

## Montecito Sanitary District Hourly Salary Range Table - Represented Fiscal Year 2023-24

Per MOU approved at the February 8, 2023 Board Meeting

Division	Role	EMPLOYMENT CLASSIFICATION	Step:	A	B	C	D	E
			Hourly	Hourly	Hourly	Hourly	Hourly	
Admin	Admin Asst	Accounting/Admin. Assistant		\$ 45.84	\$ 48.12	\$ 50.54	\$ 53.06	\$ 55.71
Maint	Line	Facilities Maintenance		\$ 35.61	\$ 37.39	\$ 39.26	\$ 41.22	\$ 43.28
<b>Maint</b>	<b>Supervisor</b>	<b>Chief Maintenance Mechanic</b>		<b>\$ 49.93</b>	<b>\$ 52.43</b>	<b>\$ 55.04</b>	<b>\$ 57.80</b>	<b>\$ 60.69</b>
Collections	Trainee	Collections Operator in Training (OIT)		\$ 26.04	\$ 27.35	\$ 28.72	\$ 30.15	\$ 31.66
Collections	Line	Collections I		\$ 31.78	\$ 33.37	\$ 35.04	\$ 36.79	\$ 38.63
Collections	Line	Collections II		\$ 35.61	\$ 37.39	\$ 39.26	\$ 41.22	\$ 43.28
Collections	Line	Collections III		\$ 39.92	\$ 41.92	\$ 44.01	\$ 46.22	\$ 48.53
Collections	Line	Collections IV		\$ 44.00	\$ 46.19	\$ 48.51	\$ 50.93	\$ 53.48
<b>Collections</b>	<b>Supervisor</b>	<b>Collections Lead Operator</b>		<b>\$ 50.93</b>	<b>\$ 53.48</b>	<b>\$ 56.15</b>	<b>\$ 58.97</b>	<b>\$ 61.91</b>
Ops	Trainee	Operations Operator in Training (OIT)		\$ 28.54	\$ 29.96	\$ 31.46	\$ 33.03	\$ 34.68
Ops	Line	Operator I		\$ 32.25	\$ 33.85	\$ 35.55	\$ 37.33	\$ 39.19
Ops	Line	Operator II		\$ 35.54	\$ 37.32	\$ 39.18	\$ 41.14	\$ 43.20
Ops	Line	Operator III		\$ 39.19	\$ 41.15	\$ 43.21	\$ 45.37	\$ 47.64
Ops	Line	Operator IV		\$ 43.21	\$ 45.37	\$ 47.63	\$ 50.01	\$ 52.52
Ops	Line	Operator V		\$ 52.72	\$ 55.35	\$ 58.11	\$ 61.03	\$ 64.07

## Montecito Sanitary District Hourly Management Salary Range Table - Unrepresented FY 2023-24 COLA TBD

Per Management Terms Agreement approved at the May 26, 2023 Board Meeting

<b>MANAGERS</b>			Hourly Low			Hourly High
Ops	Manager	Laboratory & Pretreatment Manager	\$ 51.71			\$ 67.67
Collections	Manager	Chief Plant Operator/Treatment Superintendent	\$ 67.27			\$ 81.77
Ops	Manager	Operations Manager (Vacant)	\$ 63.57			\$ 83.20
Admin	Manager	District Administrator	\$ 62.98			\$ 82.43
Collections/Ops	Manager	Collections & Maintenance Superintendent	\$ 69.33			\$ 84.28
Admin	Manager	Engineering Manager	\$ 65.78			\$ 86.09

**NOTE:** No managers salary can exceed \$163,000 in Fiscal Year 2023-24

<b>EXECUTIVE</b>			Hourly Rate
Admin	Executive	General Manager	\$ 91.35

## Montecito Sanitary District Monthly Salary Range Table - Represented Fiscal Year 2023-24

Per MOU approved at the February 8, 2023 Board Meeting

Division	Role	EMPLOYMENT CLASSIFICATION	Step:	A	B	C	D	E
			Monthly	Monthly	Monthly	Monthly	Monthly	
Admin	Admin Asst	Accounting/Admin. Assistant		\$ 7,945.37	\$ 8,340.91	\$ 8,759.50	\$ 9,197.28	\$ 9,656.18
Maint	Line	Facilities Maintenance		\$ 6,173.12	\$ 6,480.34	\$ 6,804.83	\$ 7,144.69	\$ 7,501.83
<b>Maint</b>	<b>Supervisor</b>	<b>Chief Maintenance Mechanic</b>		<b>\$ 8,653.89</b>	<b>\$ 9,087.83</b>	<b>\$ 9,540.98</b>	<b>\$ 10,019.08</b>	<b>\$ 10,520.23</b>
Collections	Trainee	Collections Operator in Training (OIT)		\$ 4,514.16	\$ 4,740.73	\$ 4,978.82	\$ 5,226.51	\$ 5,487.65
Collections	Line	Collections I		\$ 5,508.77	\$ 5,783.34	\$ 6,073.28	\$ 6,376.65	\$ 6,695.39
Collections	Line	Collections II		\$ 6,173.12	\$ 6,480.34	\$ 6,804.83	\$ 7,144.69	\$ 7,501.83
Collections	Line	Collections III		\$ 6,920.04	\$ 7,265.66	\$ 7,628.56	\$ 8,010.66	\$ 8,411.96
Collections	Line	Collections IV		\$ 7,626.64	\$ 8,006.82	\$ 8,408.12	\$ 8,828.62	\$ 9,270.24
<b>Collections</b>	<b>Supervisor</b>	<b>Collections Lead Operator</b>		<b>\$ 8,828.62</b>	<b>\$ 9,270.24</b>	<b>\$ 9,732.99</b>	<b>\$ 10,220.69</b>	<b>\$ 10,731.44</b>
Ops	Trainee	Operations Operator in Training (OIT)		\$ 4,946.18	\$ 5,193.87	\$ 5,453.08	\$ 5,725.74	\$ 6,011.83
Ops	Line	Operator I		\$ 5,589.41	\$ 5,867.83	\$ 6,161.60	\$ 6,470.74	\$ 6,793.31
Ops	Line	Operator II		\$ 6,159.68	\$ 6,468.82	\$ 6,791.39	\$ 7,131.25	\$ 7,488.39
Ops	Line	Operator III		\$ 6,793.31	\$ 7,133.17	\$ 7,490.31	\$ 7,864.73	\$ 8,258.35
Ops	Line	Operator IV		\$ 7,490.31	\$ 7,864.73	\$ 8,256.43	\$ 8,669.25	\$ 9,103.19
Ops	Line	Operator V		\$ 9,137.76	\$ 9,594.74	\$ 10,072.84	\$ 10,577.83	\$ 11,105.86

## Montecito Sanitary District Monthly Management Salary Range Table - Unrepresented FY 2023-24 COLA TBD.

Per Management Terms Agreement approved at the May 26, 2023 Board Meeting

MANAGERS			Monthly Low				Monthly High
Ops	Manager	Laboratory & Pretreatment Manager	\$ 8,963.03				\$ 11,729.89
Collections	Manager	Chief Plant Operator/Treatment Superintendent	\$ 11,660.77				\$ 14,174.18
Ops	Manager	Operations Manager (Vacant)	\$ 11,019.45				\$ 14,421.87
Admin	Manager	District Administrator	\$ 10,915.77				\$ 14,287.46
Collections/Ops	Manager	Collections & Maintenance Superintendent	\$ 12,017.91				\$ 14,608.12
Admin	Manager	Engineering Manager	\$ 11,401.55				\$ 14,923.02

**NOTE:** No managers salary can exceed \$163,000 in Fiscal Year 2023-24

EXECUTIVE			Monthly Rate
Admin	Executive	General Manager	\$ 15,833.33

## Montecito Sanitary District Annual Salary Range Table - Represented Fiscal Year 2023-24

Per MOU approved at the February 8, 2023 Board Meeting

Division	Role	EMPLOYMENT CLASSIFICATION	Step:	A	B	C	D	E
			Annually	Annually	Annually	Annually	Annually	
Admin	Admin Asst	Accounting/Admin. Assistant		\$ 95,344.49	\$ 100,090.97	\$ 105,113.95	\$ 110,367.35	\$ 115,874.19

Maint	Line	Facilities Maintenance		\$ 74,077.46	\$ 77,764.05	\$ 81,658.01	\$ 85,736.31	\$ 90,021.97
<b>Maint</b>	<b>Supv</b>	<b>Chief Maintenance Mechanic</b>		<b>\$ 103,846.69</b>	<b>\$ 109,054.00</b>	<b>\$ 114,491.72</b>	<b>\$ 120,228.98</b>	<b>\$ 126,242.73</b>

Collections	Trainee	Collections Operator in Training (OIT)		\$ 54,169.86	\$ 56,888.72	\$ 59,745.83	\$ 62,718.15	\$ 65,851.75
Collections	Line	Collections I		\$ 66,105.20	\$ 69,400.09	\$ 72,879.32	\$ 76,519.83	\$ 80,344.66
Collections	Line	Collections II		\$ 74,077.46	\$ 77,764.05	\$ 81,658.01	\$ 85,736.31	\$ 90,021.97
Collections	Line	Collections III		\$ 83,040.48	\$ 87,187.90	\$ 91,542.69	\$ 96,127.89	\$ 100,943.50
Collections	Line	Collections IV		\$ 91,519.65	\$ 96,081.80	\$ 100,897.41	\$ 105,943.44	\$ 111,242.91
<b>Collections</b>	<b>Supv</b>	<b>Collections Lead Operator</b>		<b>\$ 105,943.44</b>	<b>\$ 111,242.91</b>	<b>\$ 116,795.84</b>	<b>\$ 122,648.31</b>	<b>\$ 128,777.27</b>

Ops	Trainee	Operations Operator in Training (OIT)		\$ 59,354.13	\$ 62,326.45	\$ 65,437.01	\$ 68,708.86	\$ 72,142.00
Ops	Line	Operator I		\$ 67,072.93	\$ 70,413.91	\$ 73,939.21	\$ 77,648.84	\$ 81,519.77
Ops	Line	Operator II		\$ 73,916.17	\$ 77,625.80	\$ 81,496.72	\$ 85,575.02	\$ 89,860.68
Ops	Line	Operator III		\$ 81,519.77	\$ 85,598.06	\$ 89,883.72	\$ 94,376.76	\$ 99,100.20
Ops	Line	Operator IV		\$ 89,883.72	\$ 94,376.76	\$ 99,077.16	\$ 104,031.02	\$ 109,238.33
Ops	Line	Operator V		\$ 109,653.07	\$ 115,136.88	\$ 120,874.14	\$ 126,933.97	\$ 133,270.30

## Montecito Sanitary District Annual Management Salary Range Table - Unrepresented FY 2023-24 COLA TBD.

Per Management Terms Agreement approved at the May 26, 2023 Board Meeting

MANAGERS			Annual Low			Annual High
Ops	Manager	Laboratory & Pretreatment Manager	\$ 107,556.32			\$ 140,758.69
Collections	Manager	Chief Plant Operator/Treatment Superintendent	\$ 139,929.21			\$ 170,090.14
Ops	Manager	Operations Manager (Vacant)	\$ 132,233.45			\$ 173,062.45
Admin	Manager	District Administrator	\$ 130,989.22			\$ 171,449.57
Collections/Ops	Manager	Collections & Maintenance Superintendent	\$ 144,214.87			\$ 175,297.45
Admin	Manager	Engineering Manager	\$ 136,818.65			\$ 179,076.21

**NOTE:** No managers salary can exceed \$163,000 in Fiscal Year 2023-24

EXECUTIVE			Annual Rate
Admin	Executive	General Manager	\$ 190,000.00