

OTAY WATER DISTRICT
Job Classification and Salary Schedule
Effective July 1, 2024

Position	Exempt (E) Non-Exempt (NE)	Salary Grade	HOURLY			MONTHLY			ANNUALLY		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Accountant	NE	25	\$44.1579	\$49.6779	\$55.1975	\$7,654.04	\$8,610.84	\$9,567.57	\$91,848.99	\$103,329.75	\$114,810.72
Accounting Technician	NE	20	\$34.5991	\$38.9238	\$43.2487	\$5,997.18	\$6,746.79	\$7,496.44	\$71,965.97	\$80,961.55	\$89,957.20
Asset Management Specialist	E	27	\$48.6845	\$54.7698	\$60.8553	\$8,438.65	\$9,493.43	\$10,548.25	\$101,263.50	\$113,921.01	\$126,578.82
Assistant Chief	E	38	\$83.2669	\$93.6750	\$104.0832	\$14,432.93	\$16,237.00	\$18,041.09	\$173,194.90	\$194,843.83	\$216,492.72
Assistant Civil Engineer I	NE	25	\$44.1579	\$49.6779	\$55.1975	\$7,654.04	\$8,610.84	\$9,567.57	\$91,848.99	\$103,329.75	\$114,810.72
Assistant Civil Engineer II	E	27	\$48.6845	\$54.7698	\$60.8553	\$8,438.65	\$9,493.43	\$10,548.25	\$101,263.50	\$113,921.01	\$126,578.82
Associate Civil Engineer	E	32	\$62.1350	\$69.9017	\$77.6684	\$10,770.07	\$12,116.29	\$13,462.52	\$129,240.74	\$145,395.53	\$161,550.23
Business Systems Analyst I	E	25	\$44.1579	\$49.6779	\$55.1975	\$7,654.04	\$8,610.84	\$9,567.57	\$91,848.99	\$103,329.75	\$114,810.72
Business Systems Analyst II	E	29	\$53.6748	\$60.3839	\$67.0930	\$9,303.63	\$10,466.54	\$11,629.45	\$111,642.91	\$125,597.95	\$139,553.15
Business Systems Technician	NE	22	\$38.1457	\$42.9137	\$47.6819	\$6,611.92	\$7,438.37	\$8,264.86	\$79,342.61	\$89,260.08	\$99,177.84
Chief Financial Officer	E	40	\$91.8017	\$103.2765	\$114.7857	\$15,912.29	\$17,901.26	\$19,896.19	\$190,947.29	\$214,815.30	\$238,754.11
Chief, Administrative Services	E	40	\$91.8017	\$103.2765	\$114.7857	\$15,912.29	\$17,901.26	\$19,896.19	\$190,947.29	\$214,815.30	\$238,754.11
Chief, Engineering	E	40	\$91.8017	\$103.2765	\$114.7857	\$15,912.29	\$17,901.26	\$19,896.19	\$190,947.29	\$214,815.30	\$238,754.11
Chief, Water Operations	E	40	\$91.8017	\$103.2765	\$114.7857	\$15,912.29	\$17,901.26	\$19,896.19	\$190,947.29	\$214,815.30	\$238,754.11
Communications Assistant	NE	22	\$38.1457	\$42.9137	\$47.6819	\$6,611.92	\$7,438.37	\$8,264.86	\$79,342.61	\$89,260.08	\$99,177.84
Communications Officer	E	30	\$56.3583	\$63.4028	\$70.4476	\$9,768.77	\$10,989.82	\$12,210.92	\$117,224.96	\$131,877.93	\$146,530.81
Confidential Executive Assistant	NE	22	\$38.1457	\$42.9137	\$47.6819	\$6,611.92	\$7,438.37	\$8,264.86	\$79,342.61	\$89,260.08	\$99,177.84
Construction Inspector I	NE	22	\$38.1457	\$42.9137	\$47.6819	\$6,611.92	\$7,438.37	\$8,264.86	\$79,342.61	\$89,260.08	\$99,177.84
Construction Inspector II	NE	24	\$42.0553	\$47.3123	\$52.5690	\$7,289.59	\$8,200.80	\$9,111.96	\$87,475.05	\$98,409.37	\$109,343.54
Construction Technician	NE	20	\$34.5991	\$38.9238	\$43.2487	\$5,997.18	\$6,746.79	\$7,496.44	\$71,965.97	\$80,961.55	\$89,957.20
Customer Service Field Representative I	NE	16	\$28.4647	\$32.0229	\$35.5809	\$4,933.88	\$5,550.64	\$6,167.36	\$59,206.75	\$66,607.26	\$74,008.02
Customer Service Field Representative II	NE	18	\$31.3826	\$35.3050	\$39.2278	\$5,439.65	\$6,119.53	\$6,799.49	\$65,275.45	\$73,434.61	\$81,593.84
Customer Service Manager	E	34	\$68.5036	\$77.0667	\$85.6295	\$11,873.96	\$13,358.23	\$14,842.45	\$142,487.73	\$160,298.55	\$178,109.09
Customer Service Representative I	NE	16	\$28.4647	\$32.0229	\$35.5809	\$4,933.88	\$5,550.64	\$6,167.36	\$59,206.75	\$66,607.26	\$74,008.02
Customer Service Representative II	NE	18	\$31.3826	\$35.3050	\$39.2278	\$5,439.65	\$6,119.53	\$6,799.49	\$65,275.45	\$73,434.61	\$81,593.84
Customer Service Supervisor	E	27	\$48.6845	\$54.7698	\$60.8553	\$8,438.65	\$9,493.43	\$10,548.25	\$101,263.50	\$113,921.01	\$126,578.82
Database Administrator	E	32	\$62.1350	\$69.9017	\$77.6684	\$10,770.07	\$12,116.29	\$13,462.52	\$129,240.74	\$145,395.53	\$161,550.23
Department Assistant	NE	18	\$31.3826	\$35.3050	\$39.2278	\$5,439.65	\$6,119.53	\$6,799.49	\$65,275.45	\$73,434.61	\$81,593.84
Disinfection Technician	NE	23	\$40.0530	\$45.0592	\$50.0658	\$6,942.52	\$7,810.26	\$8,678.07	\$83,309.67	\$93,723.31	\$104,136.71
District Secretary	E	29	\$53.6748	\$60.3839	\$67.0930	\$9,303.63	\$10,466.54	\$11,629.45	\$111,642.91	\$125,597.95	\$139,553.15
Electrician I	NE	22	\$38.1457	\$42.9137	\$47.6819	\$6,611.92	\$7,438.37	\$8,264.86	\$79,342.61	\$89,260.08	\$99,177.84
Electrician II	NE	24	\$42.0553	\$47.3123	\$52.5690	\$7,289.59	\$8,200.80	\$9,111.96	\$87,475.05	\$98,409.37	\$109,343.54
Engineering Manager	E	37	\$79.3018	\$89.2144	\$99.1268	\$13,745.65	\$15,463.83	\$17,181.98	\$164,947.52	\$185,565.55	\$206,183.57
Engineering Technician	NE	22	\$38.1457	\$42.9137	\$47.6819	\$6,611.92	\$7,438.37	\$8,264.86	\$79,342.61	\$89,260.08	\$99,177.84
Environmental Compliance Specialist	E	28	\$51.1187	\$57.5082	\$63.8981	\$8,860.57	\$9,968.09	\$11,075.67	\$106,326.62	\$119,617.17	\$132,907.76
Equipment Mechanic I	NE	18	\$31.3826	\$35.3050	\$39.2278	\$5,439.65	\$6,119.53	\$6,799.49	\$65,275.45	\$73,434.61	\$81,593.84
Equipment Mechanic II	NE	21	\$36.3292	\$40.8700	\$45.4110	\$6,297.06	\$7,084.13	\$7,871.24	\$75,564.40	\$85,009.82	\$94,455.10
Executive Assistant	NE	22	\$38.1457	\$42.9137	\$47.6819	\$6,611.92	\$7,438.37	\$8,264.86	\$79,342.61	\$89,260.08	\$99,177.84
Facilities Maintenance Technician	NE	19	\$32.9518	\$37.0704	\$41.1892	\$5,711.65	\$6,425.54	\$7,139.46	\$68,539.25	\$77,106.37	\$85,673.54
Field Services Manager	E	33	\$65.2418	\$73.3968	\$81.5520	\$11,308.58	\$12,722.11	\$14,135.68	\$135,702.83	\$152,665.11	\$169,627.69
Finance Manager, Controller & Budget	E	35	\$71.9292	\$80.9198	\$89.9109	\$12,467.73	\$14,026.10	\$15,584.56	\$149,612.35	\$168,313.28	\$187,014.52
Finance Manager, Treasury & Accounting	E	35	\$71.9292	\$80.9198	\$89.9109	\$12,467.73	\$14,026.10	\$15,584.56	\$149,612.35	\$168,313.28	\$187,014.52

OTAY WATER DISTRICT
Job Classification and Salary Schedule
Effective July 1, 2024

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	\$51.1187	\$57.5082	\$63.8981	\$8,860.57	\$9,968.09	\$11,075.67	\$106,326.62	\$119,617.17	\$132,907.76
General Manager*	E	N/A									\$303,160.00
GIS Analyst	E	26	\$46.3662	\$52.1618	\$57.9576	\$8,036.81	\$9,041.38	\$10,045.98	\$96,441.45	\$108,496.28	\$120,551.25
GIS Manager	E	34	\$68.5036	\$77.0667	\$85.6295	\$11,873.96	\$13,358.23	\$14,842.45	\$142,487.73	\$160,298.55	\$178,109.09
GIS Programmer Analyst	E	29	\$53.6748	\$60.3839	\$67.0930	\$9,303.63	\$10,466.54	\$11,629.45	\$111,642.91	\$125,597.95	\$139,553.15
GIS Technician	NE	24	\$42.0553	\$47.3123	\$52.5690	\$7,289.59	\$8,200.80	\$9,111.96	\$87,475.05	\$98,409.37	\$109,343.54
Human Resources Analyst	E	25	\$44.1579	\$49.6779	\$55.1975	\$7,654.04	\$8,610.84	\$9,567.57	\$91,848.99	\$103,329.75	\$114,810.72
Human Resources Assistant I	NE	18	\$31.3826	\$35.3050	\$39.2278	\$5,439.65	\$6,119.53	\$6,799.49	\$65,275.45	\$73,434.61	\$81,593.84
Human Resources Assistant II	NE	20	\$34.5991	\$38.9238	\$43.2487	\$5,997.18	\$6,746.79	\$7,496.44	\$71,965.97	\$80,961.55	\$89,957.20
Human Resources Manager	E	36	\$75.5257	\$84.9659	\$94.4066	\$13,091.12	\$14,727.42	\$16,363.81	\$157,092.94	\$176,728.97	\$196,365.28
Information Technology Manager	E	35	\$71.9292	\$80.9198	\$89.9109	\$12,467.73	\$14,026.10	\$15,584.56	\$149,612.35	\$168,313.28	\$187,014.52
Laboratory Analyst	NE	26	\$46.3662	\$52.1618	\$57.9576	\$8,036.81	\$9,041.38	\$10,045.98	\$96,441.45	\$108,496.28	\$120,551.25
Lead Construction Inspector	NE	26	\$46.3662	\$52.1618	\$57.9576	\$8,036.81	\$9,041.38	\$10,045.98	\$96,441.45	\$108,496.28	\$120,551.25
Lead Customer Service Field Representative	NE	21	\$36.3292	\$40.8700	\$45.4110	\$6,297.06	\$7,084.13	\$7,871.24	\$75,564.40	\$85,009.82	\$94,455.10
Lead Customer Service Representative	NE	21	\$36.3292	\$40.8700	\$45.4110	\$6,297.06	\$7,084.13	\$7,871.24	\$75,564.40	\$85,009.82	\$94,455.10
Lead Meter Maintenance/Cross Conn. Worker	NE	24	\$42.0553	\$47.3123	\$52.5690	\$7,289.59	\$8,200.80	\$9,111.96	\$87,475.05	\$98,409.37	\$109,343.54
Lead Reclamation Plant Operator	NE	27	\$48.6845	\$54.7698	\$60.8553	\$8,438.65	\$9,493.43	\$10,548.25	\$101,263.50	\$113,921.01	\$126,578.82
Lead Water Systems Operator	NE	26	\$46.3662	\$52.1618	\$57.9576	\$8,036.81	\$9,041.38	\$10,045.98	\$96,441.45	\$108,496.28	\$120,551.25
Meter Maintenance Worker I	NE	18	\$31.3826	\$35.3050	\$39.2278	\$5,439.65	\$6,119.53	\$6,799.49	\$65,275.45	\$73,434.61	\$81,593.84
Meter Maintenance Worker II	NE	21	\$36.3292	\$40.8700	\$45.4110	\$6,297.06	\$7,084.13	\$7,871.24	\$75,564.40	\$85,009.82	\$94,455.10
Meter Services Supervisor	E	30	\$56.3583	\$63.4028	\$70.4476	\$9,768.77	\$10,989.82	\$12,210.92	\$117,224.96	\$131,877.93	\$146,530.81
Network Engineer	E	31	\$59.1762	\$66.5731	\$73.9700	\$10,257.21	\$11,539.34	\$12,821.47	\$123,086.32	\$138,471.81	\$153,857.36
Permit Technician	NE	20	\$34.5991	\$38.9238	\$43.2487	\$5,997.18	\$6,746.79	\$7,496.44	\$71,965.97	\$80,961.55	\$89,957.20
Pump Mechanic I	NE	19	\$32.9518	\$37.0704	\$41.1892	\$5,711.65	\$6,425.54	\$7,139.46	\$68,539.25	\$77,106.37	\$85,673.54
Pump Mechanic II	NE	22	\$38.1457	\$42.9137	\$47.6819	\$6,611.92	\$7,438.37	\$8,264.86	\$79,342.61	\$89,260.08	\$99,177.84
Purchasing & Facilities Manager	E	34	\$68.5036	\$77.0667	\$85.6295	\$11,873.96	\$13,358.23	\$14,842.45	\$142,487.73	\$160,298.55	\$178,109.09
Reclamation Plant Operator I	NE	20	\$34.5991	\$38.9238	\$43.2487	\$5,997.18	\$6,746.79	\$7,496.44	\$71,965.97	\$80,961.55	\$89,957.20
Reclamation Plant Operator II	NE	22	\$38.1457	\$42.9137	\$47.6819	\$6,611.92	\$7,438.37	\$8,264.86	\$79,342.61	\$89,260.08	\$99,177.84
Reclamation Plant Operator III	NE	24	\$42.0553	\$47.3123	\$52.5690	\$7,289.59	\$8,200.80	\$9,111.96	\$87,475.05	\$98,409.37	\$109,343.54
Reclamation Plant Supervisor	E	30	\$56.3583	\$63.4028	\$70.4476	\$9,768.77	\$10,989.82	\$12,210.92	\$117,224.96	\$131,877.93	\$146,530.81
Recycled Water Program Supervisor	E	28	\$51.1187	\$57.5082	\$63.8981	\$8,860.57	\$9,968.09	\$11,075.67	\$106,326.62	\$119,617.17	\$132,907.76
Recycled Water Specialist	NE	23	\$40.0530	\$45.0592	\$50.0658	\$6,942.52	\$7,810.26	\$8,678.07	\$83,309.67	\$93,723.31	\$104,136.71
Safety and Security Specialist	E	30	\$56.3583	\$63.4028	\$70.4476	\$9,768.77	\$10,989.82	\$12,210.92	\$117,224.96	\$131,877.93	\$146,530.81
SCADA/Instrumentation Technician	NE	25	\$44.1579	\$49.6779	\$55.1975	\$7,654.04	\$8,610.84	\$9,567.57	\$91,848.99	\$103,329.75	\$114,810.72
SCADA/Pump/Electrical Supervisor	E	30	\$56.3583	\$63.4028	\$70.4476	\$9,768.77	\$10,989.82	\$12,210.92	\$117,224.96	\$131,877.93	\$146,530.81
Senior Accountant	E	28	\$51.1187	\$57.5082	\$63.8981	\$8,860.57	\$9,968.09	\$11,075.67	\$106,326.62	\$119,617.17	\$132,907.76
Senior Civil Engineer	E	34	\$68.5036	\$77.0667	\$85.6295	\$11,873.96	\$13,358.23	\$14,842.45	\$142,487.73	\$160,298.55	\$178,109.09
Senior Disinfection Technician	NE	24	\$42.0553	\$47.3123	\$52.5690	\$7,289.59	\$8,200.80	\$9,111.96	\$87,475.05	\$98,409.37	\$109,343.54
Senior Engineering Technician	NE	24	\$42.0553	\$47.3123	\$52.5690	\$7,289.59	\$8,200.80	\$9,111.96	\$87,475.05	\$98,409.37	\$109,343.54
Senior Human Resources Analyst	E	30	\$56.3583	\$63.4028	\$70.4476	\$9,768.77	\$10,989.82	\$12,210.92	\$117,224.96	\$131,877.93	\$146,530.81
Senior Procurement and Contracting Analyst	E	26	\$46.3662	\$52.1618	\$57.9576	\$8,036.81	\$9,041.38	\$10,045.98	\$96,441.45	\$108,496.28	\$120,551.25
Senior SCADA/Instrumentation Technician	NE	28	\$51.1187	\$57.5082	\$63.8981	\$8,860.57	\$9,968.09	\$11,075.67	\$106,326.62	\$119,617.17	\$132,907.76

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 Utility Locator	NE	21	\$36.3292	\$40.8700	\$45.4110	\$6,297.06	\$7,084.13	\$7,871.24	\$75,564.40	\$85,009.82	\$94,455.10
Senior Utility Worker/Equipment Operator	NE	22	\$38.1457	\$42.9137	\$47.6819	\$6,611.92	\$7,438.37	\$8,264.86	\$79,342.61	\$89,260.08	\$99,177.84
Supervising Land Surveyor	E	30	\$56.3583	\$63.4028	\$70.4476	\$9,768.77	\$10,989.82	\$12,210.92	\$117,224.96	\$131,877.93	\$146,530.81
System Operations Manager	E	36	\$75.5257	\$84.9659	\$94.4066	\$13,091.12	\$14,727.42	\$16,363.81	\$157,092.94	\$176,728.97	\$196,365.28
System Support Analyst	E	29	\$53.6748	\$60.3839	\$67.0930	\$9,303.63	\$10,466.54	\$11,629.45	\$111,642.91	\$125,597.95	\$139,553.15
Utility Crew Leader	NE	24	\$42.0553	\$47.3123	\$52.5690	\$7,289.59	\$8,200.80	\$9,111.96	\$87,475.05	\$98,409.37	\$109,343.54
Utility Locator	NE	19	\$32.9518	\$37.0704	\$41.1892	\$5,711.65	\$6,425.54	\$7,139.46	\$68,539.25	\$77,106.37	\$85,673.54
Utility Maintenance Assistant Supervisor	NE	26	\$46.3662	\$52.1618	\$57.9576	\$8,036.81	\$9,041.38	\$10,045.98	\$96,441.45	\$108,496.28	\$120,551.25
Utility Maintenance Supervisor	E	30	\$56.3583	\$63.4028	\$70.4476	\$9,768.77	\$10,989.82	\$12,210.92	\$117,224.96	\$131,877.93	\$146,530.81
Utility Services Manager	E	35	\$71.9292	\$80.9198	\$89.9109	\$12,467.73	\$14,026.10	\$15,584.56	\$149,612.35	\$168,313.28	\$187,014.52
Utility Worker I	NE	18	\$31.3826	\$35.3050	\$39.2278	\$5,439.65	\$6,119.53	\$6,799.49	\$65,275.45	\$73,434.61	\$81,593.84
Utility Worker II	NE	20	\$34.5991	\$38.9238	\$43.2487	\$5,997.18	\$6,746.79	\$7,496.44	\$71,965.97	\$80,961.55	\$89,957.20
Warehouse Technician	NE	20	\$34.5991	\$38.9238	\$43.2487	\$5,997.18	\$6,746.79	\$7,496.44	\$71,965.97	\$80,961.55	\$89,957.20
Water Systems Operator I	NE	20	\$34.5991	\$38.9238	\$43.2487	\$5,997.18	\$6,746.79	\$7,496.44	\$71,965.97	\$80,961.55	\$89,957.20
Water Systems Operator II	NE	22	\$38.1457	\$42.9137	\$47.6819	\$6,611.92	\$7,438.37	\$8,264.86	\$79,342.61	\$89,260.08	\$99,177.84
Water Systems Operator III	NE	23	\$40.0530	\$45.0592	\$50.0658	\$6,942.52	\$7,810.26	\$8,678.07	\$83,309.67	\$93,723.31	\$104,136.71
Water Systems Supervisor	E	30	\$56.3583	\$63.4028	\$70.4476	\$9,768.77	\$10,989.82	\$12,210.92	\$117,224.96	\$131,877.93	\$146,530.81

* Salary is determined by the Board