

South San Joaquin Irrigation District
Management Unit
Pay Schedule for 2026
Effective 01/01/2026

	3.30%		Hourly Rates		
Class Title	Step 1	Step 2	Step 3	Step 4	Step 5
Accountant	\$ 45.77	\$ 48.06	\$ 50.46	\$ 52.98	\$ 55.63
Acting General Manager	\$ 105.51	\$ 110.79	\$ 116.33	\$ 122.15	\$ 128.26
Administrative Specialist	\$ 45.77	\$ 48.06	\$ 50.46	\$ 52.98	\$ 55.63
Assistant Engineer	\$ 54.61	\$ 57.34	\$ 60.21	\$ 63.22	\$ 66.38
Associate Engineer	\$ 64.25	\$ 67.46	\$ 70.83	\$ 74.37	\$ 78.09
Irrigation Service Supervisor (Asst. Water Super)	\$ 54.20	\$ 56.91	\$ 59.76	\$ 62.75	\$ 65.89
Civil Engineer / Surveyor I	\$ 54.15	\$ 56.86	\$ 59.70	\$ 62.69	\$ 65.82
Civil Engineer / Surveyor II	\$ 64.96	\$ 68.21	\$ 71.62	\$ 75.20	\$ 78.96
Electric Utility Manager	\$ 115.39	\$ 121.16	\$ 127.22	\$ 133.58	\$ 140.26
Executive Assistant: Engineering and Legal	\$ 42.20	\$ 44.31	\$ 46.53	\$ 48.86	\$ 51.30
Engineering Dept. Manager	\$ 83.12	\$ 87.28	\$ 91.64	\$ 96.22	\$ 101.03
Environmental Compliance and Safety Officer	\$ 59.28	\$ 62.24	\$ 65.35	\$ 68.62	\$ 72.05
Executive Assistant/Clerk of the Board	\$ 42.20	\$ 44.31	\$ 46.53	\$ 48.86	\$ 51.30
Finance & Administration Manager	\$ 94.61	\$ 99.34	\$ 104.31	\$ 109.53	\$ 115.01
Finance Administrator	\$ 67.05	\$ 70.40	\$ 73.92	\$ 77.62	\$ 81.50
Human Resources Administrator	\$ 62.47	\$ 65.59	\$ 68.87	\$ 72.31	\$ 75.93
Human Resources Analyst II	\$ 51.12	\$ 53.67	\$ 56.35	\$ 59.17	\$ 62.13
Human Resources Analyst I	\$ 43.31	\$ 45.48	\$ 47.75	\$ 50.14	\$ 52.65
Human Resources Technician	\$ 36.69	\$ 38.52	\$ 40.45	\$ 42.47	\$ 44.59
Information Technology Support Technician	\$ 36.69	\$ 38.52	\$ 40.45	\$ 42.47	\$ 44.59
Lab Coordinator	\$ 57.63	\$ 60.51	\$ 63.54	\$ 66.72	\$ 70.06
Management Accountant	\$ 62.47	\$ 65.59	\$ 68.87	\$ 72.31	\$ 75.93
Maintenance Superintendent	\$ 61.92	\$ 65.02	\$ 68.27	\$ 71.68	\$ 75.26
Irrigations Operations Manager	\$ 71.28	\$ 74.84	\$ 78.58	\$ 82.51	\$ 86.64
Public & Government Relations Manager	\$ 65.04	\$ 68.29	\$ 71.70	\$ 75.29	\$ 79.05
Senior Accounting Technician	\$ 43.57	\$ 45.75	\$ 48.04	\$ 50.44	\$ 52.96
Senior Engineer	\$ 75.59	\$ 79.37	\$ 83.34	\$ 87.51	\$ 91.89
Shop Supervisor	\$ 51.50	\$ 54.08	\$ 56.78	\$ 59.62	\$ 62.60
Systems Administrator	\$ 62.50	\$ 65.63	\$ 68.91	\$ 72.36	\$ 75.98
Telemetry Systems Supervisor	\$ 59.86	\$ 62.85	\$ 65.99	\$ 69.29	\$ 72.75
Water Resource Coordinator	\$ 73.63	\$ 77.31	\$ 81.18	\$ 85.24	\$ 89.50
Water Treatment Chief Plant Operator	\$ 66.74	\$ 70.08	\$ 73.58	\$ 77.26	\$ 81.12
Water Treatment Operations Supervisor	\$ 75.11	\$ 78.87	\$ 82.81	\$ 86.95	\$ 91.30
Water Treatment Plant Manager	\$ 95.93	\$ 100.73	\$ 105.77	\$ 111.06	\$ 116.61
Special Employment Agreements - Annual Salary					
General Manager (Board approved 09/2024)				\$	312,000
General Counsel (Board approved 08/2025)				\$	270,005