

CALLEGUAS MWD SALARY SCHEDULE

Effective: July 1, 2024

Position	Annual Salary Range		Semi-Monthly Salary Range	
	Minimum	Maximum	Minimum	Maximum
Board				
Board Member (Per Meeting)		\$ 230.00		
ADMINISTRATION				
Administrative Assistant 1	\$52,226.64	\$71,555.04	\$2,176.11	\$2,981.46
Administrative Assistant 2	\$62,195.76	\$85,213.44	\$2,591.49	\$3,550.56
Senior Administrative Assistant	\$71,429.52	\$97,865.28	\$2,976.23	\$4,077.72
Clerk of the Board	\$115,091.52	\$157,685.76	\$4,795.48	\$6,570.24
Executive Strategist	\$186,006.00	\$254,844.24	\$7,750.25	\$10,618.51
Deputy General Manager	\$222,813.36	\$305,273.76	\$9,283.89	\$12,719.74
General Manager	\$0.00	\$396,750.00	\$0.00	\$16,531.25
FINANCE				
Accounting Technician 1	\$58,630.80	\$80,329.68	\$2,442.95	\$3,347.07
Accounting Technician 2	\$66,680.64	\$91,357.68	\$2,778.36	\$3,806.57
Senior Accounting Technician	\$71,909.04	\$98,521.44	\$2,996.21	\$4,105.06
Accounting Supervisor	\$120,757.44	\$165,448.08	\$5,031.56	\$6,893.67
Manager of Finance	\$195,895.68	\$268,394.16	\$8,162.32	\$11,183.09
HUMAN RESOURCES & RISK MANAGEMENT				
Sr Human Resources Analyst	\$88,804.80	\$121,670.16	\$3,700.20	\$5,069.59
Emergency Response Coordinator	\$97,324.80	\$133,343.76	\$4,055.20	\$5,555.99
Environmental Health & Safety Specialist	\$114,283.92	\$156,578.88	\$4,761.83	\$6,524.12
Assistant Manager of Human Resources & Risk Management	\$137,486.16	\$188,368.08	\$5,728.59	\$7,848.67
Manager of Human Resources & Risk Management	\$170,459.52	\$233,544.96	\$7,102.48	\$9,731.04
ENGINEERING				
Administrative Assistant 1	\$52,226.64	\$71,555.04	\$2,176.11	\$2,981.46
Administrative Assistant 2	\$62,195.76	\$85,213.44	\$2,591.49	\$3,550.56
Senior Administrative Assistant	\$71,429.52	\$97,865.28	\$2,976.23	\$4,077.72
Department Administrator 1	\$74,785.20	\$102,462.24	\$3,116.05	\$4,269.26
Department Administrator 2	\$83,195.28	\$113,984.40	\$3,466.47	\$4,749.35
Construction Inspector 1	\$86,034.96	\$117,875.52	\$3,584.79	\$4,911.48
Construction Inspector 2	\$94,241.04	\$129,118.08	\$3,926.71	\$5,379.92
Electrical Construction Inspector	\$94,241.04	\$129,118.08	\$3,926.71	\$5,379.92
Assistant Project Manager	\$94,862.40	\$129,969.84	\$3,952.60	\$5,415.41
Associate Project Manager	\$107,094.96	\$146,729.28	\$4,462.29	\$6,113.72
Project Manager	\$125,610.96	\$172,098.00	\$5,233.79	\$7,170.75
Senior Project Manager	\$141,276.24	\$193,560.48	\$5,886.51	\$8,065.02
Manager of Engineering	\$195,895.68	\$268,394.16	\$8,162.32	\$11,183.09
EXTERNAL AFFAIRS				
Management Analyst	\$91,436.88	\$125,276.64	\$3,809.87	\$5,219.86
Manager of External Affairs	\$177,277.92	\$242,886.00	\$7,386.58	\$10,120.25
WATER RESOURCES				
Public Affairs Specialist	\$88,477.20	\$121,221.36	\$3,686.55	\$5,050.89
Water Resource Specialist	\$100,921.20	\$138,270.72	\$4,205.05	\$5,761.28
Senior Water Resource Specialist	\$111,013.68	\$152,098.08	\$4,625.57	\$6,337.42
Senior Communications Specialist	\$97,324.80	\$133,343.76	\$4,055.20	\$5,555.99
Principal Water Resource Specialist	\$131,252.88	\$179,827.44	\$5,468.87	\$7,492.81
Manager of Water Resources	\$177,277.92	\$242,886.00	\$7,386.58	\$10,120.25

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INFORMATION TECHNOLOGY				
IT Specialist 1	\$83,405.52	\$114,272.64	\$3,475.23	\$4,761.36
IT Specialist 2	\$91,746.48	\$125,700.72	\$3,822.77	\$5,237.53
IT Specialist 3	\$106,527.36	\$145,951.44	\$4,438.64	\$6,081.31
Sr IT Specialist	\$119,220.24	\$163,342.08	\$4,967.51	\$6,805.92
Manager of Information Technology	\$177,277.92	\$242,886.00	\$7,386.58	\$10,120.25
OPERATIONS AND MAINTENANCE				
Operations Administration				
Manager of Operations & Maintenance	\$186,006.00	\$254,844.24	\$7,750.25	\$10,618.51
System Maintenance Division				
Maintenance Worker 1	\$56,765.76	\$77,773.68	\$2,365.24	\$3,240.57
Maintenance Worker 2	\$65,392.80	\$89,594.16	\$2,724.70	\$3,733.09
Senior Maintenance Worker	\$77,245.20	\$105,833.04	\$3,218.55	\$4,409.71
Construction Inspector 1	\$86,034.96	\$117,875.52	\$3,584.79	\$4,911.48
Senior Maintenance Crew Leader	\$91,562.64	\$125,448.96	\$3,815.11	\$5,227.04
System Maintenance Supervisor	\$118,479.12	\$162,326.64	\$4,936.63	\$6,763.61
Distribution System Division				
Electro Mechanical Technician 1	\$70,071.84	\$96,004.56	\$2,919.66	\$4,000.19
Electro Mechanical Technician 2	\$79,214.64	\$108,530.88	\$3,300.61	\$4,522.12
Senior Electro Mechanical Technician	\$91,562.64	\$125,448.96	\$3,815.11	\$5,227.04
Distribution Crew Leader	\$98,358.00	\$134,758.80	\$4,098.25	\$5,614.95
Distribution System Supervisor	\$118,479.12	\$162,326.64	\$4,936.63	\$6,763.61
Control System Division				
Instrumentation Technician	\$73,933.92	\$101,295.60	\$3,080.58	\$4,220.65
Senior Instrumentation Technician	\$88,041.12	\$120,623.76	\$3,668.38	\$5,025.99
Control Technician	\$81,575.76	\$111,765.84	\$3,398.99	\$4,656.91
Senior Control Technician	\$95,492.88	\$130,833.60	\$3,978.87	\$5,451.40
Control System Specialist	\$104,995.20	\$143,852.88	\$4,374.80	\$5,993.87
Control System Supervisor	\$119,394.00	\$163,580.16	\$4,974.75	\$6,815.84
Operations Division				
Water Distribution Operator	\$71,708.88	\$98,247.36	\$2,987.87	\$4,093.64
Water Treatment Operator	\$83,829.84	\$114,854.16	\$3,492.91	\$4,785.59
Senior Operator	\$99,312.72	\$136,067.28	\$4,138.03	\$5,669.47
Assistant Operations Supervisor	\$107,094.96	\$146,729.28	\$4,462.29	\$6,113.72
Operations Supervisor	\$124,169.76	\$170,123.28	\$5,173.74	\$7,088.47
Regulatory Compliance Division				
Laboratory Technician	\$78,438.00	\$107,466.72	\$3,268.25	\$4,477.78
Laboratory Coordinator	\$89,320.08	\$122,376.24	\$3,721.67	\$5,099.01
Regulatory Compliance Supervisor	\$129,050.88	\$176,810.64	\$5,377.12	\$7,367.11
General Services Division				
Administrative Assistant 1	\$52,226.64	\$71,555.04	\$2,176.11	\$2,981.46
Administrative Assistant 2	\$62,195.76	\$85,213.44	\$2,591.49	\$3,550.56
Senior Administrative Assistant	\$71,429.52	\$97,865.28	\$2,976.23	\$4,077.72
Facility Coordinator 1	\$60,178.80	\$82,449.84	\$2,507.45	\$3,435.41
Facility Coordinator 2	\$74,274.24	\$101,762.40	\$3,094.76	\$4,240.10
General Services Supervisor	\$118,479.12	\$162,326.64	\$4,936.63	\$6,763.61

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	Minimum	Maximum	Minimum	Maximum
Part-Time Positions (Hourly)				
Cleaning Crew-Crew Leader (Hourly)	\$0.00	\$29.15	\$0.00	\$29.15
Cleaning Crew 2 (Hourly)	\$0.00	\$27.13	\$0.00	\$27.13
Cleaning Crew 1 (Hourly)	\$0.00	\$25.10	\$0.00	\$25.10
Student Intern (Hourly)	\$20.00	\$30.00	\$20.00	\$30.00