

OTAY WATER DISTRICT
Job Classification and Salary Schedule
Effective July 1, 2017

Position	Exempt (E) Non-Exempt (NE)	Salary Grade	Min	Hourly Mid	Max	Min	Monthly Mid	Max	Min	Annually Mid	Max
Accountant	NE	25	\$35.5577	\$40.0025	\$44.4472	\$6,163.33	\$6,933.77	\$7,704.18	\$73,960.31	\$83,205.07	\$92,449.99
Accounting Technician	NE	20	\$27.8605	\$31.3430	\$34.8255	\$4,829.15	\$5,432.79	\$6,036.42	\$57,949.76	\$65,193.35	\$72,436.98
Assistant Chief	E	38	\$67.0496	\$75.4306	\$83.8117	\$11,621.93	\$13,074.64	\$14,527.36	\$139,463.16	\$156,895.70	\$174,328.22
Assistant Civil Engineer I	NE	25	\$35.5577	\$40.0025	\$44.4472	\$6,163.33	\$6,933.77	\$7,704.18	\$73,960.31	\$83,205.07	\$92,449.99
Assistant Civil Engineer II	E	27	\$39.2025	\$44.1027	\$49.0029	\$6,795.10	\$7,644.47	\$8,493.84	\$81,541.24	\$91,733.56	\$101,926.12
Assistant Survey Technician	NE	19	\$26.5339	\$29.8505	\$33.1671	\$4,599.21	\$5,174.09	\$5,748.96	\$55,190.42	\$62,088.99	\$68,987.62
Associate Civil Engineer	E	32	\$50.0335	\$56.2875	\$62.5416	\$8,672.47	\$9,756.50	\$10,840.54	\$104,069.59	\$117,078.04	\$130,086.42
Business Systems Analyst I	E	25	\$35.5577	\$40.0025	\$44.4472	\$6,163.33	\$6,933.77	\$7,704.18	\$73,960.31	\$83,205.07	\$92,449.99
Business Systems Analyst II	E	29	\$43.2209	\$48.6232	\$54.0258	\$7,491.62	\$8,428.02	\$9,364.47	\$89,899.13	\$101,136.26	\$112,373.54
Chief Financial Officer	E	40	\$73.9222	\$83.1623	\$92.4299	\$12,813.18	\$14,414.80	\$16,021.18	\$153,758.05	\$172,977.50	\$192,253.96
Chief, Administrative Services	E	40	\$73.9222	\$83.1623	\$92.4299	\$12,813.18	\$14,414.80	\$16,021.18	\$153,758.05	\$172,977.50	\$192,253.96
Chief, Engineering	E	40	\$73.9222	\$83.1623	\$92.4299	\$12,813.18	\$14,414.80	\$16,021.18	\$153,758.05	\$172,977.50	\$192,253.96
Chief, Water Operations	E	40	\$73.9222	\$83.1623	\$92.4299	\$12,813.18	\$14,414.80	\$16,021.18	\$153,758.05	\$172,977.50	\$192,253.96
Communications Assistant	NE	22	\$30.7163	\$34.5557	\$38.3952	\$5,324.16	\$5,989.65	\$6,655.17	\$63,889.71	\$71,875.63	\$79,861.78
Communications Officer	E	30	\$45.3817	\$51.0544	\$56.7271	\$7,866.16	\$8,849.43	\$9,832.70	\$94,394.02	\$106,193.16	\$117,992.21
Confidential Executive Secretary	NE	22	\$30.7163	\$34.5557	\$38.3952	\$5,324.16	\$5,989.65	\$6,655.17	\$63,889.71	\$71,875.63	\$79,861.78
Confidential Secretary	NE	18	\$25.2704	\$28.4290	\$31.5877	\$4,380.20	\$4,927.69	\$5,475.20	\$52,562.29	\$59,132.36	\$65,702.48
Construction Inspector I	NE	22	\$30.7163	\$34.5557	\$38.3952	\$5,324.16	\$5,989.65	\$6,655.17	\$63,889.71	\$71,875.63	\$79,861.78
Construction Inspector II	NE	24	\$33.8645	\$38.0976	\$42.3305	\$5,869.85	\$6,603.58	\$7,337.29	\$70,438.27	\$79,243.00	\$88,047.61
Customer Service Field Representative I	NE	16	\$22.9209	\$25.7860	\$28.6511	\$3,972.96	\$4,469.57	\$4,966.19	\$47,675.53	\$53,634.71	\$59,594.09
Customer Service Field Representative II	NE	18	\$25.2704	\$28.4290	\$31.5877	\$4,380.20	\$4,927.69	\$5,475.20	\$52,562.29	\$59,132.36	\$65,702.48
Customer Service Manager	E	33	\$52.5351	\$59.1019	\$65.6686	\$9,106.08	\$10,244.33	\$11,382.56	\$109,273.11	\$122,931.79	\$136,590.70
Customer Service Representative I	NE	16	\$22.9209	\$25.7860	\$28.6511	\$3,972.96	\$4,469.57	\$4,966.19	\$47,675.53	\$53,634.71	\$59,594.09
Customer Service Representative II	NE	18	\$25.2704	\$28.4290	\$31.5877	\$4,380.20	\$4,927.69	\$5,475.20	\$52,562.29	\$59,132.36	\$65,702.48
Customer Service Supervisor	E	27	\$39.2025	\$44.1027	\$49.0029	\$6,795.10	\$7,644.47	\$8,493.84	\$81,541.24	\$91,733.56	\$101,926.12
Data Systems Technician	NE	20	\$27.8605	\$31.3430	\$34.8255	\$4,829.15	\$5,432.79	\$6,036.42	\$57,949.76	\$65,193.35	\$72,436.98
Database Administrator	E	32	\$50.0335	\$56.2875	\$62.5416	\$8,672.47	\$9,756.50	\$10,840.54	\$104,069.59	\$117,078.04	\$130,086.42
Disinfection Technician	NE	23	\$32.2520	\$36.2834	\$40.3149	\$5,590.35	\$6,289.12	\$6,987.92	\$67,084.13	\$75,469.60	\$83,854.87
District Secretary	E	29	\$43.2209	\$48.6232	\$54.0258	\$7,491.62	\$8,428.02	\$9,364.47	\$89,899.13	\$101,136.26	\$112,373.54
Electrician I	NE	22	\$30.7163	\$34.5557	\$38.3952	\$5,324.16	\$5,989.65	\$6,655.17	\$63,889.71	\$71,875.63	\$79,861.78
Electrician II	NE	24	\$33.8645	\$38.0976	\$42.3305	\$5,869.85	\$6,603.58	\$7,337.29	\$70,438.27	\$79,243.00	\$88,047.61
Engineering Manager	E	37	\$63.8568	\$71.8387	\$79.8206	\$11,068.51	\$12,452.04	\$13,835.57	\$132,822.05	\$149,424.47	\$166,026.91
Engineering Technician	NE	22	\$30.7163	\$34.5557	\$38.3952	\$5,324.16	\$5,989.65	\$6,655.17	\$63,889.71	\$71,875.63	\$79,861.78
Environmental Compliance Specialist	E	28	\$41.1627	\$46.3078	\$51.4531	\$7,134.87	\$8,026.69	\$8,918.54	\$85,618.26	\$96,320.32	\$107,022.42
Equipment Mechanic I	NE	18	\$25.2704	\$28.4290	\$31.5877	\$4,380.20	\$4,927.69	\$5,475.20	\$52,562.29	\$59,132.36	\$65,702.48
Equipment Mechanic II	NE	21	\$29.2536	\$32.9101	\$36.5667	\$5,070.62	\$5,704.42	\$6,338.23	\$60,847.33	\$68,453.16	\$76,058.85
Executive Secretary	NE	22	\$30.7163	\$34.5557	\$38.3952	\$5,324.16	\$5,989.65	\$6,655.17	\$63,889.71	\$71,875.63	\$79,861.78
Facilities Maintenance Technician	NE	19	\$26.5339	\$29.8505	\$33.1671	\$4,599.21	\$5,174.09	\$5,748.96	\$55,190.42	\$62,088.99	\$68,987.62
Field Services Manager	E	33	\$52.5351	\$59.1019	\$65.6686	\$9,106.08	\$10,244.33	\$11,382.56	\$109,273.11	\$122,931.79	\$136,590.70
Finance Manager, Controller & Budget	E	35	\$57.9200	\$65.1597	\$72.3997	\$10,039.47	\$11,294.35	\$12,549.28	\$120,473.59	\$135,532.30	\$150,591.24
Finance Manager, Treasury & Accounting	E	35	\$57.9200	\$65.1597	\$72.3997	\$10,039.47	\$11,294.35	\$12,549.28	\$120,473.59	\$135,532.30	\$150,591.24
Fleet Maintenance Supervisor	E	28	\$41.1627	\$46.3078	\$51.4531	\$7,134.87	\$8,026.69	\$8,918.54	\$85,618.26	\$96,320.32	\$107,022.42

OTAY WATER DISTRICT
Job Classification and Salary Schedule
Effective July 1, 2017

Position	Exempt (E) Non-Exempt (NE)	Salary Grade	Min	Hourly Mid	Max	Min	Monthly Mid	Max	Min	Annually Mid	Max
General Manager*	E	N/A									\$234,095.20
GIS Analyst	E	25	\$35.5577	\$40.0025	\$44.4472	\$6,163.33	\$6,933.77	\$7,704.18	\$73,960.31	\$83,205.07	\$92,449.99
GIS Manager	E	34	\$55.1618	\$62.0571	\$68.9521	\$9,561.38	\$10,756.56	\$11,951.70	\$114,736.58	\$129,078.53	\$143,420.26
GIS Programmer Analyst	E	27	\$39.2025	\$44.1027	\$49.0029	\$6,795.10	\$7,644.47	\$8,493.84	\$81,541.24	\$91,733.56	\$101,926.12
GIS Technician	NE	22	\$30.7163	\$34.5557	\$38.3952	\$5,324.16	\$5,989.65	\$6,655.17	\$63,889.71	\$71,875.63	\$79,861.78
Human Resources Analyst	E	25	\$35.5577	\$40.0025	\$44.4472	\$6,163.33	\$6,933.77	\$7,704.18	\$73,960.31	\$83,205.07	\$92,449.99
Human Resources Manager	E	35	\$57.9200	\$65.1597	\$72.3997	\$10,039.47	\$11,294.35	\$12,549.28	\$120,473.59	\$135,532.30	\$150,591.24
Information Technology Manager	E	34	\$55.1618	\$62.0571	\$68.9521	\$9,561.38	\$10,756.56	\$11,951.70	\$114,736.58	\$129,078.53	\$143,420.26
Inspection Supervisor	E	28	\$41.1627	\$46.3078	\$51.4531	\$7,134.87	\$8,026.69	\$8,918.54	\$85,618.26	\$96,320.32	\$107,022.42
Laboratory Analyst (Assigned Lab Director Duties)	NE	26	\$37.3358	\$42.0026	\$46.6696	\$6,471.54	\$7,280.45	\$8,089.40	\$77,658.35	\$87,365.37	\$97,072.48
Laboratory Analyst	NE	25	\$35.5577	\$40.0025	\$44.4472	\$6,163.33	\$6,933.77	\$7,704.18	\$73,960.31	\$83,205.07	\$92,449.99
Lead Customer Service Field Representative	NE	21	\$29.2536	\$32.9101	\$36.5667	\$5,070.62	\$5,704.42	\$6,338.23	\$60,847.33	\$68,453.16	\$76,058.85
Lead Customer Service Representative	NE	21	\$29.2536	\$32.9101	\$36.5667	\$5,070.62	\$5,704.42	\$6,338.23	\$60,847.33	\$68,453.16	\$76,058.85
Lead Reclamation Plant Operator	NE	26	\$37.3358	\$42.0026	\$46.6696	\$6,471.54	\$7,280.45	\$8,089.40	\$77,658.35	\$87,365.37	\$97,072.48
Lead Water Systems Operator	NE	26	\$37.3358	\$42.0026	\$46.6696	\$6,471.54	\$7,280.45	\$8,089.40	\$77,658.35	\$87,365.37	\$97,072.48
Meter Maintenance Worker I	NE	18	\$25.2704	\$28.4290	\$31.5877	\$4,380.20	\$4,927.69	\$5,475.20	\$52,562.29	\$59,132.36	\$65,702.48
Meter Maintenance Worker II	NE	21	\$29.2536	\$32.9101	\$36.5667	\$5,070.62	\$5,704.42	\$6,338.23	\$60,847.33	\$68,453.16	\$76,058.85
Meter Services Supervisor	E	28	\$41.1627	\$46.3078	\$51.4531	\$7,134.87	\$8,026.69	\$8,918.54	\$85,618.26	\$96,320.32	\$107,022.42
Network Engineer	E	31	\$47.6509	\$53.6071	\$59.5634	\$8,259.49	\$9,291.90	\$10,324.32	\$99,113.81	\$111,502.79	\$123,891.84
Permit Technician	NE	20	\$27.8605	\$31.3430	\$34.8255	\$4,829.15	\$5,432.79	\$6,036.42	\$57,949.76	\$65,193.35	\$72,436.98
Pump Mechanic I	NE	19	\$26.5339	\$29.8505	\$33.1671	\$4,599.21	\$5,174.09	\$5,748.96	\$55,190.42	\$62,088.99	\$68,987.62
Pump Mechanic II	NE	22	\$30.7163	\$34.5557	\$38.3952	\$5,324.16	\$5,989.65	\$6,655.17	\$63,889.71	\$71,875.63	\$79,861.78
Pump/Electrical Supervisor	E	28	\$41.1627	\$46.3078	\$51.4531	\$7,134.87	\$8,026.69	\$8,918.54	\$85,618.26	\$96,320.32	\$107,022.42
Purchasing & Facilities Manager	E	34	\$55.1618	\$62.0571	\$68.9521	\$9,561.38	\$10,756.56	\$11,951.70	\$114,736.58	\$129,078.53	\$143,420.26
Reclamation Plant Operator I	NE	19	\$26.5339	\$29.8505	\$33.1671	\$4,599.21	\$5,174.09	\$5,748.96	\$55,190.42	\$62,088.99	\$68,987.62
Reclamation Plant Operator II	NE	21	\$29.2536	\$32.9101	\$36.5667	\$5,070.62	\$5,704.42	\$6,338.23	\$60,847.33	\$68,453.16	\$76,058.85
Reclamation Plant Operator III	NE	23	\$32.2520	\$36.2834	\$40.3149	\$5,590.35	\$6,289.12	\$6,987.92	\$67,084.13	\$75,469.60	\$83,854.87
Reclamation Plant Supervisor	E	30	\$45.3817	\$51.0544	\$56.7271	\$7,866.16	\$8,849.43	\$9,832.70	\$94,394.02	\$106,193.16	\$117,992.21
Recycled Water Program Supervisor	E	28	\$41.1627	\$46.3078	\$51.4531	\$7,134.87	\$8,026.69	\$8,918.54	\$85,618.26	\$96,320.32	\$107,022.42
Recycled Water Specialist	NE	23	\$32.2520	\$36.2834	\$40.3149	\$5,590.35	\$6,289.12	\$6,987.92	\$67,084.13	\$75,469.60	\$83,854.87
Safety and Security Specialist	E	30	\$45.3817	\$51.0544	\$56.7271	\$7,866.16	\$8,849.43	\$9,832.70	\$94,394.02	\$106,193.16	\$117,992.21
SCADA/Instrumentation Technician	NE	25	\$35.5577	\$40.0025	\$44.4472	\$6,163.33	\$6,933.77	\$7,704.18	\$73,960.31	\$83,205.07	\$92,449.99
Secretary	NE	18	\$25.2704	\$28.4290	\$31.5877	\$4,380.20	\$4,927.69	\$5,475.20	\$52,562.29	\$59,132.36	\$65,702.48
Senior Accountant	E	28	\$41.1627	\$46.3078	\$51.4531	\$7,134.87	\$8,026.69	\$8,918.54	\$85,618.26	\$96,320.32	\$107,022.42
Senior Civil Engineer	E	34	\$55.1618	\$62.0571	\$68.9521	\$9,561.38	\$10,756.56	\$11,951.70	\$114,736.58	\$129,078.53	\$143,420.26
Senior Confidential Executive Secretary	E	24	\$33.8645	\$38.0976	\$42.3305	\$5,869.85	\$6,603.58	\$7,337.29	\$70,438.27	\$79,243.00	\$88,047.61
Senior Disinfection Technician	NE	24	\$33.8645	\$38.0976	\$42.3305	\$5,869.85	\$6,603.58	\$7,337.29	\$70,438.27	\$79,243.00	\$88,047.61
Senior Engineering Technician	NE	24	\$33.8645	\$38.0976	\$42.3305	\$5,869.85	\$6,603.58	\$7,337.29	\$70,438.27	\$79,243.00	\$88,047.61
Senior Human Resources Analyst	E	30	\$45.3817	\$51.0544	\$56.7271	\$7,866.16	\$8,849.43	\$9,832.70	\$94,394.02	\$106,193.16	\$117,992.21
Senior Procurement and Contracting Analyst	E	26	\$37.3358	\$42.0026	\$46.6696	\$6,471.54	\$7,280.45	\$8,089.40	\$77,658.35	\$87,365.37	\$97,072.48
Senior SCADA/Instrumentation Technician	NE	28	\$41.1627	\$46.3078	\$51.4531	\$7,134.87	\$8,026.69	\$8,918.54	\$85,618.26	\$96,320.32	\$107,022.42
Senior Utility/Equipment Operator	NE	22	\$30.7163	\$34.5557	\$38.3952	\$5,324.16	\$5,989.65	\$6,655.17	\$63,889.71	\$71,875.63	\$79,861.78

OTAY WATER DISTRICT
Job Classification and Salary Schedule
Effective July 1, 2017

Position	Exempt (E) Non-Exempt (NE)	Salary Grade	Min	Hourly Mid	Max	Min	Monthly Mid	Max	Min	Annually Mid	Max
Senior Warehouse Worker	NE	20	\$27.8605	\$31.3430	\$34.8255	\$4,829.15	\$5,432.79	\$6,036.42	\$57,949.76	\$65,193.35	\$72,436.98
Supervising Land Surveyor	E	29	\$43.2209	\$48.6232	\$54.0258	\$7,491.62	\$8,428.02	\$9,364.47	\$89,899.13	\$101,136.26	\$112,373.54
Survey Technician	NE	25	\$35.5577	\$40.0025	\$44.4472	\$6,163.33	\$6,933.77	\$7,704.18	\$73,960.31	\$83,205.07	\$92,449.99
System Operations Manager	E	36	\$60.8161	\$68.4177	\$76.0197	\$10,541.46	\$11,859.07	\$13,176.75	\$126,497.25	\$142,308.93	\$158,120.84
System Support Analyst	E	29	\$43.2209	\$48.6232	\$54.0258	\$7,491.62	\$8,428.02	\$9,364.47	\$89,899.13	\$101,136.26	\$112,373.54
Utility Crew Leader	NE	24	\$33.8645	\$38.0976	\$42.3305	\$5,869.85	\$6,603.58	\$7,337.29	\$70,438.27	\$79,243.00	\$88,047.61
Utility Maintenance Supervisor	E	28	\$41.1627	\$46.3078	\$51.4531	\$7,134.87	\$8,026.69	\$8,918.54	\$85,618.26	\$96,320.32	\$107,022.42
Utility Services Manager	E	35	\$57.9200	\$65.1597	\$72.3997	\$10,039.47	\$11,294.35	\$12,549.28	\$120,473.59	\$135,532.30	\$150,591.24
Utility Worker I	NE	18	\$25.2704	\$28.4290	\$31.5877	\$4,380.20	\$4,927.69	\$5,475.20	\$52,562.29	\$59,132.36	\$65,702.48
Utility Worker II	NE	20	\$27.8605	\$31.3430	\$34.8255	\$4,829.15	\$5,432.79	\$6,036.42	\$57,949.76	\$65,193.35	\$72,436.98
Valve Maintenance Worker	NE	18	\$25.2704	\$28.4290	\$31.5877	\$4,380.20	\$4,927.69	\$5,475.20	\$52,562.29	\$59,132.36	\$65,702.48
Water Systems Operator I	NE	20	\$27.8605	\$31.3430	\$34.8255	\$4,829.15	\$5,432.79	\$6,036.42	\$57,949.76	\$65,193.35	\$72,436.98
Water Systems Operator II	NE	22	\$30.7163	\$34.5557	\$38.3952	\$5,324.16	\$5,989.65	\$6,655.17	\$63,889.71	\$71,875.63	\$79,861.78
Water Systems Operator III	NE	23	\$32.2520	\$36.2834	\$40.3149	\$5,590.35	\$6,289.12	\$6,987.92	\$67,084.13	\$75,469.60	\$83,854.87
Water Systems Supervisor	E	30	\$45.3817	\$51.0544	\$56.7271	\$7,866.16	\$8,849.43	\$9,832.70	\$94,394.02	\$106,193.16	\$117,992.21

* Salary is determined by the Board