

# CALLEGUAS MWD SALARY SCHEDULE

**EFFECTIVE**  
**March 1, 2026**

Position	Annual Salary Range		Semi-Monthly Salary Range	
	Minimum	Maximum	Minimum	Maximum
<b>Board</b>				
Board Member (Per Meeting)		\$ 240.00		
<b>Full-Time Positions</b>				
Administrative Assistant 1	\$ 55,838.40	\$ 76,503.36	\$ 2,326.60	\$ 3,187.64
Maintenance Worker 1	\$ 60,691.20	\$ 83,151.84	\$ 2,528.80	\$ 3,464.66
Accounting Technician 1	\$ 62,685.12	\$ 85,884.72	\$ 2,611.88	\$ 3,578.53
Facility Coordinator 1	\$ 64,340.40	\$ 88,151.28	\$ 2,680.85	\$ 3,672.97
Administrative Assistant 2	\$ 66,496.80	\$ 91,106.16	\$ 2,770.70	\$ 3,796.09
Maintenance Worker 2	\$ 69,914.88	\$ 95,789.76	\$ 2,913.12	\$ 3,991.24
Accounting Technician 2	\$ 71,291.76	\$ 97,675.20	\$ 2,970.49	\$ 4,069.80
Electro Mechanical Technician 1	\$ 74,917.44	\$ 102,643.68	\$ 3,121.56	\$ 4,276.82
Senior Administrative Assistant	\$ 76,368.96	\$ 104,633.04	\$ 3,182.04	\$ 4,359.71
Water Distribution Operator	\$ 76,667.76	\$ 105,041.52	\$ 3,194.49	\$ 4,376.73
Senior Accounting Technician	\$ 76,881.84	\$ 105,334.32	\$ 3,203.41	\$ 4,388.93
Instrumentation Technician	\$ 79,046.64	\$ 108,300.48	\$ 3,293.61	\$ 4,512.52
Facility Coordinator 2	\$ 79,410.48	\$ 108,799.44	\$ 3,308.77	\$ 4,533.31
Department Administrator 1	\$ 79,956.72	\$ 109,547.76	\$ 3,331.53	\$ 4,564.49
Senior Maintenance Worker	\$ 82,586.88	\$ 113,151.60	\$ 3,441.12	\$ 4,714.65
Laboratory Technician	\$ 83,862.00	\$ 114,898.32	\$ 3,494.25	\$ 4,787.43
Electro Mechanical Technician 2	\$ 84,692.40	\$ 116,036.16	\$ 3,528.85	\$ 4,834.84
Control Technician	\$ 87,216.96	\$ 119,494.56	\$ 3,634.04	\$ 4,978.94
Department Administrator 2	\$ 88,948.56	\$ 121,866.72	\$ 3,706.19	\$ 5,077.78
IT Specialist 1	\$ 89,173.20	\$ 122,174.64	\$ 3,715.55	\$ 5,090.61
Water Treatment Operator	\$ 89,626.80	\$ 122,796.48	\$ 3,734.45	\$ 5,116.52
Construction Inspector 1	\$ 91,984.32	\$ 126,026.88	\$ 3,832.68	\$ 5,251.12
Cross Connection Specialist	\$ 91,984.32	\$ 126,026.88	\$ 3,832.68	\$ 5,251.12
Senior Instrumentation Technician	\$ 94,129.44	\$ 128,965.20	\$ 3,922.06	\$ 5,373.55
Public Affairs Specialist	\$ 94,595.52	\$ 129,604.08	\$ 3,941.48	\$ 5,400.17
Sr Human Resources Analyst	\$ 94,945.92	\$ 130,084.08	\$ 3,956.08	\$ 5,420.17
Laboratory Coordinator	\$ 95,496.72	\$ 130,838.88	\$ 3,979.03	\$ 5,451.62
Management Analyst	\$ 97,759.92	\$ 133,939.92	\$ 4,073.33	\$ 5,580.83
Senior Maintenance Crew Leader	\$ 97,894.32	\$ 134,124.24	\$ 4,078.93	\$ 5,588.51
Senior Electro Mechanical Technician	\$ 97,894.32	\$ 134,124.24	\$ 4,078.93	\$ 5,588.51
IT Specialist 2	\$ 98,090.88	\$ 134,393.04	\$ 4,087.12	\$ 5,599.71
Construction Inspector 2	\$ 100,757.76	\$ 138,046.80	\$ 4,198.24	\$ 5,751.95
Electrical Construction Inspector	\$ 100,757.76	\$ 138,046.80	\$ 4,198.24	\$ 5,751.95

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Position	Annual Salary Range		Semi-Monthly Salary Range	
	Minimum	Maximum	Minimum	Maximum
Assistant Project Manager	\$ 101,422.32	\$ 138,957.36	\$ 4,225.93	\$ 5,789.89
Senior Control Technician	\$ 102,096.24	\$ 139,880.88	\$ 4,254.01	\$ 5,828.37
Emergency Response Coordinator	\$ 104,055.12	\$ 142,564.80	\$ 4,335.63	\$ 5,940.20
Senior Communications Specialist	\$ 104,055.12	\$ 142,564.80	\$ 4,335.63	\$ 5,940.20
Distribution Crew Leader	\$ 105,159.60	\$ 144,077.76	\$ 4,381.65	\$ 6,003.24
Senior Operator	\$ 106,180.56	\$ 145,476.48	\$ 4,424.19	\$ 6,061.52
Water Resource Specialist	\$ 107,900.16	\$ 147,832.32	\$ 4,495.84	\$ 6,159.68
Control System Specialist	\$ 112,255.68	\$ 153,800.40	\$ 4,677.32	\$ 6,408.35
IT Specialist 3	\$ 113,893.92	\$ 156,044.16	\$ 4,745.58	\$ 6,501.84
GIS Analyst	\$ 113,893.92	\$ 156,044.16	\$ 4,745.58	\$ 6,501.84
Associate Project Manager	\$ 114,500.64	\$ 156,876.00	\$ 4,770.86	\$ 6,536.50
Assistant Operations Supervisor	\$ 114,500.64	\$ 156,876.00	\$ 4,770.86	\$ 6,536.50
Senior Water Resource Specialist	\$ 118,690.56	\$ 162,616.08	\$ 4,945.44	\$ 6,775.67
Environmental Health & Safety Specialist	\$ 122,186.88	\$ 167,406.48	\$ 5,091.12	\$ 6,975.27
Clerk of the Board	\$ 123,050.40	\$ 168,590.16	\$ 5,127.10	\$ 7,024.59
System Maintenance Supervisor	\$ 126,672.24	\$ 173,551.92	\$ 5,278.01	\$ 7,231.33
Distribution System Supervisor	\$ 126,672.24	\$ 173,551.92	\$ 5,278.01	\$ 7,231.33
General Services Supervisor	\$ 126,672.24	\$ 173,551.92	\$ 5,278.01	\$ 7,231.33
Sr IT Specialist	\$ 127,464.48	\$ 174,637.44	\$ 5,311.02	\$ 7,276.56
Control System Supervisor	\$ 127,650.24	\$ 174,892.08	\$ 5,318.76	\$ 7,287.17
Accounting Supervisor	\$ 129,108.00	\$ 176,889.12	\$ 5,379.50	\$ 7,370.38
Operations Supervisor	\$ 132,756.24	\$ 181,887.60	\$ 5,531.51	\$ 7,578.65
Project Manager	\$ 134,297.28	\$ 183,998.88	\$ 5,595.72	\$ 7,666.62
Regulatory Compliance Supervisor	\$ 137,975.04	\$ 189,037.44	\$ 5,748.96	\$ 7,876.56
Principal Water Resource Specialist	\$ 140,329.20	\$ 192,262.80	\$ 5,847.05	\$ 8,010.95
Senior Project Manager	\$ 151,045.92	\$ 206,945.52	\$ 6,293.58	\$ 8,622.73
Assistant Manager of Operations & Maintenance	\$ 162,104.40	\$ 222,096.96	\$ 6,754.35	\$ 9,254.04
Manager of Human Resources & Risk Management	\$ 182,247.12	\$ 249,695.04	\$ 7,593.63	\$ 10,403.96
Manager of External Affairs	\$ 189,537.12	\$ 259,682.16	\$ 7,897.38	\$ 10,820.09
Manager of Water Resources	\$ 189,537.12	\$ 259,682.16	\$ 7,897.38	\$ 10,820.09
Manager of Information Technology	\$ 189,537.12	\$ 259,682.16	\$ 7,897.38	\$ 10,820.09
Executive Strategist	\$ 198,868.80	\$ 272,467.20	\$ 8,286.20	\$ 11,352.80
Manager of Operations & Maintenance	\$ 198,868.80	\$ 272,467.20	\$ 8,286.20	\$ 11,352.80
Manager of Finance	\$ 209,442.24	\$ 286,954.08	\$ 8,726.76	\$ 11,956.42
Manager of Engineering	\$ 209,442.24	\$ 286,954.08	\$ 8,726.76	\$ 11,956.42
Deputy General Manager	\$ 238,221.12	\$ 326,383.92	\$ 9,925.88	\$ 13,599.33

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**EFFECTIVE  
March 1, 2026**

Position	Annual Salary Range		Semi-Monthly Salary Range	
	Minimum	Maximum	Minimum	Maximum
General Manager		\$ 416,810.16		\$ 17,367.09

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Position	Annual Salary Range		Semi-Monthly Salary Range	
	Minimum	Maximum	Minimum	Maximum
<b>Part-Time Positions (Hourly)</b>				
Cleaning Crew-Crew Leader (Hourly)		\$ 31.16		
Cleaning Crew 2 (Hourly)		\$ 29.01		
Cleaning Crew 1 (Hourly)		\$ 26.83		
Student Intern (Hourly)	\$ 20.00	\$ 30.00		