

Montecito Sanitary District Hourly Salary Range Table - Represented Fiscal Year 2025-26

Approved at the June 11, 2025 Regular Board Meeting

Division	Role	EMPLOYMENT CLASSIFICATION	Step:	A	B	C	D	E				
			Hourly	Hourly	Hourly	Hourly	Hourly					
Admin	Admin Asst	Administrative Technician II	\$	38.91	\$	40.87	\$	42.91	\$	45.06	\$	47.33
Admin	Engin Asst	Engineering Assistant	\$	48.45	\$	50.87	\$	53.42	\$	56.09	\$	58.89
Admin	Admin Asst	Accounting/Admin. Assistant	\$	49.10	\$	51.55	\$	54.14	\$	56.84	\$	59.68
Maint	Line	Facilities Maintenance	\$	39.81	\$	41.90	\$	44.11	\$	46.43	\$	48.87
Maint	Supervisor	Chief Maintenance Mechanic	\$	60.18	\$	63.34	\$	66.68	\$	70.19	\$	73.88
Collections	Trainee	Collections Operator in Training (OIT)	\$	27.89	\$	29.29	\$	30.77	\$	32.30	\$	33.92
Collections	Line	Collections I	\$	34.69	\$	36.42	\$	38.24	\$	40.16	\$	42.16
Collections	Line	Collections II	\$	38.15	\$	40.05	\$	42.05	\$	44.16	\$	46.36
Collections	Line	Collections III	\$	42.77	\$	44.90	\$	47.14	\$	49.50	\$	51.98
Collections	Line	Collections IV	\$	47.13	\$	49.48	\$	51.96	\$	54.56	\$	57.29
Collections	Supervisor	Collections Lead Operator	\$	54.56	\$	57.29	\$	60.15	\$	63.16	\$	66.32
Ops	Trainee	Operations Operator in Training (OIT)	\$	30.57	\$	32.09	\$	33.70	\$	35.38	\$	37.15
Ops	Line	Operator I	\$	37.92	\$	39.92	\$	42.02	\$	44.23	\$	46.56
Ops	Line	Operator II	\$	41.71	\$	43.91	\$	46.22	\$	48.65	\$	51.21
Ops	Line	Operator III	\$	45.88	\$	48.30	\$	50.84	\$	53.51	\$	56.33
Ops	Line	Operator IV	\$	50.47	\$	53.13	\$	55.92	\$	58.87	\$	61.96
Ops	Line	Operator V	\$	58.04	\$	61.09	\$	64.31	\$	67.69	\$	71.26

Montecito Sanitary District Management Hourly Salary Range Table - Unrepresented Fiscal Year 2025-26

Approved at the June 11, 2025 Regular Board Meeting

MANAGERS			Hourly Low	Hourly High
Ops	Manager	Laboratory & Pretreatment Manager	\$ 58.16	\$ 76.12
Collections	Manager	Chief Plant Operator/Treatment Superintendent	\$ 75.66	\$ 87.60
Admin	Manager	Business and Administrative Manager	\$ 70.83	\$ 92.72
Collections/Ops	Manager	Collections & Maintenance Superintendent	\$ 74.27	\$ 94.79
Admin	Manager	Engineering Manager	\$ 72.74	\$ 105.25
EXECUTIVE			Hourly Rate	
Admin	Executive	General Manager	\$ 101.92	

Montecito Sanitary District Monthly Salary Range Table - Represented Fiscal Year 2025-26

Approved at the June 11, 2025 Regular Board Meeting

Division	Role	EMPLOYMENT CLASSIFICATION	Step:	A	B	C	D	E
			Monthly	Monthly	Monthly	Monthly	Monthly	
Admin	Admin Asst	Administrative Technician II		\$ 6,744.99	\$ 7,084.20	\$ 7,437.70	\$ 7,810.83	\$ 8,203.61
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		\$ 8,510.68	\$ 8,935.59	\$ 9,383.71	\$ 9,851.47	\$ 10,344.22

Maint	Line	Facilities Maintenance		\$ 6,900.01	\$ 7,263.17	\$ 7,645.44	\$ 8,047.84	\$ 8,471.41
Maint	Supervisor	Chief Maintenance Mechanic		\$ 10,430.73	\$ 10,979.71	\$ 11,557.59	\$ 12,165.89	\$ 12,806.20

Collections	Trainee	Collections Operator in Training (OIT)		\$ 4,834.68	\$ 5,077.49	\$ 5,332.79	\$ 5,598.81	\$ 5,879.10
Collections	Line	Collections I		\$ 6,013.00	\$ 6,312.94	\$ 6,628.94	\$ 6,961.01	\$ 7,307.37
Collections	Line	Collections II		\$ 6,612.87	\$ 6,941.38	\$ 7,289.52	\$ 7,653.72	\$ 8,035.79
Collections	Line	Collections III		\$ 7,412.70	\$ 7,782.27	\$ 8,171.47	\$ 8,580.31	\$ 9,010.58
Collections	Line	Collections IV		\$ 8,169.69	\$ 8,576.74	\$ 9,007.01	\$ 9,456.91	\$ 9,930.02
Collections	Supervisor	Collections Lead Operator		\$ 9,456.91	\$ 9,930.02	\$ 10,426.35	\$ 10,947.66	\$ 11,495.76

Ops	Trainee	Operations Operator in Training (OIT)		\$ 5,298.87	\$ 5,563.10	\$ 5,841.61	\$ 6,132.62	\$ 6,439.70
Ops	Line	Operator I		\$ 6,572.83	\$ 6,918.76	\$ 7,282.91	\$ 7,666.22	\$ 8,069.71
Ops	Line	Operator II		\$ 7,230.11	\$ 7,610.64	\$ 8,011.20	\$ 8,432.84	\$ 8,876.68
Ops	Line	Operator III		\$ 7,952.83	\$ 8,371.40	\$ 8,812.00	\$ 9,275.79	\$ 9,763.99
Ops	Line	Operator IV		\$ 8,748.26	\$ 9,208.69	\$ 9,693.36	\$ 10,203.54	\$ 10,740.57
Ops	Line	Operator V		\$ 10,059.91	\$ 10,589.38	\$ 11,146.72	\$ 11,733.39	\$ 12,350.94

Montecito Sanitary District Monthly Management Salary Range Table - Unrepresented Fiscal Year 2025-26

Approved at the June 11, 2025 Regular Board Meeting

MANAGERS			Monthly Low	Monthly High
Ops	Manager	Laboratory & Pretreatment Manager	\$ 10,081.60	\$ 13,193.43
Collections	Manager	Chief Plant Operator/Treatment Superintendent	\$ 13,114.70	\$ 15,184.00
Admin	Manager	Business and Administrative Manager	\$ 12,276.76	\$ 16,070.95
Collections/Ops	Manager	Collections & Maintenance Superintendent	\$ 12,874.04	\$ 16,430.27
Admin	Manager	Engineering Manager	\$ 12,608.02	\$ 18,242.54

EXECUTIVE			Monthly Rate
Admin	Executive	General Manager	\$ 17,666.67

Montecito Sanitary District Annual Salary Range Table - Represented Fiscal Year 2025-26

Approved at the June 11, 2025 Regular Board Meeting

Division	Role	EMPLOYMENT CLASSIFICATION	Step:	A	B	C	D	E
			Annually	Annually	Annually	Annually	Annually	
Admin	Admin Asst	Administrative Technician II	\$	80,939.87	\$ 85,010.43	\$ 89,252.38	\$ 93,730.00	\$ 98,443.28
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	\$	102,128.21	\$ 107,227.12	\$ 112,604.54	\$ 118,217.63	\$ 124,130.66

Maint	Line	Facilities Maintenance	\$	82,800.16	\$ 87,158.07	\$ 91,745.33	\$ 96,574.04	\$ 101,656.88
Maint	Supv	Chief Maintenance Mechanic	\$	125,168.72	\$ 131,756.55	\$ 138,691.10	\$ 145,990.63	\$ 153,674.35

Collections	Trainee	Collections Operator in Training (OIT)	\$	58,016.19	\$ 60,929.86	\$ 63,993.49	\$ 67,185.66	\$ 70,549.23
Collections	Line	Collections I	\$	72,156.03	\$ 75,755.26	\$ 79,547.31	\$ 83,532.18	\$ 87,688.43
Collections	Line	Collections II	\$	79,354.50	\$ 83,296.51	\$ 87,474.19	\$ 91,844.69	\$ 96,429.42
Collections	Line	Collections III	\$	88,952.45	\$ 93,387.22	\$ 98,057.65	\$ 102,963.74	\$ 108,126.93
Collections	Line	Collections IV	\$	98,036.22	\$ 102,920.90	\$ 108,084.08	\$ 113,482.93	\$ 119,160.29
Collections	Supv	Collections Lead Operator	\$	113,482.93	\$ 119,160.29	\$ 125,116.16	\$ 131,371.97	\$ 137,949.14

Ops	Trainee	Operations Operator in Training (OIT)	\$	63,586.43	\$ 66,757.18	\$ 70,099.33	\$ 73,591.44	\$ 77,276.37
Ops	Line	Operator I	\$	78,873.92	\$ 83,025.18	\$ 87,394.92	\$ 91,994.66	\$ 96,836.48
Ops	Line	Operator II	\$	86,761.31	\$ 91,327.69	\$ 96,134.42	\$ 101,194.12	\$ 106,520.13
Ops	Line	Operator III	\$	95,433.95	\$ 100,456.79	\$ 105,743.99	\$ 111,309.46	\$ 117,167.86
Ops	Line	Operator IV	\$	104,979.09	\$ 110,504.31	\$ 116,320.32	\$ 122,442.44	\$ 128,886.78
Ops	Line	Operator V	\$	120,718.97	\$ 127,072.61	\$ 133,760.64	\$ 140,800.67	\$ 148,211.23

Montecito Sanitary District Annual Management Salary Range Table - Unrepresented Fiscal Year 2025-26

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MANAGERS			Annual Low	Annual High
Ops	Manager	Laboratory & Pretreatment Manager	\$ 120,979.19	\$ 158,321.22
Collections	Manager	Chief Plant Operator/Treatment Superintendent	\$ 157,376.42	\$ 182,208.00
Admin	Manager	Business and Administrative Manager	\$ 147,321.06	\$ 192,851.35
Collections/Ops	Manager	Collections & Maintenance Superintendent	\$ 154,488.46	\$ 197,163.20
Admin	Manager	Engineering Manager	\$ 151,296.29	\$ 218,910.43

EXECUTIVE			Annual Rate
Admin	Executive	General Manager	\$ 212,000.00