

CALLEGUAS MWD SALARY SCHEDULE

Effective: November 16, 2023

Position	Annual Salary Range		Semi-Monthly Salary Range	
	Minimum	Maximum	Minimum	Maximum
Board				
Board Member (Per Meeting)		\$ 230.00		
ADMINISTRATION				
Administrative Assistant 1	\$50,804.16	\$69,606.00	\$2,116.84	\$2,900.25
Administrative Assistant 2	\$58,174.56	\$79,704.24	\$2,423.94	\$3,321.01
Senior Administrative Assistant	\$67,134.48	\$91,980.00	\$2,797.27	\$3,832.50
Management Analyst	\$88,946.40	\$121,864.32	\$3,706.10	\$5,077.68
Clerk of the Board	\$107,650.56	\$147,490.32	\$4,485.44	\$6,145.43
Government Relations Supervisor/PIO	\$119,557.92	\$163,804.56	\$4,981.58	\$6,825.19
Associate General Manager - Strategic Planning	\$171,506.64	\$234,978.96	\$7,146.11	\$9,790.79
Deputy General Manager	\$216,744.48	\$296,958.96	\$9,031.02	\$12,373.29
General Manager	\$0.00	\$396,750.00	\$0.00	\$16,531.25
FINANCE				
Accounting Technician 1	\$57,033.84	\$78,141.60	\$2,376.41	\$3,255.90
Accounting Technician 2	\$64,864.32	\$88,869.36	\$2,702.68	\$3,702.89
Senior Accounting Technician	\$69,950.40	\$95,838.00	\$2,914.60	\$3,993.25
Accounting Supervisor	\$111,344.40	\$152,551.44	\$4,639.35	\$6,356.31
Manager of Finance	\$183,230.88	\$251,042.40	\$7,634.62	\$10,460.10
HUMAN RESOURCES & RISK MANAGEMENT				
Sr Human Resources Analyst	\$82,272.48	\$112,720.32	\$3,428.02	\$4,696.68
Emergency Response Coordinator	\$91,032.72	\$124,722.72	\$3,793.03	\$5,196.78
Environmental Health & Safety Specialist	\$106,895.28	\$146,455.92	\$4,453.97	\$6,102.33
Assistant Manager of Human Resources & Risk Management	\$133,741.44	\$183,237.36	\$5,572.56	\$7,634.89
Manager of Human Resources & Risk Management	\$165,816.72	\$227,183.76	\$6,909.03	\$9,465.99
ENGINEERING				
Administrative Assistant 1	\$50,804.16	\$69,606.00	\$2,116.84	\$2,900.25
Administrative Assistant 2	\$58,174.56	\$79,704.24	\$2,423.94	\$3,321.01
Senior Administrative Assistant	\$67,134.48	\$91,980.00	\$2,797.27	\$3,832.50
Department Administrator 1	\$69,950.40	\$95,838.00	\$2,914.60	\$3,993.25
Department Administrator 2	\$80,929.20	\$110,879.76	\$3,372.05	\$4,619.99
Construction Inspector 1	\$80,472.72	\$110,254.56	\$3,353.03	\$4,593.94
Construction Inspector 2	\$88,148.40	\$120,771.12	\$3,672.85	\$5,032.13
Assistant Project Manager	\$92,278.56	\$126,429.84	\$3,844.94	\$5,267.91
Associate Project Manager	\$104,178.00	\$142,732.80	\$4,340.75	\$5,947.20
Project Manager	\$122,189.76	\$167,410.56	\$5,091.24	\$6,975.44
Senior Project Manager	\$137,428.32	\$188,288.40	\$5,726.18	\$7,845.35
Manager of Engineering	\$183,230.88	\$251,042.40	\$7,634.62	\$10,460.10
WATER RESOURCES & PUBLIC AFFAIRS				
Water Resource Specialist	\$89,247.60	\$122,276.88	\$3,718.65	\$5,094.87
Senior Water Resource Specialist	\$98,172.72	\$134,504.88	\$4,090.53	\$5,604.37
Public Affairs Specialist	\$82,757.04	\$113,384.16	\$3,448.21	\$4,724.34
Senior Communications Specialist	\$91,032.72	\$124,722.72	\$3,793.03	\$5,196.78
Principal Water Resource Specialist	\$115,025.04	\$157,594.56	\$4,792.71	\$6,566.44
Manager of Water Resources & Public Affairs	\$165,816.72	\$227,183.76	\$6,909.03	\$9,465.99

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INFORMATION TECHNOLOGY				
IT Specialist 1	\$81,133.68	\$111,160.08	\$3,380.57	\$4,631.67
IT Specialist 2	\$89,247.60	\$122,276.88	\$3,718.65	\$5,094.87
IT Specialist 3	\$103,625.76	\$141,976.08	\$4,317.74	\$5,915.67
Sr IT Specialist	\$115,973.04	\$158,892.96	\$4,832.21	\$6,620.54
Manager of Information Technology	\$165,816.72	\$227,183.76	\$6,909.03	\$9,465.99
OPERATIONS AND MAINTENANCE				
Operations Administration				
Manager of Operations & Maintenance	\$171,506.64	\$234,978.96	\$7,146.11	\$9,790.79
System Maintenance Division				
Maintenance Worker 1	\$53,095.92	\$72,745.92	\$2,212.33	\$3,031.08
Maintenance Worker 2	\$60,582.72	\$83,003.52	\$2,524.28	\$3,458.48
Senior Maintenance Worker	\$72,251.28	\$98,990.64	\$3,010.47	\$4,124.61
Construction Inspector 1	\$80,472.72	\$110,254.56	\$3,353.03	\$4,593.94
Senior Maintenance Crew Leader	\$85,643.04	\$117,338.40	\$3,568.46	\$4,889.10
System Maintenance Supervisor	\$110,289.12	\$151,105.68	\$4,595.38	\$6,296.07
Distribution System Division				
Electro Mechanical Technician 1	\$65,541.60	\$89,797.68	\$2,730.90	\$3,741.57
Electro Mechanical Technician 2	\$77,057.04	\$105,574.80	\$3,210.71	\$4,398.95
Senior Electro Mechanical Technician	\$85,643.04	\$117,338.40	\$3,568.46	\$4,889.10
Distribution Crew Leader	\$92,892.00	\$127,270.08	\$3,870.50	\$5,302.92
Distribution System Supervisor	\$110,289.12	\$151,105.68	\$4,595.38	\$6,296.07
Control System Division				
Instrumentation Technician	\$71,920.08	\$98,536.56	\$2,996.67	\$4,105.69
Senior Instrumentation Technician	\$85,643.04	\$117,338.40	\$3,568.46	\$4,889.10
Control Technician	\$76,301.76	\$104,539.92	\$3,179.24	\$4,355.83
Senior Control Technician	\$92,892.00	\$127,270.08	\$3,870.50	\$5,302.92
Control System Specialist	\$102,135.36	\$139,934.64	\$4,255.64	\$5,830.61
Control System Supervisor	\$116,142.00	\$159,124.56	\$4,839.25	\$6,630.19
Operations Division				
Water Distribution Operator	\$69,755.76	\$95,571.36	\$2,906.49	\$3,982.14
Water Treatment Operator	\$81,546.48	\$111,725.76	\$3,397.77	\$4,655.24
Senior Operator	\$92,892.00	\$127,270.08	\$3,870.50	\$5,302.92
Assistant Operations Supervisor	\$104,178.00	\$142,732.80	\$4,340.75	\$5,947.20
Operations Supervisor	\$116,142.00	\$159,124.56	\$4,839.25	\$6,630.19
Regulatory Compliance Division				
Laboratory Technician	\$76,301.52	\$104,539.68	\$3,179.23	\$4,355.82
Laboratory Coordinator	\$86,887.20	\$119,043.12	\$3,620.30	\$4,960.13
Regulatory Compliance Supervisor	\$119,557.92	\$163,804.56	\$4,981.58	\$6,825.19
General Services Division				
Administrative Assistant 1	\$50,804.16	\$69,606.00	\$2,116.84	\$2,900.25
Administrative Assistant 2	\$58,174.56	\$79,704.24	\$2,423.94	\$3,321.01
Senior Administrative Assistant	\$67,134.48	\$91,980.00	\$2,797.27	\$3,832.50
Facility Coordinator 1	\$58,539.60	\$80,204.16	\$2,439.15	\$3,341.84
Facility Coordinator 2	\$72,251.28	\$98,990.64	\$3,010.47	\$4,124.61
General Services Supervisor	\$110,289.12	\$151,105.68	\$4,595.38	\$6,296.07

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Part-Time Positions (Hourly)				
Cleaning Crew-Crew Leader (Hourly)	\$0.00	\$28.36	\$0.00	\$28.36
Cleaning Crew 2 (Hourly)	\$0.00	\$26.39	\$0.00	\$26.39
Cleaning Crew 1 (Hourly)	\$0.00	\$24.42	\$0.00	\$24.42
Student Intern (Hourly)	\$20.00	\$30.00	\$20.00	\$30.00