

OTAY WATER DISTRICT
Job Classification and Salary Schedule
Effective July 1, 2014

Position	Exempt (E) Non-Exempt (NE)	Salary Grade	Min	Hourly Mid	Max	Min	Monthly Mid	Max	Min	Annually Mid	Max
Accountant	NE	25	\$33.5069	\$37.6952	\$41.8836	\$5,807.87	\$6,533.83	\$7,259.81	\$69,694.45	\$78,406.00	\$87,117.69
Accounting Technician	NE	20	\$26.2535	\$29.5352	\$32.8168	\$4,550.61	\$5,119.43	\$5,688.25	\$54,607.35	\$61,433.15	\$68,258.99
Assistant Buyer	NE	19	\$25.0034	\$28.1288	\$31.2541	\$4,333.93	\$4,875.65	\$5,417.38	\$52,007.16	\$58,507.84	\$65,008.57
Assistant Chief	E	38	\$63.1823	\$71.0800	\$78.9776	\$10,951.60	\$12,321.36	\$13,689.45	\$131,419.25	\$147,856.31	\$164,273.37
Assistant Civil Engineer I	NE	25	\$33.5069	\$37.6952	\$41.8836	\$5,807.87	\$6,533.83	\$7,259.81	\$69,694.45	\$78,406.00	\$87,117.69
Assistant Civil Engineer II	E	27	\$36.9414	\$41.5589	\$46.1766	\$6,403.18	\$7,203.55	\$8,003.94	\$76,838.13	\$86,442.58	\$96,047.26
Assistant General Manager	E	43	\$80.6384	\$90.7180	\$100.7977	\$13,977.32	\$15,724.46	\$17,471.60	\$167,727.85	\$188,693.51	\$209,659.18
Assistant Survey Technician	NE	19	\$25.0034	\$28.1288	\$31.2541	\$4,333.93	\$4,875.65	\$5,417.38	\$52,007.16	\$58,507.84	\$65,008.57
Associate Civil Engineer	E	32	\$47.1476	\$53.0410	\$58.9343	\$8,172.26	\$9,193.77	\$10,215.28	\$98,067.10	\$110,325.24	\$122,583.34
Business Systems Analyst I	E	25	\$33.5069	\$37.6952	\$41.8836	\$5,807.87	\$6,533.83	\$7,259.81	\$69,694.45	\$78,406.00	\$87,117.69
Business Systems Analyst II	E	29	\$40.7279	\$45.8187	\$50.9097	\$7,059.50	\$7,941.91	\$8,824.34	\$84,713.95	\$95,302.96	\$105,892.10
Buyer	NE	20	\$26.2535	\$29.5352	\$32.8168	\$4,550.61	\$5,119.43	\$5,688.25	\$54,607.35	\$61,433.15	\$68,258.99
Chief Financial Officer	E	40	\$69.6585	\$78.3657	\$87.0987	\$12,074.14	\$13,583.38	\$15,097.10	\$144,889.65	\$163,000.56	\$181,165.20
Chief Information Officer	E	40	\$69.6585	\$78.3657	\$87.0987	\$12,074.14	\$13,583.38	\$15,097.10	\$144,889.65	\$163,000.56	\$181,165.20
Chief, Administrative Services	E	40	\$69.6585	\$78.3657	\$87.0987	\$12,074.14	\$13,583.38	\$15,097.10	\$144,889.65	\$163,000.56	\$181,165.20
Chief, Engineering	E	40	\$69.6585	\$78.3657	\$87.0987	\$12,074.14	\$13,583.38	\$15,097.10	\$144,889.65	\$163,000.56	\$181,165.20
Chief, Water Operations	E	40	\$69.6585	\$78.3657	\$87.0987	\$12,074.14	\$13,583.38	\$15,097.10	\$144,889.65	\$163,000.56	\$181,165.20
Communications Officer	E	30	\$42.7642	\$48.1097	\$53.4552	\$7,412.47	\$8,339.02	\$9,265.56	\$88,949.60	\$100,068.19	\$111,186.70
Confidential Executive Secretary	NE	22	\$28.9446	\$32.5625	\$36.1806	\$5,017.06	\$5,644.17	\$6,271.30	\$60,204.70	\$67,730.01	\$75,255.54
Confidential Secretary	NE	18	\$23.8128	\$26.7893	\$29.7658	\$4,127.55	\$4,643.48	\$5,159.41	\$49,530.62	\$55,721.74	\$61,912.92
Construction Inspector I	NE	22	\$28.9446	\$32.5625	\$36.1806	\$5,017.06	\$5,644.17	\$6,271.30	\$60,204.70	\$67,730.01	\$75,255.54
Construction Inspector II	NE	24	\$31.9113	\$35.9002	\$39.8890	\$5,531.30	\$6,222.70	\$6,914.10	\$66,375.56	\$74,672.45	\$82,969.23
Construction Management Specialist	E	32	\$47.1476	\$53.0410	\$58.9343	\$8,172.26	\$9,193.77	\$10,215.28	\$98,067.10	\$110,325.24	\$122,583.34
Customer Service Field Representative I	NE	16	\$21.5989	\$24.2987	\$26.9985	\$3,743.81	\$4,211.77	\$4,679.74	\$44,925.72	\$50,541.19	\$56,156.84
Customer Service Field Representative II	NE	18	\$23.8128	\$26.7893	\$29.7658	\$4,127.55	\$4,643.48	\$5,159.41	\$49,530.62	\$55,721.74	\$61,912.92
Customer Service Manager	E	31	\$44.9025	\$50.5152	\$56.1279	\$7,783.10	\$8,755.96	\$9,728.84	\$93,397.16	\$105,071.57	\$116,746.05
Customer Service Representative I	NE	16	\$21.5989	\$24.2987	\$26.9985	\$3,743.81	\$4,211.77	\$4,679.74	\$44,925.72	\$50,541.19	\$56,156.84
Customer Service Representative II	NE	18	\$23.8128	\$26.7893	\$29.7658	\$4,127.55	\$4,643.48	\$5,159.41	\$49,530.62	\$55,721.74	\$61,912.92
Data Systems Technician	NE	20	\$26.2535	\$29.5352	\$32.8168	\$4,550.61	\$5,119.43	\$5,688.25	\$54,607.35	\$61,433.15	\$68,258.99
Database Administrator	E	32	\$47.1476	\$53.0410	\$58.9343	\$8,172.26	\$9,193.77	\$10,215.28	\$98,067.10	\$110,325.24	\$122,583.34
Disinfection Technician	NE	23	\$30.3918	\$34.1907	\$37.9896	\$5,267.91	\$5,926.39	\$6,584.86	\$63,214.87	\$71,116.69	\$79,018.32
District Secretary	E	29	\$40.7279	\$45.8187	\$50.9097	\$7,059.50	\$7,941.91	\$8,824.34	\$84,713.95	\$95,302.96	\$105,892.10
Electrician I	NE	22	\$28.9446	\$32.5625	\$36.1806	\$5,017.06	\$5,644.17	\$6,271.30	\$60,204.70	\$67,730.01	\$75,255.54
Electrician II	NE	24	\$31.9113	\$35.9002	\$39.8890	\$5,531.30	\$6,222.70	\$6,914.10	\$66,375.56	\$74,672.45	\$82,969.23
Engineering Manager	E	37	\$60.1737	\$67.6952	\$75.2168	\$10,430.10	\$11,733.83	\$13,037.57	\$125,161.19	\$140,806.02	\$156,450.86
Engineering Technician	NE	22	\$28.9446	\$32.5625	\$36.1806	\$5,017.06	\$5,644.17	\$6,271.30	\$60,204.70	\$67,730.01	\$75,255.54
Environmental Compliance Specialist	E	28	\$38.7885	\$43.6369	\$48.4854	\$6,723.33	\$7,563.73	\$8,404.14	\$80,680.00	\$90,764.79	\$100,849.62
Equipment Mechanic I	NE	18	\$23.8128	\$26.7893	\$29.7658	\$4,127.55	\$4,643.48	\$5,159.41	\$49,530.62	\$55,721.74	\$61,912.92
Equipment Mechanic II	NE	21	\$27.5663	\$31.0120	\$34.4576	\$4,778.15	\$5,375.41	\$5,972.66	\$57,337.79	\$64,504.94	\$71,671.95
Executive Secretary	NE	22	\$28.9446	\$32.5625	\$36.1806	\$5,017.06	\$5,644.17	\$6,271.30	\$60,204.70	\$67,730.01	\$75,255.54
Facilities Maintenance Technician	NE	19	\$25.0034	\$28.1288	\$31.2541	\$4,333.93	\$4,875.65	\$5,417.38	\$52,007.16	\$58,507.84	\$65,008.57
Finance Manager, Controller & Budget	E	35	\$54.5793	\$61.4015	\$68.2238	\$9,460.41	\$10,642.93	\$11,825.46	\$113,524.95	\$127,715.11	\$141,905.49

OTAY WATER DISTRICT
Job Classification and Salary Schedule
Effective July 1, 2014

Position	Exempt (E) Non-Exempt (NE)	Salary Grade	Min	Hourly Mid	Max	Min	Monthly Mid	Max	Min	Annually Mid	Max
Finance Manager, Treasury & Accounting	E	35	\$54.5793	\$61.4015	\$68.2238	\$9,460.41	\$10,642.93	\$11,825.46	\$113,524.95	\$127,715.11	\$141,905.49
Fleet Maintenance Supervisor	E	28	\$38.7885	\$43.6369	\$48.4854	\$6,723.33	\$7,563.73	\$8,404.14	\$80,680.00	\$90,764.79	\$100,849.62
General Manager*	E	N/A									\$220,593.00
GIS Analyst	E	25	\$33.5069	\$37.6952	\$41.8836	\$5,807.87	\$6,533.83	\$7,259.81	\$69,694.45	\$78,406.00	\$87,117.69
GIS Manager	E	34	\$51.9802	\$58.4777	\$64.9751	\$9,009.90	\$10,136.13	\$11,262.34	\$108,118.84	\$121,633.58	\$135,148.12
GIS Programmer Analyst	E	27	\$36.9414	\$41.5589	\$46.1766	\$6,403.18	\$7,203.55	\$8,003.94	\$76,838.13	\$86,442.58	\$96,047.26
GIS Technician	NE	22	\$28.9446	\$32.5625	\$36.1806	\$5,017.06	\$5,644.17	\$6,271.30	\$60,204.70	\$67,730.01	\$75,255.54
Human Resources Analyst	E	25	\$33.5069	\$37.6952	\$41.8836	\$5,807.87	\$6,533.83	\$7,259.81	\$69,694.45	\$78,406.00	\$87,117.69
Human Resources Manager	E	35	\$54.5793	\$61.4015	\$68.2238	\$9,460.41	\$10,642.93	\$11,825.46	\$113,524.95	\$127,715.11	\$141,905.49
Human Resources Technician	NE	21	\$27.5663	\$31.0120	\$34.4576	\$4,778.15	\$5,375.41	\$5,972.66	\$57,337.79	\$64,504.94	\$71,671.95
Information Technology Manager	E	34	\$51.9802	\$58.4777	\$64.9751	\$9,009.90	\$10,136.13	\$11,262.34	\$108,118.84	\$121,633.58	\$135,148.12
Inspection Supervisor	E	28	\$38.7885	\$43.6369	\$48.4854	\$6,723.33	\$7,563.73	\$8,404.14	\$80,680.00	\$90,764.79	\$100,849.62
Laboratory Analyst	NE	25	\$33.5069	\$37.6952	\$41.8836	\$5,807.87	\$6,533.83	\$7,259.81	\$69,694.45	\$78,406.00	\$87,117.69
Lead Business Systems Analyst	E	32	\$47.1476	\$53.0410	\$58.9343	\$8,172.26	\$9,193.77	\$10,215.28	\$98,067.10	\$110,325.24	\$122,583.34
Lead Customer Service Field Representative	NE	21	\$27.5663	\$31.0120	\$34.4576	\$4,778.15	\$5,375.41	\$5,972.66	\$57,337.79	\$64,504.94	\$71,671.95
Lead Customer Service Representative	NE	21	\$27.5663	\$31.0120	\$34.4576	\$4,778.15	\$5,375.41	\$5,972.66	\$57,337.79	\$64,504.94	\$71,671.95
Lead Meter Maintenance/Cross Conn Worker	NE	25	\$33.5069	\$37.6952	\$41.8836	\$5,807.87	\$6,533.83	\$7,259.81	\$69,694.45	\$78,406.00	\$87,117.69
Lead Reclamation Plant Operator	NE	26	\$35.1823	\$39.5800	\$43.9777	\$6,098.27	\$6,860.53	\$7,622.80	\$73,179.20	\$82,326.33	\$91,473.57
Lead Warehouse/Facilities Worker	NE	23	\$30.3918	\$34.1907	\$37.9896	\$5,267.91	\$5,926.39	\$6,584.86	\$63,214.87	\$71,116.69	\$79,018.32
Lead Water Systems Operator	NE	26	\$35.1823	\$39.5800	\$43.9777	\$6,098.27	\$6,860.53	\$7,622.80	\$73,179.20	\$82,326.33	\$91,473.57
Meter Maintenance Worker I	NE	18	\$23.8128	\$26.7893	\$29.7658	\$4,127.55	\$4,643.48	\$5,159.41	\$49,530.62	\$55,721.74	\$61,912.92
Meter Maintenance Worker II	NE	21	\$27.5663	\$31.0120	\$34.4576	\$4,778.15	\$5,375.41	\$5,972.66	\$57,337.79	\$64,504.94	\$71,671.95
Network Analyst	E	26	\$35.1823	\$39.5800	\$43.9777	\$6,098.27	\$6,860.53	\$7,622.80	\$73,179.20	\$82,326.33	\$91,473.57
Network Engineer	E	31	\$44.9025	\$50.5152	\$56.1279	\$7,783.10	\$8,755.96	\$9,728.84	\$93,397.16	\$105,071.57	\$116,746.05
Office Assistant	NE	15	\$20.5703	\$23.1416	\$25.7128	\$3,565.52	\$4,011.22	\$4,456.89	\$42,786.26	\$48,134.60	\$53,482.71
Permit Technician	NE	20	\$26.2535	\$29.5352	\$32.8168	\$4,550.61	\$5,119.43	\$5,688.25	\$54,607.35	\$61,433.15	\$68,258.99
Pump Mechanic I	NE	19	\$25.0034	\$28.1288	\$31.2541	\$4,333.93	\$4,875.65	\$5,417.38	\$52,007.16	\$58,507.84	\$65,008.57
Pump Mechanic II	NE	22	\$28.9446	\$32.5625	\$36.1806	\$5,017.06	\$5,644.17	\$6,271.30	\$60,204.70	\$67,730.01	\$75,255.54
Pump/Electrical Supervisor	E	28	\$38.7885	\$43.6369	\$48.4854	\$6,723.33	\$7,563.73	\$8,404.14	\$80,680.00	\$90,764.79	\$100,849.62
Purchasing & Facilities Manager	E	34	\$51.9802	\$58.4777	\$64.9751	\$9,009.90	\$10,136.13	\$11,262.34	\$108,118.84	\$121,633.58	\$135,148.12
Reclamation Plant Operator I	NE	19	\$25.0034	\$28.1288	\$31.2541	\$4,333.93	\$4,875.65	\$5,417.38	\$52,007.16	\$58,507.84	\$65,008.57
Reclamation Plant Operator II	NE	21	\$27.5663	\$31.0120	\$34.4576	\$4,778.15	\$5,375.41	\$5,972.66	\$57,337.79	\$64,504.94	\$71,671.95
Reclamation Plant Operator III	NE	23	\$30.3918	\$34.1907	\$37.9896	\$5,267.91	\$5,926.39	\$6,584.86	\$63,214.87	\$71,116.69	\$79,018.32
Reclamation Plant Supervisor	E	30	\$42.7642	\$48.1097	\$53.4552	\$7,412.47	\$8,339.02	\$9,265.56	\$88,949.60	\$100,068.19	\$111,186.70
Recycled Water Distribution Operator I	NE	19	\$25.0034	\$28.1288	\$31.2541	\$4,333.93	\$4,875.65	\$5,417.38	\$52,007.16	\$58,507.84	\$65,008.57
Recycled Water Distribution Operator II	NE	21	\$27.5663	\$31.0120	\$34.4576	\$4,778.15	\$5,375.41	\$5,972.66	\$57,337.79	\$64,504.94	\$71,671.95
Recycled Water Distribution Operator III	NE	23	\$30.3918	\$34.1907	\$37.9896	\$5,267.91	\$5,926.39	\$6,584.86	\$63,214.87	\$71,116.69	\$79,018.32
Recycled Water System Supervisor	E	30	\$42.7642	\$48.1097	\$53.4552	\$7,412.47	\$8,339.02	\$9,265.56	\$88,949.60	\$100,068.19	\$111,186.70
Safety and Security Specialist	E	30	\$42.7642	\$48.1097	\$53.4552	\$7,412.47	\$8,339.02	\$9,265.56	\$88,949.60	\$100,068.19	\$111,186.70
SCADA/Instrumentation Technician	NE	25	\$33.5069	\$37.6952	\$41.8836	\$5,807.87	\$6,533.83	\$7,259.81	\$69,694.45	\$78,406.00	\$87,117.69
Secretary	NE	18	\$23.8128	\$26.7893	\$29.7658	\$4,127.55	\$4,643.48	\$5,159.41	\$49,530.62	\$55,721.74	\$61,912.92
Senior Accountant	E	28	\$38.7885	\$43.6369	\$48.4854	\$6,723.33	\$7,563.73	\$8,404.14	\$80,680.00	\$90,764.79	\$100,849.62

OTAY WATER DISTRICT
Job Classification and Salary Schedule
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Position	Exempt (E) Non-Exempt (NE)	Salary Grade	Min	Hourly Mid	Max	Min	Monthly Mid	Max	Min	Annually Mid	Max
Senior Buyer	NE	23	\$30.3918	\$34.1907	\$37.9896	\$5,267.91	\$5,926.39	\$6,584.86	\$63,214.87	\$71,116.69	\$79,018.32
Senior Civil Engineer	E	34	\$51.9802	\$58.4777	\$64.9751	\$9,009.90	\$10,136.13	\$11,262.34	\$108,118.84	\$121,633.58	\$135,148.12
Senior Confidential Executive Secretary	E	24	\$31.9113	\$35.9002	\$39.8890	\$5,531.30	\$6,222.70	\$6,914.10	\$66,375.56	\$74,672.45	\$82,969.23
Senior Disinfection Technician	NE	24	\$31.9113	\$35.9002	\$39.8890	\$5,531.30	\$6,222.70	\$6,914.10	\$66,375.56	\$74,672.45	\$82,969.23
Senior Engineering Technician	NE	24	\$31.9113	\$35.9002	\$39.8890	\$5,531.30	\$6,222.70	\$6,914.10	\$66,375.56	\$74,672.45	\$82,969.23
Senior Human Resources Analyst	E	30	\$42.7642	\$48.1097	\$53.4552	\$7,412.47	\$8,339.02	\$9,265.56	\$88,949.60	\$100,068.19	\$111,186.70
Senior SCADA/Instrumentation Technician	NE	28	\$38.7885	\$43.6369	\$48.4854	\$6,723.33	\$7,563.73	\$8,404.14	\$80,680.00	\$90,764.79	\$100,849.62
Senior Utility/Equipment Operator	NE	22	\$28.9446	\$32.5625	\$36.1806	\$5,017.06	\$5,644.17	\$6,271.30	\$60,204.70	\$67,730.01	\$75,255.54
Senior Water Conservation Specialist	E	24	\$31.9113	\$35.9002	\$39.8890	\$5,531.30	\$6,222.70	\$6,914.10	\$66,375.56	\$74,672.45	\$82,969.23
Supervising Land Surveyor	E	29	\$40.7279	\$45.8187	\$50.9097	\$7,059.50	\$7,941.91	\$8,824.34	\$84,713.95	\$95,302.96	\$105,892.10
Survey Technician	NE	25	\$33.5069	\$37.6952	\$41.8836	\$5,807.87	\$6,533.83	\$7,259.81	\$69,694.45	\$78,406.00	\$87,117.69
System Operations Manager	E	36a	\$57.3083	\$64.4716	\$73.4259	\$9,933.43	\$11,175.07	\$12,727.15	\$119,201.19	\$134,100.88	\$152,725.82
Utility Crew Leader	NE	24	\$31.9113	\$35.9002	\$39.8890	\$5,531.30	\$6,222.70	\$6,914.10	\$66,375.56	\$74,672.45	\$82,969.23
Utility Maintenance Supervisor	E	28	\$38.7885	\$43.6369	\$48.4854	\$6,723.33	\$7,563.73	\$8,404.14	\$80,680.00	\$90,764.79	\$100,849.62
Utility Services Manager	E	35	\$54.5793	\$61.4015	\$68.2238	\$9,460.41	\$10,642.93	\$11,825.46	\$113,524.95	\$127,715.11	\$141,905.49
Utility Worker I	NE	18	\$23.8128	\$26.7893	\$29.7658	\$4,127.55	\$4,643.48	\$5,159.41	\$49,530.62	\$55,721.74	\$61,912.92
Utility Worker II	NE	20	\$26.2535	\$29.5352	\$32.8168	\$4,550.61	\$5,119.43	\$5,688.25	\$54,607.35	\$61,433.15	\$68,258.99
Valve Maintenance Worker	NE	18	\$23.8128	\$26.7893	\$29.7658	\$4,127.55	\$4,643.48	\$5,159.41	\$49,530.62	\$55,721.74	\$61,912.92
Warehouse/Delivery Worker	NE	19	\$25.0034	\$28.1288	\$31.2541	\$4,333.93	\$4,875.65	\$5,417.38	\$52,007.16	\$58,507.84	\$65,008.57
Water Conservation Specialist	NE	22	\$28.9446	\$32.5625	\$36.1806	\$5,017.06	\$5,644.17	\$6,271.30	\$60,204.70	\$67,730.01	\$75,255.54
Water Systems Operator I	NE	20	\$26.2535	\$29.5352	\$32.8168	\$4,550.61	\$5,119.43	\$5,688.25	\$54,607.35	\$61,433.15	\$68,258.99
Water Systems Operator II	NE	22	\$28.9446	\$32.5625	\$36.1806	\$5,017.06	\$5,644.17	\$6,271.30	\$60,204.70	\$67,730.01	\$75,255.54
Water Systems Operator III	NE	23	\$30.3918	\$34.1907	\$37.9896	\$5,267.91	\$5,926.39	\$6,584.86	\$63,214.87	\$71,116.69	\$79,018.32
Water Systems Supervisor	E	30	\$42.7642	\$48.1097	\$53.4552	\$7,412.47	\$8,339.02	\$9,265.56	\$88,949.60	\$100,068.19	\$111,186.70

* Salary is determined by the Board