

El Toro Water District
Compensation Plan - Salary Range Schedule - Non-Exempt
Effective July 1, 2026

	Hourly Minimum	Hourly Maximum	Monthly Minimum	Monthly Maximum
Salary Grade 1				
Intern	\$19.61	\$26.61	\$3,399	\$4,613
Salary Grade 2	\$23.79	\$32.36	\$4,123	\$5,609
Salary Grade 3	\$26.66	\$36.25	\$4,620	\$6,284
Salary Grade 4	\$27.44	\$37.33	\$4,756	\$6,471
Salary Grade 5	\$28.28	\$38.45	\$4,902	\$6,665
Office Assistant				
Salary Grade 6	\$29.14	\$39.61	\$5,050	\$6,866
Customer Service Field Representative I				
Salary Grade 7	\$29.98	\$40.79	\$5,196	\$7,070
Accounting Technician				
Customer Service Office Representative I				
Salary Grade 8	\$30.90	\$42.02	\$5,356	\$7,284
Customer Service Office Representative II				
Administrative Assistant				
Salary Grade 9	\$31.81	\$43.28	\$5,514	\$7,502
Administrative Assistant HR				
Customer Service Office Representative Senior				
Salary Grade 10	\$32.89	\$44.57	\$5,701	\$7,726
Customer Service Field Representative II				
Collection Maintenance Worker I				
Maintenance Worker I				
Operator in Training				
Salary Grade 11	\$33.77	\$45.92	\$5,854	\$7,959
Billing Specialist				
Salary Grade 12	\$34.78	\$47.30	\$6,029	\$8,199
Laboratory Technician I				

Salary Grade 13 Mechanic Waste Water Plant Operator I	\$35.82	\$48.71	\$6,208	\$8,442
Salary Grade 14 Administrative Assistant Senior Accountant / Insurance Administrator	\$36.90	\$50.19	\$6,395	\$8,699
Salary Grade 15 Collections Worker II Maintenance Worker II	\$38.00	\$51.69	\$6,587	\$8,959
Salary Grade 16 Customer Service Field Representative III Compliance Regulatory Coordinator I	\$39.14	\$53.23	\$6,784	\$9,226
Salary Grade 17 Laboratory Technician II	\$40.31	\$54.83	\$6,988	\$9,503
Salary Grade 18 Senior Accountant / Payroll Tractor - Trailer - Tanker Driver Waste Water Plant Operator II	\$41.52	\$56.48	\$7,197	\$9,790
Salary Grade 19 Inspector Engineering Associate Maintenance Worker III Collection Maintenance Worker III	\$42.82	\$58.23	\$7,422	\$10,093
Salary Grade 20 Compliance Regulatory Coordinator II	\$44.10	\$59.97	\$7,643	\$10,394
Salary Grade 21 Executive Assistant to General Manager & Board Senior Mechanic	\$45.41	\$61.76	\$7,871	\$10,705
Salary Grade 22 Accounting Supervisor Customer Service Office / Billing Supervisor Recycled Water Coordinator Purchasing Agent / Inventory Control Electrical Instrumentation Tech II	\$46.79	\$63.62	\$8,109	\$11,028

Salary Grade 23	\$48.20	\$65.54	\$8,355	\$11,360
Laboratory Technician III				
Water Use Efficiency Analyst				
Waste Water Plant Operator III				
Electrical Instrumentation Tech III				
Public Relations / Emergency Preparedness Admin.				
Salary Grade 24	\$49.64	\$67.50	\$8,605	\$11,700
Cross Connection Control Program Supervisor				
Salary Grade 25	\$50.92	\$69.52	\$8,826	\$12,050
Crew Chief				
Salary Grade 26	\$52.67	\$71.62	\$9,129	\$12,414
Accounting Manager / Auditor				
Industrial Waste Inspector				
Compliance Regulatory Coordinator III				
Salary Grade 27	\$54.24	\$73.75	\$9,401	\$12,783
Laboratory Supervisor				
Water Use Efficiency Supervisor				
Salary Grade 28	\$55.85	\$75.95	\$9,680	\$13,164
Foreman				
Salary Grade 29	\$57.53	\$78.23	\$9,971	\$13,560
Salary Grade 30	\$59.19	\$80.50	\$10,260	\$13,954
Electrical System/SCADA Supervisor				
Salary Grade 31	\$60.97	\$82.93	\$10,568	\$14,374
Salary Grade 32	\$62.80	\$85.41	\$10,884	\$14,803
Salary Grade 33	\$64.68	\$87.96	\$11,211	\$15,246
Salary Grade 34	\$66.62	\$90.60	\$11,547	\$15,704
Waste Water Chief Plant Operator				

El Toro Water District Compensation Plan - Salary Range Schedule - Exempt Effective July 1, 2026				
	Monthly Minimum	Monthly Maximum	Annual Minimum	Annual Maximum
Salary Grade 40E	\$8,861	\$12,051	\$106,334	\$144,608
Salary Grade 41E Customer Service Manager Public Affairs Manager	\$9,678	\$13,550	\$116,134	\$162,594
Salary Grade 42E	\$10,258	\$14,362	\$123,093	\$172,343
Salary Grade 43E Project Engineer	\$10,873	\$15,225	\$130,472	\$182,698
Salary Grade 44E Senior Engineer	\$11,525	\$16,138	\$138,305	\$193,657
Salary Grade 45E Operations Superintendent	\$12,217	\$17,106	\$146,609	\$205,272
Salary Grade 46E Information Technology Manager Principal Engineer	\$12,950	\$18,133	\$155,400	\$217,593
Salary Grade 47E Manager Engineering Manager Human Resources	\$13,727	\$19,221	\$164,729	\$230,654
Salary Grade 48E Director of Human Resources	\$14,551	\$20,374	\$174,612	\$244,488
Salary Grade 49E Director of Engineering Chief Financial Officer	\$15,424	\$21,597	\$185,084	\$259,162
Salary Grade 50E	\$16,350	\$22,893	\$196,195	\$274,710
Salary Grade 51E	\$17,330	\$24,265	\$207,962	\$291,183
Salary Grade 52E Assistant General Manager	\$18,369	\$25,722	\$220,434	\$308,665
Salary Grade 53E	\$19,472	\$27,266	\$233,663	\$327,188