



SAN JUAN WATER DISTRICT COMPENSATION SCHEDULE

3.1% COLA Effective July 11, 2026 - Approved by General Manager 07/23/2026

Non-Exempt Positions	Hourly Rate Range	
	Minimum	Maximum
Accountant	\$ 49.53	\$ 59.44
Accounting Technician I	\$ 33.60	\$ 40.32
Accounting Technician II	\$ 37.12	\$ 44.54
Accounting Technician III	\$ 41.00	\$ 49.20
Clerk of the Board/Executive Assistant	\$ 51.54	\$ 61.85
Construction Inspector I	\$ 43.96	\$ 52.75
Construction Inspector II	\$ 48.56	\$ 58.27
Construction Inspector III	\$ 53.64	\$ 64.36
Cross Connection & Utilities Specialist	\$ 59.25	\$ 71.10
Customer Service Technician I	\$ 32.29	\$ 38.75
Customer Service Technician II	\$ 35.67	\$ 42.80
Customer Service Technician III	\$ 39.40	\$ 47.28
Distribution Lead (Foreman)	\$ 59.25	\$ 71.10
Distribution Operator I	\$ 39.79	\$ 47.75
Distribution Operator II	\$ 43.96	\$ 52.75
Distribution Operator III	\$ 48.56	\$ 58.27
Distribution Operator IV	\$ 53.64	\$ 64.36
Distribution Supervisor	\$ 68.79	\$ 82.54
Electrical & Instrumentation Technician	\$ 54.17	\$ 65.01
Engineering Operations Specialist	\$ 68.79	\$ 82.54
Engineering Technician I	\$ 41.41	\$ 49.69
Engineering Technician II	\$ 45.74	\$ 54.89
Engineering Technician III	\$ 50.53	\$ 60.63
Facilities Maintenance Lead	\$ 68.79	\$ 82.54
Facilities Maintenance Technician I	\$ 43.96	\$ 52.75
Facilities Maintenance Technician II	\$ 48.56	\$ 58.27
Facilities Maintenance Technician III	\$ 53.64	\$ 64.36
Facilities Maintenance Technician IV	\$ 59.25	\$ 71.10
Information Technology Technician I	\$ 41.82	\$ 50.19
Information Technology Technician II	\$ 46.20	\$ 55.44
Intern / Temporary Workers	\$ 30.93	\$ 30.93
Meter Technician I	\$ 35.32	\$ 42.38
Meter Technician II	\$ 39.01	\$ 46.81
Meter Technician III	\$ 43.09	\$ 51.71
Procurement Specialist	\$ 45.29	\$ 54.35
Pump Station Lead	\$ 62.89	\$ 75.47
Senior Accountant	\$ 57.51	\$ 69.01
Technical Services Lead	\$ 62.89	\$ 75.47
Water Efficiency Helper	\$ 30.12	\$ 36.14
Water Efficiency Technician I	\$ 36.75	\$ 44.10

Non-Exempt Positions Continued	Hourly Rate Range	
	Minimum	Maximum
Water Efficiency Technician II	\$ 40.59	\$ 48.71
Water Efficiency Technician III	\$ 44.84	\$ 53.81
Water Treatment Plant Operator I	\$ 43.09	\$ 51.71
Water Treatment Plant Operator II	\$ 47.60	\$ 57.12
Water Treatment Plant Operator III	\$ 52.58	\$ 63.10
Water Treatment Plant Operator IV	\$ 58.08	\$ 69.70
Water Treatment Plant Operator V	\$ 64.16	\$ 76.99
Water Treatment Plant Supervisor	\$ 74.48	\$ 89.38

Exempt Positions (Annual Salaries based on 2080 Hours)	Annual Rate Range	
	Minimum	Maximum
Assistant General Manager	\$ 240,032.00	\$ 288,038.40
Associate Engineer	\$ 140,254.40	\$ 168,313.60
Customer Service Manager	\$ 158,038.40	\$ 189,654.40
Director of Engineering & Retail Operations	\$ 200,678.40	\$ 240,801.60
Director of Finance	\$ 217,297.60	\$ 260,748.80
Director of Water Resources & Strategic Affairs	\$ 217,297.60	\$ 260,748.80
Engineering Manager	\$ 189,051.20	\$ 226,844.80
Facilities Maintenance Manager	\$ 174,574.40	\$ 209,497.60
Field Services Manager	\$ 174,574.40	\$ 209,497.60
General Manager (Contract)	\$ 230,000.00	\$ 230,000.00
Human Resources Specialist	\$ 125,715.20	\$ 150,862.40
Information Technology Manager	\$ 179,857.60	\$ 215,841.60
Safety/Regulatory Compliance Specialist	\$ 130,811.20	\$ 156,977.60
Senior Engineer	\$ 154,918.40	\$ 185,910.40
Water Treatment Plant Manager	\$ 179,857.60	\$ 215,841.60