

Encina Wastewater Authority
Salary Schedule for Fiscal Year 2025-26
Effective as of July 1, 2025

Classification	Grade	Annual	
		Range Min (\$)	Range Max (\$)
Accounting Supervisor	143	124,254	161,529
Accounting Technician I	130	64,410	83,732
Accounting Technician II	134	75,351	97,953
Administrative Assistant I	129	61,933	80,513
Administrative Assistant II	132	69,666	90,562
Assistant General Manager	149	238,946	310,626
Associate Engineer	141	107,520	139,777
Board Secretary/Executive Assistant	141	107,520	139,777
Chemist I	137	86,400	112,318
Chemist II	139	95,255	123,832
Chemist III	142	115,583	150,260
Cogeneration Specialist	140	100,019	130,024
Contract Administrator	139	95,255	123,832
Director of Environmental Compliance	148	199,124	258,857
Director of Finance	148	199,124	258,857
Director of Operations	148	199,124	258,857
Director of Technical Services	148	199,124	258,857
Electrical and Instrumentation Supervisor	143	124,254	161,529
Electrical and Instrumentation Technician	140	100,019	130,024
Electrical and Instrumentation Technician-In-Training	136	82,284	106,970
Engineer	144	133,572	173,644
Engineering Services Manager	147	165,934	215,712
Field Services Superintendent	143	124,254	161,529
General Manager	150	286,733	372,755
Human Resources Analyst	141	107,520	139,777
Human Resources Manager	146	154,358	200,663
Information Systems Analyst	143	124,254	161,529
Information Systems Manager	146	154,358	200,663
Inventory Control Technician	135	78,366	101,877
Laboratory Manager	146	154,358	200,663
Lead Mechanical Technician	141	107,520	139,777
Lead Operator	141	107,520	139,777
Maintenance Manager	146	154,358	200,663
Mechanical Technician I	136	82,284	106,970
Mechanical Technician II	138	90,717	117,933
Mechanical Technician Supervisor	143	124,254	161,529
Operations Manager	146	154,358	200,663
Operator I	135	78,366	101,877
Operator II	138	90,717	117,933
Operator-In-Training	133	72,450	94,184

Encina Wastewater Authority
Salary Schedule for Fiscal Year 2025-26
Effective as of July 1, 2025

Classification	Grade	Annual	
		Range Min (\$)	Range Max (\$)
Procurement Specialist	138	90,717	117,933
Safety & Training Manager	146	154,358	200,663
Senior Construction Manager	147	165,934	215,712
Shift Supervisor	143	124,254	161,529
Source Control Inspector I	135	78,366	101,877
Source Control Inspector II	138	90,717	117,933
Source Control Inspector III	141	107,520	139,777
Source Control Manager	146	154,358	200,663
Training and Quality Control Specialist	144	133,572	173,644

Special Compensation Type	Amount (\$)	Factor
Standby Duty	2.00	per hour
Shift Differential	2.50	per hour
Lead Operator Pay ¹	2.50	per hour
Certification Stipend ²	60.00	per pay period
Meal Allowance ³	15.00	per meal
Safety Boot Allowance ⁴	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.