7131	\$90.7920	\$12,589.89	\$14,163.60	\$15,737.28	\$151,078.51	\$169,962.95	\$188,847.38
Engineering Technician	NE	22	\$34.9383	\$39.3054	\$43.6727	\$6,055.97	\$6,812.94	\$7,569.93	\$72,671.38	\$81,754.97	\$90,838.83
Environmental Compliance Specialist	E	28	\$46.8206	\$52.6728	\$58.5254	\$8,115.57	\$9,129.95	\$10,144.40	\$97,386.53	\$109,559.60	\$121,732.70
Equipment Mechanic I	NE	18	\$28.7439	\$32.3365	\$35.9295	\$4,982.28	\$5,604.99	\$6,227.78	\$59,787.00	\$67,260.13	\$74,733.32
Equipment Mechanic II	NE	21	\$33.2746	\$37.4336	\$41.5928	\$5,767.60	\$6,488.49	\$7,209.42	\$69,210.84	\$77,862.08	\$86,513.18
Executive Assistant	NE	22	\$34.9383	\$39.3054	\$43.6727	\$6,055.97	\$6,812.94	\$7,569.93	\$72,671.38	\$81,754.97	\$90,838.83
Facilities Maintenance Technician	NE	19	\$30.1812	\$33.9535	\$37.7259	\$5,231.41	\$5,885.27	\$6,539.16	\$62,776.38	\$70,623.16	\$78,469.99
Field Services Manager	E	33	\$59.7562	\$67.2255	\$74.6949	\$10,357.74	\$11,652.42	\$12,947.12	\$124,292.76	\$139,828.82	\$155,365.16
Finance Manager, Controller & Budget	E	35	\$65.8813	\$74.1159	\$82.3511	\$11,419.43	\$12,846.76	\$14,274.19	\$137,032.75	\$154,161.27	\$171,290.09
Finance Manager, Treasury & Accounting	E	35	\$65.8813	\$74.1159	\$82.3511	\$11,419.43	\$12,846.76	\$14,274.19	\$137,032.75	\$154,161.27	\$171,290.09

**OTAY WATER DISTRICT**  
**Job Classification and Salary Schedule**  
**Effective July 4, 2022**

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	\$46,820.6	\$52,672.8	\$58,525.4	\$8,115.57	\$9,129.95	\$10,144.40	\$97,386.53	\$109,559.60	\$121,732.70
General Manager*	E	N/A									\$260,000.00
GIS Analyst	E	26	\$42,467.7	\$47,775.9	\$53,084.5	\$7,361.07	\$8,281.16	\$9,201.31	\$88,332.52	\$99,373.77	\$110,415.14
GIS Manager	E	34	\$62,743.7	\$70,586.8	\$78,429.6	\$10,875.57	\$12,235.05	\$13,594.46	\$130,507.17	\$146,820.44	\$163,133.44
GIS Programmer Analyst	E	29	\$49,161.7	\$55,306.7	\$61,451.7	\$8,521.36	\$9,586.49	\$10,651.63	\$102,255.82	\$115,037.50	\$127,819.33
GIS Technician	NE	24	\$38,519.2	\$43,334.2	\$48,148.9	\$6,676.66	\$7,511.26	\$8,345.81	\$80,120.03	\$90,134.98	\$100,149.79
Human Resources Analyst	E	25	\$40,445.0	\$45,500.9	\$50,556.4	\$7,010.47	\$7,886.82	\$8,763.11	\$84,126.20	\$94,641.65	\$105,157.28
Human Resources Assistant I	NE	18	\$28,743.9	\$32,336.5	\$35,929.5	\$4,982.28	\$5,604.99	\$6,227.78	\$59,787.00	\$67,260.13	\$74,733.32
Human Resources Assistant II	NE	20	\$31,690.0	\$35,651.1	\$39,612.3	\$5,492.93	\$6,179.52	\$6,866.13	\$65,914.97	\$74,154.19	\$82,393.48
Human Resources Manager	E	36	\$69,175.4	\$77,821.8	\$86,468.7	\$11,990.40	\$13,489.11	\$14,987.91	\$143,884.36	\$161,869.36	\$179,854.62
Information Technology Manager	E	34	\$62,743.7	\$70,586.8	\$78,429.6	\$10,875.57	\$12,235.05	\$13,594.46	\$130,507.17	\$146,820.44	\$163,133.44
Laboratory Analyst	NE	26	\$42,467.7	\$47,775.9	\$53,084.5	\$7,361.07	\$8,281.16	\$9,201.31	\$88,332.52	\$99,373.77	\$110,415.14
Lead Construction Inspector	NE	26	\$42,467.7	\$47,775.9	\$53,084.5	\$7,361.07	\$8,281.16	\$9,201.31	\$88,332.52	\$99,373.77	\$110,415.14
Lead Customer Service Field Representative	NE	21	\$33,274.6	\$37,433.6	\$41,592.8	\$5,767.60	\$6,488.49	\$7,209.42	\$69,210.84	\$77,862.08	\$86,513.18
Lead Customer Service Representative	NE	21	\$33,274.6	\$37,433.6	\$41,592.8	\$5,767.60	\$6,488.49	\$7,209.42	\$69,210.84	\$77,862.08	\$86,513.18
Lead Meter Maintenance/Cross Conn. Worker	NE	24	\$38,519.2	\$43,334.2	\$48,148.9	\$6,676.66	\$7,511.26	\$8,345.81	\$80,120.03	\$90,134.98	\$100,149.79
Lead Reclamation Plant Operator	NE	26	\$42,467.7	\$47,775.9	\$53,084.5	\$7,361.07	\$8,281.16	\$9,201.31	\$88,332.52	\$99,373.77	\$110,415.14
Lead Water Systems Operator	NE	26	\$42,467.7	\$47,775.9	\$53,084.5	\$7,361.07	\$8,281.16	\$9,201.31	\$88,332.52	\$99,373.77	\$110,415.14
Meter Maintenance Worker I	NE	18	\$28,743.9	\$32,336.5	\$35,929.5	\$4,982.28	\$5,604.99	\$6,227.78	\$59,787.00	\$67,260.13	\$74,733.32
Meter Maintenance Worker II	NE	21	\$33,274.6	\$37,433.6	\$41,592.8	\$5,767.60	\$6,488.49	\$7,209.42	\$69,210.84	\$77,862.08	\$86,513.18
Meter Services Supervisor	E	28	\$46,820.6	\$52,672.8	\$58,525.4	\$8,115.57	\$9,129.95	\$10,144.40	\$97,386.53	\$109,559.60	\$121,732.70
Network Engineer	E	31	\$54,200.6	\$60,975.5	\$67,750.5	\$9,394.77	\$10,569.09	\$11,743.42	\$112,737.06	\$126,828.91	\$140,920.82
Permit Technician	NE	20	\$31,690.0	\$35,651.1	\$39,612.3	\$5,492.93	\$6,179.52	\$6,866.13	\$65,914.97	\$74,154.19	\$82,393.48
Pump Mechanic I	NE	19	\$30,181.2	\$33,953.5	\$37,725.9	\$5,231.41	\$5,885.27	\$6,539.16	\$62,776.38	\$70,623.16	\$78,469.99
Pump Mechanic II	NE	22	\$34,938.3	\$39,305.4	\$43,672.7	\$6,055.97	\$6,812.94	\$7,569.93	\$72,671.38	\$81,754.97	\$90,838.83
Purchasing & Facilities Manager	E	34	\$62,743.7	\$70,586.8	\$78,429.6	\$10,875.57	\$12,235.05	\$13,594.46	\$130,507.17	\$146,820.44	\$163,133.44
Reclamation Plant Operator I	NE	19	\$30,181.2	\$33,953.5	\$37,725.9	\$5,231.41	\$5,885.27	\$6,539.16	\$62,776.38	\$70,623.16	\$78,469.99
Reclamation Plant Operator II	NE	21	\$33,274.6	\$37,433.6	\$41,592.8	\$5,767.60	\$6,488.49	\$7,209.42	\$69,210.84	\$77,862.08	\$86,513.18
Reclamation Plant Operator III	NE	23	\$36,685.2	\$41,270.6	\$45,856.2	\$6,358.77	\$7,153.57	\$7,948.41	\$76,304.88	\$85,842.93	\$95,380.76
Reclamation Plant Supervisor	E	30	\$51,619.6	\$58,071.8	\$64,524.3	\$8,947.40	\$10,065.78	\$11,184.21	\$107,368.52	\$120,789.46	\$134,210.30
Recycled Water Program Supervisor	E	28	\$46,820.6	\$52,672.8	\$58,525.4	\$8,115.57	\$9,129.95	\$10,144.40	\$97,386.53	\$109,559.60	\$121,732.70
Recycled Water Specialist	NE	23	\$36,685.2	\$41,270.6	\$45,856.2	\$6,358.77	\$7,153.57	\$7,948.41	\$76,304.88	\$85,842.93	\$95,380.76
Safety and Security Specialist	E	30	\$51,619.6	\$58,071.8	\$64,524.3	\$8,947.40	\$10,065.78	\$11,184.21	\$107,368.52	\$120,789.46	\$134,210.30
SCADA/Instrumentation Technician	NE	25	\$40,445.0	\$45,500.9	\$50,556.4	\$7,010.47	\$7,886.82	\$8,763.11	\$84,126.20	\$94,641.65	\$105,157.28
SCADA/Pump/Electrical Supervisor	E	30	\$51,619.6	\$58,071.8	\$64,524.3	\$8,947.40	\$10,065.78	\$11,184.21	\$107,368.52	\$120,789.46	\$134,210.30
Senior Accountant	E	28	\$46,820.6	\$52,672.8	\$58,525.4	\$8,115.57	\$9,129.95	\$10,144.40	\$97,386.53	\$109,559.60	\$121,732.70
Senior Civil Engineer	E	34	\$62,743.7	\$70,586.8	\$78,429.6	\$10,875.57	\$12,235.05	\$13,594.46	\$130,507.17	\$146,820.44	\$163,133.44
Senior Disinfection Technician	NE	24	\$38,519.2	\$43,334.2	\$48,148.9	\$6,676.66	\$7,511.26	\$8,345.81	\$80,120.03	\$90,134.98	\$100,149.79
Senior Engineering Technician	NE	24	\$38,519.2	\$43,334.2	\$48,148.9	\$6,676.66	\$7,511.26	\$8,345.81	\$80,120.03	\$90,134.98	\$100,149.79
Senior Human Resources Analyst	E	30	\$51,619.6	\$58,071.8	\$64,524.3	\$8,947.40	\$10,065.78	\$11,184.21	\$107,368.52	\$120,789.46	\$134,210.30
Senior Procurement and Contracting Analyst	E	26	\$42,467.7	\$47,775.9	\$53,084.5	\$7,361.07	\$8,281.16	\$9,201.31	\$88,332.52	\$99,373.77	\$110,415.14

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**Job Classification and Salary Schedule**  
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			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Senior SCADA/Instrumentation Technician	NE	28	\$46.8206	\$52.6728	\$58.5254	\$8,115.57	\$9,129.95	\$10,144.40	\$97,386.53	\$109,559.60	\$121,732.70
Senior Utility Locator	NE	21	\$33.2746	\$37.4336	\$41.5928	\$5,767.60	\$6,488.49	\$7,209.42	\$69,210.84	\$77,862.08	\$86,513.18
Senior Utility Worker/Equipment Operator	NE	22	\$34.9383	\$39.3054	\$43.6727	\$6,055.97	\$6,812.94	\$7,569.93	\$72,671.38	\$81,754.97	\$90,838.83
Supervising Land Surveyor	E	29	\$49.1617	\$55.3067	\$61.4517	\$8,521.36	\$9,586.49	\$10,651.63	\$102,255.82	\$115,037.50	\$127,819.33
System Operations Manager	E	36	\$69.1754	\$77.8218	\$86.4687	\$11,990.40	\$13,489.11	\$14,987.91	\$143,884.36	\$161,869.36	\$179,854.62
System Support Analyst	E	29	\$49.1617	\$55.3067	\$61.4517	\$8,521.36	\$9,586.49	\$10,651.63	\$102,255.82	\$115,037.50	\$127,819.33
Utility Crew Leader	NE	24	\$38.5192	\$43.3342	\$48.1489	\$6,676.66	\$7,511.26	\$8,345.81	\$80,120.03	\$90,134.98	\$100,149.79
Utility Locator	NE	19	\$30.1812	\$33.9535	\$37.7259	\$5,231.41	\$5,885.27	\$6,539.16	\$62,776.38	\$70,623.16	\$78,469.99
Utility Maintenance Assistant Supervisor	NE	26	\$42.4677	\$47.7759	\$53.0845	\$7,361.07	\$8,281.16	\$9,201.31	\$88,332.52	\$99,373.77	\$110,415.14
Utility Maintenance Supervisor	E	30	\$51.6196	\$58.0718	\$64.5243	\$8,947.40	\$10,065.78	\$11,184.21	\$107,368.52	\$120,789.46	\$134,210.30
Utility Services Manager	E	35	\$65.8813	\$74.1159	\$82.3511	\$11,419.43	\$12,846.76	\$14,274.19	\$137,032.75	\$154,161.27	\$171,290.09
Utility Worker I	NE	18	\$28.7439	\$32.3365	\$35.9295	\$4,982.28	\$5,604.99	\$6,227.78	\$59,787.00	\$67,260.13	\$74,733.32
Utility Worker II	NE	20	\$31.6900	\$35.6511	\$39.6123	\$5,492.93	\$6,179.52	\$6,866.13	\$65,914.97	\$74,154.19	\$82,393.48
Warehouse Technician	NE	20	\$31.6900	\$35.6511	\$39.6123	\$5,492.93	\$6,179.52	\$6,866.13	\$65,914.97	\$74,154.19	\$82,393.48
Water Systems Operator I	NE	20	\$31.6900	\$35.6511	\$39.6123	\$5,492.93	\$6,179.52	\$6,866.13	\$65,914.97	\$74,154.19	\$82,393.48
Water Systems Operator II	NE	22	\$34.9383	\$39.3054	\$43.6727	\$6,055.97	\$6,812.94	\$7,569.93	\$72,671.38	\$81,754.97	\$90,838.83
Water Systems Operator III	NE	23	\$36.6852	\$41.2706	\$45.8562	\$6,358.77	\$7,153.57	\$7,948.41	\$76,304.88	\$85,842.93	\$95,380.76
Water Systems Supervisor	E	30	\$51.6196	\$58.0718	\$64.5243	\$8,947.40	\$10,065.78	\$11,184.21	\$107,368.52	\$120,789.46	\$134,210.30

\* Salary is determined by the Board