

**OTAY WATER DISTRICT**  
**Job Classification and Salary Schedule**  
**Effective July 3, 2023**

Position	Exempt (E) Non-Exempt (NE)	Salary Grade	HOURLY			MONTHLY			ANNUALLY		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Accountant	NE	25	\$41.6584	\$46.8659	\$52.0731	\$7,220.79	\$8,123.42	\$9,026.00	\$86,649.99	\$97,480.90	\$108,312.00
Accounting Technician	NE	20	\$32.6407	\$36.7206	\$40.8007	\$5,657.72	\$6,364.90	\$7,072.12	\$67,892.42	\$76,378.82	\$84,865.28
Assistant Chief	E	38	\$78.5537	\$88.3726	\$98.1917	\$13,615.97	\$15,317.92	\$17,019.89	\$163,391.41	\$183,814.93	\$204,238.41
Assistant Civil Engineer I	NE	25	\$41.6584	\$46.8659	\$52.0731	\$7,220.79	\$8,123.42	\$9,026.00	\$86,649.99	\$97,480.90	\$108,312.00
Assistant Civil Engineer II	E	27	\$45.9288	\$51.6696	\$57.4107	\$7,960.99	\$8,956.06	\$9,951.19	\$95,531.60	\$107,472.65	\$119,413.98
Associate Civil Engineer	E	32	\$58.6179	\$65.9450	\$73.2721	\$10,160.44	\$11,430.47	\$12,700.50	\$121,925.23	\$137,165.59	\$152,405.88
Business Systems Analyst I	E	25	\$41.6584	\$46.8659	\$52.0731	\$7,220.79	\$8,123.42	\$9,026.00	\$86,649.99	\$97,480.90	\$108,312.00
Business Systems Analyst II	E	29	\$50.6366	\$56.9659	\$63.2953	\$8,777.01	\$9,874.09	\$10,971.19	\$105,323.50	\$118,488.63	\$131,653.91
Business Systems Technician	NE	22	\$35.9865	\$40.4846	\$44.9829	\$6,237.66	\$7,017.33	\$7,797.04	\$74,851.52	\$84,207.62	\$93,564.00
Chief Financial Officer	E	40	\$86.6054	\$97.4307	\$108.2884	\$15,011.60	\$16,887.99	\$18,769.99	\$180,138.95	\$202,655.94	\$225,239.73
Chief, Administrative Services	E	40	\$86.6054	\$97.4307	\$108.2884	\$15,011.60	\$16,887.99	\$18,769.99	\$180,138.95	\$202,655.94	\$225,239.73
Chief, Engineering	E	40	\$86.6054	\$97.4307	\$108.2884	\$15,011.60	\$16,887.99	\$18,769.99	\$180,138.95	\$202,655.94	\$225,239.73
Chief, Water Operations	E	40	\$86.6054	\$97.4307	\$108.2884	\$15,011.60	\$16,887.99	\$18,769.99	\$180,138.95	\$202,655.94	\$225,239.73
Communications Assistant	NE	22	\$35.9865	\$40.4846	\$44.9829	\$6,237.66	\$7,017.33	\$7,797.04	\$74,851.52	\$84,207.62	\$93,564.00
Communications Officer	E	30	\$53.1682	\$59.8140	\$66.4600	\$9,215.82	\$10,367.76	\$11,519.73	\$110,589.58	\$124,413.14	\$138,236.61
Confidential Executive Assistant	NE	22	\$35.9865	\$40.4846	\$44.9829	\$6,237.66	\$7,017.33	\$7,797.04	\$74,851.52	\$84,207.62	\$93,564.00
Construction Inspector I	NE	22	\$35.9865	\$40.4846	\$44.9829	\$6,237.66	\$7,017.33	\$7,797.04	\$74,851.52	\$84,207.62	\$93,564.00
Construction Inspector II	NE	24	\$39.6748	\$44.6342	\$49.5934	\$6,876.97	\$7,736.59	\$8,596.19	\$82,523.63	\$92,839.03	\$103,154.28
Construction Technician	NE	20	\$32.6407	\$36.7206	\$40.8007	\$5,657.72	\$6,364.90	\$7,072.12	\$67,892.42	\$76,378.82	\$84,865.28
Customer Service Field Representative I	NE	16	\$26.8535	\$30.2103	\$33.5669	\$4,654.61	\$5,236.45	\$5,818.26	\$55,855.42	\$62,837.04	\$69,818.89
Customer Service Field Representative II	NE	18	\$29.6062	\$33.3066	\$37.0074	\$5,131.74	\$5,773.14	\$6,414.62	\$61,580.61	\$69,277.93	\$76,975.32
Customer Service Manager	E	33	\$61.5489	\$69.2423	\$76.9358	\$10,668.48	\$12,002.00	\$13,335.54	\$128,021.54	\$144,023.69	\$160,026.12
Customer Service Representative I	NE	16	\$26.8535	\$30.2103	\$33.5669	\$4,654.61	\$5,236.45	\$5,818.26	\$55,855.42	\$62,837.04	\$69,818.89
Customer Service Representative II	NE	18	\$29.6062	\$33.3066	\$37.0074	\$5,131.74	\$5,773.14	\$6,414.62	\$61,580.61	\$69,277.93	\$76,975.32
Customer Service Supervisor	E	27	\$45.9288	\$51.6696	\$57.4107	\$7,960.99	\$8,956.06	\$9,951.19	\$95,531.60	\$107,472.65	\$119,413.98
Database Administrator	E	32	\$58.6179	\$65.9450	\$73.2721	\$10,160.44	\$11,430.47	\$12,700.50	\$121,925.23	\$137,165.59	\$152,405.88
Department Assistant	NE	18	\$29.6062	\$33.3066	\$37.0074	\$5,131.74	\$5,773.14	\$6,414.62	\$61,580.61	\$69,277.93	\$76,975.32
Disinfection Technician	NE	23	\$37.7858	\$42.5087	\$47.2319	\$6,549.54	\$7,368.17	\$8,186.86	\$78,594.03	\$88,418.22	\$98,242.18
District Secretary	E	29	\$50.6366	\$56.9659	\$63.2953	\$8,777.01	\$9,874.09	\$10,971.19	\$105,323.50	\$118,488.63	\$131,653.91
Electrician I	NE	22	\$35.9865	\$40.4846	\$44.9829	\$6,237.66	\$7,017.33	\$7,797.04	\$74,851.52	\$84,207.62	\$93,564.00
Electrician II	NE	24	\$39.6748	\$44.6342	\$49.5934	\$6,876.97	\$7,736.59	\$8,596.19	\$82,523.63	\$92,839.03	\$103,154.28
Engineering Design Technician	NE	25	\$41.6584	\$46.8659	\$52.0731	\$7,220.79	\$8,123.42	\$9,026.00	\$86,649.99	\$97,480.90	\$108,312.00
Engineering Manager	E	37	\$74.8130	\$84.1645	\$93.5158	\$12,967.59	\$14,588.51	\$16,209.41	\$155,610.87	\$175,061.84	\$194,512.80
Engineering Technician	NE	22	\$35.9865	\$40.4846	\$44.9829	\$6,237.66	\$7,017.33	\$7,797.04	\$74,851.52	\$84,207.62	\$93,564.00
Environmental Compliance Specialist	E	28	\$48.2252	\$54.2530	\$60.2812	\$8,359.03	\$9,403.85	\$10,448.74	\$100,308.13	\$112,846.39	\$125,384.68
Equipment Mechanic I	NE	18	\$29.6062	\$33.3066	\$37.0074	\$5,131.74	\$5,773.14	\$6,414.62	\$61,580.61	\$69,277.93	\$76,975.32
Equipment Mechanic II	NE	21	\$34.2728	\$38.5566	\$42.8406	\$5,940.62	\$6,683.14	\$7,425.70	\$71,287.17	\$80,197.94	\$89,108.58
Executive Assistant	NE	22	\$35.9865	\$40.4846	\$44.9829	\$6,237.66	\$7,017.33	\$7,797.04	\$74,851.52	\$84,207.62	\$93,564.00
Facilities Maintenance Technician	NE	19	\$31.0866	\$34.9721	\$38.8577	\$5,388.34	\$6,061.83	\$6,735.33	\$64,659.67	\$72,741.86	\$80,824.09
Field Services Manager	E	33	\$61.5489	\$69.2423	\$76.9358	\$10,668.48	\$12,002.00	\$13,335.54	\$128,021.54	\$144,023.69	\$160,026.12
Finance Manager, Controllor & Budget	E	35	\$67.8577	\$76.3394	\$84.8216	\$11,762.00	\$13,232.16	\$14,702.41	\$141,143.73	\$158,786.11	\$176,428.79

**OTAY WATER DISTRICT**  
**Job Classification and Salary Schedule**  
**Effective July 3, 2023**

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	\$67.8577	\$76.3394	\$84.8216	\$11,762.00	\$13,232.16	\$14,702.41	\$141,143.73	\$158,786.11	\$176,428.79
Fleet Maintenance Supervisor	E	28	\$48.2252	\$54.2530	\$60.2812	\$8,359.03	\$9,403.85	\$10,448.74	\$100,308.13	\$112,846.39	\$125,384.68
General Manager*	E	N/A									\$267,800.00
GIS Analyst	E	26	\$43.7417	\$49.2092	\$54.6770	\$7,581.89	\$8,529.59	\$9,477.35	\$90,982.50	\$102,354.98	\$113,727.59
GIS Manager	E	34	\$64.6260	\$72.7044	\$80.7825	\$11,201.84	\$12,602.10	\$14,002.30	\$134,422.39	\$151,225.05	\$168,027.44
GIS Programmer Analyst	E	29	\$50.6366	\$56.9659	\$63.2953	\$8,777.01	\$9,874.09	\$10,971.19	\$105,323.50	\$118,488.63	\$131,653.91
GIS Technician	NE	24	\$39.6748	\$44.6342	\$49.5934	\$6,876.97	\$7,736.59	\$8,596.19	\$82,523.63	\$92,839.03	\$103,154.28
Human Resources Analyst	E	25	\$41.6584	\$46.8659	\$52.0731	\$7,220.79	\$8,123.42	\$9,026.00	\$86,649.99	\$97,480.90	\$108,312.00
Human Resources Assistant I	NE	18	\$29.6062	\$33.3066	\$37.0074	\$5,131.74	\$5,773.14	\$6,414.62	\$61,580.61	\$69,277.93	\$76,975.32
Human Resources Assistant II	NE	20	\$32.6407	\$36.7206	\$40.8007	\$5,657.72	\$6,364.90	\$7,072.12	\$67,892.42	\$76,378.82	\$84,865.28
Human Resources Manager	E	36	\$71.2507	\$80.1565	\$89.0628	\$12,350.12	\$13,893.79	\$15,437.55	\$148,200.89	\$166,725.44	\$185,250.26
Information Technology Manager	E	35	\$67.8577	\$76.3394	\$84.8216	\$11,762.00	\$13,232.16	\$14,702.41	\$141,143.73	\$158,786.11	\$176,428.79
Laboratory Analyst	NE	26	\$43.7417	\$49.2092	\$54.6770	\$7,581.89	\$8,529.59	\$9,477.35	\$90,982.50	\$102,354.98	\$113,727.59
Lead Construction Inspector	NE	26	\$43.7417	\$49.2092	\$54.6770	\$7,581.89	\$8,529.59	\$9,477.35	\$90,982.50	\$102,354.98	\$113,727.59
Lead Customer Service Field Representative	NE	21	\$34.2728	\$38.5566	\$42.8406	\$5,940.62	\$6,683.14	\$7,425.70	\$71,287.17	\$80,197.94	\$89,108.58
Lead Customer Service Representative	NE	21	\$34.2728	\$38.5566	\$42.8406	\$5,940.62	\$6,683.14	\$7,425.70	\$71,287.17	\$80,197.94	\$89,108.58
Lead Meter Maintenance/Cross Conn. Worker	NE	24	\$39.6748	\$44.6342	\$49.5934	\$6,876.97	\$7,736.59	\$8,596.19	\$82,523.63	\$92,839.03	\$103,154.28
Lead Reclamation Plant Operator	NE	26	\$43.7417	\$49.2092	\$54.6770	\$7,581.89	\$8,529.59	\$9,477.35	\$90,982.50	\$102,354.98	\$113,727.59
Lead Water Systems Operator	NE	26	\$43.7417	\$49.2092	\$54.6770	\$7,581.89	\$8,529.59	\$9,477.35	\$90,982.50	\$102,354.98	\$113,727.59
Meter Maintenance Worker I	NE	18	\$29.6062	\$33.3066	\$37.0074	\$5,131.74	\$5,773.14	\$6,414.62	\$61,580.61	\$69,277.93	\$76,975.32
Meter Maintenance Worker II	NE	21	\$34.2728	\$38.5566	\$42.8406	\$5,940.62	\$6,683.14	\$7,425.70	\$71,287.17	\$80,197.94	\$89,108.58
Meter Services Supervisor	E	28	\$48.2252	\$54.2530	\$60.2812	\$8,359.03	\$9,403.85	\$10,448.74	\$100,308.13	\$112,846.39	\$125,384.68
Network Engineer	E	31	\$55.8266	\$62.8048	\$69.7830	\$9,676.61	\$10,886.17	\$12,095.72	\$116,119.17	\$130,633.78	\$145,148.45
Permit Technician	NE	20	\$32.6407	\$36.7206	\$40.8007	\$5,657.72	\$6,364.90	\$7,072.12	\$67,892.42	\$76,378.82	\$84,865.28
Pump Mechanic I	NE	19	\$31.0866	\$34.9721	\$38.8577	\$5,388.34	\$6,061.83	\$6,735.33	\$64,659.67	\$72,741.86	\$80,824.09
Pump Mechanic II	NE	22	\$35.9865	\$40.4846	\$44.9829	\$6,237.66	\$7,017.33	\$7,797.04	\$74,851.52	\$84,207.62	\$93,564.00
Purchasing & Facilities Manager	E	34	\$64.6260	\$72.7044	\$80.7825	\$11,201.84	\$12,602.10	\$14,002.30	\$134,422.39	\$151,225.05	\$168,027.44
Reclamation Plant Operator I	NE	19	\$31.0866	\$34.9721	\$38.8577	\$5,388.34	\$6,061.83	\$6,735.33	\$64,659.67	\$72,741.86	\$80,824.09
Reclamation Plant Operator II	NE	21	\$34.2728	\$38.5566	\$42.8406	\$5,940.62	\$6,683.14	\$7,425.70	\$71,287.17	\$80,197.94	\$89,108.58
Reclamation Plant Operator III	NE	23	\$37.7858	\$42.5087	\$47.2319	\$6,549.54	\$7,368.17	\$8,186.86	\$78,594.03	\$88,418.22	\$98,242.18
Reclamation Plant Supervisor	E	30	\$53.1682	\$59.8140	\$66.4600	\$9,215.82	\$10,367.76	\$11,519.73	\$110,589.58	\$124,413.14	\$138,236.61
Recycled Water Program Supervisor	E	28	\$48.2252	\$54.2530	\$60.2812	\$8,359.03	\$9,403.85	\$10,448.74	\$100,308.13	\$112,846.39	\$125,384.68
Recycled Water Specialist	NE	23	\$37.7858	\$42.5087	\$47.2319	\$6,549.54	\$7,368.17	\$8,186.86	\$78,594.03	\$88,418.22	\$98,242.18
Safety and Security Specialist	E	30	\$53.1682	\$59.8140	\$66.4600	\$9,215.82	\$10,367.76	\$11,519.73	\$110,589.58	\$124,413.14	\$138,236.61
SCADA/Instrumentation Technician	NE	25	\$41.6584	\$46.8659	\$52.0731	\$7,220.79	\$8,123.42	\$9,026.00	\$86,649.99	\$97,480.90	\$108,312.00
SCADA/Pump/Electrical Supervisor	E	30	\$53.1682	\$59.8140	\$66.4600	\$9,215.82	\$10,367.76	\$11,519.73	\$110,589.58	\$124,413.14	\$138,236.61
Senior Accountant	E	28	\$48.2252	\$54.2530	\$60.2812	\$8,359.03	\$9,403.85	\$10,448.74	\$100,308.13	\$112,846.39	\$125,384.68
Senior Civil Engineer	E	34	\$64.6260	\$72.7044	\$80.7825	\$11,201.84	\$12,602.10	\$14,002.30	\$134,422.39	\$151,225.05	\$168,027.44
Senior Disinfection Technician	NE	24	\$39.6748	\$44.6342	\$49.5934	\$6,876.97	\$7,736.59	\$8,596.19	\$82,523.63	\$92,839.03	\$103,154.28
Senior Engineering Technician	NE	24	\$39.6748	\$44.6342	\$49.5934	\$6,876.97	\$7,736.59	\$8,596.19	\$82,523.63	\$92,839.03	\$103,154.28
Senior Human Resources Analyst	E	30	\$53.1682	\$59.8140	\$66.4600	\$9,215.82	\$10,367.76	\$11,519.73	\$110,589.58	\$124,413.14	\$138,236.61

**OTAY WATER DISTRICT**  
**Job Classification and Salary Schedule**  
**Effective July 3, 2023**

Position	Exempt (E) Non-Exempt (NE)	Salary Grade	HOURLY			MONTHLY			ANNUALLY		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Senior Procurement and Contracting Analyst	E	26	\$43,741.7	\$49,209.2	\$54,677.0	\$7,581.89	\$8,529.59	\$9,477.35	\$90,982.50	\$102,354.98	\$113,727.59
Senior SCADA/Instrumentation Technician	NE	28	\$48,225.2	\$54,253.0	\$60,281.2	\$8,359.03	\$9,403.85	\$10,448.74	\$100,308.13	\$112,846.39	\$125,384.68
Senior Utility Locator	NE	21	\$34,272.8	\$38,556.6	\$42,840.6	\$5,940.62	\$6,683.14	\$7,425.70	\$71,287.17	\$80,197.94	\$89,108.58
Senior Utility Worker/Equipment Operator	NE	22	\$35,986.5	\$40,484.6	\$44,982.9	\$6,237.66	\$7,017.33	\$7,797.04	\$74,851.52	\$84,207.62	\$93,564.00
Supervising Land Surveyor	E	29	\$50,636.6	\$56,965.9	\$63,295.3	\$8,777.01	\$9,874.09	\$10,971.19	\$105,323.50	\$118,488.63	\$131,653.91
System Operations Manager	E	36	\$71,250.7	\$80,156.5	\$89,062.8	\$12,350.12	\$13,893.79	\$15,437.55	\$148,200.89	\$166,725.44	\$185,250.26
System Support Analyst	E	29	\$50,636.6	\$56,965.9	\$63,295.3	\$8,777.01	\$9,874.09	\$10,971.19	\$105,323.50	\$118,488.63	\$131,653.91
Utility Crew Leader	NE	24	\$39,674.8	\$44,634.2	\$49,593.4	\$6,876.97	\$7,736.59	\$8,596.19	\$82,523.63	\$92,839.03	\$103,154.28
Utility Locator	NE	19	\$31,086.6	\$34,972.1	\$38,857.7	\$5,388.34	\$6,061.83	\$6,735.33	\$64,659.67	\$72,741.86	\$80,824.09
Utility Maintenance Assistant Supervisor	NE	26	\$43,741.7	\$49,209.2	\$54,677.0	\$7,581.89	\$8,529.59	\$9,477.35	\$90,982.50	\$102,354.98	\$113,727.59
Utility Maintenance Supervisor	E	30	\$53,168.2	\$59,814.0	\$66,460.0	\$9,215.82	\$10,367.76	\$11,519.73	\$110,589.58	\$124,413.14	\$138,236.61
Utility Services Manager	E	35	\$67,857.7	\$76,339.4	\$84,821.6	\$11,762.00	\$13,232.16	\$14,702.41	\$141,143.73	\$158,786.11	\$176,428.79
Utility Worker I	NE	18	\$29,606.2	\$33,306.6	\$37,007.4	\$5,131.74	\$5,773.14	\$6,414.62	\$61,580.61	\$69,277.93	\$76,975.32
Utility Worker II	NE	20	\$32,640.7	\$36,720.6	\$40,800.7	\$5,657.72	\$6,364.90	\$7,072.12	\$67,892.42	\$76,378.82	\$84,865.28
Warehouse Technician	NE	20	\$32,640.7	\$36,720.6	\$40,800.7	\$5,657.72	\$6,364.90	\$7,072.12	\$67,892.42	\$76,378.82	\$84,865.28
Water Systems Operator I	NE	20	\$32,640.7	\$36,720.6	\$40,800.7	\$5,657.72	\$6,364.90	\$7,072.12	\$67,892.42	\$76,378.82	\$84,865.28
Water Systems Operator II	NE	22	\$35,986.5	\$40,484.6	\$44,982.9	\$6,237.66	\$7,017.33	\$7,797.04	\$74,851.52	\$84,207.62	\$93,564.00
Water Systems Operator III	NE	23	\$37,785.8	\$42,508.7	\$47,231.9	\$6,549.54	\$7,368.17	\$8,186.86	\$78,594.03	\$88,418.22	\$98,242.18
Water Systems Supervisor	E	30	\$53,168.2	\$59,814.0	\$66,460.0	\$9,215.82	\$10,367.76	\$11,519.73	\$110,589.58	\$124,413.14	\$138,236.61

\* Salary is determined by the Board