

# CALLEGUAS MWD SALARY SCHEDULE

EFFECTIVE July 1, 2025

Position	Annual Salary Range		Semi-Monthly Salary Range	
	Minimum	Maximum	Minimum	Maximum
<b>Board</b>				
Board Member (Per Meeting)		\$ 230.00		
<b>ADMINISTRATION</b>				
Administrative Assistant 1	\$53,898.00	\$73,844.88	\$2,245.75	\$3,076.87
Administrative Assistant 2	\$64,186.08	\$87,940.32	\$2,674.42	\$3,664.18
Senior Administrative Assistant	\$73,715.28	\$100,997.04	\$3,071.47	\$4,208.21
Clerk of the Board	\$118,774.56	\$162,731.76	\$4,948.94	\$6,780.49
Executive Strategist	\$191,958.24	\$262,999.20	\$7,998.26	\$10,958.30
Deputy General Manager	\$229,943.28	\$315,042.48	\$9,580.97	\$13,126.77
General Manager	\$0.00	\$409,842.72	\$0.00	\$17,076.78
<b>FINANCE</b>				
Accounting Technician 1	\$60,506.88	\$82,900.32	\$2,521.12	\$3,454.18
Accounting Technician 2	\$68,814.48	\$94,281.12	\$2,867.27	\$3,928.38
Senior Accounting Technician	\$74,210.16	\$101,674.08	\$3,092.09	\$4,236.42
Accounting Supervisor	\$124,621.68	\$170,742.48	\$5,192.57	\$7,114.27
Manager of Finance	\$202,164.24	\$276,982.80	\$8,423.51	\$11,540.95
<b>HUMAN RESOURCES &amp; RISK MANAGEMENT</b>				
Sr Human Resources Analyst	\$91,646.64	\$125,563.68	\$3,818.61	\$5,231.82
Emergency Response Coordinator	\$100,439.28	\$137,610.72	\$4,184.97	\$5,733.78
Environmental Health & Safety Specialist	\$117,941.04	\$161,589.36	\$4,914.21	\$6,732.89
Manager of Human Resources & Risk Management	\$175,914.24	\$241,018.32	\$7,329.76	\$10,042.43
<b>ENGINEERING</b>				
Administrative Assistant 1	\$53,898.00	\$73,844.88	\$2,245.75	\$3,076.87
Administrative Assistant 2	\$64,186.08	\$87,940.32	\$2,674.42	\$3,664.18
Senior Administrative Assistant	\$73,715.28	\$100,997.04	\$3,071.47	\$4,208.21
Department Administrator 1	\$77,178.24	\$105,741.12	\$3,215.76	\$4,405.88
Department Administrator 2	\$85,857.60	\$117,631.92	\$3,577.40	\$4,901.33
Construction Inspector 1	\$88,788.00	\$121,647.60	\$3,699.50	\$5,068.65
Construction Inspector 2	\$97,256.64	\$133,249.92	\$4,052.36	\$5,552.08
Electrical Construction Inspector	\$97,256.64	\$133,249.92	\$4,052.36	\$5,552.08
Assistant Project Manager	\$97,897.92	\$134,128.80	\$4,079.08	\$5,588.70
Associate Project Manager	\$110,521.92	\$151,424.64	\$4,605.08	\$6,309.36
Project Manager	\$129,630.48	\$177,605.04	\$5,401.27	\$7,400.21
Senior Project Manager	\$145,797.12	\$199,754.40	\$6,074.88	\$8,323.10
Manager of Engineering	\$202,164.24	\$276,982.80	\$8,423.51	\$11,540.95
<b>EXTERNAL AFFAIRS</b>				
Management Analyst	\$94,362.96	\$129,285.60	\$3,931.79	\$5,386.90
Manager of External Affairs	\$182,950.80	\$250,658.40	\$7,622.95	\$10,444.10
<b>WATER RESOURCES</b>				
Public Affairs Specialist	\$91,308.48	\$125,100.48	\$3,804.52	\$5,212.52
Water Resource Specialist	\$104,150.64	\$142,695.36	\$4,339.61	\$5,945.64
Senior Water Resource Specialist	\$114,566.16	\$156,965.28	\$4,773.59	\$6,540.22
Senior Communications Specialist	\$100,439.28	\$137,610.72	\$4,184.97	\$5,733.78
Principal Water Resource Specialist	\$135,452.88	\$185,581.92	\$5,643.87	\$7,732.58
Manager of Water Resources	\$182,950.80	\$250,658.40	\$7,622.95	\$10,444.10

# CALLEGUAS MWD SALARY SCHEDULE

EFFECTIVE July 1, 2025

Position	Annual Salary Range		Semi-Monthly Salary Range	
	Minimum	Maximum	Minimum	Maximum
<b>INFORMATION TECHNOLOGY</b>				
IT Specialist 1	\$86,074.56	\$117,929.28	\$3,586.44	\$4,913.72
IT Specialist 2	\$94,682.40	\$129,723.12	\$3,945.10	\$5,405.13
IT Specialist 3	\$109,936.32	\$150,621.84	\$4,580.68	\$6,275.91
Sr IT Specialist	\$123,035.28	\$168,569.04	\$5,126.47	\$7,023.71
GIS Analyst	\$109,936.32	\$150,621.84	\$4,580.68	\$6,275.91
Manager of Information Technology	\$182,950.80	\$250,658.40	\$7,622.95	\$10,444.10
<b>OPERATIONS AND MAINTENANCE</b>				
<b>Operations Administration</b>				
Manager of Operations & Maintenance	\$191,958.24	\$262,999.20	\$7,998.26	\$10,958.30
Assistant Manager of Operations & Maintenance	\$156,471.36	\$214,379.28	\$6,519.64	\$8,932.47
<b>System Maintenance Division</b>				
Maintenance Worker 1	\$58,582.32	\$80,262.48	\$2,440.93	\$3,344.27
Maintenance Worker 2	\$67,485.36	\$92,461.20	\$2,811.89	\$3,852.55
Senior Maintenance Worker	\$79,716.96	\$109,219.68	\$3,321.54	\$4,550.82
Construction Inspector 1	\$88,788.00	\$121,647.60	\$3,699.50	\$5,068.65
Senior Maintenance Crew Leader	\$94,492.56	\$129,463.44	\$3,937.19	\$5,394.31
System Maintenance Supervisor	\$122,270.40	\$167,521.20	\$5,094.60	\$6,980.05
<b>Distribution System Division</b>				
Electro Mechanical Technician 1	\$72,314.16	\$99,076.80	\$3,013.09	\$4,128.20
Electro Mechanical Technician 2	\$81,749.52	\$112,003.92	\$3,406.23	\$4,666.83
Senior Electro Mechanical Technician	\$94,492.56	\$129,463.44	\$3,937.19	\$5,394.31
Distribution Crew Leader	\$101,505.36	\$139,071.12	\$4,229.39	\$5,794.63
Distribution System Supervisor	\$122,270.40	\$167,521.20	\$5,094.60	\$6,980.05
<b>Control System Division</b>				
Instrumentation Technician	\$76,299.84	\$104,537.04	\$3,179.16	\$4,355.71
Senior Instrumentation Technician	\$90,858.48	\$124,483.68	\$3,785.77	\$5,186.82
Control Technician	\$84,186.24	\$115,342.32	\$3,507.76	\$4,805.93
Senior Control Technician	\$98,548.56	\$135,020.16	\$4,106.19	\$5,625.84
Control System Specialist	\$108,354.96	\$148,456.08	\$4,514.79	\$6,185.67
Control System Supervisor	\$123,214.56	\$168,814.80	\$5,133.94	\$7,033.95
<b>Operations Division</b>				
Water Distribution Operator	\$74,003.52	\$101,391.36	\$3,083.48	\$4,224.64
Water Treatment Operator	\$86,512.32	\$118,529.52	\$3,604.68	\$4,938.73
Senior Operator	\$102,490.80	\$140,421.36	\$4,270.45	\$5,850.89
Assistant Operations Supervisor	\$110,521.92	\$151,424.64	\$4,605.08	\$6,309.36
Operations Supervisor	\$128,143.20	\$175,567.20	\$5,339.30	\$7,315.30
<b>Regulatory Compliance Division</b>				
Laboratory Technician	\$80,947.92	\$110,905.68	\$3,372.83	\$4,621.07
Laboratory Coordinator	\$92,178.24	\$126,292.32	\$3,840.76	\$5,262.18
Cross Connection Specialist	\$88,788.00	\$121,647.60	\$3,699.50	\$5,068.65
Regulatory Compliance Supervisor	\$133,180.56	\$182,468.64	\$5,549.19	\$7,602.86

CALLEGUAS MWD SALARY SCHEDULE

EFFECTIVE July 1, 2025

Position	Annual Salary Range		Semi-Monthly Salary Range	
	Minimum	Maximum	Minimum	Maximum
General Services Division				
Administrative Assistant 1	\$53,898.00	\$73,844.88	\$2,245.75	\$3,076.87
Administrative Assistant 2	\$64,186.08	\$87,940.32	\$2,674.42	\$3,664.18
Senior Administrative Assistant	\$73,715.28	\$100,997.04	\$3,071.47	\$4,208.21
Facility Coordinator 1	\$62,104.56	\$85,088.16	\$2,587.69	\$3,545.34
Facility Coordinator 2	\$76,650.96	\$105,018.72	\$3,193.79	\$4,375.78
General Services Supervisor	\$122,270.40	\$167,521.20	\$5,094.60	\$6,980.05
Part-Time Positions (Hourly)				
Cleaning Crew-Crew Leader (Hourly)	\$0.00	\$30.08	\$0.00	\$30.08
Cleaning Crew 2 (Hourly)	\$0.00	\$28.00	\$0.00	\$28.00
Cleaning Crew 1 (Hourly)	\$0.00	\$25.90	\$0.00	\$25.90
Student Intern (Hourly)	\$20.00	\$30.00	\$20.00	\$30.00