



SAN JUAN WATER DISTRICT COMPENSATION SCHEDULE

EFFECTIVE: July 12, 2025 Revised March 21, 2026

Non-Exempt Positions	Hourly Rate Range	
	Minimum	Maximum
Accountant	\$ 47.59	\$ 57.11
Accounting Technician I	\$ 32.94	\$ 39.52
Accounting Technician II	\$ 36.38	\$ 43.66
Accounting Technician III	\$ 40.19	\$ 48.22
Chief Operator	\$ 64.79	\$ 77.75
Clerk of the Board/Executive Assistant	\$ 51.54	\$ 61.84
Construction Inspector I	\$ 40.99	\$ 49.19
Construction Inspector II	\$ 45.28	\$ 54.34
Construction Inspector III	\$ 50.02	\$ 60.03
Customer Service Technician I	\$ 30.42	\$ 36.50
Customer Service Technician II	\$ 33.60	\$ 40.32
Customer Service Technician III	\$ 37.11	\$ 44.53
Distribution Lead Worker	\$ 56.37	\$ 67.64
Distribution Operator I	\$ 36.38	\$ 43.66
Distribution Operator II	\$ 40.19	\$ 48.22
Distribution Operator III	\$ 44.39	\$ 53.27
Distribution Operator IV	\$ 49.04	\$ 58.84
Distribution Maintenance Temporary Helper	\$ 22.34	\$ 22.34
Electrical & Instrumentation Technician	\$ 55.81	\$ 66.97
Engineering Technician I	\$ 39.01	\$ 46.81
Engineering Technician II	\$ 43.09	\$ 51.70
Engineering Technician III	\$ 47.59	\$ 57.11
Information Technology Technician I	\$ 39.79	\$ 47.75
Information Technology Technician II	\$ 43.95	\$ 52.74
Maintenance Chief	\$ 61.65	\$ 73.98
Meter Technician I	\$ 36.38	\$ 43.66
Meter Technician II	\$ 40.19	\$ 48.22
Meter Technician III	\$ 44.39	\$ 53.27
Operational Technology Coordinator	\$ 55.81	\$ 66.97
Procurement Specialist	\$ 47.59	\$ 57.11
Pump Station Lead	\$ 61.65	\$ 73.98
Pump Station Operator	\$ 49.04	\$ 58.84
Pump Station Technician	\$ 53.63	\$ 64.36
Senior Accountant	\$ 55.26	\$ 66.31
Utilities Coordinator	\$ 51.03	\$ 61.23
Utilities Maintenance Worker I	\$ 30.11	\$ 36.14
Utilities Maintenance Worker II	\$ 33.26	\$ 39.92
Utilities Mechanic I	\$ 40.59	\$ 48.71
Utilities Mechanic II	\$ 44.84	\$ 53.80
Water Efficiency Helper	\$ 28.94	\$ 34.73
Water Efficiency Lead Worker	\$ 43.09	\$ 51.70
Water Efficiency Technician I	\$ 35.31	\$ 42.37
Water Efficiency Technician II	\$ 39.01	\$ 46.81
Water Treatment Plant Operator I	\$ 38.62	\$ 46.34
Water Treatment Plant Operator II	\$ 42.66	\$ 51.19
Water Treatment Plant Operator III	\$ 47.12	\$ 56.55
Water Treatment Plant Operator IV	\$ 52.05	\$ 62.46

Exempt Positions (Annual Salaries based on 2080 Hours)	Annual Rate Range	
	Minimum	Maximum
Associate Engineer	\$ 136,115.20	\$ 163,342.40
Customer Service Manager	\$ 150,363.20	\$ 180,419.20
Director of Engineering & Retail Services	\$ 183,456.00	\$ 220,147.20
Director of Finance	\$ 183,456.00	\$ 226,751.61
Director of Operations	\$ 183,456.00	\$ 220,147.20
Director of Water Resources & Strategic Affairs	\$ 183,456.00	\$ 220,147.20
Field Services Manager	\$ 150,363.20	\$ 180,419.20
Human Resources Specialist	\$ 114,108.80	\$ 136,926.40
Information Technology Manager	\$ 150,363.20	\$ 180,419.20
Safety/Regulatory Compliance Coordinator	\$ 126,963.20	\$ 152,339.20
Senior Engineer	\$ 150,363.20	\$ 180,419.20
Water Treatment Plant Manager	\$ 167,752.00	\$ 201,302.40
General Manager (Contract)	\$ 230,000.00	\$ 230,000.00