

CALLEGUAS MWD SALARY SCHEDULE

Effective: July 1, 2023

Position	Semi-Monthly Salary Range		Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
Board								
Board Member (Per Meeting)		\$ 230.00						\$ 230.00
ADMINISTRATION								
Administrative Assistant 1	\$2,116.84	\$2,900.25	\$2,116.84	\$2,254.43	\$2,400.97	\$2,557.03	\$2,723.24	\$2,900.25
Administrative Assistant 2	\$2,423.94	\$3,321.01	\$2,423.94	\$2,581.50	\$2,749.30	\$2,928.00	\$3,118.32	\$3,321.01
Senior Administrative Assistant	\$2,797.27	\$3,832.50	\$2,797.27	\$2,979.09	\$3,172.73	\$3,378.96	\$3,598.59	\$3,832.50
Management Analyst	\$3,706.10	\$5,077.68	\$3,706.10	\$3,947.00	\$4,203.55	\$4,476.78	\$4,767.77	\$5,077.68
Clerk of the Board	\$4,485.44	\$6,145.43	\$4,485.44	\$4,776.99	\$5,087.49	\$5,418.18	\$5,770.36	\$6,145.43
Associate General Manager - Strategic Planning	\$7,146.11	\$9,790.79	\$7,146.11	\$7,610.61	\$8,105.30	\$8,632.14	\$9,193.23	\$9,790.79
Deputy General Manager	\$9,031.02	\$12,373.29	\$9,031.02	\$9,618.04	\$10,243.21	\$10,909.02	\$11,618.11	\$12,373.29
General Manager		\$14,375.00						\$14,375.00
FINANCE								
Accounting Technician 1	\$2,376.41	\$3,255.90	\$2,376.41	\$2,530.88	\$2,695.39	\$2,870.59	\$3,057.18	\$3,255.90
Accounting Technician 2	\$2,702.68	\$3,702.89	\$2,702.68	\$2,878.35	\$3,065.44	\$3,264.69	\$3,476.89	\$3,702.89
Senior Accounting Technician	\$2,914.60	\$3,993.25	\$2,914.60	\$3,104.05	\$3,305.81	\$3,520.69	\$3,749.53	\$3,993.25
Accounting Supervisor	\$4,639.35	\$6,356.31	\$4,639.35	\$4,940.91	\$5,262.07	\$5,604.10	\$5,968.37	\$6,356.31
Manager of Finance	\$7,634.62	\$10,460.10	\$7,634.62	\$8,130.87	\$8,659.38	\$9,222.24	\$9,821.69	\$10,460.10
HUMAN RESOURCES & RISK MANAGEMENT								
Sr Human Resources Analyst	\$3,428.02	\$4,696.68	\$3,428.02	\$3,650.84	\$3,888.14	\$4,140.87	\$4,410.03	\$4,696.68
Emergency Response Coordinator	\$3,793.03	\$5,196.78	\$3,793.03	\$4,039.58	\$4,302.15	\$4,581.79	\$4,879.61	\$5,196.78
Environmental Health & Safety Specialist	\$4,453.97	\$6,102.33	\$4,453.97	\$4,743.48	\$5,051.81	\$5,380.18	\$5,729.89	\$6,102.33
Assistant Manager of Human Resources & Risk Management	\$5,572.56	\$7,634.89	\$5,572.56	\$5,934.78	\$6,320.54	\$6,731.37	\$7,168.91	\$7,634.89
Manager of Human Resources & Risk Management	\$6,909.03	\$9,465.99	\$6,909.03	\$7,358.12	\$7,836.40	\$8,345.77	\$8,888.25	\$9,465.99
ENGINEERING								
Administrative Assistant 1	\$2,116.84	\$2,900.25	\$2,116.84	\$2,254.43	\$2,400.97	\$2,557.03	\$2,723.24	\$2,900.25
Administrative Assistant 2	\$2,423.94	\$3,321.01	\$2,423.94	\$2,581.50	\$2,749.30	\$2,928.00	\$3,118.32	\$3,321.01
Senior Administrative Assistant	\$2,797.27	\$3,832.50	\$2,797.27	\$2,979.09	\$3,172.73	\$3,378.96	\$3,598.59	\$3,832.50
Department Administrator 1	\$2,914.60	\$3,993.25	\$2,914.60	\$3,104.05	\$3,305.81	\$3,520.69	\$3,749.53	\$3,993.25
Department Administrator 2	\$3,372.05	\$4,619.99	\$3,372.05	\$3,591.23	\$3,824.66	\$4,073.26	\$4,338.02	\$4,619.99
Construction Inspector 1	\$3,353.03	\$4,593.94	\$3,353.03	\$3,570.98	\$3,803.09	\$4,050.29	\$4,313.56	\$4,593.94
Construction Inspector 2	\$3,672.85	\$5,032.13	\$3,672.85	\$3,911.59	\$4,165.84	\$4,436.62	\$4,725.00	\$5,032.13
Assistant Project Manager	\$3,844.94	\$5,267.91	\$3,844.94	\$4,094.86	\$4,361.03	\$4,644.50	\$4,946.39	\$5,267.91
Associate Project Manager	\$4,340.75	\$5,947.20	\$4,340.75	\$4,622.90	\$4,923.39	\$5,243.41	\$5,584.23	\$5,947.20
Project Manager	\$5,091.24	\$6,975.44	\$5,091.24	\$5,422.17	\$5,774.61	\$6,149.96	\$6,549.71	\$6,975.44
Senior Project Manager	\$5,726.18	\$7,845.35	\$5,726.18	\$6,098.38	\$6,494.77	\$6,916.93	\$7,366.53	\$7,845.35
Manager of Engineering	\$7,634.62	\$10,460.10	\$7,634.62	\$8,130.87	\$8,659.38	\$9,222.24	\$9,821.69	\$10,460.10
WATER RESOURCES & PUBLIC AFFAIRS								
Water Resource Specialist	\$3,718.65	\$5,094.87	\$3,718.65	\$3,960.36	\$4,217.78	\$4,491.94	\$4,783.92	\$5,094.87
Senior Water Resource Specialist	\$4,090.53	\$5,604.37	\$4,090.53	\$4,356.41	\$4,639.58	\$4,941.15	\$5,262.32	\$5,604.37
Public Affairs Specialist	\$3,448.21	\$4,724.34	\$3,448.21	\$3,672.34	\$3,911.04	\$4,165.26	\$4,436.00	\$4,724.34
Senior Communications Specialist	\$3,793.03	\$5,196.78	\$3,793.03	\$4,039.58	\$4,302.15	\$4,581.79	\$4,879.61	\$5,196.78
Principal Water Resource Specialist	\$4,792.71	\$6,566.44	\$4,792.71	\$5,104.24	\$5,436.02	\$5,789.36	\$6,165.67	\$6,566.44
Manager of Water Resources & Public Affairs	\$6,909.03	\$9,465.99	\$6,909.03	\$7,358.12	\$7,836.40	\$8,345.77	\$8,888.25	\$9,465.99
INFORMATION TECHNOLOGY								
IT Specialist 1	\$3,380.57	\$4,631.67	\$3,380.57	\$3,600.31	\$3,834.33	\$4,083.56	\$4,348.99	\$4,631.67
IT Specialist 2	\$3,718.65	\$5,094.87	\$3,718.65	\$3,960.36	\$4,217.78	\$4,491.94	\$4,783.92	\$5,094.87
IT Specialist 3	\$4,317.74	\$5,915.67	\$4,317.74	\$4,598.39	\$4,897.29	\$5,215.61	\$5,554.62	\$5,915.67
Sr IT Specialist	\$4,832.21	\$6,620.54	\$4,832.21	\$5,146.30	\$5,480.81	\$5,837.06	\$6,216.47	\$6,620.54
Manager of Information Technology	\$6,909.03	\$9,465.99	\$6,909.03	\$7,358.12	\$7,836.40	\$8,345.77	\$8,888.25	\$9,465.99

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Position	Semi-Monthly Salary Range		Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
OPERATIONS AND MAINTENANCE								
Operations Administration								
Manager of Operations & Maintenance	\$7,146.11	\$9,790.79	\$7,146.11	\$7,610.61	\$8,105.30	\$8,632.14	\$9,193.23	\$9,790.79
System Maintenance Division								
Maintenance Worker 1	\$2,212.33	\$3,031.08	\$2,212.33	\$2,356.13	\$2,509.28	\$2,672.38	\$2,846.08	\$3,031.08
Maintenance Worker 2	\$2,524.28	\$3,458.48	\$2,524.28	\$2,688.36	\$2,863.10	\$3,049.20	\$3,247.40	\$3,458.48
Senior Maintenance Worker	\$3,010.47	\$4,124.61	\$3,010.47	\$3,206.15	\$3,414.55	\$3,636.50	\$3,872.87	\$4,124.61
Construction Inspector 1	\$3,353.03	\$4,593.94	\$3,353.03	\$3,570.98	\$3,803.09	\$4,050.29	\$4,313.56	\$4,593.94
Senior Maintenance Crew Leader	\$3,568.46	\$4,889.10	\$3,568.46	\$3,800.41	\$4,047.44	\$4,310.52	\$4,590.70	\$4,889.10
System Maintenance Supervisor	\$4,595.38	\$6,296.07	\$4,595.38	\$4,894.08	\$5,212.20	\$5,550.99	\$5,911.80	\$6,296.07
Distribution System Division								
Electro Mechanical Technician 1	\$2,730.90	\$3,741.57	\$2,730.90	\$2,908.41	\$3,097.46	\$3,298.79	\$3,513.21	\$3,741.57
Electro Mechanical Technician 2	\$3,210.71	\$4,398.95	\$3,210.71	\$3,419.41	\$3,641.67	\$3,878.38	\$4,130.47	\$4,398.95
Senior Electro Mechanical Technician	\$3,568.46	\$4,889.10	\$3,568.46	\$3,800.41	\$4,047.44	\$4,310.52	\$4,590.70	\$4,889.10
Distribution Crew Leader	\$3,870.50	\$5,302.92	\$3,870.50	\$4,122.08	\$4,390.02	\$4,675.37	\$4,979.27	\$5,302.92
Distribution System Supervisor	\$4,595.38	\$6,296.07	\$4,595.38	\$4,894.08	\$5,212.20	\$5,550.99	\$5,911.80	\$6,296.07
Control System Division								
Instrumentation Technician	\$2,996.67	\$4,105.69	\$2,996.67	\$3,191.45	\$3,398.89	\$3,619.82	\$3,855.11	\$4,105.69
Senior Instrumentation Technician	\$3,568.46	\$4,889.10	\$3,568.46	\$3,800.41	\$4,047.44	\$4,310.52	\$4,590.70	\$4,889.10
Control Technician	\$3,179.24	\$4,355.83	\$3,179.24	\$3,385.89	\$3,605.97	\$3,840.36	\$4,089.98	\$4,355.83
Senior Control Technician	\$3,870.50	\$5,302.92	\$3,870.50	\$4,122.08	\$4,390.02	\$4,675.37	\$4,979.27	\$5,302.92
Control System Specialist	\$4,255.64	\$5,830.61	\$4,255.64	\$4,532.26	\$4,826.86	\$5,140.61	\$5,474.75	\$5,830.61
Control System Supervisor	\$4,839.25	\$6,630.19	\$4,839.25	\$5,153.80	\$5,488.80	\$5,845.57	\$6,225.53	\$6,630.19
Operations Division								
Water Distribution Operator	\$2,906.49	\$3,982.14	\$2,906.49	\$3,095.41	\$3,296.61	\$3,510.89	\$3,739.10	\$3,982.14
Water Treatment Operator	\$3,397.77	\$4,655.24	\$3,397.77	\$3,618.63	\$3,853.84	\$4,104.34	\$4,371.12	\$4,655.24
Senior Operator	\$3,870.50	\$5,302.92	\$3,870.50	\$4,122.08	\$4,390.02	\$4,675.37	\$4,979.27	\$5,302.92
Assistant Operations Supervisor	\$4,340.75	\$5,947.20	\$4,340.75	\$4,622.90	\$4,923.39	\$5,243.41	\$5,584.23	\$5,947.20
Operations Supervisor	\$4,839.25	\$6,630.19	\$4,839.25	\$5,153.80	\$5,488.80	\$5,845.57	\$6,225.53	\$6,630.19
Regulatory Compliance Division								
Laboratory Technician	\$3,179.23	\$4,355.82	\$3,179.23	\$3,385.88	\$3,605.96	\$3,840.35	\$4,089.97	\$4,355.82
Laboratory Coordinator	\$3,620.30	\$4,960.13	\$3,620.30	\$3,855.62	\$4,106.24	\$4,373.15	\$4,657.40	\$4,960.13
Regulatory Compliance Supervisor	\$4,981.58	\$6,825.19	\$4,981.58	\$5,305.38	\$5,650.23	\$6,017.49	\$6,408.63	\$6,825.19
General Services Division								
Administrative Assistant 1	\$2,116.84	\$2,900.25	\$2,116.84	\$2,254.43	\$2,400.97	\$2,557.03	\$2,723.24	\$2,900.25
Administrative Assistant 2	\$2,423.94	\$3,321.01	\$2,423.94	\$2,581.50	\$2,749.30	\$2,928.00	\$3,118.32	\$3,321.01
Senior Administrative Assistant	\$2,797.27	\$3,832.50	\$2,797.27	\$2,979.09	\$3,172.73	\$3,378.96	\$3,598.59	\$3,832.50
Facility Coordinator 1	\$2,439.15	\$3,341.84	\$2,439.15	\$2,597.69	\$2,766.54	\$2,946.37	\$3,137.88	\$3,341.84
Facility Coordinator 2	\$3,010.47	\$4,124.61	\$3,010.47	\$3,206.15	\$3,414.55	\$3,636.50	\$3,872.87	\$4,124.61
General Services Supervisor	\$4,595.38	\$6,296.07	\$4,595.38	\$4,894.08	\$5,212.20	\$5,550.99	\$5,911.80	\$6,296.07
Part-Time Positions (Hourly)								
Cleaning Crew-Crew Leader (Hourly)		\$28.36						\$28.36
Cleaning Crew 2 (Hourly)		\$26.39						\$26.39
Cleaning Crew 1 (Hourly)		\$24.42						\$24.42