

Montecito Sanitary District Hourly Salary Range Table - Represented Fiscal Year 2026-27

<u>Division</u>	<u>Role</u>	<u>EMPLOYMENT CLASSIFICATION</u>	Step:	A	B	C	D	E
				<u>Hourly</u>	<u>Hourly</u>	<u>Hourly</u>	<u>Hourly</u>	<u>Hourly</u>
Admin	Admin Asst	Administrative Technician II		\$ 40.24	\$ 42.26	\$ 44.37	\$ 46.59	\$ 48.94
Admin	Engin Asst	Engineering Assistant		\$ 50.10	\$ 52.60	\$ 55.23	\$ 58.00	\$ 60.90
Admin	Admin Asst	Accounting/Admin. Assistant		\$ 50.77	\$ 53.30	\$ 55.98	\$ 58.77	\$ 61.71

Maint	Line	Facilities Maintenance		\$ 41.16	\$ 43.33	\$ 45.61	\$ 48.01	\$ 50.54
Maint	Supervisor	Chief Maintenance Mechanic		\$ 62.22	\$ 65.50	\$ 68.95	\$ 72.57	\$ 76.39

Collections	Trainee	Collections Operator in Training (OIT)		\$ 28.84	\$ 30.29	\$ 31.81	\$ 33.40	\$ 35.07
Collections	Line	Collections I		\$ 35.87	\$ 37.66	\$ 39.54	\$ 41.53	\$ 43.59
Collections	Line	Collections II		\$ 39.45	\$ 41.41	\$ 43.48	\$ 45.66	\$ 47.94
Collections	Line	Collections III		\$ 44.22	\$ 46.42	\$ 48.75	\$ 51.18	\$ 53.75
Collections	Line	Collections IV		\$ 48.74	\$ 51.16	\$ 53.73	\$ 56.41	\$ 59.24
Collections	Supervisor	Collections Lead Operator		\$ 56.41	\$ 59.24	\$ 62.20	\$ 65.31	\$ 68.58

Ops	Trainee	Operations Operator in Training (OIT)		\$ 31.61	\$ 33.19	\$ 34.85	\$ 36.58	\$ 38.42
Ops	Line	Operator I		\$ 39.21	\$ 41.27	\$ 43.45	\$ 45.73	\$ 48.14
Ops	Line	Operator II		\$ 43.13	\$ 45.40	\$ 47.79	\$ 50.31	\$ 52.95
Ops	Line	Operator III		\$ 47.44	\$ 49.94	\$ 52.57	\$ 55.33	\$ 58.25
Ops	Line	Operator IV		\$ 52.19	\$ 54.93	\$ 57.82	\$ 60.87	\$ 64.07
Ops	Line	Operator V		\$ 60.01	\$ 63.17	\$ 66.49	\$ 69.99	\$ 73.68

Montecito Sanitary District Management Hourly Salary Range Table - Unrepresented Fiscal Year 2026-27

<u>MANAGERS</u>			<u>Hourly Low</u>	<u>Hourly High</u>
Ops	Manager	Laboratory & Pretreatment Manager	\$ 60.14	\$ 78.70
Collections	Manager	Chief Plant Operator/Treatment Superintendent	\$ 78.23	\$ 90.58
Admin	Manager	Business and Administrative Manager	\$ 73.24	\$ 95.87
Collections/Ops	Manager	Collections & Maintenance Superintendent	\$ 76.80	\$ 98.01
Admin	Manager	Engineering Manager	\$ 75.21	\$ 108.82

<u>EXECUTIVE</u>			<u>Hourly Rate</u>
Admin	Executive	General Manager	\$ 108.17

Montecito Sanitary District Monthly Salary Range Table - Represented Fiscal Year 2026-27

<u>Division</u>	<u>Role</u>	<u>EMPLOYMENT CLASSIFICATION</u>	Step:	A	B	C	D	E
				<u>Monthly</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Monthly</u>
Admin	Admin Asst	Administrative Technician II		\$ 6,974.32	\$ 7,325.07	\$ 7,690.58	\$ 8,076.40	\$ 8,482.53
Admin	Engin Asst	Engineering Assistant		\$ 8,153.67	\$ 8,561.35	\$ 8,989.42	\$ 9,438.89	\$ 9,910.83
Admin	Admin Asst	Accounting/Admin. Assistant		\$ 8,800.05	\$ 9,239.40	\$ 9,702.76	\$ 10,186.42	\$ 10,695.92

Maint	Line	Facilities Maintenance		\$ 7,134.61	\$ 7,510.12	\$ 7,905.39	\$ 8,321.46	\$ 8,759.43
Maint	Supervisor	Chief Maintenance Mechanic		\$ 10,785.37	\$ 11,353.02	\$ 11,950.55	\$ 12,579.53	\$ 13,241.61

Collections	Trainee	Collections Operator in Training (OIT)		\$ 4,999.06	\$ 5,250.12	\$ 5,514.11	\$ 5,789.16	\$ 6,078.99
Collections	Line	Collections I		\$ 6,217.44	\$ 6,527.58	\$ 6,854.33	\$ 7,197.69	\$ 7,555.82
Collections	Line	Collections II		\$ 6,837.71	\$ 7,177.38	\$ 7,537.36	\$ 7,913.95	\$ 8,309.00
Collections	Line	Collections III		\$ 7,664.74	\$ 8,046.87	\$ 8,449.30	\$ 8,872.04	\$ 9,316.94
Collections	Line	Collections IV		\$ 8,447.45	\$ 8,868.35	\$ 9,313.24	\$ 9,778.45	\$ 10,267.64
Collections	Supervisor	Collections Lead Operator		\$ 9,778.45	\$ 10,267.64	\$ 10,780.84	\$ 11,319.88	\$ 11,886.62

Ops	Trainee	Operations Operator in Training (OIT)		\$ 5,479.03	\$ 5,752.24	\$ 6,040.23	\$ 6,341.13	\$ 6,658.65
Ops	Line	Operator I		\$ 6,796.30	\$ 7,154.00	\$ 7,530.53	\$ 7,926.87	\$ 8,344.08
Ops	Line	Operator II		\$ 7,475.93	\$ 7,869.40	\$ 8,283.58	\$ 8,719.56	\$ 9,178.48
Ops	Line	Operator III		\$ 8,223.23	\$ 8,656.03	\$ 9,111.61	\$ 9,591.17	\$ 10,095.96
Ops	Line	Operator IV		\$ 9,045.70	\$ 9,521.79	\$ 10,022.93	\$ 10,550.46	\$ 11,105.74
Ops	Line	Operator V		\$ 10,401.95	\$ 10,949.42	\$ 11,525.71	\$ 12,132.32	\$ 12,770.87

Montecito Sanitary District Monthly Management Salary Range Table - Unrepresented Fiscal Year 2026-27

Approved at the June 11, 2025 Regular Board Meeting

<u>MANAGERS</u>			<u>Monthly Low</u>	<u>Monthly High</u>
Ops	Manager	Laboratory & Pretreatment Manager	\$ 10,424.37	\$ 13,642.01
Collections	Manager	Chief Plant Operator/Treatment Superintendent	\$ 13,560.60	\$ 15,700.26
Admin	Manager	Business and Administrative Manager	\$ 12,694.17	\$ 16,617.36
Collections/Ops	Manager	Collections & Maintenance Superintendent	\$ 13,311.76	\$ 16,988.90
Admin	Manager	Engineering Manager	\$ 13,036.70	\$ 18,862.78

<u>EXECUTIVE</u>			<u>Monthly Rate</u>
Admin	Executive	General Manager	\$ 18,750.00

Montecito Sanitary District Annual Salary Range Table - Represented Fiscal Year 2026-27

<u>Division</u>	<u>Role</u>	<u>EMPLOYMENT CLASSIFICATION</u>	Step:	A	B	C	D	E
				<u>Annually</u>	<u>Annually</u>	<u>Annually</u>	<u>Annually</u>	<u>Annually</u>
Admin	Admin Asst	Administrative Technician II		\$ 83,691.83	\$ 87,900.79	\$ 92,286.97	\$ 96,916.82	\$ 101,790.35
Admin	Engin Asst	Engineering Assistant		\$ 97,844.00	\$ 102,736.20	\$ 107,873.01	\$ 113,266.66	\$ 118,929.99
Admin	Admin Asst	Accounting/Admin. Assistant		\$ 105,600.57	\$ 110,872.84	\$ 116,433.10	\$ 122,237.03	\$ 128,351.10

Maint	Line	Facilities Maintenance		\$ 85,615.37	\$ 90,121.44	\$ 94,864.68	\$ 99,857.55	\$ 105,113.21
Maint	Supv	Chief Maintenance Mechanic		\$ 129,424.46	\$ 136,236.27	\$ 143,406.60	\$ 150,954.32	\$ 158,899.28

Collections	Trainee	Collections Operator in Training (OIT)		\$ 59,988.74	\$ 63,001.47	\$ 66,169.27	\$ 69,469.98	\$ 72,947.91
Collections	Line	Collections I		\$ 74,609.34	\$ 78,330.94	\$ 82,251.92	\$ 86,372.27	\$ 90,669.84
Collections	Line	Collections II		\$ 82,052.55	\$ 86,128.59	\$ 90,448.31	\$ 94,967.41	\$ 99,708.02
Collections	Line	Collections III		\$ 91,976.83	\$ 96,562.38	\$ 101,391.61	\$ 106,464.51	\$ 111,803.24
Collections	Line	Collections IV		\$ 101,369.46	\$ 106,420.21	\$ 111,758.94	\$ 117,341.35	\$ 123,211.74
Collections	Supv	Collections Lead Operator		\$ 117,341.35	\$ 123,211.74	\$ 129,370.11	\$ 135,838.61	\$ 142,639.41

Ops	Trainee	Operations Operator in Training (OIT)		\$ 65,748.37	\$ 69,026.93	\$ 72,482.71	\$ 76,093.55	\$ 79,903.76
Ops	Line	Operator I		\$ 81,555.63	\$ 85,848.03	\$ 90,366.35	\$ 95,122.47	\$ 100,128.92
Ops	Line	Operator II		\$ 89,711.19	\$ 94,432.84	\$ 99,402.99	\$ 104,634.72	\$ 110,141.81
Ops	Line	Operator III		\$ 98,678.71	\$ 103,872.32	\$ 109,339.29	\$ 115,093.98	\$ 121,151.56
Ops	Line	Operator IV		\$ 108,548.38	\$ 114,261.45	\$ 120,275.21	\$ 126,605.49	\$ 133,268.93
Ops	Line	Operator V		\$ 124,823.42	\$ 131,393.07	\$ 138,308.50	\$ 145,587.89	\$ 153,250.41

Montecito Sanitary District Annual Management Salary Range Table - Unrepresented Fiscal Year 2026-27

<u>MANAGERS</u>			<u>Annual Low</u>	<u>Annual High</u>
Ops	Manager	Laboratory & Pretreatment Manager	\$ 125,092.48	\$ 163,704.14
Collections	Manager	Chief Plant Operator/Treatment Superintendent	\$ 162,727.22	\$ 188,403.07
Admin	Manager	Business and Administrative Manager	\$ 152,329.98	\$ 199,408.30
Collections/Ops	Manager	Collections & Maintenance Superintendent	\$ 159,741.07	\$ 203,866.75
Admin	Manager	Engineering Manager	\$ 156,440.36	\$ 226,353.39

<u>EXECUTIVE</u>			<u>Annual Rate</u>
Admin	Executive	General Manager	\$ 225,000.00