

Encina Wastewater Authority
Salary Schedule for Fiscal Year 2026-27
Effective as of July 1, 2026

Classification	Grade	Step and Hourly Rate (\$)							Y-Rated Step
		1	2	3	4	5	6	7	
Accounting Supervisor	143	59.4730	62.4467	65.5690	68.8474	72.2898	75.9043	79.6995	-
Accounting Technician I	130	29.3901	30.8596	32.4026	34.0227	35.7239	37.5101	39.3856	-
Accounting Technician II	135	37.5099	39.3854	41.3546	43.4224	45.5935	47.8732	50.2668	-
Administrative Assistant I	130	29.3901	30.8596	32.4026	34.0227	35.7239	37.5101	39.3856	-
Administrative Assistant II	134	35.7240	37.5102	39.3857	41.3550	43.4227	45.5939	47.8736	-
Assistant General Manager	149	114.3715	120.0901	126.0946	132.3993	139.0193	145.9702	153.2688	-
Associate Engineer	142	55.3240	58.0902	60.9947	64.0444	67.2466	70.6090	74.1394	-
Board Secretary/Executive Assistant	141	51.4641	54.0373	56.7392	59.5761	62.5549	65.6827	68.9668	-
Chemist I	137	41.3550	43.4228	45.5939	47.8736	50.2673	52.7807	55.4197	-
Chemist II	139	45.5941	47.8738	50.2675	52.7809	55.4199	58.1909	61.1005	-
Chemist III	142	55.3240	58.0902	60.9947	64.0444	67.2466	70.6090	74.1394	-
Cogeneration Specialist	141	51.4641	54.0373	56.7392	59.5761	62.5549	65.6827	68.9668	-
Director of Engineering	148	95.3096	100.0751	105.0789	110.3328	115.8495	121.6419	127.7240	-
Director of Environmental Compliance	148	95.3096	100.0751	105.0789	110.3328	115.8495	121.6419	127.7240	-
Director of Finance	148	95.3096	100.0751	105.0789	110.3328	115.8495	121.6419	127.7240	-
Director of Operations	148	95.3096	100.0751	105.0789	110.3328	115.8495	121.6419	127.7240	-
Director of Technical Services	148	95.3096	100.0751	105.0789	110.3328	115.8495	121.6419	127.7240	-
Electrical and Instrumentation Supervisor	144	63.9338	67.1305	70.4870	74.0114	77.7119	81.5975	85.6774	-
Electrical and Instrumentation Technician I	138	43.4229	45.5941	47.8738	50.2675	52.7808	55.4199	58.1909	-
Electrical and Instrumentation Technician II	140	47.8737	50.2673	52.7807	55.4198	58.1907	61.1003	64.1553	-
Electrical and Instrumentation Technician III	141	51.4641	54.0373	56.7392	59.5761	62.5549	65.6827	68.9668	-
Electrical and Instrumentation Technician-In-Training	136	39.3855	41.3547	43.4225	45.5936	47.8733	50.2669	52.7803	-
Energy Systems Manager	146	73.8832	77.5774	81.4562	85.5291	89.8055	94.2958	99.0106	-
Engineer	144	63.9338	67.1305	70.4870	74.0114	77.7119	81.5975	85.6774	-
Environmental Compliance Analyst	140	47.8737	50.2673	52.7807	55.4198	58.1907	61.1003	64.1553	-
Field Services Superintendent	143	59.4730	62.4467	65.5690	68.8474	72.2898	75.9043	79.6995	-
General Manager ¹	150	137.2455	144.1078	151.3132	158.8788	166.8228	175.1639	183.9221	-
Human Resources Analyst	140	47.8737	50.2673	52.7807	55.4198	58.1907	61.1003	64.1553	-
Human Resources Manager	146	73.8832	77.5774	81.4562	85.5291	89.8055	94.2958	99.0106	-
Information Systems Analyst	143	59.4730	62.4467	65.5690	68.8474	72.2898	75.9043	79.6995	-
Information Systems Manager	146	73.8832	77.5774	81.4562	85.5291	89.8055	94.2958	99.0106	-
Inventory Control Technician	135	37.5099	39.3854	41.3546	43.4224	45.5935	47.8732	50.2668	-
Laboratory Manager	146	73.8832	77.5774	81.4562	85.5291	89.8055	94.2958	99.0106	-
Maintenance Manager	146	73.8832	77.5774	81.4562	85.5291	89.8055	94.2958	99.0106	-
Management Analyst	140	47.8737	50.2673	52.7807	55.4198	58.1907	61.1003	64.1553	-
Mechanical Technician I	136	39.3855	41.3547	43.4225	45.5936	47.8733	50.2669	52.7803	-

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Classification	Grade	Step and Hourly Rate (\$)							Y-Rated Step
		1	2	3	4	5	6	7	
Mechanical Technician II	138	43.4229	45.5941	47.8738	50.2675	52.7808	55.4199	58.1909	-
Mechanical Technician III	141	51.4641	54.0373	56.7392	59.5761	62.5549	65.6827	68.9668	-
Mechanical Technician Supervisor	143	59.4730	62.4467	65.5690	68.8474	72.2898	75.9043	79.6995	-
Operations Manager	146	73.8832	77.5774	81.4562	85.5291	89.8055	94.2958	99.0106	-
Operations Supervisor	143	59.4730	62.4467	65.5690	68.8474	72.2898	75.9043	79.6995	-
Operator I	135	37.5099	39.3854	41.3546	43.4224	45.5935	47.8732	50.2668	-
Operator II	138	43.4229	45.5941	47.8738	50.2675	52.7808	55.4199	58.1909	-
Operator III ²	140	47.8737	50.2673	52.7807	55.4198	58.1907	61.1003	64.1553	67.2005
Operator-In-Training	133	34.0228	35.7239	37.5101	39.3856	41.3549	43.4226	45.5938	-
Principal Engineer	146	73.8832	77.5774	81.4562	85.5291	89.8055	94.2958	99.0106	-
Procurement Specialist	138	43.4229	45.5941	47.8738	50.2675	52.7808	55.4199	58.1909	-
Safety & Training Manager	145	68.7286	72.1650	75.7733	79.5619	83.5400	87.7170	92.1029	-
Senior Construction Manager ³	146	73.8832	77.5774	81.4562	85.5291	89.8055	94.2958	99.0106	103.7076
Source Control Inspector I	136	39.3855	41.3547	43.4225	45.5936	47.8733	50.2669	52.7803	-
Source Control Inspector II	139	45.5941	47.8738	50.2675	52.7809	55.4199	58.1909	61.1005	-
Source Control Inspector III	141	51.4641	54.0373	56.7392	59.5761	62.5549	65.6827	68.9668	-
Source Control Manager	146	73.8832	77.5774	81.4562	85.5291	89.8055	94.2958	99.0106	-
Special Compensation Type		Amount (\$)	Factor						
Standby Duty	2.00	per hour							
Shift Differential	2.50	per hour							
Certification Stipend ⁴	60.00	per pay period							
Meal Allowance ⁵	15.00	per meal							

1. General Manager classification shown for illustrative purposes only. Actual hourly rate is set via the General Manager's contract with the Board of Directors.

2. Only positions previously classified as "Lead Operator" on June 30, 2026 that were paid at the top of that range and reclassified to "Operator III" on July 1, 2026 are Y-Rated.

3. Senior Construction Manager classification is Y-rated.

4. For a Class B Drivers License, Crane Operator Certificate, or Welding Certificate.

5. For 2+ hours of overtime.