

**Encina Wastewater Authority**  
**Salary Schedule for Fiscal Year 2024-25**  
**Effective as of December 18, 2024**

Classification	Grade	Annual	
		Range Min (\$)	Range Max (\$)
Accounting Supervisor	143	118,337	153,838
Accounting Technician I	130	61,343	79,744
Accounting Technician II	134	71,762	93,288
Administrative Assistant I	129	58,984	76,679
Administrative Assistant II	132	66,348	86,249
Assistant General Manager	149	227,568	295,834
Associate Engineer	141	102,400	133,121
Board Secretary/Executive Assistant	141	102,400	133,121
Chemist I	137	82,285	106,970
Chemist II	139	90,719	117,935
Chemist III	142	110,079	143,105
Cogeneration Specialist	140	95,256	123,833
Contract Administrator	139	90,719	117,935
Director of Environmental Compliance	148	189,642	246,531
Director of Finance	148	189,642	246,531
Director of Operations	148	189,642	246,531
Director of Technical Services	148	189,642	246,531
Electrical and Instrumentation Supervisor	143	118,337	153,838
Electrical and Instrumentation Technician	140	95,256	123,833
Electrical and Instrumentation Technician-In-Training	136	78,366	101,876
Engineer	144	127,212	165,375
Engineering Services Manager	147	158,032	205,440
Field Services Superintendent	143	118,337	153,838
General Manager	150	273,079	355,005
Human Resources Analyst	141	102,400	133,121
Human Resources Manager	146	147,007	191,107
Information Systems Analyst	143	118,337	153,838
Information Systems Manager	146	147,007	191,107
Inventory Control Technician	135	74,634	97,025
Laboratory Manager	146	147,007	191,107
Lead Mechanical Technician	141	102,400	133,121
Lead Operator	141	102,400	133,121
Maintenance Manager	146	147,007	191,107
Mechanical Technician I	136	78,366	101,876
Mechanical Technician II	138	86,397	112,317
Mechanical Technician Supervisor	143	118,337	153,838
Operations Manager	146	147,007	191,107
Operator I	135	74,634	97,025
Operator II	138	86,397	112,317
Operator-In-Training	133	69,000	89,699

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Classification	Grade	Annual	
		Range Min (\$)	Range Max (\$)
Procurement Specialist	138	86,397	112,317
Safety & Training Manager	146	147,007	191,107
Senior Construction Manager	147	158,032	205,440
Shift Supervisor	143	118,337	153,838
Source Control Inspector I	135	74,634	97,025
Source Control Inspector II	138	86,397	112,317
Source Control Inspector III	141	102,400	133,121
Source Control Manager	146	147,007	191,107
Training and Quality Control Specialist	144	127,212	165,375

Special Compensation Type	Amount (\$)	Factor
Standby Duty	2.00	per hour
Shift Differential	2.50	per hour
Lead Operator Pay <sup>1</sup>	2.50	per hour
Certification Stipend <sup>2</sup>	60.00	per pay period
Meal Allowance <sup>3</sup>	15.00	per meal
Safety Boot Allowance <sup>4</sup>	150 - 350	per year
Safety Prescription Eyewear Allowance	400.00	per year

1. When in absence of Shift Supervisor.
2. For a Class B Drivers License, Crane Operator Certificate, or Welding Certificate.
3. For 2+ hours of overtime.
4. Amount depends on job classification.