

EBMUD
ALPHABETICAL SALARY SCHEDULE
Effective April 22, 2024

Board and GM approved changes through January 27, 2025.

| 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 | 6,358 | 6,676 | 7,010 | 7,360 | 7,728 | 0 |
| 2019 | 6 | 5255 | Account Clerk III | 53 | 7,019 | 7,370 | 7,739 | 8,126 | 8,532 | 0 |
| 2019 | 12 | 5228 | Accountant I | 60 | 8,335 | 8,752 | 9,190 | 9,650 | 10,133 | 0 |
| 2019 | 12 | 5223 | Accountant II | 64 | 9,208 | 9,668 | 10,151 | 10,659 | 11,192 | 0 |
| 2019 | 12 | 5218 | Accountant III | 68 | 10,165 | 10,673 | 11,207 | 11,767 | 12,355 | 0 |
| 2019 | 12 | 5242 | Accounting and Financial Systems Analyst | 73 | 11,497 | 12,072 | 12,676 | 13,310 | 13,975 | 0 |
| 21 (II) | 12 | 5210 | Accounting Systems Supervisor | 77 | 13,326 | 13,992 | 14,692 | 15,427 | 0 | 0 |
| 2019 | 12 | 5259 | Accounting Technician | 57 | 7,748 | 8,135 | 8,542 | 8,969 | 9,417 | 0 |
| CNF | 6 | 2233 | Administrative Assistant | 63 | 9,436 | 9,908 | 10,403 | 10,923 | 0 | 0 |
| 2019 | 6 | 5770 | Administrative Clerk | 49 | 6,358 | 6,676 | 7,010 | 7,360 | 7,728 | 0 |
| CNF | 6 | 5762 | Administrative Clerk, Confidential | 49 | 6,358 | 6,676 | 7,010 | 7,360 | 7,728 | 0 |
| 2019 | 6 | 5646 | Administrative Secretary I | 51 | 6,676 | 7,010 | 7,360 | 7,728 | 8,114 | 0 |
| 2019 | 6 | 5645 | Administrative Secretary II | 55 | 7,372 | 7,741 | 8,128 | 8,534 | 8,961 | 0 |
| CNF | 6 | 5759 | Administrative Secretary II, Confidential | 55 | 7,372 | 7,741 | 8,128 | 8,534 | 8,961 | 0 |
| 21 (II) | 12 | 2332 | Administrative Services Supervisor | 61 | 8,980 | 9,429 | 9,900 | 10,395 | 0 | 0 |
| 21 (II) | 12 | 2515 | Assistant Const. & Maint. Superintendent | 76 | 13,002 | 13,652 | 14,335 | 15,052 | 0 | 0 |
| 2019 | 12 | 4136 | Assistant Corrosion Control Specialist | 72 | 11,214 | 11,775 | 12,364 | 12,982 | 13,631 | 0 |
| 2019 | 12 | 4114 | Assistant Engineer | 72 | 11,214 | 11,775 | 12,364 | 12,982 | 13,631 | 0 |
| O&A | NA | 4685 | Assistant General Counsel | 91 | Min | 16,768 | Ctrl Pt | 21,798 | Max | 25,432 |
| 21 (II) | 12 | 4332 | Assistant Land Surveyor Supervisor | 74 | 12,374 | 12,993 | 13,643 | 14,325 | 0 | 0 |
| 21 (II) | 12 | 2543 | Assistant Superintendent, Aqueduct/Pardee | 76 | 13,002 | 13,652 | 14,335 | 15,052 | 0 | 0 |
| NA | NA | 5642 | Assistant To The General Manager | 70 | Min | 9,985 | Ctrl Pt | 12,980 | Max | 15,144 |
| 21 (I) | 12 | 2598 | Assistant Wastewater Shift Supervisor | 70 | 11,212 | 11,773 | 12,362 | 12,980 | 0 | 0 |
| 2019 | 12 | 4125 | Assistant Water Resources Specialist | 72 | 11,214 | 11,775 | 12,364 | 12,982 | 13,631 | 0 |
| 2019 | 12 | 4165 | Associate Architect | 76 | 12,383 | 13,002 | 13,652 | 14,335 | 15,052 | 0 |
| 2019 | 12 | 4112 | Associate Civil Engineer | 76 | 12,383 | 13,002 | 13,652 | 14,335 | 15,052 | 0 |
| 2019 | 12 | 4108 | Associate Control Systems Engineer | 76 | 12,383 | 13,002 | 13,652 | 14,335 | 15,052 | 0 |
| 2019 | 12 | 4137 | Associate Corrosion Control Specialist | 76 | 12,383 | 13,002 | 13,652 | 14,335 | 15,052 | 0 |
| 2019 | 12 | 4152 | Associate Electrical Engineer | 77 | 12,691 | 13,326 | 13,992 | 14,692 | 15,427 | 0 |
| 2019 | 12 | 4142 | Associate Mechanical Engineer | 76 | 12,383 | 13,002 | 13,652 | 14,335 | 15,052 | 0 |
| 2019 | 12 | 4127 | Associate Water Resources Specialist | 76 | 12,383 | 13,002 | 13,652 | 14,335 | 15,052 | 0 |
| O&A | NA | 4698 | Attorney I | 72 | Min | 10,485 | Ctrl Pt | 13,631 | Max | 15,903 |
| O&A | NA | 4694 | Attorney II | 80 | Min | 12,776 | Ctrl Pt | 16,609 | Max | 19,378 |
| O&A | NA | 4690 | Attorney III | 86 | Min | 14,813 | Ctrl Pt | 19,257 | Max | 22,467 |
| 444 | 12 | 8570 | Automotive Maintenance Worker I | 53 | 0 | 0 | 7,370 | 7,739 | 8,126 | 8,532 |

| 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 | 7,937 | 8,334 | 8,751 | 9,189 |
| 444 | 12 | 8568 | Automotive Maintenance Worker III | 58 | 0 | 0 | 8,335 | 8,752 | 9,190 | 9,650 |
| 444 | 12 | 8565 | Automotive Mechanic A | 60 | 0 | 0 | 8,752 | 9,190 | 9,650 | 10,133 |
| 444 | 12 | 8564 | Automotive Mechanic B | 62 | 0 | 0 | 9,203 | 9,663 | 10,146 | 10,653 |
| 444 | 6 | 8983 | Automotive Services Attendant I | 48 | 0 | 0 | 6,512 | 6,838 | 7,180 | 7,539 |
| 444 | 6 | 8981 | Automotive Services Attendant II | 52 | 0 | 0 | 7,189 | 7,548 | 7,925 | 8,321 |
| 21 (II) | 12 | 8708 | Building Tenant Services Supervisor | 69 | 10,937 | 11,484 | 12,058 | 12,661 | 0 | 0 |
| 21 (II) | 12 | 4719 | Business Development Representative | 69 | 10,937 | 11,484 | 12,058 | 12,661 | 0 | 0 |
| 2019 | 12 | 4664 | Buyer I | 60 | 8,335 | 8,752 | 9,190 | 9,650 | 10,133 | 0 |
| 2019 | 12 | 4662 | Buyer II | 64 | 9,208 | 9,668 | 10,151 | 10,659 | 11,192 | 0 |
| 444 | 12 | 8616 | Carpenter | 62 | 0 | 0 | 9,203 | 9,663 | 10,146 | 10,653 |
| 21 (II) | 12 | 8611 | Carpenter Supervisor | 74 | 12,374 | 12,993 | 13,643 | 14,325 | 0 | 0 |
| 444 | 12 | 8615 | Carpentry Worker I | 50 | 0 | 0 | 6,837 | 7,179 | 7,538 | 7,915 |
| 444 | 12 | 8614 | Carpentry Worker II | 54 | 0 | 0 | 7,554 | 7,932 | 8,329 | 8,745 |
| 444 | 12 | 8618 | Carpentry Worker III | 58 | 0 | 0 | 8,335 | 8,752 | 9,190 | 9,650 |
| 2019 | 12 | 4407 | Chemist I | 64 | 9,208 | 9,668 | 10,151 | 10,659 | 11,192 | 0 |
| 2019 | 12 | 4405 | Chemist II | 68 | 10,165 | 10,673 | 11,207 | 11,767 | 12,355 | 0 |
| NA | NA | 1600 | Chief Information Officer | 93 | Min | 17,615 | Ctrl Pt | 22,900 | Max | 26,717 |
| 2019 | 12 | 4333 | Chief Of Party | 68 | 10,165 | 10,673 | 11,207 | 11,767 | 12,355 | 0 |
| NA | NA | 4688 | Chief Trial Attorney | 91 | Min | 16,768 | Ctrl Pt | 21,798 | Max | 25,432 |
| 21 (II) | 12 | 4708 | Community Affairs Representative I | 61 | 8,980 | 9,429 | 9,900 | 10,395 | 0 | 0 |
| 21 (II) | 12 | 4702 | Community Affairs Representative II | 69 | 10,937 | 11,484 | 12,058 | 12,661 | 0 | 0 |
| 21 (II) | 12 | 4704 | Community Affairs Representative III | 73 | 12,072 | 12,676 | 13,310 | 13,975 | 0 | 0 |
| 2019 | 12 | 5434 | Computer Operations Technician | 57 | 7,748 | 8,135 | 8,542 | 8,969 | 9,417 | 0 |
| 444 | 6 | 8974 | Concrete Finisher I | 54 | 0 | 0 | 7,554 | 7,932 | 8,329 | 8,745 |
| 444 | 6 | 8836 | Concrete Finisher II | 58 | 0 | 0 | 8,335 | 8,752 | 9,190 | 9,650 |
| 2019 | 12 | 4823 | Construction & Maintenance Scheduler | 70 | 10,678 | 11,212 | 11,773 | 12,362 | 12,980 | 0 |
| 21 (II) | 12 | 2513 | Construction & Maintenance Supt. | 82 | 15,071 | 15,825 | 16,616 | 17,447 | 0 | 0 |
| 2019 | 12 | 4350 | Construction Inspector | 67 | 9,913 | 10,409 | 10,929 | 11,475 | 12,049 | 0 |
| EXMPT | NA | 4659 | Contract Equity Administrator | 80 | Min | 12,776 | Ctrl Pt | 16,609 | Max | 19,378 |
| NA | NA | 1517 | Controller | 85 | Min | 14,452 | Ctrl Pt | 18,788 | Max | 21,920 |
| 2019 | 12 | 4354 | Corrosion Control Technician | 64 | 9,208 | 9,668 | 10,151 | 10,659 | 11,192 | 0 |
| 444 | 12 | 8314 | Crane Operator | 62 | 0 | 0 | 9,203 | 9,663 | 10,146 | 10,653 |
| 444 | 12 | 8582 | Cross-Connection Specialist | 61 | 0 | 0 | 8,980 | 9,429 | 9,900 | 10,395 |
| MGR | 12 | 2309 | Customer Services Manager | 80 | Min | 12,776 | Ctrl Pt | 16,609 | Max | 19,378 |
| 2019 | 6 | 5851 | Customer Services Representative I | 43 | 5,482 | 5,756 | 6,044 | 6,346 | 6,663 | 0 |
| 2019 | 6 | 5850 | Customer Services Representative II | 51 | 6,676 | 7,010 | 7,360 | 7,728 | 8,114 | 0 |
| 2019 | 6 | 5848 | Customer Services Representative III | 55 | 7,372 | 7,741 | 8,128 | 8,534 | 8,961 | 0 |
| 21 (II) | 12 | 2314 | Customer Services Supervisor | 70 | 11,212 | 11,773 | 12,362 | 12,980 | 0 | 0 |
| MGR | 12 | 4750 | Customer Support Program Administrator | 74 | Min | 11,019 | Ctrl Pt | 14,325 | Max | 16,708 |

| Bargaining Unit | Probation Period* | Class | | Salary | | | | | | | |
|-----------------|-------------------|-------|--|--------|--------|--------|---------|--------|--------|--------|--|
| | | Code | Class Title | Range | 1 Step | 2 Step | 3 Step | 4 Step | 5 Step | 6 Step | |
| NA | NA | 1581 | Director, Administration | 95 | Min | 18,503 | Ctrl Pt | 24,054 | Max | 28,064 | |
| NA | NA | 1511 | Director, Customer & Community Services | 93 | Min | 17,615 | Ctrl Pt | 22,900 | Max | 26,717 | |
| NA | NA | 1564 | Director, Engineering & Construction | 95 | Min | 18,503 | Ctrl Pt | 24,054 | Max | 28,064 | |
| NA | NA | 1515 | Director, Finance | 95 | Min | 18,503 | Ctrl Pt | 24,054 | Max | 28,064 | |
| NA | NA | 1563 | Director, Human Resources | 93 | Min | 17,615 | Ctrl Pt | 22,900 | Max | 26,717 | |
| NA | NA | 1506 | Director, Operations & Maintenance | 95 | Min | 18,503 | Ctrl Pt | 24,054 | Max | 28,064 | |
| NA | NA | 1558 | Director, Wastewater | 95 | Min | 18,503 | Ctrl Pt | 24,054 | Max | 28,064 | |
| NA | NA | 1566 | Director, Water & Natural Resources | 95 | Min | 18,503 | Ctrl Pt | 24,054 | Max | 28,064 | |
| 2019 | 6 | 5492 | Dispatch Center Representative | 53 | 7,019 | 7,370 | 7,739 | 8,126 | 8,532 | 0 | |
| 21 (I) | 12 | 5490 | Dispatch Center Supervisor | 65 | 9,910 | 10,406 | 10,926 | 11,472 | 0 | 0 | |
| 2019 | 12 | 4346 | Drafter I | 50 | 6,511 | 6,837 | 7,179 | 7,538 | 7,915 | 0 | |
| 2019 | 12 | 4345 | Drafter II | 54 | 7,194 | 7,554 | 7,932 | 8,329 | 8,745 | 0 | |
| 2019 | 12 | 4344 | Drafter III | 58 | 7,938 | 8,335 | 8,752 | 9,190 | 9,650 | 0 | |
| 21 (II) | 12 | 4343 | Drafting Supervisor | 70 | 11,212 | 11,773 | 12,362 | 12,980 | 0 | 0 | |
| 21 (II) | 12 | 8633 | Electrical Supervisor | 74 | 12,374 | 12,993 | 13,643 | 14,325 | 0 | 0 | |
| 444 | 12 | 8636 | Electrical Technician | 67 | 0 | 0 | 10,409 | 10,929 | 11,475 | 12,049 | |
| 444 | 12 | 8640 | Electrical Worker I | 51 | 0 | 0 | 7,010 | 7,360 | 7,728 | 8,114 | |
| 444 | 12 | 8639 | Electrical Worker II | 55 | 0 | 0 | 7,741 | 8,128 | 8,534 | 8,961 | |
| 444 | 12 | 8638 | Electrical Worker III | 59 | 0 | 0 | 8,545 | 8,972 | 9,421 | 9,892 | |
| 444 | 12 | 8632 | Electronic Technician | 61 | 0 | 0 | 8,980 | 9,429 | 9,900 | 10,395 | |
| MGR | 12 | 2579 | Emergency Preparedness & Business Continuity Administrator | 77 | Min | 11,867 | Ctrl Pt | 15,427 | Max | 17,999 | |
| 2019 | NA | 4337 | Engineering Aide | 46 | 5,901 | 6,196 | 6,506 | 6,831 | 7,173 | 0 | |
| 2019 | 12 | 4349 | Engineering Designer I | 63 | 8,987 | 9,436 | 9,908 | 10,403 | 10,923 | 0 | |
| 2019 | 12 | 4359 | Engineering Designer II | 67 | 9,913 | 10,409 | 10,929 | 11,475 | 12,049 | 0 | |
| MGR | 12 | 2200 | Engineering Manager | 88 | Min | 15,568 | Ctrl Pt | 20,238 | Max | 23,612 | |
| O&A | NA | 1575 | Environmental Affairs Officer | 85 | Min | 14,452 | Ctrl Pt | 18,788 | Max | 21,920 | |
| 2019 | 12 | 4386 | Environmental Health & Safety Specialist I | 67 | 9,913 | 10,409 | 10,929 | 11,475 | 12,049 | 0 | |
| 2019 | 12 | 4396 | Environmental Health & Safety Specialist II | 72 | 11,214 | 11,775 | 12,364 | 12,982 | 13,631 | 0 | |
| 21 (II) | 12 | 2580 | Equipment Superintendent | 76 | 13,002 | 13,652 | 14,335 | 15,052 | 0 | 0 | |
| 21 (II) | 12 | 8523 | Equipment Supervisor | 72 | 11,775 | 12,364 | 12,982 | 13,631 | 0 | 0 | |
| CNF | 6 | 5643 | Executive Assistant I | 59 | 8,138 | 8,545 | 8,972 | 9,421 | 9,892 | 0 | |
| CNF | 6 | 5639 | Executive Assistant II | 63 | 8,987 | 9,436 | 9,908 | 10,403 | 10,923 | 0 | |
| 444 | 12 | 8707 | Facility Foreman | 67 | 0 | 0 | 10,409 | 10,929 | 11,475 | 12,049 | |
| 444 | 12 | 8701 | Facility Specialist I | 55 | 0 | 0 | 7,741 | 8,128 | 8,534 | 8,961 | |
| 444 | 12 | 8705 | Facility Specialist II | 61 | 0 | 0 | 8,980 | 9,429 | 9,900 | 10,395 | |
| 21 (II) | 12 | 8702 | Facility Supervisor | 72 | 11,775 | 12,364 | 12,982 | 13,631 | 0 | 0 | |
| 444 | 6 | 8704 | Facility Technician | 59 | 0 | 0 | 8,545 | 8,972 | 9,421 | 9,892 | |
| 2019 | 12 | 7335 | Field Biologist | 57 | 7,748 | 8,135 | 8,542 | 8,969 | 9,417 | 0 | |
| 2019 | 6 | 5936 | Field Services Representative I | 53 | 7,019 | 7,370 | 7,739 | 8,126 | 8,532 | 0 | |
| 2019 | 6 | 5939 | Field Services Representative II | 57 | 7,748 | 8,135 | 8,542 | 8,969 | 9,417 | 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 | 7332 | Fisheries & Wildlife Aide | 49 | 6,358 | 6,676 | 7,010 | 7,360 | 7,728 | 0 |
| 2019 | 12 | 7340 | Fisheries & Wildlife Biologist I | 62 | 8,765 | 9,203 | 9,663 | 10,146 | 10,653 | 0 |
| 2019 | 12 | 7338 | Fisheries & Wildlife Biologist II | 67 | 9,913 | 10,409 | 10,929 | 11,475 | 12,049 | 0 |
| 444 | 12 | 8530 | General Equipment Mechanic | 62 | 0 | 0 | 9,203 | 9,663 | 10,146 | 10,653 |
| 21 (II) | 12 | 8219 | General Pipe Supervisor | 72 | 11,775 | 12,364 | 12,982 | 13,631 | 0 | 0 |
| 2019 | 12 | 4313 | Geographic Information Systems Specialist | 59 | 8,138 | 8,545 | 8,972 | 9,421 | 9,892 | 0 |
| 21 (II) | 12 | 4321 | Graphic Design Supervisor | 68 | 10,673 | 11,207 | 11,767 | 12,355 | 0 | 0 |
| 2019 | 12 | 4315 | Graphic Designer I | 54 | 7,194 | 7,554 | 7,932 | 8,329 | 8,745 | 0 |
| 2019 | 12 | 4317 | Graphic Designer II | 58 | 7,938 | 8,335 | 8,752 | 9,190 | 9,650 | 0 |
| 444 | 6 | 7517 | Grounds Maintenance Foreman | 64 | 0 | 0 | 9,668 | 10,151 | 10,659 | 11,192 |
| 444 | 6 | 7522 | Grounds Maintenance Specialist I | 48 | 0 | 0 | 6,512 | 6,838 | 7,180 | 7,539 |
| 444 | 6 | 7520 | Grounds Maintenance Specialist II | 52 | 0 | 0 | 7,189 | 7,548 | 7,925 | 8,321 |
| 444 | 6 | 8534 | Heavy Equipment Maintenance Worker I | 53 | 0 | 0 | 7,370 | 7,739 | 8,126 | 8,532 |
| 444 | 6 | 8536 | Heavy Equipment Maintenance Worker II | 56 | 0 | 0 | 7,937 | 8,334 | 8,751 | 9,189 |
| 444 | 12 | 8538 | Heavy Equipment Maintenance Worker III | 58 | 0 | 0 | 8,335 | 8,752 | 9,190 | 9,650 |
| 444 | 12 | 8526 | Heavy Equipment Mechanic | 62 | 0 | 0 | 9,203 | 9,663 | 10,146 | 10,653 |
| 444 | 12 | 8324 | Heavy Equipment Operator | 61 | 0 | 0 | 8,980 | 9,429 | 9,900 | 10,395 |
| NRP | NA | 8325 | Heavy Equipment Operator Trainee | 56 | 8,334 | 8,751 | 9,189 | 0 | 0 | 0 |
| 444 | 12 | 8315 | Heavy Forklift Operator | 57 | 0 | 0 | 8,135 | 8,542 | 8,969 | 9,417 |
| 444 | 12 | 8328 | Heavy Transport Operator | 58 | 0 | 0 | 8,335 | 8,752 | 9,190 | 9,650 |
| 2019 | 6 | 7774 | Housekeeper | 44 | 0 | 0 | 5,900 | 6,195 | 6,505 | 6,830 |
| CNF | 12 | 4873 | HRIS Analyst I | 61 | 8,980 | 9,429 | 9,900 | 10,395 | 0 | 0 |
| CNF | 12 | 4870 | HRIS Analyst II | 69 | 10,937 | 11,484 | 12,058 | 12,661 | 0 | 0 |
| MGR | 12 | 4615 | Human Resources Administrator | 80 | Min | 12,776 | Ctrl Pt | 16,609 | Max | 19,378 |
| CNF | 12 | 4626 | Human Resources Analyst I | 63 | 9,436 | 9,908 | 10,403 | 10,923 | 0 | 0 |
| CNF | 12 | 4625 | Human Resources Analyst II | 69 | 10,937 | 11,484 | 12,058 | 12,661 | 0 | 0 |
| CNF | NA | 5278 | Human Resources Intern I | 46 | 5,901 | 6,196 | 6,506 | 6,831 | 7,173 | 0 |
| CNF | NA | 5276 | Human Resources Intern II | 53 | 7,019 | 7,370 | 7,739 | 8,126 | 8,532 | 0 |
| CNF | 12 | 4629 | Human Resources Technician | 59 | 8,545 | 8,972 | 9,421 | 9,892 | 0 | 0 |
| 444 | 12 | 8117 | Hydroelectric Power Plant Mechanic | 67 | 0 | 0 | 10,409 | 10,929 | 11,475 | 12,049 |
| 444 | 12 | 8119 | Hydroelectric Power Plant Operator I | 59 | 0 | 0 | 8,545 | 8,972 | 9,421 | 9,892 |
| 444 | 12 | 8118 | Hydroelectric Power Plant Operator II | 65 | 0 | 0 | 9,910 | 10,406 | 10,926 | 11,472 |
| 21 (I) | 12 | 8114 | Hydroelectric Power Plant Supervisor | 72 | 11,775 | 12,364 | 12,982 | 13,631 | 0 | 0 |
| 2019 | 12 | 4358 | Hydrographer I | 61 | 8,552 | 8,980 | 9,429 | 9,900 | 10,395 | 0 |
| 2019 | 12 | 4353 | Hydrographer II | 65 | 9,438 | 9,910 | 10,406 | 10,926 | 11,472 | 0 |
| 2019 | 12 | 4360 | Hydrographer III | 69 | 10,416 | 10,937 | 11,484 | 12,058 | 12,661 | 0 |
| 21 (II) | 12 | 2325 | Information Services Supervisor | 81 | 14,703 | 15,438 | 16,210 | 17,021 | 0 | 0 |
| 21 (II) | 12 | 4900 | Information Systems Administrator | 73 | 12,072 | 12,676 | 13,310 | 13,975 | 0 | 0 |
| 21 (II) | 12 | 4905 | Information Systems Administrator II | 77 | 13,326 | 13,992 | 14,692 | 15,427 | 0 | 0 |
| MGR | 12 | 2321 | Information Systems Division Manager | 87 | Min | 15,187 | Ctrl Pt | 19,743 | Max | 23,034 |

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|-----------------|-------------------|-------|--|--------|--------|--------|---------|--------|--------|--------|
| | | Code | Class Title | Range | 1 Step | 2 Step | 3 Step | 4 Step | 5 Step | 6 Step |
| 2019 | 12 | 5440 | Information Systems Specialist I | 49 | 6,358 | 6,676 | 7,010 | 7,360 | 7,728 | 0 |
| 2019 | 12 | 5438 | Information Systems Specialist II | 53 | 7,019 | 7,370 | 7,739 | 8,126 | 8,532 | 0 |
| 2019 | 12 | 5436 | Information Systems Specialist III | 57 | 7,748 | 8,135 | 8,542 | 8,969 | 9,417 | 0 |
| 2019 | 12 | 4897 | Information Systems Support Analyst I | 61 | 8,552 | 8,980 | 9,429 | 9,900 | 10,395 | 0 |
| 2019 | 12 | 4895 | Information Systems Support Analyst II | 70 | 10,678 | 11,212 | 11,773 | 12,362 | 12,980 | 0 |
| 2019 | 12 | 5264 | Information Technology Engineer I | 65 | 9,438 | 9,910 | 10,406 | 10,926 | 11,472 | 0 |
| 2019 | 12 | 5262 | Information Technology Engineer II | 69 | 10,416 | 10,937 | 11,484 | 12,058 | 12,661 | 0 |
| 2019 | NA | 5280 | Information Technology Intern I | 46 | 5,901 | 6,196 | 6,506 | 6,831 | 7,173 | 0 |
| 2019 | NA | 5282 | Information Technology Intern II | 53 | 7,019 | 7,370 | 7,739 | 8,126 | 8,532 | 0 |
| 21 (II) | 12 | 2534 | Instrument Maintenance Supervisor | 74 | 12,374 | 12,993 | 13,643 | 14,325 | 0 | 0 |
| 21 (II) | 12 | 8835 | Instrument Supervisor | 74 | 12,374 | 12,993 | 13,643 | 14,325 | 0 | 0 |
| 444 | 12 | 8838 | Instrument Technician | 66 | 0 | 0 | 10,157 | 10,665 | 11,198 | 11,758 |
| 444 | 12 | 8842 | Instrument Worker I | 53 | 0 | 0 | 7,370 | 7,739 | 8,126 | 8,532 |
| 444 | 12 | 8841 | Instrument Worker II | 57 | 0 | 0 | 8,135 | 8,542 | 8,969 | 9,417 |
| 444 | 12 | 8840 | Instrument Worker III | 61 | 0 | 0 | 8,980 | 9,429 | 9,900 | 10,395 |
| 21 (II) | 12 | 5225 | Internal Auditor | 69 | 10,937 | 11,484 | 12,058 | 12,661 | 0 | 0 |
| MGR | 12 | 5230 | Internal Auditor Supervisor | 80 | Min | 12,776 | Ctrl Pt | 16,609 | Max | 19,378 |
| 444 | 6 | 7736 | Janitor | 44 | 0 | 0 | 5,900 | 6,195 | 6,505 | 6,830 |
| 444 | 6 | 7734 | Janitor Foreman | 52 | 0 | 0 | 7,189 | 7,548 | 7,925 | 8,321 |
| 21 (I) | 12 | 7732 | Janitor Supervisor | 60 | 8,752 | 9,190 | 9,650 | 10,133 | 0 | 0 |
| 2019 | 12 | 4116 | Junior Engineer | 66 | 9,673 | 10,157 | 10,665 | 11,198 | 11,758 | 0 |
| 2019 | 12 | 4123 | Junior Water Resources Specialist | 66 | 9,673 | 10,157 | 10,665 | 11,198 | 11,758 | 0 |
| 21 (II) | 12 | 4411 | Laboratory Supervisor | 79 | 13,997 | 14,697 | 15,432 | 16,204 | 0 | 0 |
| 2019 | 12 | 4426 | Laboratory Technician I | 51 | 6,676 | 7,010 | 7,360 | 7,728 | 8,114 | 0 |
| 2019 | 12 | 4423 | Laboratory Technician II | 57 | 7,748 | 8,135 | 8,542 | 8,969 | 9,417 | 0 |
| 2019 | 12 | 4420 | Laboratory Technician III | 64 | 9,208 | 9,668 | 10,151 | 10,659 | 11,192 | 0 |
| 21 (II) | 12 | 4331 | Land Surveyor Supervisor | 80 | 14,348 | 15,065 | 15,818 | 16,609 | 0 | 0 |
| NRP | NA | 4699 | Law Clerk | 42 | 5,897 | 6,192 | 6,502 | 0 | 0 | 0 |
| CNF | 12 | 5638 | Legal Assistant I | 50 | 6,511 | 6,837 | 7,179 | 7,538 | 7,915 | 0 |
| CNF | 12 | 5636 | Legal Assistant II | 55 | 7,372 | 7,741 | 8,128 | 8,534 | 8,961 | 0 |
| CNF | 12 | 5637 | Litigation Assistant | 63 | 9,436 | 9,908 | 10,403 | 10,923 | 0 | 0 |
| NRP | NA | 8986 | LT Spec. Employment Program Trainee | 11 | 25.45 | 29.52 | 0 | 0 | 0 | 0 |
| 444 | NA | 8994 | LT Technical Trades Apprentice | 44A** | 0 | 0 | 6,250 | 6,563 | 6,891 | 0 |
| 444 | 12 | 8642 | Machining & Maintenance Worker I | 53 | 0 | 0 | 7,370 | 7,739 | 8,126 | 8,532 |
| 444 | 12 | 8569 | Machining & Maintenance Worker II | 56 | 0 | 0 | 7,937 | 8,334 | 8,751 | 9,189 |
| 444 | 12 | 8529 | Machining & Maintenance Worker III | 59 | 0 | 0 | 8,545 | 8,972 | 9,421 | 9,892 |
| 444 | 12 | 8527 | Maintenance Machinist | 66 | 0 | 0 | 10,157 | 10,665 | 11,198 | 11,758 |
| 21 (I) | 12 | 2563 | Maintenance Shift Supervisor | 69 | 10,937 | 11,484 | 12,058 | 12,661 | 0 | 0 |
| 444 | 12 | 8964 | Maintenance Specialist I | 52 | 0 | 0 | 7,189 | 7,548 | 7,925 | 8,321 |
| 444 | 12 | 8963 | Maintenance Specialist II | 56 | 0 | 0 | 7,937 | 8,334 | 8,751 | 9,189 |

| Bargaining Unit | Probation Period* | Class | | Salary | | | | | | |
|-----------------|-------------------|-------|--|--------|--------|--------|---------|--------|--------|--------|
| | | Code | Class Title | Range | 1 Step | 2 Step | 3 Step | 4 Step | 5 Step | 6 Step |
| 444 | 12 | 8962 | Maintenance Specialist III | 62 | 0 | 0 | 9,203 | 9,663 | 10,146 | 10,653 |
| 21 (II) | 12 | 2581 | Maintenance Superintendent | 82 | 15,071 | 15,825 | 16,616 | 17,447 | 0 | 0 |
| 21 (II) | 12 | 4810 | Management Analyst I | 65 | 9,910 | 10,406 | 10,926 | 11,472 | 0 | 0 |
| 21 (II) | 12 | 4805 | Management Analyst II | 69 | 10,937 | 11,484 | 12,058 | 12,661 | 0 | 0 |
| MGR | 12 | 1554 | Manager of Budget | 83 | Min | 13,756 | Ctrl Pt | 17,883 | Max | 20,864 |
| EXMPT | NA | 1545 | Manager of Distribution Maintenance & Construction | 86 | Min | 14,813 | Ctrl Pt | 19,257 | Max | 22,467 |
| O&A | NA | 1590 | Manager of Diversity and Inclusion | 82 | Min | 13,421 | Ctrl Pt | 17,447 | Max | 20,355 |
| MGR | 12 | 4627 | Manager of Employee & Organizational Development | 82 | Min | 13,421 | Ctrl Pt | 17,447 | Max | 20,355 |
| EXMPT | NA | 4621 | Manager of Employee Relations | 82 | Min | 13,421 | Ctrl Pt | 17,447 | Max | 20,355 |
| MGR | 12 | 4634 | Manager of Employee Services | 82 | Min | 13,421 | Ctrl Pt | 17,447 | Max | 20,355 |
| MGR | 12 | 1702 | Manager of Environmental Compliance | 82 | Min | 13,421 | Ctrl Pt | 17,447 | Max | 20,355 |
| EXMPT | NA | 1546 | Manager of Facilities Maintenance & Construction | 86 | Min | 14,813 | Ctrl Pt | 19,257 | Max | 22,467 |
| MGR | 12 | 7336 | Manager of Fisheries & Wildlife | 80 | Min | 12,776 | Ctrl Pt | 16,609 | Max | 19,378 |
| MGR | 12 | 8520 | Manager of Fleet & Construction Support | 80 | Min | 12,776 | Ctrl Pt | 16,609 | Max | 19,378 |
| MGR | 12 | 1570 | Manager of Laboratory and Technical Services | 86 | Min | 14,813 | Ctrl Pt | 19,257 | Max | 22,467 |
| NA | NA | 1504 | Manager of Maintenance & Construction/Water Operations | 93 | Min | 17,615 | Ctrl Pt | 22,900 | Max | 26,717 |
| EXMPT | NA | 8577 | Manager of Maintenance Support | 86 | Min | 14,813 | Ctrl Pt | 19,257 | Max | 22,467 |
| NA | NA | 1568 | Manager of Natural Resources | 93 | Min | 17,615 | Ctrl Pt | 22,900 | Max | 26,717 |
| MGR | 12 | 1549 | Manager of Operations & Maintenance Planning | 83 | Min | 13,756 | Ctrl Pt | 17,883 | Max | 20,864 |
| EXMPT | NA | 1544 | Manager of Pipeline Construction | 86 | Min | 14,813 | Ctrl Pt | 19,257 | Max | 22,467 |
| MGR | 12 | 1700 | Manager of Planning & Analysis for Water Quality | 82 | Min | 13,421 | Ctrl Pt | 17,447 | Max | 20,355 |
| EXMPT | NA | 1555 | Manager of Purchasing | 86 | Min | 14,813 | Ctrl Pt | 19,257 | Max | 22,467 |
| MGR | 12 | 1551 | Manager of Real Estate Services | 84 | Min | 14,101 | Ctrl Pt | 18,331 | Max | 21,387 |
| MGR | 12 | 4622 | Manager of Recruitment and Classification | 82 | Min | 13,421 | Ctrl Pt | 17,447 | Max | 20,355 |
| EXMPT | NA | 1574 | Manager of Regulatory Compliance | 88 | Min | 15,568 | Ctrl Pt | 20,238 | Max | 23,612 |
| MGR | 12 | 4710 | Manager of Risk Management | 83 | Min | 13,756 | Ctrl Pt | 17,883 | Max | 20,864 |
| EXMPT | NA | 1540 | Manager of Security & Emergency Preparedness | 82 | Min | 13,421 | Ctrl Pt | 17,447 | Max | 20,355 |
| MGR | 12 | 1950 | Manager of Wastewater Engineering | 88 | Min | 15,568 | Ctrl Pt | 20,238 | Max | 23,612 |
| MGR | 12 | 1900 | Manager of Wastewater Environmental Services | 88 | Min | 15,568 | Ctrl Pt | 20,238 | Max | 23,612 |
| MGR | 12 | 2592 | Manager of Wastewater Technical & Emerging Issues | 88 | Min | 15,568 | Ctrl Pt | 20,238 | Max | 23,612 |
| MGR | 12 | 2591 | Manager of Wastewater Treatment | 88 | Min | 15,568 | Ctrl Pt | 20,238 | Max | 23,612 |
| MGR | 12 | 4752 | Manager of Water Conservation | 82 | Min | 13,421 | Ctrl Pt | 17,447 | Max | 20,355 |
| MGR | 12 | 1543 | Manager of Water Quality | 84 | Min | 14,101 | Ctrl Pt | 18,331 | Max | 21,387 |
| MGR | 12 | 4021 | Manager of Water Supply Improvements | 88 | Min | 15,568 | Ctrl Pt | 20,238 | Max | 23,612 |
| EXMPT | NA | 1542 | Manager of Water Supply/Treatment/Distribution | 88 | Min | 15,568 | Ctrl Pt | 20,238 | Max | 23,612 |
| MGR | 12 | 7330 | Manager of Watershed & Recreation | 80 | Min | 12,776 | Ctrl Pt | 16,609 | Max | 19,378 |
| MGR | 12 | 1701 | Manager of Workplace Health & Safety | 82 | Min | 13,421 | Ctrl Pt | 17,447 | Max | 20,355 |
| 21 (II) | 12 | 8450 | Material Storage Foreman | 64 | 9,668 | 10,151 | 10,659 | 11,192 | 0 | 0 |
| 21 (II) | 12 | 2527 | Material Storage Supervisor | 70 | 11,212 | 11,773 | 12,362 | 12,980 | 0 | 0 |
| 444 | 12 | 8453 | Materials Specialist | 57 | 0 | 0 | 8,135 | 8,542 | 8,969 | 9,417 |

| 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 | 4380 | Materials Testing Supervisor | 70 | 11,212 | 11,773 | 12,362 | 12,980 | 0 | 0 |
| 2019 | 12 | 4385 | Materials Testing Technician I | 54 | 7,194 | 7,554 | 7,932 | 8,329 | 8,745 | 0 |
| 2019 | 12 | 4383 | Materials Testing Technician II | 58 | 7,938 | 8,335 | 8,752 | 9,190 | 9,650 | 0 |
| 21 (II) | 12 | 8232 | Mechanical Supervisor | 74 | 12,374 | 12,993 | 13,643 | 14,325 | 0 | 0 |
| 2019 | 6 | 5778 | Messenger/Mail Clerk | 45 | 5,759 | 6,047 | 6,349 | 6,666 | 6,999 | 0 |
| 444 | 12 | 8585 | Meter Mechanic I | 49 | 0 | 0 | 6,676 | 7,010 | 7,360 | 7,728 |
| 444 | 12 | 8583 | Meter Mechanic II | 57 | 0 | 0 | 8,135 | 8,542 | 8,969 | 9,417 |
| 444 | 6 | 5945 | Meter Reader | 52 | 6,521 | 6,847 | 7,189 | 7,548 | 7,925 | 8,321 |
| 444 | 6 | 8580 | Meter Reader/Mechanic | 54 | 0 | 0 | 7,554 | 7,932 | 8,329 | 8,745 |
| 444 | 12 | 8579 | Meter Reader/Mechanic Foreman | 64 | 0 | 0 | 9,668 | 10,151 | 10,659 | 11,192 |
| 21 (II) | 12 | 8578 | Meter Reading & Maintenance Supervisor | 70 | 11,212 | 11,773 | 12,362 | 12,980 | 0 | 0 |
| 21 (II) | 12 | 8581 | Meter Repair & Testing Supervisor | 72 | 11,775 | 12,364 | 12,982 | 13,631 | 0 | 0 |
| 2019 | 12 | 4507 | Microbiologist I | 64 | 9,208 | 9,668 | 10,151 | 10,659 | 11,192 | 0 |
| 2019 | 12 | 4505 | Microbiologist II | 68 | 10,165 | 10,673 | 11,207 | 11,767 | 12,355 | 0 |
| 2019 | 12 | 5268 | Network Analyst I | 57 | 7,748 | 8,135 | 8,542 | 8,969 | 9,417 | 0 |
| 2019 | 12 | 5267 | Network Analyst II | 65 | 9,438 | 9,910 | 10,406 | 10,926 | 11,472 | 0 |
| 2019 | 12 | 5266 | Network Analyst III | 71 | 10,940 | 11,487 | 12,061 | 12,664 | 13,297 | 0 |
| 2019 | 12 | 4684 | New Business Coordinator I | 60 | 8,335 | 8,752 | 9,190 | 9,650 | 10,133 | 0 |
| 2019 | 12 | 4683 | New Business Coordinator II | 64 | 9,208 | 9,668 | 10,151 | 10,659 | 11,192 | 0 |
| CNF | 6 | 5757 | Office Assistant, General Manager's Office | 57 | 7,748 | 8,135 | 8,542 | 8,969 | 9,417 | 0 |
| 444 | 12 | 8626 | Painter | 60 | 0 | 0 | 8,752 | 9,190 | 9,650 | 10,133 |
| 444 | 12 | 8621 | Painter Foreman | 67 | 0 | 0 | 10,409 | 10,929 | 11,475 | 12,049 |
| 444 | 12 | 8630 | Painting Worker I | 50 | 0 | 0 | 6,837 | 7,179 | 7,538 | 7,915 |
| 444 | 12 | 8629 | Painting Worker II | 54 | 0 | 0 | 7,554 | 7,932 | 8,329 | 8,745 |
| 444 | 12 | 8628 | Painting Worker III | 58 | 0 | 0 | 8,335 | 8,752 | 9,190 | 9,650 |
| CNF | 12 | 4696 | Paralegal | 63 | 9,436 | 9,908 | 10,403 | 10,923 | 0 | 0 |
| 21 (I) | 12 | 8128 | Pardee Water/Wastewater Supervisor | 74 | 12,374 | 12,993 | 13,643 | 14,325 | 0 | 0 |
| 444 | 12 | 8255 | Paving Crew Foreman | 68 | 0 | 0 | 10,673 | 11,207 | 11,767 | 12,355 |
| 444 | 6 | 8973 | Paving Raker A | 56 | 0 | 0 | 7,937 | 8,334 | 8,751 | 9,189 |
| 444 | 6 | 8991 | Paving Raker B | 59 | 0 | 0 | 8,545 | 8,972 | 9,421 | 9,892 |
| 444 | 6 | 8995 | Paving Raker C | 60 | 0 | 0 | 8,752 | 9,190 | 9,650 | 10,133 |
| 444 | 12 | 8557 | Pipeline Welder I | 53 | 0 | 0 | 7,370 | 7,739 | 8,126 | 8,532 |
| 444 | 12 | 8555 | Pipeline Welder II | 57 | 0 | 0 | 8,135 | 8,542 | 8,969 | 9,417 |
| 444 | 12 | 8553 | Pipeline Welder III | 63 | 0 | 0 | 9,436 | 9,908 | 10,403 | 10,923 |
| 21 (I) | 12 | 8551 | Pipeline Welding Supervisor | 70 | 11,212 | 11,773 | 12,362 | 12,980 | 0 | 0 |
| 21 (II) | 12 | 2535 | Plant Electrical Maintenance Supervisor | 74 | 12,374 | 12,993 | 13,643 | 14,325 | 0 | 0 |
| 2019 | 12 | 4661 | Plant Inspector | 68 | 10,165 | 10,673 | 11,207 | 11,767 | 12,355 | 0 |
| 444 | 12 | 8540 | Plant Maintenance Mechanic | 64 | 0 | 0 | 9,668 | 10,151 | 10,659 | 11,192 |
| 21 (II) | 12 | 8521 | Plant Maintenance Superintendent | 84 | 15,835 | 16,627 | 17,458 | 18,331 | 0 | 0 |
| 444 | 6 | 8544 | Plant Maintenance Worker I | 53 | 0 | 0 | 7,370 | 7,739 | 8,126 | 8,532 |

| Bargaining Unit | Probation Period* | Class | | Salary | | | | | | |
|-----------------|-------------------|-------|--|--------|--------|--------|---------|--------|--------|--------|
| | | Code | Class Title | Range | 1 Step | 2 Step | 3 Step | 4 Step | 5 Step | 6 Step |
| 444 | 12 | 8546 | Plant Maintenance Worker II | 56 | 0 | 0 | 7,937 | 8,334 | 8,751 | 9,189 |
| 444 | 12 | 8542 | Plant Maintenance Worker III | 59 | 0 | 0 | 8,545 | 8,972 | 9,421 | 9,892 |
| 21 (II) | 12 | 2537 | Plant Mechanical Maintenance Supervisor | 74 | 12,374 | 12,993 | 13,643 | 14,325 | 0 | 0 |
| 21 (II) | 12 | 2539 | Plant Structures Maintenance Supervisor | 74 | 12,374 | 12,993 | 13,643 | 14,325 | 0 | 0 |
| 444 | 12 | 8125 | Power Plant Mechanic/Operator | 65 | 0 | 0 | 9,910 | 10,406 | 10,926 | 11,472 |
| 21 (I) | 12 | 8112 | Power Plant Supervisor | 74 | 12,374 | 12,993 | 13,643 | 14,325 | 0 | 0 |
| 21 (I) | 12 | 8260 | Power, Treatment & Transmission Maintenance Supervisor | 72 | 11,775 | 12,364 | 12,982 | 13,631 | 0 | 0 |
| MGR | 12 | 4800 | Principal Management Analyst | 77 | Min | 11,867 | Ctrl Pt | 15,427 | Max | 17,999 |
| 2019 | 12 | 8857 | Printing Technician I | 49 | 6,358 | 6,676 | 7,010 | 7,360 | 7,728 | 0 |
| 2019 | 12 | 8855 | Printing Technician II | 55 | 7,372 | 7,741 | 8,128 | 8,534 | 8,961 | 0 |
| 21 (I) | 12 | 4700 | Public Affairs Specialist | 61 | 8,980 | 9,429 | 9,900 | 10,395 | 0 | 0 |
| 21 (II) | 12 | 4705 | Public Information Representative I | 65 | 9,910 | 10,406 | 10,926 | 11,472 | 0 | 0 |
| 21 (II) | 12 | 4703 | Public Information Representative II | 69 | 10,937 | 11,484 | 12,058 | 12,661 | 0 | 0 |
| 21 (II) | 12 | 4706 | Public Information Representative III | 73 | 12,072 | 12,676 | 13,310 | 13,975 | 0 | 0 |
| 21 (II) | 12 | 4660 | Purchasing Contract Supervisor | 74 | 12,374 | 12,993 | 13,643 | 14,325 | 0 | 0 |
| 21 (II) | 12 | 4410 | Quality Assurance Officer | 76 | 13,002 | 13,652 | 14,335 | 15,052 | 0 | 0 |
| 21 (I) | 12 | 7343 | Ranger Supervisor | 70 | 11,212 | 11,773 | 12,362 | 12,980 | 0 | 0 |
| 2019 | 12 | 7348 | Ranger/Naturalist I | 52 | 6,847 | 7,189 | 7,548 | 7,925 | 8,321 | 0 |
| 2019 | 12 | 7346 | Ranger/Naturalist II | 58 | 7,938 | 8,335 | 8,752 | 9,190 | 9,650 | 0 |
| 2019 | 12 | 4648 | Real Estate Representative I | 64 | 9,208 | 9,668 | 10,151 | 10,659 | 11,192 | 0 |
| 2019 | 12 | 4645 | Real Estate Representative II | 68 | 10,165 | 10,673 | 11,207 | 11,767 | 12,355 | 0 |
| 2019 | 12 | 4649 | Real Estate Technician | 59 | 8,138 | 8,545 | 8,972 | 9,421 | 9,892 | 0 |
| 2019 | 6 | 7350 | Recreation Area Attendant | 45 | 5,759 | 6,047 | 6,349 | 6,666 | 6,999 | 0 |
| 2019 | 12 | 4404 | Research Chemist | 70 | 10,678 | 11,212 | 11,773 | 12,362 | 12,980 | 0 |
| 2019 | 12 | 4503 | Research Microbiologist | 70 | 10,678 | 11,212 | 11,773 | 12,362 | 12,980 | 0 |
| 2019 | 12 | 4712 | Risk Management Adjuster | 62 | 8,765 | 9,203 | 9,663 | 10,146 | 10,653 | 0 |
| 21 (II) | 12 | 4717 | Risk Management Analyst | 73 | 12,072 | 12,676 | 13,310 | 13,975 | 0 | 0 |
| 2019 | 12 | 4711 | Risk Management Technician | 59 | 8,138 | 8,545 | 8,972 | 9,421 | 9,892 | 0 |
| NA | NA | 1401 | Secretary Of The District | 80 | Min | 12,776 | Ctrl Pt | 16,609 | Max | 19,378 |
| 2019 | 12 | 2578 | Security & Emergency Preparedness Specialist | 76 | 12,383 | 13,002 | 13,652 | 14,335 | 15,052 | 0 |
| 21 (I) | 12 | 2550 | Security Shift Supervisor | 69 | 10,937 | 11,484 | 12,058 | 12,661 | 0 | 0 |
| 21 (II) | 12 | 5240 | Senior Accounting and Financial Systems Analyst | 77 | 13,326 | 13,992 | 14,692 | 15,427 | 0 | 0 |
| 2019 | 6 | 5763 | Senior Administrative Clerk | 55 | 7,372 | 7,741 | 8,128 | 8,534 | 8,961 | 0 |
| CNF | 6 | 5781 | Senior Administrative Clerk, Confidential | 55 | 7,372 | 7,741 | 8,128 | 8,534 | 8,961 | 0 |
| 2019 | 12 | 4890 | Senior Business Systems Analyst | 73 | 11,497 | 12,072 | 12,676 | 13,310 | 13,975 | 0 |
| 2019 | 12 | 4408 | Senior Chemist | 73 | 11,497 | 12,072 | 12,676 | 13,310 | 13,975 | 0 |
| 21 (II) | 12 | 4110 | Senior Civil Engineer | 82 | 15,071 | 15,825 | 16,616 | 17,447 | 0 | 0 |
| EXMPT | NA | 4707 | Senior Community Affairs Representative | 77 | Min | 11,867 | Ctrl Pt | 15,427 | Max | 17,999 |
| 2019 | 12 | 4357 | Senior Construction Inspector | 71 | 10,940 | 11,487 | 12,061 | 12,664 | 13,297 | 0 |
| 21 (II) | 12 | 4106 | Senior Control System Engineer | 82 | 15,071 | 15,825 | 16,616 | 17,447 | 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 | 4135 | Senior Corrosion Control Engineer | 82 | 15,071 | 15,825 | 16,616 | 17,447 | 0 | 0 |
| 444 | 12 | 8587 | Senior Cross Connection Specialist | 65 | 0 | 0 | 9,910 | 10,406 | 10,926 | 11,472 |
| 2019 | 6 | 5845 | Senior Customer Services Representative | 59 | 8,138 | 8,545 | 8,972 | 9,421 | 9,892 | 0 |
| 2019 | 6 | 5491 | Senior Dispatch Center Representative | 57 | 7,748 | 8,135 | 8,542 | 8,969 | 9,417 | 0 |
| 2019 | 12 | 4342 | Senior Drafter | 62 | 8,765 | 9,203 | 9,663 | 10,146 | 10,653 | 0 |
| 21 (II) | 12 | 4150 | Senior Electrical Engineer | 82 | 15,071 | 15,825 | 16,616 | 17,447 | 0 | 0 |
| 2019 | 12 | 4362 | Senior Engineering Designer | 71 | 10,940 | 11,487 | 12,061 | 12,664 | 13,297 | 0 |
| 2019 | 12 | 4391 | Senior Environmental Health & Safety Specialist | 76 | 12,383 | 13,002 | 13,652 | 14,335 | 15,052 | 0 |
| 2019 | 6 | 5938 | Senior Field Services Representative | 61 | 8,552 | 8,980 | 9,429 | 9,900 | 10,395 | 0 |
| 2019 | 12 | 4314 | Senior Geographic Information Systems Specialist | 63 | 8,987 | 9,436 | 9,908 | 10,403 | 10,923 | 0 |
| 2019 | 12 | 4319 | Senior Graphic Designer | 62 | 8,765 | 9,203 | 9,663 | 10,146 | 10,653 | 0 |
| CNF | 12 | 4865 | Senior HRIS Analyst | 73 | Min | 10,750 | Ctrl Pt | 13,975 | Max | 16,305 |
| CNF | 12 | 4628 | Senior Human Resources Analyst | 73 | Min | 10,750 | Ctrl Pt | 13,975 | Max | 16,305 |
| 2019 | 12 | 5260 | Senior Information Technology Engineer | 76 | 12,383 | 13,002 | 13,652 | 14,335 | 15,052 | 0 |
| CNF | 12 | 5634 | Senior Legal Secretary | 63 | 9,436 | 9,908 | 10,403 | 10,923 | 0 | 0 |
| 444 | 12 | 8566 | Senior Mechanic | 67 | 0 | 0 | 10,409 | 10,929 | 11,475 | 12,049 |
| 21 (II) | 12 | 4140 | Senior Mechanical Engineer | 82 | 15,071 | 15,825 | 16,616 | 17,447 | 0 | 0 |
| 2019 | 6 | 5775 | Senior Messenger/Mail Clerk | 49 | 6,358 | 6,676 | 7,010 | 7,360 | 7,728 | 0 |
| 2019 | 12 | 4504 | Senior Microbiologist | 73 | 11,497 | 12,072 | 12,676 | 13,310 | 13,975 | 0 |
| 2019 | 12 | 4678 | Senior New Business Coordinator | 68 | 10,165 | 10,673 | 11,207 | 11,767 | 12,355 | 0 |
| 2019 | 12 | 8853 | Senior Printing Technician | 59 | 8,138 | 8,545 | 8,972 | 9,421 | 9,892 | 0 |
| EXMPT | NA | 4701 | Senior Public Information Representative | 77 | Min | 11,867 | Ctrl Pt | 15,427 | Max | 17,999 |
| 2019 | 12 | 7345 | Senior Ranger/Naturalist | 62 | 8,765 | 9,203 | 9,663 | 10,146 | 10,653 | 0 |
| 2019 | 12 | 4643 | Senior Real Estate Representative | 74 | 11,785 | 12,374 | 12,993 | 13,643 | 14,325 | 0 |
| 2019 | 12 | 5248 | Senior Software Engineer | 75 | 12,076 | 12,680 | 13,314 | 13,980 | 14,679 | 0 |
| 21 (I) | 12 | 2516 | Senior Supervisor of Maintenance Shift Operations | 76 | 13,002 | 13,652 | 14,335 | 15,052 | 0 | 0 |
| 2019 | 6 | 4399 | Senior Wastewater Control Inspector | 66 | 9,673 | 10,157 | 10,665 | 11,198 | 11,758 | 0 |
| 39 | 12 | 8136 | Senior Water Distribution Operator | 68 | 11,207 | 11,767 | 12,355 | 0 | 0 | 0 |
| 2019 | 6 | 4363 | Senior Water System Inspector | 66 | 9,673 | 10,157 | 10,665 | 11,198 | 11,758 | 0 |
| 39 | 12 | 8133 | Senior Water Treatment Operator | 68 | 11,207 | 11,767 | 12,355 | 0 | 0 | 0 |
| 2019 | 12 | 5247 | Software Engineer I | 61 | 8,552 | 8,980 | 9,429 | 9,900 | 10,395 | 0 |
| 2019 | 12 | 5245 | Software Engineer II | 67 | 9,913 | 10,409 | 10,929 | 11,475 | 12,049 | 0 |
| O&A | NA | 1316 | Special Assistant I | 78 | Min | 12,159 | Ctrl Pt | 15,807 | Max | 18,442 |
| O&A | NA | 1319 | Special Assistant II | 82 | Min | 13,421 | Ctrl Pt | 17,447 | Max | 20,355 |
| O&A | NA | 1322 | Special Assistant III | 86 | Min | 14,813 | Ctrl Pt | 19,257 | Max | 22,467 |
| NA | NA | 1324 | Special Assistant IV | 90 | Min | 16,355 | Ctrl Pt | 21,262 | Max | 24,806 |
| O&A | NA | 1327 | Special Assistant V | 94 | Min | 18,051 | Ctrl Pt | 23,466 | Max | 27,378 |
| 444 | 6 | 8456 | Storekeeper I | 48 | 0 | 0 | 6,512 | 6,838 | 7,180 | 7,539 |
| 444 | 6 | 8455 | Storekeeper II | 54 | 0 | 0 | 7,554 | 7,932 | 8,329 | 8,745 |
| 21 (II) | 12 | 4657 | Stores Supervisor | 76 | 13,002 | 13,652 | 14,335 | 15,052 | 0 | 0 |

| Bargaining Unit | Probation Period* | Class | | Salary | | | | | | |
|-----------------|-------------------|-------|---|--------|--------|--------|---------|--------|--------|--------|
| | | Code | Class Title | Range | 1 Step | 2 Step | 3 Step | 4 Step | 5 Step | 6 Step |
| 2019 | NA | 5300 | Student Intern | 46 | 5,901 | 6,196 | 6,506 | 6,831 | 7,173 | 0 |
| 21 (II) | 12 | 2542 | Superintendent of Aqueduct Section | 82 | 15,071 | 15,825 | 16,616 | 17,447 | 0 | 0 |
| 21 (II) | 12 | 2540 | Superintendent of Pardee Section | 82 | 15,071 | 15,825 | 16,616 | 17,447 | 0 | 0 |
| 21 (II) | 12 | 2570 | Superintendent of Water Treatment/Distribution/System Water Quality | 82 | 15,071 | 15,825 | 16,616 | 17,447 | 0 | 0 |
| 21 (II) | 12 | 4173 | Supervising Administrative Engineer | 80 | 14,348 | 15,065 | 15,818 | 16,609 | 0 | 0 |
| 21 (II) | 12 | 4352 | Supervising Construction Inspector | 75 | 12,680 | 13,314 | 13,980 | 14,679 | 0 | 0 |
| 21 (II) | 12 | 7337 | Supervising Fisheries/Wildlife Biologist | 73 | 12,072 | 12,676 | 13,310 | 13,975 | 0 | 0 |
| 21 (II) | 12 | 4330 | Supervising Hydrographer | 71 | 11,487 | 12,061 | 12,664 | 13,297 | 0 | 0 |
| CNF | 12 | 5933 | Supervising Legal Secretary | 66 | 10,157 | 10,665 | 11,198 | 11,758 | 0 | 0 |
| 21 (II) | 12 | 4351 | Supervising Plant Inspector | 75 | 12,680 | 13,314 | 13,980 | 14,679 | 0 | 0 |
| 21 (II) | 12 | 4387 | Supervising Wastewater Control Representative | 75 | 12,680 | 13,314 | 13,980 | 14,679 | 0 | 0 |
| 21 (II) | 12 | 4655 | Supervisor of Purchasing | 80 | 14,348 | 15,065 | 15,818 | 16,609 | 0 | 0 |
| 21 (II) | 12 | 4743 | Supervisor of Water Conservation | 74 | 12,374 | 12,993 | 13,643 | 14,325 | 0 | 0 |
| 2019 | 12 | 4336 | Survey Technician I | 58 | 7,938 | 8,335 | 8,752 | 9,190 | 9,650 | 0 |
| 2019 | 12 | 4334 | Survey Technician II | 62 | 8,765 | 9,203 | 9,663 | 10,146 | 10,653 | 0 |
| 21 (II) | 12 | 4671 | Technical Training & Writing Administrator | 73 | 12,072 | 12,676 | 13,310 | 13,975 | 0 | 0 |
| 21 (I) | 12 | 4672 | Technical Training Analyst | 69 | 10,937 | 11,484 | 12,058 | 12,661 | 0 | 0 |
| O&A | NA | 4608 | Treasury Manager | 85 | Min | 14,452 | Ctrl Pt | 18,788 | Max | 21,920 |
| 444 | 12 | 8130 | Treatment Plant Specialist | 62 | 0 | 0 | 9,203 | 9,663 | 10,146 | 10,653 |
| 444 | 12 | 8334 | Truck Driver II | 57 | 0 | 0 | 8,135 | 8,542 | 8,969 | 9,417 |
| 444 | 6 | 8980 | Utility Laborer | 51 | 0 | 0 | 7,010 | 7,360 | 7,728 | 8,114 |
| 2019 | 6 | 4397 | Wastewater Control Inspector I | 58 | 7,938 | 8,335 | 8,752 | 9,190 | 9,650 | 0 |
| 2019 | 6 | 4394 | Wastewater Control Inspector II | 62 | 8,765 | 9,203 | 9,663 | 10,146 | 10,653 | 0 |
| 2019 | 12 | 4390 | Wastewater Control Representative | 66 | 9,673 | 10,157 | 10,665 | 11,198 | 11,758 | 0 |
| 21 (I) | 12 | 2594 | Wastewater Operations Coordinator | 70 | 11,212 | 11,773 | 12,362 | 12,980 | 0 | 0 |
| 444 | 12 | 8141 | Wastewater Plant Operator I | 60 | 0 | 0 | 8,752 | 9,190 | 9,650 | 10,133 |
| 444 | 12 | 8140 | Wastewater Plant Operator II | 64 | 0 | 0 | 9,668 | 10,151 | 10,659 | 11,192 |
| 444 | 12 | 8143 | Wastewater Plant Operator Trainee | 56 | 0 | 0 | 7,937 | 8,334 | 8,751 | 9,189 |
| 21 (I) | 12 | 2596 | Wastewater Shift Supervisor | 76 | 13,002 | 13,652 | 14,335 | 15,052 | 0 | 0 |
| 21 (II) | 12 | 2593 | Wastewater Treatment Superintendent | 84 | 15,835 | 16,627 | 17,458 | 18,331 | 0 | 0 |
| 2019 | 12 | 4749 | Water Conservation Representative | 64 | 9,208 | 9,668 | 10,151 | 10,659 | 11,192 | 0 |
| 2019 | 12 | 4738 | Water Conservation Technician | 57 | 7,748 | 8,135 | 8,542 | 8,969 | 9,417 | 0 |
| 444 | 6 | 8220 | Water Distribution Crew Foreman | 68 | 0 | 0 | 10,673 | 11,207 | 11,767 | 12,355 |
| 39 | 12 | 8139 | Water Distribution Operator | 60 | 9,190 | 9,650 | 10,133 | 0 | 0 | 0 |
| 444 | 12 | 8971 | Water Distribution Plumber I | 51 | 0 | 0 | 7,010 | 7,360 | 7,728 | 8,114 |
| 444 | 12 | 8969 | Water Distribution Plumber II | 55 | 0 | 0 | 7,741 | 8,128 | 8,534 | 8,961 |
| 444 | 12 | 8970 | Water Distribution Plumber III | 59 | 0 | 0 | 8,545 | 8,972 | 9,421 | 9,892 |
| 444 | 12 | 8968 | Water Distribution Plumber IV | 63 | 0 | 0 | 9,436 | 9,908 | 10,403 | 10,923 |
| 21 (I) | 12 | 8122 | Water Distribution Supervisor | 76 | 13,002 | 13,652 | 14,335 | 15,052 | 0 | 0 |
| 444 | 12 | 8142 | Water Reclamation Operator | 66 | 0 | 0 | 10,157 | 10,665 | 11,198 | 11,758 |

| Bargaining Unit | Probation Period* | Class | | Salary | | | | | | |
|-----------------|-------------------|-------|---|--------|--------|--------|---------|--------|--------|--------|
| | | Code | Class Title | Range | 1 Step | 2 Step | 3 Step | 4 Step | 5 Step | 6 Step |
| 2019 | 6 | 4371 | Water Sampler | 53 | 7,019 | 7,370 | 7,739 | 8,126 | 8,532 | 0 |
| 2019 | 6 | 4367 | Water System Inspector I | 57 | 7,748 | 8,135 | 8,542 | 8,969 | 9,417 | 0 |
| 2019 | 6 | 4366 | Water System Inspector II | 62 | 8,765 | 9,203 | 9,663 | 10,146 | 10,653 | 0 |
| 39 | 12 | 8134 | Water Treatment Operator | 60 | 9,190 | 9,650 | 10,133 | 0 | 0 | 0 |
| 21 (I) | 12 | 8124 | Water Treatment Supervisor | 76 | 13,002 | 13,652 | 14,335 | 15,052 | 0 | 0 |
| 39 | 12 | 8135 | Water Treatment/Distribution Operator Trainee | 52 | 7,548 | 7,925 | 8,321 | 0 | 0 | 0 |
| MGR | 12 | 4713 | Workers' Compensation Manager & Risk Specialist | 77 | Min | 11,867 | Ctrl Pt | 15,427 | Max | 17,999 |

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