

VENTURA REGIONAL SANITATION DISTRICT

SALARY SCHEDULE/CLASSIFICATION PLAN

FY 2025-26

Effective February 22, 2026

Position	Allocations	Approximate ¹ Base Annual Salary		Max Salary w/Max Certs
Accountant	1	\$101,650	-	\$124,010
Administrative Assistant	3	\$68,890	-	\$84,032
Assistant Accountant	0	\$92,352	-	\$112,736
Assistant Environmental Resource Analyst	0	\$80,080	-	\$97,718
Assistant Management Analyst	0	\$92,726	-	\$113,131
Director of Finance/Administrative Services Director	1	\$210,184	-	\$256,443
Director of Operations	1	\$210,184	-	\$256,443
Electrical and Instrumentation Control Supervisor	1	\$107,058	-	\$130,624
Environmental Compliance Officer (formerly Senior Engineer)	1	\$107,682	-	\$131,373
Environmental Resource Analyst	1	\$88,067	-	\$107,474
Environmental Technician (formerly Engineering Technician)	1	\$76,981	-	\$93,933
Fleet Mechanic and Maintenance Supervisor	0	\$98,821	-	\$120,557
General Manager	1	\$243,381	-	\$296,982
Human Resources Analyst/Clerk of the Board	1	\$106,891	-	\$130,395
Human Resources Technician	0	\$76,336	-	\$93,142
Instrumentation Technician	1	\$81,578	-	\$99,528
Management Analyst	0	\$101,962	-	\$124,446
Mechanic Assistant	1	\$73,632	-	\$89,835
Safety Officer	0.8	\$106,434	-	\$129,875
Senior Accountant	1	\$116,896	-	\$142,626
Senior Environmental Resource Analyst	0	\$101,275	-	\$123,594
Senior Solid Waste Equipment Operator	2	\$75,754	-	\$92,435
Solid Waste Equipment Mechanic	1	\$80,974	-	\$98,821
Solid Waste Equipment Operator	4	\$65,853	-	\$80,371
Solid Waste Operations Superintendent	1	\$126,901	-	\$154,835
Solid Waste Operations Supervisor	1	\$97,261	-	\$118,706
Solid Waste Worker I/II	12	\$50,814	-	\$61,984
Water/Wastewater Electrical Mechanical Worker	0	\$70,949	-	\$86,549
Water/Wastewater Operations Superintendent	1	\$130,250	-	\$158,933
Water/Wastewater Operations Supervisor	0	\$102,232	-	\$124,758
Water/Wastewater Treatment Operator-in-Training	0	\$71,053	-	\$86,674
Water/Wastewater Treatment Operator I	1	\$74,610	-	\$91,021
Water/Wastewater Treatment Operator II	0	\$82,056	-	\$100,110
Water/Wastewater Treatment Operator III	1	\$90,293	-	\$110,136
Water/Wastewater Treatment Operator IV	1	\$99,258	-	\$121,139
Water/Wastewater Treatment Operator V	0	\$109,200	-	\$133,266
Water/Wastewater Worker	4	\$66,602	-	\$81,266
TOTAL ALLOCATIONS		44.80		

[1] Board Approved on February 19, 2026.