

**Water Replenishment District of Southern California**  
**Job Classifications and Salary Schedule**  
**Effective - January 1, 2026**

<b>Job Classification</b>	<b>Pay Grade</b>	<b>Annual Salary Low</b>	<b>Annual Salary High</b>	<b>Monthly Low</b>	<b>Monthly High</b>	<b>Bi-Weekly Low</b>	<b>Bi-Weekly High</b>	<b>Hourly Low</b>	<b>Hourly High</b>
Accountant	15	\$ 84,161	\$ 123,290	\$ 7,013	\$ 10,274	\$ 3,237	\$ 4,742	\$ 40.46	\$ 59.27
Accounting Supervisor	20	\$ 118,024	\$ 172,890	\$ 9,835	\$ 14,407	\$ 4,539	\$ 6,650	\$ 56.74	\$ 83.12
Accounting Technician	13	\$ 76,336	\$ 111,827	\$ 6,361	\$ 9,319	\$ 2,936	\$ 4,301	\$ 36.70	\$ 53.76
Administrative Assistant	12	\$ 72,708	\$ 106,507	\$ 6,059	\$ 8,876	\$ 2,796	\$ 4,096	\$ 34.96	\$ 51.21
Administrative Specialist	13	\$ 76,336	\$ 111,827	\$ 6,361	\$ 9,319	\$ 2,936	\$ 4,301	\$ 36.70	\$ 53.76
Analyst	16	\$ 88,378	\$ 129,455	\$ 7,365	\$ 10,788	\$ 3,399	\$ 4,979	\$ 42.49	\$ 62.24
Assistant Engineer	17	\$ 95,001	\$ 139,171	\$ 7,917	\$ 11,598	\$ 3,654	\$ 5,353	\$ 45.67	\$ 66.91
Assistant General Manager/Chief Operating Officer	37	\$ 280,499	\$ 378,674	\$ 23,375	\$ 31,556	\$ 10,788	\$ 14,564	\$ 134.86	\$ 182.05
Assistant Hydrogeologist	17	\$ 95,001	\$ 139,171	\$ 7,917	\$ 11,598	\$ 3,654	\$ 5,353	\$ 45.67	\$ 66.91
Associate Engineer	19	\$ 109,780	\$ 160,817	\$ 9,148	\$ 13,401	\$ 4,222	\$ 6,185	\$ 52.78	\$ 77.32
Associate Government Affairs Representative	16	\$ 88,378	\$ 129,455	\$ 7,365	\$ 10,788	\$ 3,399	\$ 4,979	\$ 42.49	\$ 62.24
Associate Hydrogeologist	19	\$ 109,780	\$ 160,817	\$ 9,148	\$ 13,401	\$ 4,222	\$ 6,185	\$ 52.78	\$ 77.32
Associate Public Affairs Representative	14	\$ 80,152	\$ 117,420	\$ 6,679	\$ 9,785	\$ 3,083	\$ 4,516	\$ 38.53	\$ 56.45
Chief Financial Officer	30	\$ 199,345	\$ 269,117	\$ 16,612	\$ 22,426	\$ 7,667	\$ 10,351	\$ 95.84	\$ 129.38
Data and Technology Services Supervisor	20	\$ 118,024	\$ 172,890	\$ 9,835	\$ 14,407	\$ 4,539	\$ 6,650	\$ 56.74	\$ 83.12
Data and Technology Services Technician	16	\$ 88,378	\$ 129,455	\$ 7,365	\$ 10,788	\$ 3,399	\$ 4,979	\$ 42.49	\$ 62.24
Engineer	21	\$ 126,877	\$ 185,808	\$ 10,573	\$ 15,484	\$ 4,880	\$ 7,146	\$ 61.00	\$ 89.33
Facilities Technician	13	\$ 76,336	\$ 111,827	\$ 6,361	\$ 9,319	\$ 2,936	\$ 4,301	\$ 36.70	\$ 53.76
Financial Analyst	19	\$ 109,780	\$ 160,817	\$ 9,148	\$ 13,401	\$ 4,222	\$ 6,185	\$ 52.78	\$ 77.32
General Manager (approved on 7/16/24)	Contract	\$ 451,671	\$ 451,671	\$ 37,639	\$ 37,639	\$ 17,372	\$ 17,372	\$ 217.15	\$ 217.15
GIS Specialist	19	\$ 109,780	\$ 160,817	\$ 9,148	\$ 13,401	\$ 4,222	\$ 6,185	\$ 52.78	\$ 77.32
GIS/DBMS Analyst	18	\$ 102,129	\$ 149,612	\$ 8,511	\$ 12,468	\$ 3,928	\$ 5,754	\$ 49.10	\$ 71.93
Government Affairs Representative	19	\$ 109,780	\$ 160,817	\$ 9,148	\$ 13,401	\$ 4,222	\$ 6,185	\$ 52.78	\$ 77.32
Human Resources Specialist	18	\$ 102,129	\$ 149,612	\$ 8,511	\$ 12,468	\$ 3,928	\$ 5,754	\$ 49.10	\$ 71.93
Hydrogeologist	21	\$ 126,877	\$ 185,808	\$ 10,573	\$ 15,484	\$ 4,880	\$ 7,146	\$ 61.00	\$ 89.33
Manager of Administration and Human Resources	26	\$ 164,002	\$ 221,403	\$ 13,667	\$ 18,450	\$ 6,308	\$ 8,516	\$ 78.85	\$ 106.44
Manager of Data and Technology Services	26	\$ 164,002	\$ 221,403	\$ 13,667	\$ 18,450	\$ 6,308	\$ 8,516	\$ 78.85	\$ 106.44
Manager of Engineering	28	\$ 180,812	\$ 244,097	\$ 15,068	\$ 20,341	\$ 6,954	\$ 9,388	\$ 86.93	\$ 117.35
Manager of External Affairs	26	\$ 164,002	\$ 221,403	\$ 13,667	\$ 18,450	\$ 6,308	\$ 8,516	\$ 78.85	\$ 106.44
Manager of Hydrogeology	28	\$ 180,812	\$ 244,097	\$ 15,068	\$ 20,341	\$ 6,954	\$ 9,388	\$ 86.93	\$ 117.35
Manager of Watermaster Services and Water Resources	26	\$ 164,002	\$ 221,403	\$ 13,667	\$ 18,450	\$ 6,308	\$ 8,516	\$ 78.85	\$ 106.44
Network Administrator	19	\$ 109,780	\$ 160,817	\$ 9,148	\$ 13,401	\$ 4,222	\$ 6,185	\$ 52.78	\$ 77.32
Office Assistant	6	\$ 54,254	\$ 79,483	\$ 4,521	\$ 6,624	\$ 2,087	\$ 3,057	\$ 26.08	\$ 38.21
Online Technology and Data Specialist	18	\$ 102,129	\$ 149,612	\$ 8,511	\$ 12,468	\$ 3,928	\$ 5,754	\$ 49.10	\$ 71.93
Organization Development Supervisor	20	\$ 118,024	\$ 172,890	\$ 9,835	\$ 14,407	\$ 4,539	\$ 6,650	\$ 56.74	\$ 83.12
Operations and Safety Specialist	18	\$ 102,129	\$ 149,612	\$ 8,511	\$ 12,468	\$ 3,928	\$ 5,754	\$ 49.10	\$ 71.93
Project Administrator	18	\$ 102,129	\$ 149,612	\$ 8,511	\$ 12,468	\$ 3,928	\$ 5,754	\$ 49.10	\$ 71.93
Public Affairs Representative	17	\$ 95,001	\$ 139,171	\$ 7,917	\$ 11,598	\$ 3,654	\$ 5,353	\$ 45.67	\$ 66.91

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Purchasing Officer	17	\$ 95,001	\$ 139,171	\$ 7,917	\$ 11,598	\$ 3,654	\$ 5,353	\$ 45.67	\$ 66.91
Senior Accountant	17	\$ 95,001	\$ 139,171	\$ 7,917	\$ 11,598	\$ 3,654	\$ 5,353	\$ 45.67	\$ 66.91
Senior Administrative Specialist	16	\$ 88,378	\$ 129,455	\$ 7,365	\$ 10,788	\$ 3,399	\$ 4,979	\$ 42.49	\$ 62.24
Senior Analyst	18	\$ 102,129	\$ 149,612	\$ 8,511	\$ 12,468	\$ 3,928	\$ 5,754	\$ 49.10	\$ 71.93
Senior Database & Applications Developer	22	\$ 136,445	\$ 199,871	\$ 11,370	\$ 16,656	\$ 5,248	\$ 7,687	\$ 65.60	\$ 96.09
Senior Engineer	23	\$ 146,676	\$ 214,865	\$ 12,223	\$ 17,905	\$ 5,641	\$ 8,264	\$ 70.52	\$ 103.30
Senior Process Control Engineer	23	\$ 146,676	\$ 214,865	\$ 12,223	\$ 17,905	\$ 5,641	\$ 8,264	\$ 70.52	\$ 103.30
Senior Government Affairs Representative	22	\$ 136,445	\$ 199,871	\$ 11,370	\$ 16,656	\$ 5,248	\$ 7,687	\$ 65.60	\$ 96.09
Senior Hydrogeologist	23	\$ 146,676	\$ 214,865	\$ 12,223	\$ 17,905	\$ 5,641	\$ 8,264	\$ 70.52	\$ 103.30
Senior Information Technology Systems Administrator	22	\$ 136,445	\$ 199,871	\$ 11,370	\$ 16,656	\$ 5,248	\$ 7,687	\$ 65.60	\$ 96.09
Senior Office Assistant	10	\$ 65,948	\$ 96,605	\$ 5,496	\$ 8,050	\$ 2,536	\$ 3,716	\$ 31.71	\$ 46.44
Senior Public Affairs Representative	19	\$ 109,780	\$ 160,817	\$ 9,148	\$ 13,401	\$ 4,222	\$ 6,185	\$ 52.78	\$ 77.32
Senior Water Resources Planner	22	\$ 136,445	\$ 199,871	\$ 11,370	\$ 16,656	\$ 5,248	\$ 7,687	\$ 65.60	\$ 96.09
Technical Specialist	14	\$ 80,152	\$ 117,420	\$ 6,679	\$ 9,785	\$ 3,083	\$ 4,516	\$ 38.53	\$ 56.45
Water Operations Superintendent	26	\$ 164,002	\$ 221,403	\$ 13,667	\$ 18,450	\$ 6,308	\$ 8,516	\$ 78.85	\$ 106.44
Water Resources Planner	20	\$ 118,024	\$ 172,890	\$ 9,835	\$ 14,407	\$ 4,539	\$ 6,650	\$ 56.74	\$ 83.12