

**EBMUD**  
**ALPHABETICAL SALARY SCHEDULE**  
**Effective April 24, 2023**

Includes Board approved changes to the Class and Pay Plan effective July 1, 2023 (Position Resolution 35353-23).

<b>Bargaining Unit</b>	<b>Probation Period*</b>	<b>Class Code</b>	<b>Class Title</b>	<b>Salary Range</b>	<b>1 Step</b>	<b>2 Step</b>	<b>3 Step</b>	<b>4 Step</b>	<b>5 Step</b>	<b>6 Step</b>
2019	6	5256	Account Clerk II	49	6,149	6,456	6,779	7,118	7,474	0
2019	6	5255	Account Clerk III	53	6,789	7,128	7,484	7,858	8,251	0
2019	12	5228	Accountant I	60	8,063	8,466	8,889	9,333	9,800	0
2019	12	5223	Accountant II	64	8,905	9,350	9,818	10,309	10,824	0
2019	12	5218	Accountant III	68	9,830	10,322	10,838	11,380	11,949	0
2019	12	5242	Accounting and Financial Systems Analyst	73	11,118	11,674	12,258	12,871	13,515	0
21 (II)	12	5210	Accounting Systems Supervisor	77	12,889	13,533	14,210	14,920	0	0
2019	12	5259	Accounting Technician	57	7,492	7,867	8,260	8,673	9,107	0
CNF	6	2233	Administrative Assistant	63	9,126	9,582	10,061	10,564	0	0
2019	6	5770	Administrative Clerk	49	6,149	6,456	6,779	7,118	7,474	0
CNF	6	5762	Administrative Clerk, Confidential	49	6,149	6,456	6,779	7,118	7,474	0
2019	6	5646	Administrative Secretary I	51	6,455	6,778	7,117	7,473	7,847	0
2019	6	5645	Administrative Secretary II	55	7,130	7,486	7,860	8,253	8,666	0
CNF	6	5759	Administrative Secretary II, Confidential	55	7,130	7,486	7,860	8,253	8,666	0
21 (II)	12	2332	Administrative Services Supervisor	61	8,684	9,118	9,574	10,053	0	0
21 (II)	12	2515	Assistant Const. & Maint. Superintendent	76	12,575	13,204	13,864	14,557	0	0
2019	12	4136	Assistant Corrosion Control Specialist	72	10,846	11,388	11,957	12,555	13,183	0
2019	12	4114	Assistant Engineer	72	10,846	11,388	11,957	12,555	13,183	0
O&A	NA	4685	Assistant General Counsel	91	Min	16,216	Ctrl Pt	21,081	Max	24,595
21 (II)	12	4332	Assistant Land Surveyor Supervisor	74	11,968	12,566	13,194	13,854	0	0
21 (II)	12	2543	Assistant Superintendent, Aqueduct/Pardee	76	12,575	13,204	13,864	14,557	0	0
NA	NA	5642	Assistant To The General Manager	70	Min	9,656	Ctrl Pt	12,553	Max	14,645
21 (I)	12	2598	Assistant Wastewater Shift Supervisor	70	10,844	11,386	11,955	12,553	0	0
2019	12	4125	Assistant Water Resources Specialist	72	10,846	11,388	11,957	12,555	13,183	0
2019	12	4165	Associate Architect	76	11,976	12,575	13,204	13,864	14,557	0
2019	12	4112	Associate Civil Engineer	76	11,976	12,575	13,204	13,864	14,557	0
2019	12	4108	Associate Control Systems Engineer	76	11,976	12,575	13,204	13,864	14,557	0
2019	12	4137	Associate Corrosion Control Specialist	76	11,976	12,575	13,204	13,864	14,557	0
2019	12	4152	Associate Electrical Engineer	77	12,275	12,889	13,533	14,210	14,920	0
2019	12	4142	Associate Mechanical Engineer	76	11,976	12,575	13,204	13,864	14,557	0
2019	12	4127	Associate Water Resources Specialist	76	11,976	12,575	13,204	13,864	14,557	0
O&A	NA	4698	Attorney I	72	Min	10,141	Ctrl Pt	13,183	Max	15,374
O&A	NA	4694	Attorney II	80	Min	12,356	Ctrl Pt	16,063	Max	18,741
O&A	NA	4690	Attorney III	86	Min	14,326	Ctrl Pt	18,624	Max	21,728
444	12	8570	Automotive Maintenance Worker I	53	0	0	7,128	7,484	7,858	8,251
444	12	8572	Automotive Maintenance Worker II	56	0	0	7,677	8,061	8,464	8,887

Bargaining Unit	Probation Period*	Class Code	Class Title	Salary						
				Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
444	12	8568	Automotive Maintenance Worker III	58	0	0	8,063	8,466	8,889	9,333
444	12	8565	Automotive Mechanic A	60	0	0	8,466	8,889	9,333	9,800
444	12	8564	Automotive Mechanic B	62	0	0	8,900	9,345	9,812	10,303
444	6	8983	Automotive Services Attendant I	48	0	0	6,298	6,613	6,944	7,291
444	6	8981	Automotive Services Attendant II	52	0	0	6,951	7,299	7,664	8,047
21 (II)	12	8708	Building Tenant Services Supervisor	69	10,578	11,107	11,662	12,245	0	0
21 (II)	12	4719	Business Development Representative	69	10,578	11,107	11,662	12,245	0	0
2019	12	4664	Buyer I	60	8,063	8,466	8,889	9,333	9,800	0
2019	12	4662	Buyer II	64	8,905	9,350	9,818	10,309	10,824	0
444	12	8616	Carpenter	62	0	0	8,900	9,345	9,812	10,303
21 (II)	12	8611	Carpenter Supervisor	74	11,968	12,566	13,194	13,854	0	0
444	12	8615	Carpentry Worker I	50	0	0	6,612	6,943	7,290	7,655
444	12	8614	Carpentry Worker II	54	0	0	7,305	7,670	8,054	8,457
444	12	8618	Carpentry Worker III	58	0	0	8,063	8,466	8,889	9,333
2019	12	4407	Chemist I	64	8,905	9,350	9,818	10,309	10,824	0
2019	12	4405	Chemist II	68	9,830	10,322	10,838	11,380	11,949	0
NA	NA	1600	Chief Information Officer	93	Min	17,036	Ctrl Pt	22,147	Max	25,839
2019	12	4333	Chief Of Party	68	9,830	10,322	10,838	11,380	11,949	0
NA	NA	4688	Chief Trial Attorney	91	Min	16,216	Ctrl Pt	21,081	Max	24,595
21 (II)	12	4708	Community Affairs Representative I	61	8,684	9,118	9,574	10,053	0	0
21 (II)	12	4702	Community Affairs Representative II	69	10,578	11,107	11,662	12,245	0	0
21 (II)	12	4704	Community Affairs Representative III	73	11,674	12,258	12,871	13,515	0	0
2019	12	5434	Computer Operations Technician	57	7,492	7,867	8,260	8,673	9,107	0
444	6	8974	Concrete Finisher I	54	0	0	7,305	7,670	8,054	8,457
444	6	8836	Concrete Finisher II	58	0	0	8,063	8,466	8,889	9,333
2019	12	4823	Construction & Maintenance Scheduler	70	10,328	10,844	11,386	11,955	12,553	0
21 (II)	12	2513	Construction & Maintenance Supt.	82	14,576	15,305	16,070	16,873	0	0
2019	12	4350	Construction Inspector	67	9,588	10,067	10,570	11,098	11,653	0
EXMPT	NA	4659	Contract Equity Administrator	80	Min	12,356	Ctrl Pt	16,063	Max	18,741
NA	NA	1517	Controller	85	Min	13,977	Ctrl Pt	18,170	Max	21,199
2019	12	4354	Corrosion Control Technician	64	8,905	9,350	9,818	10,309	10,824	0
444	12	8314	Crane Operator	62	0	0	8,900	9,345	9,812	10,303
444	12	8582	Cross-Connection Specialist	61	0	0	8,684	9,118	9,574	10,053
MGR	12	2309	Customer Services Manager	80	Min	12,356	Ctrl Pt	16,063	Max	18,741
2019	6	5851	Customer Services Representative I	43	5,302	5,567	5,845	6,137	6,444	0
2019	6	5850	Customer Services Representative II	51	6,455	6,778	7,117	7,473	7,847	0
2019	6	5848	Customer Services Representative III	55	7,130	7,486	7,860	8,253	8,666	0
21 (II)	12	2314	Customer Services Supervisor	70	10,844	11,386	11,955	12,553	0	0
MGR	12	4750	Customer Support Program Administrator	74	Min	10,657	Ctrl Pt	13,854	Max	16,159
NA	NA	1581	Director, Administration	95	Min	17,895	Ctrl Pt	23,263	Max	27,141

Bargaining Unit	Probation Period*	Class Code	Class Title	Salary												
				Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step						
NA	NA	1511	Director, Customer & Community Services	93	Min	17,036	Ctrl Pt	22,147	Max	25,839						
NA	NA	1564	Director, Engineering & Construction	95	Min	17,895	Ctrl Pt	23,263	Max	27,141						
NA	NA	1515	Director, Finance	95	Min	17,895	Ctrl Pt	23,263	Max	27,141						
NA	NA	1563	Director, Human Resources	93	Min	17,036	Ctrl Pt	22,147	Max	25,839						
NA	NA	1506	Director, Operations & Maintenance	95	Min	17,895	Ctrl Pt	23,263	Max	27,141						
NA	NA	1558	Director, Wastewater	95	Min	17,895	Ctrl Pt	23,263	Max	27,141						
NA	NA	1566	Director, Water & Natural Resources	95	Min	17,895	Ctrl Pt	23,263	Max	27,141						
2019	6	5492	Dispatch Center Representative	53		6,789		7,128		7,484		7,858		8,251		0
21 (I)	12	5490	Dispatch Center Supervisor	65		9,585		10,064		10,567		11,095		0		0
NRP	NA	8987	Distribution Maintenance Worker	8		4,383		4,593		4,827		0		0		0
2019	12	4346	Drafter I	50		6,297		6,612		6,943		7,290		7,655		0
2019	12	4345	Drafter II	54		6,957		7,305		7,670		8,054		8,457		0
2019	12	4344	Drafter III	58		7,679		8,063		8,466		8,889		9,333		0
21 (II)	12	4343	Drafting Supervisor	70		10,844		11,386		11,955		12,553		0		0
21 (II)	12	8633	Electrical Supervisor	74		11,968		12,566		13,194		13,854		0		0
444	12	8636	Electrical Technician	67		0		0		10,067		10,570		11,098		11,653
444	12	8640	Electrical Worker I	51		0		0		6,778		7,117		7,473		7,847
444	12	8639	Electrical Worker II	55		0		0		7,486		7,860		8,253		8,666
444	12	8638	Electrical Worker III	59		0		0		8,264		8,677		9,111		9,567
444	12	8632	Electronic Technician	61		0		0		8,684		9,118		9,574		10,053
MGR	12	2579	Emergency Preparedness & Business Continuity Administrator	77	Min			11,477	Ctrl Pt	14,920		Max		17,404		
2019	NA	4337	Engineering Aide	46		5,707		5,992		6,292		6,607		6,937		0
2019	12	4349	Engineering Designer I	63		8,691		9,126		9,582		10,061		10,564		0
2019	12	4359	Engineering Designer II	67		9,588		10,067		10,570		11,098		11,653		0
MGR	12	2200	Engineering Manager	88	Min			15,056	Ctrl Pt	19,573		Max		22,836		
O&A	NA	1575	Environmental Affairs Officer	85	Min			13,977	Ctrl Pt	18,170		Max		21,199		
2019	12	4386	Environmental Health & Safety Specialist I	67		9,588		10,067		10,570		11,098		11,653		0
2019	12	4396	Environmental Health & Safety Specialist II	72		10,846		11,388		11,957		12,555		13,183		0
21 (II)	12	2580	Equipment Superintendent	76		12,575		13,204		13,864		14,557		0		0
21 (II)	12	8523	Equipment Supervisor	72		11,388		11,957		12,555		13,183		0		0
CNF	6	5643	Executive Assistant I	59		7,870		8,264		8,677		9,111		9,567		0
CNF	6	5639	Executive Assistant II	63		8,691		9,126		9,582		10,061		10,564		0
444	12	8707	Facility Foreman	67		0		0		10,067		10,570		11,098		11,653
444	12	8701	Facility Specialist I	55		0		0		7,486		7,860		8,253		8,666
444	12	8705	Facility Specialist II	61		0		0		8,684		9,118		9,574		10,053
21 (II)	12	8702	Facility Supervisor	72		11,388		11,957		12,555		13,183		0		0
444	6	8704	Facility Technician	59		0		0		8,264		8,677		9,111		9,567
2019	6	5936	Field Services Representative I	53		6,789		7,128		7,484		7,858		8,251		0
2019	6	5939	Field Services Representative II	57		7,492		7,867		8,260		8,673		9,107		0
2019	12	7332	Fisheries & Wildlife Aide	49		6,149		6,456		6,779		7,118		7,474		0

Bargaining Unit	Probation Period*	Class Code	Class Title	Salary						
				Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
2019	12	7340	Fisheries & Wildlife Biologist I	62	8,476	8,900	9,345	9,812	10,303	0
2019	12	7338	Fisheries & Wildlife Biologist II	67	9,588	10,067	10,570	11,098	11,653	0
2019	12	7335	Fisheries & Wildlife Technician	57	7,492	7,867	8,260	8,673	9,107	0
444	6	7517	Gardener Foreman	64	0	0	9,350	9,818	10,309	10,824
444	12	8530	General Equipment Mechanic	62	0	0	8,900	9,345	9,812	10,303
21 (II)	12	8219	General Pipe Supervisor	72	11,388	11,957	12,555	13,183	0	0
2019	12	4313	Geographic Information Systems Specialist	59	7,870	8,264	8,677	9,111	9,567	0
21 (II)	12	4321	Graphic Design Supervisor	68	10,322	10,838	11,380	11,949	0	0
2019	12	4315	Graphic Designer I	54	6,957	7,305	7,670	8,054	8,457	0
2019	12	4317	Graphic Designer II	58	7,679	8,063	8,466	8,889	9,333	0
444	6	7522	Grounds Maintenance Specialist I	48	0	0	6,298	6,613	6,944	7,291
444	6	7520	Grounds Maintenance Specialist II	52	0	0	6,951	7,299	7,664	8,047
444	6	8534	Heavy Equipment Maintenance Worker I	53	0	0	7,128	7,484	7,858	8,251
444	6	8536	Heavy Equipment Maintenance Worker II	56	0	0	7,677	8,061	8,464	8,887
444	12	8538	Heavy Equipment Maintenance Worker III	58	0	0	8,063	8,466	8,889	9,333
444	12	8526	Heavy Equipment Mechanic	62	0	0	8,900	9,345	9,812	10,303
444	12	8324	Heavy Equipment Operator	61	0	0	8,684	9,118	9,574	10,053
NRP	NA	8325	Heavy Equipment Operator Trainee	56	8,061	8,464	8,887	0	0	0
444	12	8315	Heavy Forklift Operator	57	0	0	7,867	8,260	8,673	9,107
444	12	8328	Heavy Transport Operator	58	0	0	8,063	8,466	8,889	9,333
2019	6	7774	Housekeeper	44	0	0	5,705	5,990	6,290	6,605
CNF	12	4873	HRIS Analyst I	61	8,684	9,118	9,574	10,053	0	0
CNF	12	4870	HRIS Analyst II	69	10,578	11,107	11,662	12,245	0	0
CNF	12	4626	Human Resources Analyst I	63	9,126	9,582	10,061	10,564	0	0
CNF	12	4625	Human Resources Analyst II	69	10,578	11,107	11,662	12,245	0	0
CNF	NA	5278	Human Resources Intern I	46	5,707	5,992	6,292	6,607	6,937	0
CNF	NA	5276	Human Resources Intern II	53	6,789	7,128	7,484	7,858	8,251	0
MGR	12	4615	Human Resources Regulatory Administrator	80	Min	12,356	Ctrl Pt	16,063	Max	18,741
CNF	12	4629	Human Resources Technician	59	8,264	8,677	9,111	9,567	0	0
444	12	8117	Hydroelectric Power Plant Mechanic	67	0	0	10,067	10,570	11,098	11,653
444	12	8119	Hydroelectric Power Plant Operator I	59	0	0	8,264	8,677	9,111	9,567
444	12	8118	Hydroelectric Power Plant Operator II	65	0	0	9,585	10,064	10,567	11,095
21 (I)	12	8114	Hydroelectric Power Plant Supervisor	72	11,388	11,957	12,555	13,183	0	0
2019	12	4358	Hydrographer I	61	8,270	8,684	9,118	9,574	10,053	0
2019	12	4353	Hydrographer II	65	9,129	9,585	10,064	10,567	11,095	0
2019	12	4360	Hydrographer III	69	10,074	10,578	11,107	11,662	12,245	0
21 (II)	12	2325	Information Services Supervisor	81	14,219	14,930	15,677	16,461	0	0
21 (II)	12	4900	Information Systems Administrator	73	11,674	12,258	12,871	13,515	0	0
21 (II)	12	4905	Information Systems Administrator II	77	12,889	13,533	14,210	14,920	0	0
MGR	NA	2321	Information Systems Division Manager	87	Min	14,688	Ctrl Pt	19,094	Max	22,276

Bargaining Unit	Probation Period*	Class Code	Class Title	Salary						
				Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
2019	12	5440	Information Systems Specialist I	49	6,149	6,456	6,779	7,118	7,474	0
2019	12	5438	Information Systems Specialist II	53	6,789	7,128	7,484	7,858	8,251	0
2019	12	5436	Information Systems Specialist III	57	7,492	7,867	8,260	8,673	9,107	0
2019	12	4897	Information Systems Support Analyst I	61	8,270	8,684	9,118	9,574	10,053	0
2019	12	4895	Information Systems Support Analyst II	70	10,328	10,844	11,386	11,955	12,553	0
2019	12	5264	Information Technology Engineer I	65	9,129	9,585	10,064	10,567	11,095	0
2019	12	5262	Information Technology Engineer II	69	10,074	10,578	11,107	11,662	12,245	0
2019	NA	5280	Information Technology Intern I	46	5,707	5,992	6,292	6,607	6,937	0
2019	NA	5282	Information Technology Intern II	53	6,789	7,128	7,484	7,858	8,251	0
21 (II)	12	2534	Instrument Maintenance Supervisor	74	11,968	12,566	13,194	13,854	0	0
21 (II)	12	8835	Instrument Supervisor	74	11,968	12,566	13,194	13,854	0	0
444	12	8838	Instrument Technician	66	0	0	9,823	10,314	10,830	11,371
444	12	8842	Instrument Worker I	53	0	0	7,128	7,484	7,858	8,251
444	12	8841	Instrument Worker II	57	0	0	7,867	8,260	8,673	9,107
444	12	8840	Instrument Worker III	61	0	0	8,684	9,118	9,574	10,053
21 (II)	12	5225	Internal Auditor	69	10,578	11,107	11,662	12,245	0	0
MGR	12	5230	Internal Auditor Supervisor	80	Min	12,356	Ctrl Pt	16,063	Max	18,741
444	6	7736	Janitor	44	0	0	5,705	5,990	6,290	6,605
444	6	7734	Janitor Foreman	52	0	0	6,951	7,299	7,664	8,047
21 (I)	12	7732	Janitor Supervisor	60	8,466	8,889	9,333	9,800	0	0
2019	12	4116	Junior Engineer	66	9,355	9,823	10,314	10,830	11,371	0
2019	12	4123	Junior Water Resources Specialist	66	9,355	9,823	10,314	10,830	11,371	0
21 (II)	12	4411	Laboratory Supervisor	79	13,537	14,214	14,925	15,671	0	0
2019	12	4426	Laboratory Technician I	51	6,455	6,778	7,117	7,473	7,847	0
2019	12	4423	Laboratory Technician II	57	7,492	7,867	8,260	8,673	9,107	0
2019	12	4420	Laboratory Technician III	64	8,905	9,350	9,818	10,309	10,824	0
21 (II)	12	4331	Land Surveyor Supervisor	80	13,876	14,570	15,298	16,063	0	0
NRP	NA	4699	Law Clerk	42	5,704	5,989	6,288	0	0	0
CNF	12	5638	Legal Secretary I	50	6,297	6,612	6,943	7,290	7,655	0
CNF	12	5636	Legal Secretary II	55	7,130	7,486	7,860	8,253	8,666	0
CNF	12	5637	Litigation Secretary	63	9,126	9,582	10,061	10,564	0	0
NRP	NA	8986	LT Spec. Employment Program Trainee	11	24.61	28.55	0	0	0	0
444	NA	8994	LT Technical Trades Apprentice	44A**	0	0	6,045	6,347	6,664	0
444	12	8642	Machining & Maintenance Worker I	53	0	0	7,128	7,484	7,858	8,251
444	12	8569	Machining & Maintenance Worker II	56	0	0	7,677	8,061	8,464	8,887
444	12	8529	Machining & Maintenance Worker III	59	0	0	8,264	8,677	9,111	9,567
444	12	8527	Maintenance Machinist	66	0	0	9,823	10,314	10,830	11,371
21 (I)	12	2563	Maintenance Shift Supervisor	69	10,578	11,107	11,662	12,245	0	0
444	12	8964	Maintenance Specialist I	52	0	0	6,951	7,299	7,664	8,047
444	12	8963	Maintenance Specialist II	56	0	0	7,677	8,061	8,464	8,887

Bargaining Unit	Probation Period*	Class Code	Class Title	Salary						
				Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
444	12	8962	Maintenance Specialist III	62	0	0	8,900	9,345	9,812	10,303
21 (II)	12	2581	Maintenance Superintendent	82	14,576	15,305	16,070	16,873	0	0
21 (II)	12	4810	Management Analyst I	65	9,585	10,064	10,567	11,095	0	0
21 (II)	12	4805	Management Analyst II	69	10,578	11,107	11,662	12,245	0	0
MGR	12	1554	Manager of Budget	83	Min	13,304	Ctrl Pt	17,295	Max	20,179
EXMPT	NA	1545	Manager of Distribution Maintenance & Construction	86	Min	14,326	Ctrl Pt	18,624	Max	21,728
O&A	NA	1590	Manager of Diversity and Inclusion	82	Min	12,979	Ctrl Pt	16,873	Max	19,689
MGR	12	4627	Manager of Employee & Organizational Development	82	Min	12,979	Ctrl Pt	16,873	Max	19,689
EXMPT	NA	4621	Manager of Employee Relations	82	Min	12,979	Ctrl Pt	16,873	Max	19,689
MGR	12	4634	Manager of Employee Services	82	Min	12,979	Ctrl Pt	16,873	Max	19,689
MGR	12	1702	Manager of Environmental Compliance	82	Min	12,979	Ctrl Pt	16,873	Max	19,689
EXMPT	NA	1546	Manager of Facilities Maintenance & Construction	86	Min	14,326	Ctrl Pt	18,624	Max	21,728
MGR	12	7336	Manager of Fisheries & Wildlife	80	Min	12,356	Ctrl Pt	16,063	Max	18,741
MGR	12	8520	Manager of Fleet & Construction Support	80	Min	12,356	Ctrl Pt	16,063	Max	18,741
MGR	12	1570	Manager of Laboratory and Technical Services	86	Min	14,326	Ctrl Pt	18,624	Max	21,728
NA	NA	1504	Manager of Maintenance & Construction/Water Operations	93	Min	17,036	Ctrl Pt	22,147	Max	25,839
EXMPT	NA	8577	Manager of Maintenance Support	86	Min	14,326	Ctrl Pt	18,624	Max	21,728
NA	NA	1568	Manager of Natural Resources	93	Min	17,036	Ctrl Pt	22,147	Max	25,839
MGR	12	1549	Manager of Operations & Maintenance Planning	83	Min	13,304	Ctrl Pt	17,295	Max	20,179
EXMPT	NA	1544	Manager of Pipeline Construction & Equipment	86	Min	14,326	Ctrl Pt	18,624	Max	21,728
MGR	12	1700	Manager of Planning & Analysis for Water Quality	82	Min	12,979	Ctrl Pt	16,873	Max	19,689
EXMPT	NA	1555	Manager of Purchasing	86	Min	14,326	Ctrl Pt	18,624	Max	21,728
MGR	12	1551	Manager of Real Estate Services	84	Min	13,637	Ctrl Pt	17,728	Max	20,684
MGR	12	4622	Manager of Recruitment and Classification	82	Min	12,979	Ctrl Pt	16,873	Max	19,689
EXMPT	NA	1574	Manager of Regulatory Compliance	88	Min	15,056	Ctrl Pt	19,573	Max	22,836
MGR	12	4710	Manager of Risk Management	83	Min	13,304	Ctrl Pt	17,295	Max	20,179
EXMPT	NA	1540	Manager of Security & Emergency Preparedness	82	Min	12,979	Ctrl Pt	16,873	Max	19,689
MGR	12	1950	Manager of Wastewater Engineering	88	Min	15,056	Ctrl Pt	19,573	Max	22,836
MGR	12	1900	Manager of Wastewater Environmental Services	88	Min	15,056	Ctrl Pt	19,573	Max	22,836
MGR	12	2592	Manager of Wastewater Technical & Emerging Issues	84	Min	13,637	Ctrl Pt	17,728	Max	20,684
MGR	12	2591	Manager of Wastewater Treatment	88	Min	15,056	Ctrl Pt	19,573	Max	22,836
MGR	12	4752	Manager of Water Conservation	82	Min	12,979	Ctrl Pt	16,873	Max	19,689
MGR	12	1543	Manager of Water Quality	84	Min	13,637	Ctrl Pt	17,728	Max	20,684
MGR	12	4021	Manager of Water Supply Improvements	88	Min	15,056	Ctrl Pt	19,573	Max	22,836
EXMPT	NA	1542	Manager of Water Supply/Treatment/Distribution	88	Min	15,056	Ctrl Pt	19,573	Max	22,836
MGR	12	7330	Manager of Watershed & Recreation	80	Min	12,356	Ctrl Pt	16,063	Max	18,741
MGR	12	1701	Manager of Workplace Health & Safety	82	Min	12,979	Ctrl Pt	16,873	Max	19,689
21 (II)	12	8450	Material Storage Foreman	64	9,350	9,818	10,309	10,824	0	0
21 (II)	12	2527	Material Storage Supervisor	70	10,844	11,386	11,955	12,553	0	0
444	12	8453	Materials Specialist	57	0	0	7,867	8,260	8,673	9,107

Bargaining Unit	Probation Period*	Class Code	Class Title	Salary						
				Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
21 (II)	12	4380	Materials Testing Supervisor	70	10,844	11,386	11,955	12,553	0	0
2019	12	4385	Materials Testing Technician I	54	6,957	7,305	7,670	8,054	8,457	0
2019	12	4383	Materials Testing Technician II	58	7,679	8,063	8,466	8,889	9,333	0
21 (II)	12	8232	Mechanical Supervisor	74	11,968	12,566	13,194	13,854	0	0
2019	6	5778	Messenger/Mail Clerk	45	5,570	5,848	6,140	6,447	6,769	0
444	12	8585	Meter Mechanic I	49	0	0	6,456	6,779	7,118	7,474
444	12	8583	Meter Mechanic II	57	0	0	7,867	8,260	8,673	9,107
444	6	5945	Meter Reader	52	6,305	6,620	6,951	7,299	7,664	8,047
444	6	8580	Meter Reader/Mechanic	54	0	0	7,305	7,670	8,054	8,457
444	12	8579	Meter Reader/Mechanic Foreman	64	0	0	9,350	9,818	10,309	10,824
21 (II)	12	8578	Meter Reading & Maintenance Supervisor	70	10,844	11,386	11,955	12,553	0	0
21 (II)	12	8581	Meter Repair & Testing Supervisor	72	11,388	11,957	12,555	13,183	0	0
2019	12	4507	Microbiologist I	64	8,905	9,350	9,818	10,309	10,824	0
2019	12	4505	Microbiologist II	68	9,830	10,322	10,838	11,380	11,949	0
2019	12	5268	Network Analyst I	57	7,492	7,867	8,260	8,673	9,107	0
2019	12	5267	Network Analyst II	65	9,129	9,585	10,064	10,567	11,095	0
2019	12	5266	Network Analyst III	71	10,581	11,110	11,665	12,248	12,860	0
2019	6	4684	New Business Representative I	58	7,679	8,063	8,466	8,889	9,333	0
2019	6	4683	New Business Representative II	62	8,476	8,900	9,345	9,812	10,303	0
CNF	6	5757	Office Assistant, General Manager's Office	57	7,492	7,867	8,260	8,673	9,107	0
444	12	8626	Painter	60	0	0	8,466	8,889	9,333	9,800
444	12	8621	Painter Foreman	67	0	0	10,067	10,570	11,098	11,653
444	12	8630	Painting Worker I	50	0	0	6,612	6,943	7,290	7,655
444	12	8629	Painting Worker II	54	0	0	7,305	7,670	8,054	8,457
444	12	8628	Painting Worker III	58	0	0	8,063	8,466	8,889	9,333
CNF	12	4696	Paralegal	63	9,126	9,582	10,061	10,564	0	0
21 (I)	12	8128	Pardee Water/Wastewater Supervisor	74	11,968	12,566	13,194	13,854	0	0
444	12	8255	Paving Crew Foreman	67	0	0	10,067	10,570	11,098	11,653
444	6	8973	Paving Raker A	56	0	0	7,677	8,061	8,464	8,887
444	6	8991	Paving Raker B	59	0	0	8,264	8,677	9,111	9,567
444	6	8995	Paving Raker C	60	0	0	8,466	8,889	9,333	9,800
444	12	8557	Pipeline Welder I	53	0	0	7,128	7,484	7,858	8,251
444	12	8555	Pipeline Welder II	57	0	0	7,867	8,260	8,673	9,107
444	12	8553	Pipeline Welder III	63	0	0	9,126	9,582	10,061	10,564
21 (I)	12	8551	Pipeline Welding Supervisor	70	10,844	11,386	11,955	12,553	0	0
21 (II)	12	2535	Plant Electrical Maintenance Supervisor	74	11,968	12,566	13,194	13,854	0	0
2019	12	4661	Plant Inspector	68	9,830	10,322	10,838	11,380	11,949	0
444	12	8540	Plant Maintenance Mechanic	64	0	0	9,350	9,818	10,309	10,824
21 (II)	12	8521	Plant Maintenance Superintendent	84	15,314	16,080	16,884	17,728	0	0
444	6	8544	Plant Maintenance Worker I	53	0	0	7,128	7,484	7,858	8,251

Bargaining Unit	Probation Period*	Class Code	Class Title	Salary	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
				Range						
444	12	8546	Plant Maintenance Worker II	56	0	0	7,677	8,061	8,464	8,887
444	12	8542	Plant Maintenance Worker III	59	0	0	8,264	8,677	9,111	9,567
21 (II)	12	2537	Plant Mechanical Maintenance Supervisor	74	11,968	12,566	13,194	13,854	0	0
21 (II)	12	2539	Plant Structures Maintenance Supervisor	74	11,968	12,566	13,194	13,854	0	0
444	12	8125	Power Plant Mechanic/Operator	65	0	0	9,585	10,064	10,567	11,095
21 (I)	12	8112	Power Plant Supervisor	74	11,968	12,566	13,194	13,854	0	0
21 (I)	12	8260	Power, Treatment & Transmission Maintenance Supervisor	72	11,388	11,957	12,555	13,183	0	0
MGR	12	4800	Principal Management Analyst	77	Min	11,477	Ctrl Pt	14,920	Max	17,404
2019	12	8857	Printing Technician I	49	6,149	6,456	6,779	7,118	7,474	0
2019	12	8855	Printing Technician II	55	7,130	7,486	7,860	8,253	8,666	0
21 (I)	12	4700	Public Affairs Specialist	61	8,684	9,118	9,574	10,053	0	0
21 (II)	12	4705	Public Information Representative I	65	9,585	10,064	10,567	11,095	0	0
21 (II)	12	4703	Public Information Representative II	69	10,578	11,107	11,662	12,245	0	0
21 (II)	12	4706	Public Information Representative III	73	11,674	12,258	12,871	13,515	0	0
21 (II)	12	4660	Purchasing Contract Supervisor	74	11,968	12,566	13,194	13,854	0	0
21 (II)	12	4410	Quality Assurance Officer	76	12,575	13,204	13,864	14,557	0	0
21 (I)	12	7343	Ranger Supervisor	70	10,844	11,386	11,955	12,553	0	0
2019	12	7348	Ranger/Naturalist I	52	6,620	6,951	7,299	7,664	8,047	0
2019	12	7346	Ranger/Naturalist II	58	7,679	8,063	8,466	8,889	9,333	0
2019	12	4648	Real Estate Representative I	64	8,905	9,350	9,818	10,309	10,824	0
2019	12	4645	Real Estate Representative II	68	9,830	10,322	10,838	11,380	11,949	0
2019	12	4649	Real Estate Technician	59	7,870	8,264	8,677	9,111	9,567	0
2019	6	7350	Recreation Area Attendant	45	5,570	5,848	6,140	6,447	6,769	0
NRP	NA	5656	Relief Clerk	7	4,180	4,405	4,622	0	0	0
2019	12	4404	Research Chemist	70	10,328	10,844	11,386	11,955	12,553	0
2019	12	4503	Research Microbiologist	70	10,328	10,844	11,386	11,955	12,553	0
2019	12	4712	Risk Management Adjuster	62	8,476	8,900	9,345	9,812	10,303	0
21 (II)	12	4717	Risk Management Analyst	73	11,674	12,258	12,871	13,515	0	0
NA	NA	1401	Secretary Of The District	80	Min	12,356	Ctrl Pt	16,063	Max	18,741
2019	12	2578	Security & Emergency Preparedness Specialist	76	11,976	12,575	13,204	13,864	14,557	0
21 (I)	12	2550	Security Shift Supervisor	69	10,578	11,107	11,662	12,245	0	0
21 (II)	12	5240	Senior Accounting and Financial Systems Analyst	77	12,889	13,533	14,210	14,920	0	0
2019	6	5763	Senior Administrative Clerk	55	7,130	7,486	7,860	8,253	8,666	0
CNF	6	5781	Senior Administrative Clerk, Confidential	55	7,130	7,486	7,860	8,253	8,666	0
2019	12	4408	Senior Chemist	73	11,118	11,674	12,258	12,871	13,515	0
21 (II)	12	4110	Senior Civil Engineer	82	14,576	15,305	16,070	16,873	0	0
EXMPT	NA	4707	Senior Community Affairs Representative	77	Min	11,477	Ctrl Pt	14,920	Max	17,404
2019	12	4357	Senior Construction Inspector	71	10,581	11,110	11,665	12,248	12,860	0
21 (II)	12	4106	Senior Control System Engineer	82	14,576	15,305	16,070	16,873	0	0
21 (II)	12	4135	Senior Corrosion Control Engineer	82	14,576	15,305	16,070	16,873	0	0



Bargaining Unit	Probation Period*	Class Code	Class Title	Salary						
				Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
444	12	8587	Senior Cross Connection Specialist	65	0	0	9,585	10,064	10,567	11,095
2019	6	5845	Senior Customer Services Representative	59	7,870	8,264	8,677	9,111	9,567	0
2019	6	5491	Senior Dispatch Center Representative	57	7,492	7,867	8,260	8,673	9,107	0
2019	12	4342	Senior Drafter	62	8,476	8,900	9,345	9,812	10,303	0
21 (II)	12	4150	Senior Electrical Engineer	82	14,576	15,305	16,070	16,873	0	0
2019	12	4362	Senior Engineering Designer	71	10,581	11,110	11,665	12,248	12,860	0
2019	12	4391	Senior Environmental Health & Safety Specialist	76	11,976	12,575	13,204	13,864	14,557	0
2019	6	5938	Senior Field Services Representative	61	8,270	8,684	9,118	9,574	10,053	0
2019	12	4314	Senior Geographic Information Systems Specialist	63	8,691	9,126	9,582	10,061	10,564	0
2019	12	4319	Senior Graphic Designer	62	8,476	8,900	9,345	9,812	10,303	0
CNF	12	4865	Senior HRIS Analyst	73	Min	10,396	Ctrl Pt	13,515	Max	15,764
CNF	12	4628	Senior Human Resources Analyst	73	Min	10,396	Ctrl Pt	13,515	Max	15,764
2019	12	5260	Senior Information Technology Engineer	76	11,976	12,575	13,204	13,864	14,557	0
CNF	12	5634	Senior Legal Secretary	63	9,126	9,582	10,061	10,564	0	0
444	12	8566	Senior Mechanic	67	0	0	10,067	10,570	11,098	11,653
21 (II)	12	4140	Senior Mechanical Engineer	82	14,576	15,305	16,070	16,873	0	0
2019	6	5775	Senior Messenger/Mail Clerk	49	6,149	6,456	6,779	7,118	7,474	0
2019	12	4504	Senior Microbiologist	73	11,118	11,674	12,258	12,871	13,515	0
2019	6	4678	Senior New Business Representative	66	9,355	9,823	10,314	10,830	11,371	0
2019	12	8853	Senior Printing Technician	59	7,870	8,264	8,677	9,111	9,567	0
EXMPT	NA	4701	Senior Public Information Representative	77	Min	11,477	Ctrl Pt	14,920	Max	17,404
2019	12	7345	Senior Ranger/Naturalist	62	8,476	8,900	9,345	9,812	10,303	0
2019	12	4643	Senior Real Estate Representative	74	11,398	11,968	12,566	13,194	13,854	0
2019	12	5248	Senior Software Engineer	75	11,679	12,263	12,876	13,520	14,196	0
21 (I)	12	2516	Senior Supervisor of Maintenance Shift Operations	76	12,575	13,204	13,864	14,557	0	0
2019	6	4399	Senior Wastewater Control Inspector	66	9,355	9,823	10,314	10,830	11,371	0
39	12	8136	Senior Water Distribution Operator	68	10,838	11,380	11,949	0	0	0
2019	6	4363	Senior Water System Inspector	66	9,355	9,823	10,314	10,830	11,371	0
39	12	8133	Senior Water Treatment Operator	68	10,838	11,380	11,949	0	0	0
2019	12	5247	Software Engineer I	61	8,270	8,684	9,118	9,574	10,053	0
2019	12	5245	Software Engineer II	67	9,588	10,067	10,570	11,098	11,653	0
O&A	NA	1316	Special Assistant I	78	Min	11,759	Ctrl Pt	15,287	Max	17,836
O&A	NA	1319	Special Assistant II	82	Min	12,979	Ctrl Pt	16,873	Max	19,689
O&A	NA	1322	Special Assistant III	86	Min	14,326	Ctrl Pt	18,624	Max	21,728
NA	NA	1324	Special Assistant IV	90	Min	15,818	Ctrl Pt	20,563	Max	23,991
O&A	NA	1327	Special Assistant V	94	Min	17,457	Ctrl Pt	22,694	Max	26,477
444	6	8456	Storekeeper I	48	0	0	6,298	6,613	6,944	7,291
444	6	8455	Storekeeper II	54	0	0	7,305	7,670	8,054	8,457
21 (II)	12	4657	Stores Supervisor	76	12,575	13,204	13,864	14,557	0	0
2019	NA	5300	Student Intern	46	5,707	5,992	6,292	6,607	6,937	0

Bargaining Unit	Probation Period*	Class		Salary						
		Code	Class Title	Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
21 (II)	12	2542	Superintendent of Aqueduct Section	82	14,576	15,305	16,070	16,873	0	0
21 (II)	12	2540	Superintendent of Pardee Section	82	14,576	15,305	16,070	16,873	0	0
21 (II)	12	2570	Superintendent of Water Treatment/Distribution/System Water Quality	82	14,576	15,305	16,070	16,873	0	0
21 (II)	12	4173	Supervising Administrative Engineer	80	13,876	14,570	15,298	16,063	0	0
21 (II)	12	4352	Supervising Construction Inspector	75	12,263	12,876	13,520	14,196	0	0
21 (II)	12	7337	Supervising Fisheries/Wildlife Biologist	73	11,674	12,258	12,871	13,515	0	0
21 (II)	12	4330	Supervising Hydrographer	71	11,110	11,665	12,248	12,860	0	0
CNF	12	5933	Supervising Legal Secretary	66	9,823	10,314	10,830	11,371	0	0
21 (II)	12	4351	Supervising Plant Inspector	75	12,263	12,876	13,520	14,196	0	0
21 (II)	12	4387	Supervising Wastewater Control Representative	75	12,263	12,876	13,520	14,196	0	0
21 (II)	12	4655	Supervisor of Purchasing	80	13,876	14,570	15,298	16,063	0	0
21 (II)	12	4743	Supervisor of Water Conservation	74	11,968	12,566	13,194	13,854	0	0
2019	12	4336	Survey Technician I	58	7,679	8,063	8,466	8,889	9,333	0
2019	12	4334	Survey Technician II	62	8,476	8,900	9,345	9,812	10,303	0
21 (II)	12	4671	Technical Training & Writing Administrator	73	11,674	12,258	12,871	13,515	0	0
21 (I)	12	4672	Technical Training Analyst	69	10,578	11,107	11,662	12,245	0	0
NRP	NA	8988	Temporary Worker	6	3,711	3,897	4,088	0	0	0
O&A	NA	4608	Treasury Manager	85	Min	13,977	Ctrl Pt	18,170	Max	21,199
444	12	8130	Treatment Plant Specialist	62	0	0	8,900	9,345	9,812	10,303
444	12	8334	Truck Driver II	57	0	0	7,867	8,260	8,673	9,107
NRP	NA	8333	Truck Driver II Trainee	49	6,779	7,118	7,474	0	0	0
444	6	8980	Utility Laborer	51	0	0	6,778	7,117	7,473	7,847
2019	6	4397	Wastewater Control Inspector I	58	7,679	8,063	8,466	8,889	9,333	0
2019	6	4394	Wastewater Control Inspector II	62	8,476	8,900	9,345	9,812	10,303	0
2019	12	4390	Wastewater Control Representative	66	9,355	9,823	10,314	10,830	11,371	0
21 (I)	12	2594	Wastewater Operations Coordinator	70	10,844	11,386	11,955	12,553	0	0
444	12	8141	Wastewater Plant Operator I	60	0	0	8,466	8,889	9,333	9,800
444	12	8140	Wastewater Plant Operator II	64	0	0	9,350	9,818	10,309	10,824
444	12	8143	Wastewater Plant Operator Trainee	56	0	0	7,677	8,061	8,464	8,887
21 (I)	12	2596	Wastewater Shift Supervisor	76	12,575	13,204	13,864	14,557	0	0
21 (II)	12	2593	Wastewater Treatment Superintendent	84	15,314	16,080	16,884	17,728	0	0
2019	12	4749	Water Conservation Representative	64	8,905	9,350	9,818	10,309	10,824	0
2019	12	4738	Water Conservation Technician	57	7,492	7,867	8,260	8,673	9,107	0
444	6	8220	Water Distribution Crew Foreman	68	0	0	10,322	10,838	11,380	11,949
39	12	8139	Water Distribution Operator	60	8,889	9,333	9,800	0	0	0
444	12	8971	Water Distribution Plumber I	51	0	0	6,778	7,117	7,473	7,847
444	12	8969	Water Distribution Plumber II	55	0	0	7,486	7,860	8,253	8,666
444	12	8970	Water Distribution Plumber III	59	0	0	8,264	8,677	9,111	9,567
444	12	8968	Water Distribution Plumber IV	63	0	0	9,126	9,582	10,061	10,564
21 (I)	12	8122	Water Distribution Supervisor	76	12,575	13,204	13,864	14,557	0	0

Bargaining Unit	Probation Period*	Class		Salary						
		Code	Class Title	Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
444	12	8142	Water Reclamation Operator	66	0	0	9,823	10,314	10,830	11,371
2019	6	4371	Water Sampler	53	6,789	7,128	7,484	7,858	8,251	0
2019	6	4367	Water System Inspector I	57	7,492	7,867	8,260	8,673	9,107	0
2019	6	4366	Water System Inspector II	62	8,476	8,900	9,345	9,812	10,303	0
39	12	8134	Water Treatment Operator	60	8,889	9,333	9,800	0	0	0
21 (I)	12	8124	Water Treatment Supervisor	76	12,575	13,204	13,864	14,557	0	0
39	12	8135	Water Treatment/Distribution Operator Trainee	52	7,299	7,664	8,047	0	0	0
NRP	NA	8982	Worker Trainee	5	2,998	3,332	3,704	0	0	0
MGR	12	4713	Workers' Compensation Manager & Risk Specialist	77	Min	11,477	Ctrl Pt	14,920	Max	17,404

**Bargaining Unit Legend:**

21 (I) = Local 21 (Work Group I, FLSA Non-exempt)  
 21 (II) = Local 21 (Work Group II, FLSA Exempt)  
 39 = Local 39  
 444 = Local 444  
 2019 = Local 2019  
 CNF = Confidential  
 EXMPT = Civil Service Exempt  
 MGR = Management  
 NA = Not Assigned to a Bargaining Unit  
 NRP = Not Represented  
 O & A = Officers and Assistant Officers

**Other Notes:**

All Rates = Monthly unless indicated otherwise  
 MSP = Management Salary Plan  
 MIN = Minimum  
 Ctrl Pt = Control Point  
 MAX = Maximum

Employees in MSP classifications are eligible to move through the salary range according to the guidelines of the EBMUD Performance Pay Program.

Probation Period \* = Employees with Civil Service Status is 6 months

**Step Advancement:**

Step 1 to 2 = Occurs at 6 months  
 Step 2 to 6 = Occurs every 12 months until top step is achieved  
 \*\*Salary Range 44A = Occurs every 6 months until top step is achieved