

**EBMUD**  
**ALPHABETICAL SALARY SCHEDULE**  
**Effective April 13, 2020**

Includes Board approved changes to the Class and Pay Plan effective July 1, 2021 (Position Resolution 35227-21)

Bargaining Unit	Probation Period*	Class Code	Class Title	Salary Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
2019	6	5256	Account Clerk II	49	5,368	5,636	5,918	6,214	6,525	0
2019	6	5255	Account Clerk III	53	5,926	6,222	6,533	6,860	7,203	0
2019	12	5228	Accountant I	60	7,039	7,391	7,761	8,149	8,556	0
2019	12	5223	Accountant II	64	7,773	8,162	8,570	8,999	9,449	0
2019	12	5218	Accountant III	68	8,582	9,011	9,462	9,935	10,432	0
2019	12	5242	Accounting and Financial Systems Analyst	73	9,707	10,192	10,702	11,237	11,799	0
21 (II)	12	5210	Accounting Systems Supervisor	77	11,251	11,814	12,405	13,025	0	0
2019	12	5259	Accounting Technician	57	6,540	6,867	7,210	7,571	7,950	0
CNF	6	2233	Administrative Assistant	63	7,967	8,365	8,783	9,222	0	0
2019	6	5770	Administrative Clerk	49	5,368	5,636	5,918	6,214	6,525	0
CNF	6	5762	Administrative Clerk, Confidential	49	5,368	5,636	5,918	6,214	6,525	0
2019	6	5646	Administrative Secretary I	51	5,635	5,917	6,213	6,524	6,850	0
2019	6	5645	Administrative Secretary II	55	6,224	6,535	6,862	7,205	7,565	0
CNF	6	5759	Administrative Secretary II, Confidential	55	6,224	6,535	6,862	7,205	7,565	0
21 (II)	12	2332	Administrative Services Supervisor	61	7,581	7,960	8,358	8,776	0	0
21 (II)	12	2515	Assistant Const/Maint Superintendent	76	10,978	11,527	12,103	12,708	0	0
2019	12	4136	Assistant Corrosion Control Specialist	72	9,469	9,942	10,439	10,961	11,509	0
2019	12	4114	Assistant Engineer	72	9,469	9,942	10,439	10,961	11,509	0
O&A	NA	4685	Assistant General Counsel	91	Min	14,156	Ctrl Pt	18,403	Max	21,470
21 (II)	12	4332	Assistant Land Surveyor Supervisor	74	10,448	10,970	11,518	12,094	0	0
21 (II)	12	2543	Assistant Superintendent, Aqueduct/Pardee	76	10,978	11,527	12,103	12,708	0	0
21 (II)	12	2572	Assistant Superintendent, Water Trtmt/Dist	76	10,978	11,527	12,103	12,708	0	0
NA	NA	5642	Assistant To The General Manager	70	Min	8,430	Ctrl Pt	10,959	Max	12,784
21 (I)	12	2598	Assistant Wastewater Shift Supervisor	70	9,467	9,940	10,437	10,959	0	0
2019	12	4125	Assistant Water Resources Specialist	72	9,469	9,942	10,439	10,961	11,509	0
2019	12	4165	Associate Architect	76	10,455	10,978	11,527	12,103	12,708	0
2019	12	4112	Associate Civil Engineer	76	10,455	10,978	11,527	12,103	12,708	0
2019	12	4108	Associate Control System Engineer	76	10,455	10,978	11,527	12,103	12,708	0
2019	12	4137	Associate Corrosion Control Specialist	76	10,455	10,978	11,527	12,103	12,708	0
2019	12	4152	Associate Electrical Engineer	76	10,455	10,978	11,527	12,103	12,708	0
2019	12	4142	Associate Mechanical Engineer	76	10,455	10,978	11,527	12,103	12,708	0
2019	12	4127	Associate Water Resources Specialist	76	10,455	10,978	11,527	12,103	12,708	0
O&A	NA	4698	Attorney I	72	Min	8,853	Ctrl Pt	11,509	Max	13,421
O&A	NA	4694	Attorney II	80	Min	10,787	Ctrl Pt	14,023	Max	16,361
O&A	NA	4690	Attorney III	86	Min	12,507	Ctrl Pt	16,259	Max	18,968
444	12	8570	Automotive Maintenance Worker I	53	0	0	6,222	6,533	6,860	7,203

Bargaining Unit	Probation Period*	Class		Salary						
		Code	Class Title	Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
444	12	8572	Automotive Maintenance Worker II	56	0	0	6,703	7,038	7,390	7,759
444	12	8568	Automotive Maintenance Worker III	58	0	0	7,038	7,390	7,760	8,148
444	12	8565	Automotive Mechanic A	60	0	0	7,391	7,761	8,149	8,556
444	12	8564	Automotive Mechanic B	62	0	0	7,770	8,158	8,566	8,994
444	6	8983	Automotive Services Attendant I	48	0	0	5,497	5,772	6,061	6,364
444	6	8981	Automotive Services Attendant II	52	0	0	6,068	6,371	6,690	7,025
21 (II)	12	8708	Building Tenant Services Supervisor	69	9,234	9,696	10,181	10,690	0	0
21 (II)	12	4719	Business Development Representative	69	9,234	9,696	10,181	10,690	0	0
2019	12	4664	Buyer I	60	7,039	7,391	7,761	8,149	8,556	0
2019	12	4662	Buyer II	64	7,773	8,162	8,570	8,999	9,449	0
444	12	8616	Carpenter	62	0	0	7,770	8,158	8,566	8,994
21 (II)	12	8611	Carpenter Supervisor	74	10,448	10,970	11,518	12,094	0	0
444	12	8615	Carpentry Worker I	50	0	0	5,773	6,062	6,365	6,683
444	12	8614	Carpentry Worker II	54	0	0	6,377	6,696	7,031	7,383
444	12	8618	Carpentry Worker III	58	0	0	7,038	7,390	7,760	8,148
2019	12	4407	Chemist I	64	7,773	8,162	8,570	8,999	9,449	0
2019	12	4405	Chemist II	68	8,582	9,011	9,462	9,935	10,432	0
2019	12	4333	Chief Of Party	68	8,582	9,011	9,462	9,935	10,432	0
NA	NA	4688	Chief Trial Attorney	91	Min	14,156	Ctrl Pt	18,403	Max	21,470
21 (II)	12	4708	Community Affairs Representative I	61	7,581	7,960	8,358	8,776	0	0
21 (II)	12	4702	Community Affairs Representative II	69	9,234	9,696	10,181	10,690	0	0
2019	12	5434	Computer Operations Technician	57	6,540	6,867	7,210	7,571	7,950	0
444	6	8974	Concrete Finisher I	54	0	0	6,377	6,696	7,031	7,383
444	6	8836	Concrete Finisher II	58	0	0	7,038	7,390	7,760	8,148
21 (II)	12	2513	Construction and Maintenance Supt.	82	12,726	13,362	14,030	14,731	0	0
2019	12	4350	Construction Inspector	67	8,370	8,789	9,228	9,689	10,173	0
2019	12	4823	Construction/Maintenance Scheduler	70	9,016	9,467	9,940	10,437	10,959	0
EXMPT	NA	4659	Contract Equity Administrator	77	Min	10,019	Ctrl Pt	13,025	Max	15,195
NA	NA	1517	Controller	87	Min	12,822	Ctrl Pt	16,668	Max	19,446
2019	12	4354	Corrosion Control Technician	64	7,773	8,162	8,570	8,999	9,449	0
444	12	8314	Crane Operator	62	0	0	7,770	8,158	8,566	8,994
444	12	8582	Cross-Connection Specialist	61	0	0	7,581	7,960	8,358	8,776
MGR	12	2309	Customer Services Manager	80	Min	10,787	Ctrl Pt	14,023	Max	16,361
2019	6	5851	Customer Services Representative I	43	4,629	4,860	5,103	5,358	5,626	0
2019	6	5850	Customer Services Representative II	51	5,635	5,917	6,213	6,524	6,850	0
2019	6	5848	Customer Services Representative III	55	6,224	6,535	6,862	7,205	7,565	0
21 (II)	12	2314	Customer Services Supervisor	70	9,467	9,940	10,437	10,959	0	0
NA	NA	1506	Director of Operations & Maintenance	95	Min	15,622	Ctrl Pt	20,309	Max	23,693
NA	NA	1581	Director, Administration	95	Min	15,622	Ctrl Pt	20,309	Max	23,693

Bargaining Unit	Probation Period*	Class		Salary							
		Code	Class Title	Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step	
NA	NA	1564	Director, Engineering & Construction	95	Min	15,622	Ctrl Pt	20,309	Max	23,693	
NA	NA	1515	Director, Finance	95	Min	15,622	Ctrl Pt	20,309	Max	23,693	
NA	NA	1558	Director, Wastewater	95	Min	15,622	Ctrl Pt	20,309	Max	23,693	
NA	NA	1566	Director, Water & Natural Resources	95	Min	15,622	Ctrl Pt	20,309	Max	23,693	
2019	6	5492	Dispatch Center Representative	53	5,926	6,222	6,533	6,860	7,203	0	
21 (I)	12	5490	Dispatch Center Supervisor	65	8,369	8,787	9,226	9,687	0	0	
NRP	NA	8987	Distribution Maintenance Worker	8	3,826	4,010	4,214	0	0	0	
O&A	NA	1590	Diversity and Inclusion Officer	77	Min	10,019	Ctrl Pt	13,025	Max	15,195	
2019	12	4346	Drafter I	50	5,498	5,773	6,062	6,365	6,683	0	
2019	12	4345	Drafter II	54	6,073	6,377	6,696	7,031	7,383	0	
2019	12	4344	Drafter III	58	6,703	7,038	7,390	7,760	8,148	0	
21 (II)	12	4343	Drafting Supervisor	70	9,467	9,940	10,437	10,959	0	0	
21 (II)	12	8633	Electrical Supervisor	74	10,448	10,970	11,518	12,094	0	0	
444	12	8636	Electrical Technician	66	0	0	8,574	9,003	9,453	9,926	
444	12	8640	Electrical Worker I	51	0	0	5,917	6,213	6,524	6,850	
444	12	8639	Electrical Worker II	55	0	0	6,535	6,862	7,205	7,565	
444	12	8638	Electrical Worker III	59	0	0	7,214	7,575	7,954	8,352	
444	12	8632	Electronic Technician	61	0	0	7,581	7,960	8,358	8,776	
2019	NA	4337	Engineering Aide	46	4,983	5,232	5,494	5,769	6,057	0	
2019	12	4349	Engineering Designer I	63	7,588	7,967	8,365	8,783	9,222	0	
2019	12	4359	Engineering Designer II	67	8,370	8,789	9,228	9,689	10,173	0	
MGR	12	2200	Engineering Manager	88	Min	13,144	Ctrl Pt	17,087	Max	19,935	
O&A	NA	1575	Environmental Affairs Officer	85	Min	12,202	Ctrl Pt	15,863	Max	18,506	
2019	12	4386	Environmental Health & Safety Specialist I	67	8,370	8,789	9,228	9,689	10,173	0	
2019	12	4396	Environmental Health & Safety Specialist II	72	9,469	9,942	10,439	10,961	11,509	0	
21 (II)	12	2580	Equipment Superintendent	76	10,978	11,527	12,103	12,708	0	0	
21 (II)	12	8523	Equipment Supervisor	72	9,942	10,439	10,961	11,509	0	0	
CNF	6	5643	Executive Assistant I	59	6,870	7,214	7,575	7,954	8,352	0	
CNF	6	5639	Executive Assistant II	63	7,588	7,967	8,365	8,783	9,222	0	
444	12	8707	Facility Foreman	67	0	0	8,789	9,228	9,689	10,173	
444	12	8701	Facility Specialist I	55	0	0	6,535	6,862	7,205	7,565	
444	12	8705	Facility Specialist II	61	0	0	7,581	7,960	8,358	8,776	
21 (II)	12	8702	Facility Supervisor	71	9,698	10,183	10,692	11,227	0	0	
444	6	8704	Facility Technician	59	0	0	7,214	7,575	7,954	8,352	
2019	6	5936	Field Services Representative I	53	5,926	6,222	6,533	6,860	7,203	0	
2019	6	5939	Field Services Representative II	57	6,540	6,867	7,210	7,571	7,950	0	
2019	12	7332	Fisheries/Wildlife Aide	49	5,368	5,636	5,918	6,214	6,525	0	
2019	12	7340	Fisheries/Wildlife Biologist I	62	7,400	7,770	8,158	8,566	8,994	0	
2019	12	7338	Fisheries/Wildlife Biologist II	67	8,370	8,789	9,228	9,689	10,173	0	

Bargaining Unit	Probation Period*	Class		Salary Range	Salary					
		Code	Class Title		1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
2019	12	7335	Fisheries/Wildlife Technician	57	6,540	6,867	7,210	7,571	7,950	0
444	6	7517	Gardener Foreman	64	0	0	8,162	8,570	8,999	9,449
444	12	8530	General Equipment Mechanic	62	0	0	7,770	8,158	8,566	8,994
21 (II)	12	8219	General Pipe Supervisor	72	9,942	10,439	10,961	11,509	0	0
2019	12	4313	Geographic Information System Specialist	59	6,870	7,214	7,575	7,954	8,352	0
21 (II)	12	4321	Graphic Design Supervisor	68	9,011	9,462	9,935	10,432	0	0
2019	12	4315	Graphic Designer I	54	6,073	6,377	6,696	7,031	7,383	0
2019	12	4317	Graphic Designer II	58	6,703	7,038	7,390	7,760	8,148	0
444	6	7522	Grounds Maintenance Specialist I	48	0	0	5,497	5,772	6,061	6,364
444	6	7520	Grounds Maintenance Specialist II	52	0	0	6,068	6,371	6,690	7,025
444	6	8534	Heavy Equipment Maintenance Worker I	53	0	0	6,222	6,533	6,860	7,203
444	6	8536	Heavy Equipment Maintenance Worker II	56	0	0	6,703	7,038	7,390	7,759
444	12	8538	Heavy Equipment Maintenance Worker III	58	0	0	7,038	7,390	7,760	8,148
444	12	8526	Heavy Equipment Mechanic	62	0	0	7,770	8,158	8,566	8,994
444	12	8324	Heavy Equipment Operator	60	0	0	7,391	7,761	8,149	8,556
NRP	NA	8325	Heavy Equipment Operator Trainee	56	7,038	7,390	7,759	0	0	0
444	12	8315	Heavy Forklift Operator	57	0	0	6,867	7,210	7,571	7,950
444	12	8328	Heavy Transport Operator	58	0	0	7,038	7,390	7,760	8,148
2019	6	7774	Housekeeper	44	0	0	4,981	5,230	5,491	5,766
CNF	12	4873	HRIS Analyst I	61	7,581	7,960	8,358	8,776	0	0
CNF	12	4870	HRIS Analyst II	69	9,234	9,696	10,181	10,690	0	0
CNF	12	4626	Human Resources Analyst I	63	7,967	8,365	8,783	9,222	0	0
CNF	12	4625	Human Resources Analyst II	69	9,234	9,696	10,181	10,690	0	0
CNF	NA	5278	Human Resources Intern I	46	4,983	5,232	5,494	5,769	6,057	0
CNF	NA	5276	Human Resources Intern II	53	5,926	6,222	6,533	6,860	7,203	0
MGR	12	4615	Human Resources Regulatory Coordinator	77	Min	10,019	Ctrl Pt	13,025	Max	15,195
CNF	12	4629	Human Resources Technician	59	7,214	7,575	7,954	8,352	0	0
444	12	8117	Hydroelectric Power Plant Mechanic	67	0	0	8,789	9,228	9,689	10,173
444	12	8119	Hydroelectric Power Plant Operator I	59	0	0	7,214	7,575	7,954	8,352
444	12	8118	Hydroelectric Power Plant Operator II	65	0	0	8,369	8,787	9,226	9,687
21 (I)	12	8114	Hydroelectric Power Plant Supervisor	72	9,942	10,439	10,961	11,509	0	0
2019	12	4358	Hydrographer I	61	7,220	7,581	7,960	8,358	8,776	0
2019	12	4353	Hydrographer II	65	7,970	8,369	8,787	9,226	9,687	0
2019	12	4360	Hydrographer III	69	8,794	9,234	9,696	10,181	10,690	0
21 (II)	12	2325	Information Services Supervisor	81	12,413	13,034	13,686	14,370	0	0
21 (II)	12	4900	Information Systems Administrator	73	10,192	10,702	11,237	11,799	0	0
21 (II)	12	4905	Information Systems Administrator II	77	11,251	11,814	12,405	13,025	0	0
MGR	NA	2321	Information Systems Division Manager	87	Min	12,822	Ctrl Pt	16,668	Max	19,446
2019	12	5440	Information Systems Specialist I	49	5,368	5,636	5,918	6,214	6,525	0

Bargaining Unit	Probation Period*	Class		Salary						
		Code	Class Title	Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
2019	12	5438	Information Systems Specialist II	53	5,926	6,222	6,533	6,860	7,203	0
2019	12	5436	Information Systems Specialist III	57	6,540	6,867	7,210	7,571	7,950	0
2019	12	4897	Information Systems Support Analyst I	61	7,220	7,581	7,960	8,358	8,776	0
2019	12	4895	Information Systems Support Analyst II	70	9,016	9,467	9,940	10,437	10,959	0
2019	12	5264	Information Technology Engineer I	65	7,970	8,369	8,787	9,226	9,687	0
2019	12	5262	Information Technology Engineer II	69	8,794	9,234	9,696	10,181	10,690	0
2019	NA	5280	Information Technology Intern I	46	4,983	5,232	5,494	5,769	6,057	0
2019	NA	5282	Information Technology Intern II	53	5,926	6,222	6,533	6,860	7,203	0
21 (II)	12	2534	Instrument Maintenance Supervisor	74	10,448	10,970	11,518	12,094	0	0
21 (II)	12	8835	Instrument Supervisor	74	10,448	10,970	11,518	12,094	0	0
444	12	8838	Instrument Technician	66	0	0	8,574	9,003	9,453	9,926
444	12	8842	Instrument Worker I	53	0	0	6,222	6,533	6,860	7,203
444	12	8841	Instrument Worker II	57	0	0	6,867	7,210	7,571	7,950
444	12	8840	Instrument Worker III	61	0	0	7,581	7,960	8,358	8,776
21 (II)	12	5225	Internal Auditor	69	9,234	9,696	10,181	10,690	0	0
MGR	12	5230	Internal Auditor Supervisor	77	Min	10,019	Ctrl Pt	13,025	Max	15,195
444	6	7736	Janitor	44	0	0	4,981	5,230	5,491	5,766
444	6	7734	Janitor Foreman	52	0	0	6,068	6,371	6,690	7,025
21 (II)	12	7732	Janitor Supervisor	60	7,391	7,761	8,149	8,556	0	0
2019	12	4116	Junior Engineer	66	8,166	8,574	9,003	9,453	9,926	0
2019	12	4123	Junior Water Resources Specialist	66	8,166	8,574	9,003	9,453	9,926	0
21 (II)	12	4411	Laboratory Supervisor	79	11,819	12,410	13,030	13,681	0	0
2019	12	4426	Laboratory Technician I	51	5,635	5,917	6,213	6,524	6,850	0
2019	12	4423	Laboratory Technician II	57	6,540	6,867	7,210	7,571	7,950	0
2019	12	4420	Laboratory Technician III	64	7,773	8,162	8,570	8,999	9,449	0
21 (II)	12	4331	Land Surveyor Supervisor	80	12,113	12,719	13,355	14,023	0	0
NRP	NA	4699	Law Clerk	42	4,979	5,228	5,489	0	0	0
CNF	12	5638	Legal Secretary I	50	5,498	5,773	6,062	6,365	6,683	0
CNF	12	5636	Legal Secretary II	55	6,224	6,535	6,862	7,205	7,565	0
CNF	12	5637	Litigation Secretary	63	7,967	8,365	8,783	9,222	0	0
NRP	NA	8986	LT Spec. Employment Program Trainee	11	21.49	24.92	0	0	0	0
444	NA	8994	LT Technical Trades Apprentice	44A**	0	0	5277	5,541	5818	0
444	12	8642	Machining & Maintenance Worker I	53	0	0	6,222	6,533	6,860	7,203
444	12	8569	Machining & Maintenance Worker II	56	0	0	6,703	7,038	7,390	7,759
444	12	8529	Machining & Maintenance Worker III	59	0	0	7,214	7,575	7,954	8,352
444	12	8527	Maintenance Machinist	66	0	0	8,574	9,003	9,453	9,926
21 (I)	12	2563	Maintenance Shift Supervisor	69	9,234	9,696	10,181	10,690	0	0
444	12	8964	Maintenance Specialist I	52	0	0	6,068	6,371	6,690	7,025
444	12	8963	Maintenance Specialist II	56	0	0	6,703	7,038	7,390	7,759

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		Code	Class Title							
444	12	8962	Maintenance Specialist III	62	0	0	7,770	8,158	8,566	8,994
21 (II)	12	2581	Maintenance Superintendent	82	12,726	13,362	14,030	14,731	0	0
21 (II)	12	4810	Management Analyst I	65	8,369	8,787	9,226	9,687	0	0
21 (II)	12	4805	Management Analyst II	69	9,234	9,696	10,181	10,690	0	0
MGR	12	1554	Manager of Budget	83	Min	11,614	Ctrl Pt	15,098	Max	17,616
MGR	12	2579	Manager of Business Continuity	79	Min	10,524	Ctrl Pt	13,681	Max	15,959
NA	NA	1511	Manager of Customer & Community Services	93	Min	14,873	Ctrl Pt	19,335	Max	22,557
EXMPT	NA	1545	Manager of Distribution Maintenance & Construction	86	Min	12,507	Ctrl Pt	16,259	Max	18,968
MGR	12	4627	Manager of Employee & Organizational Development	81	Min	11,054	Ctrl Pt	14,370	Max	16,764
EXMPT	NA	4621	Manager of Employee Relations	81	Min	11,054	Ctrl Pt	14,370	Max	16,764
MGR	12	4634	Manager of Employee Services	81	Min	11,054	Ctrl Pt	14,370	Max	16,764
MGR	12	1702	Manager of Environmental Compliance	82	Min	11,332	Ctrl Pt	14,731	Max	17,187
EXMPT	NA	1546	Manager of Facilities Maintenance & Construction	86	Min	12,507	Ctrl Pt	16,259	Max	18,968
MGR	12	7336	Manager of Fisheries & Wildlife	80	Min	10,787	Ctrl Pt	14,023	Max	16,361
MGR	12	8520	Manager of Fleet & Construction Support	80	Min	10,787	Ctrl Pt	14,023	Max	16,361
NA	NA	1563	Manager of Human Resources	93	Min	14,873	Ctrl Pt	19,335	Max	22,557
NA	NA	1600	Manager of Information Systems	93	Min	14,873	Ctrl Pt	19,335	Max	22,557
MGR	12	1570	Manager of Laboratory and Technical Services	86	Min	12,507	Ctrl Pt	16,259	Max	18,968
NA	NA	1504	Manager of Maintenance and Construction/Water Operations	93	Min	14,873	Ctrl Pt	19,335	Max	22,557
EXMPT	NA	8577	Manager of Maintenance Support	86	Min	12,507	Ctrl Pt	16,259	Max	18,968
NA	NA	1568	Manager of Natural Resources	93	Min	14,873	Ctrl Pt	19,335	Max	22,557
MGR	12	1549	Manager of Operations & Maintenance Planning	83	Min	11,614	Ctrl Pt	15,098	Max	17,616
EXMPT	NA	1544	Manager of Pipeline Construction & Equipment	86	Min	12,507	Ctrl Pt	16,259	Max	18,968
MGR	12	1700	Manager of Planning and Analysis for Water Quality	82	Min	11,332	Ctrl Pt	14,731	Max	17,187
EXMPT	NA	1555	Manager of Purchasing	86	Min	12,507	Ctrl Pt	16,259	Max	18,968
MGR	12	1551	Manager of Real Estate Services	84	Min	11,905	Ctrl Pt	15,477	Max	18,057
MGR	12	4622	Manager of Recruitment and Classification	81	Min	11,054	Ctrl Pt	14,370	Max	16,764
EXMPT	NA	1574	Manager of Regulatory Compliance	88	Min	13,144	Ctrl Pt	17,087	Max	19,935
MGR	12	4710	Manager of Risk Management	80	Min	10,787	Ctrl Pt	14,023	Max	16,361
EXMPT	NA	1540	Manager of Security & Emergency Preparedness	82	Min	11,332	Ctrl Pt	14,731	Max	17,187
MGR	12	1950	Manager of Wastewater Engineering	88	Min	13,144	Ctrl Pt	17,087	Max	19,935
MGR	12	1900	Manager of Wastewater Environmental Services	88	Min	13,144	Ctrl Pt	17,087	Max	19,935
MGR	12	2592	Manager of Wastewater Technical and Emerging Issues	84	Min	11,905	Ctrl Pt	15,477	Max	18,057
MGR	12	2591	Manager of Wastewater Treatment	88	Min	13,144	Ctrl Pt	17,087	Max	19,935
MGR	12	4752	Manager of Water Conservation	82	Min	11,332	Ctrl Pt	14,731	Max	17,187
MGR	12	1543	Manager of Water Quality	84	Min	11,905	Ctrl Pt	15,477	Max	18,057
MGR	12	4021	Manager of Water Supply Improvements	88	Min	13,144	Ctrl Pt	17,087	Max	19,935
EXMPT	NA	1542	Manager of Water Supply/Treatment/Distribution	88	Min	13,144	Ctrl Pt	17,087	Max	19,935
MGR	12	7330	Manager of Watershed & Recreation	80	Min	10,787	Ctrl Pt	14,023	Max	16,361

Bargaining Unit	Probation Period*	Class		Salary Range	Salary					
		Code	Class Title		1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
MGR	12	1701	Manager of Workplace Health & Safety	82	Min	11,332	Ctrl Pt	14,731	Max	17,187
21 (II)	12	8450	Material Storage Foreman	64	8,162	8,570	8,999	9,449	0	0
21 (II)	12	2527	Material Storage Supervisor	70	9,467	9,940	10,437	10,959	0	0
444	12	8453	Materials Specialist	57	0	0	6,867	7,210	7,571	7,950
21 (II)	12	4380	Materials Testing Supervisor	70	9,467	9,940	10,437	10,959	0	0
2019	12	4385	Materials Testing Technician I	54	6,073	6,377	6,696	7,031	7,383	0
2019	12	4383	Materials Testing Technician II	58	6,703	7,038	7,390	7,760	8,148	0
21 (II)	12	8232	Mechanical Supervisor	74	10,448	10,970	11,518	12,094	0	0
2019	6	5778	Messenger/Mail Clerk	45	4,862	5,105	5,360	5,628	5,909	0
444	12	8585	Meter Mechanic I	49	0	0	5,636	5,918	6,214	6,525
444	12	8583	Meter Mechanic II	57	0	0	6,867	7,210	7,571	7,950
444	6	5945	Meter Reader	52	5,504	5,779	6,068	6,371	6,690	7,025
444	6	8580	Meter Reader/Mechanic	54	0	0	6,377	6,696	7,031	7,383
444	12	8579	Meter Reader/Mechanic Foreman	64	0	0	8,162	8,570	8,999	9,449
21 (II)	12	8578	Meter Reading & Maintenance Supervisor	70	9,467	9,940	10,437	10,959	0	0
21 (II)	12	8581	Meter Repair and Testing Supervisor	72	9,942	10,439	10,961	11,509	0	0
2019	12	4507	Microbiologist I	64	7,773	8,162	8,570	8,999	9,449	0
2019	12	4505	Microbiologist II	68	8,582	9,011	9,462	9,935	10,432	0
2019	12	5268	Network Analyst I	57	6,540	6,867	7,210	7,571	7,950	0
2019	12	5267	Network Analyst II	65	7,970	8,369	8,787	9,226	9,687	0
2019	12	5266	Network Analyst III	71	9,236	9,698	10,183	10,692	11,227	0
2019	6	4684	New Business Representative I	58	6,703	7,038	7,390	7,760	8,148	0
2019	6	4683	New Business Representative II	62	7,400	7,770	8,158	8,566	8,994	0
CNF	6	5757	Office Assistant, General Manager's Office	57	6,540	6,867	7,210	7,571	7,950	0
444	12	8626	Painter	60	0	0	7,391	7,761	8,149	8,556
444	12	8621	Painter Foreman	67	0	0	8,789	9,228	9,689	10,173
444	12	8630	Painting Worker I	50	0	0	5,773	6,062	6,365	6,683
444	12	8629	Painting Worker II	54	0	0	6,377	6,696	7,031	7,383
444	12	8628	Painting Worker III	58	0	0	7,038	7,390	7,760	8,148
CNF	12	4696	Paralegal	63	7,967	8,365	8,783	9,222	0	0
21 (I)	12	8128	Pardee Water/Wastewater Supervisor	74	10,448	10,970	11,518	12,094	0	0
444	12	8255	Paving Crew Foreman	67	0	0	8,789	9,228	9,689	10,173
444	6	8973	Paving Raker A	56	0	0	6,703	7,038	7,390	7,759
444	6	8991	Paving Raker B	59	0	0	7,214	7,575	7,954	8,352
444	6	8995	Paving Raker C	60	0	0	7,391	7,761	8,149	8,556
444	12	8557	Pipeline Welder I	53	0	0	6,222	6,533	6,860	7,203
444	12	8555	Pipeline Welder II	57	0	0	6,867	7,210	7,571	7,950
444	12	8553	Pipeline Welder III	63	0	0	7,967	8,365	8,783	9,222
21 (I)	12	8551	Pipeline Welding Supervisor	70	9,467	9,940	10,437	10,959	0	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	2535	Plant Electrical Maintenance Supervisor	74	10,448	10,970	11,518	12,094	0	0
2019	12	4661	Plant Inspector	68	8,582	9,011	9,462	9,935	10,432	0
444	12	8540	Plant Maintenance Mechanic	64	0	0	8,162	8,570	8,999	9,449
21 (II)	12	8521	Plant Maintenance Superintendent	84	13,370	14,038	14,740	15,477	0	0
444	6	8544	Plant Maintenance Worker I	53	0	0	6,222	6,533	6,860	7,203
444	12	8546	Plant Maintenance Worker II	56	0	0	6,703	7,038	7,390	7,759
444	12	8542	Plant Maintenance Worker III	59	0	0	7,214	7,575	7,954	8,352
21 (II)	12	2537	Plant Mechanical Maintenance Supervisor	74	10,448	10,970	11,518	12,094	0	0
21 (II)	12	2539	Plant Structures Maintenance Supervisor	74	10,448	10,970	11,518	12,094	0	0
444	12	8125	Power Plant Mechanic/Operator	64	0	0	8,162	8,570	8,999	9,449
21 (I)	12	8112	Power Plant Supervisor	74	10,448	10,970	11,518	12,094	0	0
21 (I)	12	8260	Power, Treatment & Transmission Maintenance Supervisor	72	9,942	10,439	10,961	11,509	0	0
MGR	12	4800	Principal Management Analyst	77	Min	10,019	Ctrl Pt	13,025	Max	15,195
2019	12	8857	Printing Technician I	49	5,368	5,636	5,918	6,214	6,525	0
2019	12	8855	Printing Technician II	55	6,224	6,535	6,862	7,205	7,565	0
21 (I)	12	4700	Public Affairs Specialist	61	7,581	7,960	8,358	8,776	0	0
21 (II)	12	4705	Public Information Representative I	65	8,369	8,787	9,226	9,687	0	0
21 (II)	12	4703	Public Information Representative II	69	9,234	9,696	10,181	10,690	0	0
21 (II)	12	4706	Public Information Representative III	73	10,192	10,702	11,237	11,799	0	0
21 (II)	12	4660	Purchasing Contract Supervisor	74	10,448	10,970	11,518	12,094	0	0
21 (II)	12	4410	Quality Assurance Officer	76	10,978	11,527	12,103	12,708	0	0
2019	12	7348	Ranger Naturalist I	52	5,779	6,068	6,371	6,690	7,025	0
2019	12	7346	Ranger Naturalist II	58	6,703	7,038	7,390	7,760	8,148	0
21 (I)	12	7343	Ranger Supervisor	70	9,467	9,940	10,437	10,959	0	0
2019	12	4648	Real Estate Representative I	64	7,773	8,162	8,570	8,999	9,449	0
2019	12	4645	Real Estate Representative II	68	8,582	9,011	9,462	9,935	10,432	0
2019	12	4649	Real Estate Technician	59	6,870	7,214	7,575	7,954	8,352	0
2019	6	7350	Recreation Area Attendant	45	4,862	5,105	5,360	5,628	5,909	0
NRP	NA	5656	Relief Clerk	7	3,649	3,845	4,035	0	0	0
2019	12	4404	Research Chemist	70	9,016	9,467	9,940	10,437	10,959	0
2019	12	4503	Research Microbiologist	70	9,016	9,467	9,940	10,437	10,959	0
21 (II)	12	4717	Risk Management Analyst	73	10,192	10,702	11,237	11,799	0	0
2019	12	4712	Risk Management Assistant	62	7,400	7,770	8,158	8,566	8,994	0
NA	NA	1401	Secretary Of The District	80	Min	10,787	Ctrl Pt	14,023	Max	16,361
2019	12	2578	Security & Emergency Preparedness Specialist	76	10,455	10,978	11,527	12,103	12,708	0
21 (I)	12	2550	Security Shift Supervisor	69	9,234	9,696	10,181	10,690	0	0
21 (II)	12	5240	Senior Accounting and Financial Systems Analyst	77	11,251	11,814	12,405	13,025	0	0
2019	6	5763	Senior Administrative Clerk	55	6,224	6,535	6,862	7,205	7,565	0
CNF	6	5781	Senior Administrative Clerk, Confidential	55	6,224	6,535	6,862	7,205	7,565	0

Bargaining Unit	Probation Period*	Class		Salary							
		Code	Class Title	Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step	
2019	12	4408	Senior Chemist	73	9,707	10,192	10,702	11,237	11,799	0	
21 (II)	12	4110	Senior Civil Engineer	82	12,726	13,362	14,030	14,731	0	0	
EXMPT	NA	4707	Senior Community Affairs Representative	77	Min	10,019	Ctrl Pt	13,025	Max	15,195	
2019	12	4357	Senior Construction Inspector	71	9,236	9,698	10,183	10,692	11,227	0	
21 (II)	12	4106	Senior Control System Engineer	82	12,726	13,362	14,030	14,731	0	0	
21 (II)	12	4135	Senior Corrosion Control Engineer	82	12,726	13,362	14,030	14,731	0	0	
444	12	8587	Senior Cross-Connection Specialist	65	0	0	8,369	8,787	9,226	9,687	
2019	6	5845	Senior Customer Services Representative	59	6,870	7,214	7,575	7,954	8,352	0	
2019	6	5491	Senior Dispatch/Contact Center Representative	57	6,540	6,867	7,210	7,571	7,950	0	
2019	12	4342	Senior Drafter	62	7,400	7,770	8,158	8,566	8,994	0	
21 (II)	12	4150	Senior Electrical Engineer	82	12,726	13,362	14,030	14,731	0	0	
2019	12	4362	Senior Engineering Designer	71	9,236	9,698	10,183	10,692	11,227	0	
2019	12	4391	Senior Environmental Health & Safety Specialist	76	10,455	10,978	11,527	12,103	12,708	0	
2019	6	5938	Senior Field Services Representative	61	7,220	7,581	7,960	8,358	8,776	0	
2019	12	4314	Senior Geographic Information System Specialist	63	7,588	7,967	8,365	8,783	9,222	0	
2019	12	4319	Senior Graphic Designer	62	7,400	7,770	8,158	8,566	8,994	0	
CNF	12	4865	Senior HRIS Analyst	73	Min	9,076	Ctrl Pt	11,799	Max	13,762	
CNF	12	4628	Senior Human Resources Analyst	73	Min	9,076	Ctrl Pt	11,799	Max	13,762	
2019	12	5260	Senior Information Technology Engineer	75	10,196	10,706	11,241	11,803	12,393	0	
CNF	12	5634	Senior Legal Secretary	63	7,967	8,365	8,783	9,222	0	0	
444	12	8566	Senior Mechanic	67	0	0	8,789	9,228	9,689	10,173	
21 (II)	12	4140	Senior Mechanical Engineer	82	12,726	13,362	14,030	14,731	0	0	
2019	6	5775	Senior Messenger/Mail Clerk	49	5,368	5,636	5,918	6,214	6,525	0	
2019	12	4504	Senior Microbiologist	73	9,707	10,192	10,702	11,237	11,799	0	
2019	6	4678	Senior New Business Representative	66	8,166	8,574	9,003	9,453	9,926	0	
2019	12	8853	Senior Printing Technician	59	6,870	7,214	7,575	7,954	8,352	0	
EXMPT	NA	4701	Senior Public Information Representative	77	Min	10,019	Ctrl Pt	13,025	Max	15,195	
2019	12	7345	Senior Ranger/Naturalist	62	7,400	7,770	8,158	8,566	8,994	0	
2019	12	4643	Senior Real Estate Representative	74	9,950	10,448	10,970	11,518	12,094	0	
2019	12	5248	Senior Software Engineer	75	10,196	10,706	11,241	11,803	12,393	0	
21 (I)	12	2516	Senior Supervisor of Maintenance Shift Operations	76	10,978	11,527	12,103	12,708	0	0	
2019	6	4399	Senior Wastewater Control Inspector	66	8,166	8,574	9,003	9,453	9,926	0	
39	12	8136	Senior Water Distribution Operator	68	9,462	9,935	10,432	0	0	0	
2019	6	4363	Senior Water System Inspector	66	8,166	8,574	9,003	9,453	9,926	0	
39	12	8133	Senior Water Treatment Operator	68	9,462	9,935	10,432	0	0	0	
2019	12	5247	Software Engineer I	61	7,220	7,581	7,960	8,358	8,776	0	
2019	12	5245	Software Engineer II	67	8,370	8,789	9,228	9,689	10,173	0	
O&A	NA	1316	Special Assistant I	78	Min	10,266	Ctrl Pt	13,346	Max	15,570	
O&A	NA	1319	Special Assistant II	82	Min	11,332	Ctrl Pt	14,731	Max	17,187	

Bargaining Unit	Probation Period*	Class		Salary						
		Code	Class Title	Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
O&A	NA	1322	Special Assistant III	86	Min	12,507	Ctrl Pt	16,259	Max	18,968
NA	NA	1324	Special Assistant IV	90	Min	13,808	Ctrl Pt	17,951	Max	20,943
O&A	NA	1327	Special Assistant V	94	Min	15,240	Ctrl Pt	19,812	Max	23,114
444	6	8456	Storekeeper I	48	0	0	5,497	5,772	6,061	6,364
444	6	8455	Storekeeper II	54	0	0	6,377	6,696	7,031	7,383
21 (II)	12	4657	Stores Supervisor	76	10,978	11,527	12,103	12,708	0	0
2019	NA	5300	Student Intern	46	4,983	5,232	5,494	5,769	6,057	0
21 (II)	12	2542	Superintendent of Aqueduct Section	82	12,726	13,362	14,030	14,731	0	0
21 (II)	12	2540	Superintendent of Pardee Section	82	12,726	13,362	14,030	14,731	0	0
21 (II)	12	2570	Superintendent of Water Treatment/Distribution/System Water Quality	82	12,726	13,362	14,030	14,731	0	0
21 (II)	12	4173	Supervising Administrative Engineer	80	12,113	12,719	13,355	14,023	0	0
21 (II)	12	4352	Supervising Construction Inspector	75	10,706	11,241	11,803	12,393	0	0
21 (II)	12	7337	Supervising Fisheries/Wildlife Biologist	73	10,192	10,702	11,237	11,799	0	0
21 (II)	12	4330	Supervising Hydrographer	71	9,698	10,183	10,692	11,227	0	0
CNF	12	5933	Supervising Legal Secretary	66	8,574	9,003	9,453	9,926	0	0
21 (II)	12	4351	Supervising Plant Inspector	75	10,706	11,241	11,803	12,393	0	0
21 (II)	12	2323	Supervising Systems Programmer	83	13,042	13,694	14,379	15,098	0	0
21 (II)	12	4389	Supervising Wastewater Control Inspector	73	10,192	10,702	11,237	11,799	0	0
21 (II)	12	4387	Supervising Wastewater Control Representative	75	10,706	11,241	11,803	12,393	0	0
21 (II)	12	4655	Supervisor of Purchasing	80	12,113	12,719	13,355	14,023	0	0
21 (II)	12	4743	Supervisor of Water Conservation	70	9,467	9,940	10,437	10,959	0	0
2019	12	4336	Survey Technician I	58	6,703	7,038	7,390	7,760	8,148	0
2019	12	4334	Survey Technician II	62	7,400	7,770	8,158	8,566	8,994	0
21 (II)	12	4671	Technical Training & Writing Administrator	73	10,192	10,702	11,237	11,799	0	0
21 (I)	12	4672	Technical Training Analyst	69	9,234	9,696	10,181	10,690	0	0
NRP	NA	8988	Temporary Worker	6	3,239	3,402	3,569	0	0	0
O&A	NA	4608	Treasury Manager	85	Min	12,202	Ctrl Pt	15,863	Max	18,506
444	12	8130	Treatment Plant Specialist	62	0	0	7,770	8,158	8,566	8,994
444	12	8334	Truck Driver II	57	0	0	6,867	7,210	7,571	7,950
NRP	NA	8333	Truck Driver II Trainee	49	5,918	6,214	6,525	0	0	0
444	6	8980	Utility Laborer	51	0	0	5,917	6,213	6,524	6,850
2019	6	4397	Wastewater Control Inspector I	58	6,703	7,038	7,390	7,760	8,148	0
2019	6	4394	Wastewater Control Inspector II	62	7,400	7,770	8,158	8,566	8,994	0
2019	12	4390	Wastewater Control Representative	66	8,166	8,574	9,003	9,453	9,926	0
21 (I)	12	2594	Wastewater Operations Coordinator	70	9,467	9,940	10,437	10,959	0	0
444	12	8141	Wastewater Plant Operator I	60	0	0	7,391	7,761	8,149	8,556
444	12	8140	Wastewater Plant Operator II	64	0	0	8,162	8,570	8,999	9,449
444	12	8143	Wastewater Plant Operator Trainee	56	0	0	6,703	7,038	7,390	7,759
21 (I)	12	2596	Wastewater Shift Supervisor	76	10,978	11,527	12,103	12,708	0	0

Bargaining Unit	Probation Period*	Class Code	Class Title	Salary Range	Salary					
					1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
21 (II)	12	2593	Wastewater Treatment Superintendent	84	13,370	14,038	14,740	15,477	0	0
MGR	12	4750	Water Conservation Administrator	74	Min	9,303	Ctrl Pt	12,094	Max	14,107
2019	12	4749	Water Conservation Representative	64	7,773	8,162	8,570	8,999	9,449	0
2019	12	4738	Water Conservation Technician	57	6,540	6,867	7,210	7,571	7,950	0
444	6	8220	Water Distribution Crew Foreman	68	0	0	9,011	9,462	9,935	10,432
39	12	8139	Water Distribution Operator	60	7,761	8,149	8,556	0	0	0
444	12	8971	Water Distribution Plumber I	51	0	0	5,917	6,213	6,524	6,850
444	12	8969	Water Distribution Plumber II	55	0	0	6,535	6,862	7,205	7,565
444	12	8970	Water Distribution Plumber III	59	0	0	7,214	7,575	7,954	8,352
444	12	8968	Water Distribution Plumber IV	63	0	0	7,967	8,365	8,783	9,222
21 (I)	12	8122	Water Distribution Supervisor	76	10,978	11,527	12,103	12,708	0	0
2019	6	4371	Water Sampler	53	5,926	6,222	6,533	6,860	7,203	0
2019	6	4367	Water System Inspector I	57	6,540	6,867	7,210	7,571	7,950	0
2019	6	4366	Water System Inspector II	62	7,400	7,770	8,158	8,566	8,994	0
39	12	8134	Water Treatment Operator	60	7,761	8,149	8,556	0	0	0
21 (I)	12	8124	Water Treatment Supervisor	76	10,978	11,527	12,103	12,708	0	0
39	12	8135	Water Treatment/Distribution Operator Trainee	52	6,371	6,690	7,025	0	0	0
NRP	NA	8982	Worker Trainee	5	2,617	2,909	3,234	0	0	0
MGR	12	4713	Worker's Compensation Manager & Risk Specialist	74	Min	9,303	Ctrl Pt	12,094	Max	14,107

**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, 90% of the Salary Range Maximum  
 MAX = Maximum

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