

**Alameda County Water District
Salary Schedule ***

Job Code	Job Description	Classification	Pay Grade	Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5
114-A	Accountant 1	MCP	114Z	6/25/23	\$47.039	\$49.391	\$51.860	\$54.453	\$57.177
135-A	Accountant 2	MCP	135Z	6/25/23	\$52.265	\$54.878	\$57.622	\$60.505	\$63.531
238-A	Accounting & Treasury Manager	MCP	238Z	6/25/23	\$87.452	\$91.825	\$96.418	\$101.239	\$106.303
200-A	Accounting Supervisor	MCP	200Z	6/25/23	\$72.006	\$75.608	\$79.388	\$83.358	\$87.526
057-A	Accounting Technician 1	OE3	057Z	6/25/23	\$37.593	\$39.472	\$41.448	\$43.519	\$45.698
078-A	Accounting Technician 2	OE3	078Z	6/25/23	\$41.772	\$43.860	\$46.055	\$48.357	\$50.776
121-A	Administrative Analyst 1	MCP	121Z	6/25/23	\$48.644	\$51.076	\$53.631	\$56.312	\$59.128
154-B	Administrative Analyst 2	MCP	154Z	6/25/23	\$57.228	\$60.089	\$63.092	\$66.249	\$69.564
095-A	Administrative Assistant/ADS	MCP	095Z	6/25/23	\$42.684	\$44.818	\$47.061	\$49.413	\$51.886
150-A	Advanced Treatment Facility Op	OA	150Z	6/25/23	\$56.624	\$59.458	\$62.430	\$65.552	\$68.829
150-B	Advanced Wtr Treatment Plt Op	OA	150Z	6/25/23	\$56.624	\$59.458	\$62.430	\$65.552	\$68.829
182-A	Associate Engineer	MCP	182Z	6/25/23	\$65.965	\$69.265	\$72.728	\$76.366	\$80.183
182-B	Associate Hydrogeologist	MCP	182Z	6/25/23	\$65.965	\$69.265	\$72.728	\$76.366	\$80.183
133-J	Business Analyst 1	MCP	133Z	6/25/23	\$51.629	\$54.210	\$56.920	\$59.767	\$62.757
165-A	Business Analyst 2	MCP	165Z	6/25/23	\$60.741	\$63.779	\$66.969	\$70.317	\$73.833
114-B	Buyer 1	MCP	114Z	6/25/23	\$47.039	\$49.391	\$51.860	\$54.453	\$57.177
135-B	Buyer 2	MCP	135Z	6/25/23	\$52.265	\$54.878	\$57.622	\$60.505	\$63.531
125-A	Chemist 1	MCP	125Z	6/25/23	\$49.699	\$52.187	\$54.798	\$57.536	\$60.414
146-A	Chemist 2	MCP	146Z	6/25/23	\$55.224	\$57.985	\$60.883	\$63.930	\$67.128
113-D	Construction Inspector 1	OE3	113Z	6/25/23	\$49.932	\$52.430	\$55.053	\$57.805	\$60.696
131-B	Construction Inspector 2	OE3	131Z	6/25/23	\$55.479	\$58.255	\$61.167	\$64.227	\$67.440
075-A	Customer Account Field Tech 1	OE3	069Z	6/25/23	\$40.161	\$42.170	\$44.280	\$46.496	\$48.821
097-A	Customer Account Field Tech 2	OE3	091Z	6/25/23	\$44.628	\$46.860	\$49.204	\$51.664	\$54.247
033-A	Customer Account Rep 1	OE3	033Z	6/25/23	\$33.404	\$35.075	\$36.829	\$38.673	\$40.605
053-A	Customer Account Rep 2	OE3	053Z	6/25/23	\$37.117	\$38.972	\$40.923	\$42.967	\$45.117
082-E	Customer Account Rep 3	OE3	082Z	6/25/23	\$42.686	\$44.818	\$47.061	\$49.412	\$51.885
238-B	Customer Service & Systems Mgr	MCP	238Z	6/25/23	\$87.452	\$91.825	\$96.418	\$101.239	\$106.303
200-B	Customer Service Supervisor	MCP	200Z	6/25/23	\$72.006	\$75.608	\$79.388	\$83.358	\$87.526
238-C	Development Services Manager	MCP	238Z	6/25/23	\$87.452	\$91.825	\$96.418	\$101.239	\$106.303
281-A	Director of Eng & Tech Svcs	EXEC	281Z	6/25/23	\$107.965	\$113.364	\$119.036	\$124.986	\$131.237
281-B	Director of Finance	EXEC	281Z	6/25/23	\$107.965	\$113.364	\$119.036	\$124.986	\$131.237

* Excludes Career Service Pay and Performance Based Pay Ranges
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281-C	Director of Operations & Maint	EXEC	281Z	6/25/23	\$107.965	\$113.364	\$119.036	\$124.986	\$131.237
281-D	Director of Water Resources	EXEC	281Z	6/25/23	\$107.965	\$113.364	\$119.036	\$124.986	\$131.237
200-C	Distribution Maint Supvr	MCP	200Z	6/25/23	\$72.006	\$75.608	\$79.388	\$83.358	\$87.526
238-D	Distribution Maintenance Mgr	MCP	238Z	6/25/23	\$87.452	\$91.825	\$96.418	\$101.239	\$106.303
105-A	Electrician	OE3	105Z	6/25/23	\$48.238	\$50.649	\$53.182	\$55.841	\$58.634
127-A	Electrician 2	OE3	127Z	6/25/23	\$53.596	\$56.276	\$59.088	\$62.045	\$65.147
144-A	Emer & Security Svcs Planner	MCP	144Z	6/25/23	\$54.592	\$57.322	\$60.188	\$63.198	\$66.359
177-A	Emerg & Security Svcs Supvr	MCP	177Z	6/25/23	\$64.226	\$67.438	\$70.812	\$74.350	\$78.070
128-A	Engineer 1	MCP	128Z	6/25/23	\$50.467	\$52.988	\$55.637	\$58.420	\$61.343
161-A	Engineer 2	MCP	161Z	6/25/23	\$59.369	\$62.338	\$65.456	\$68.728	\$72.166
216-A	Engineering Supervisor	MCP	216Z	6/25/23	\$78.400	\$82.321	\$86.437	\$90.760	\$95.298
074-B	Engineering Technician 1	OE3	074Z	6/25/23	\$41.007	\$43.058	\$45.211	\$47.472	\$49.847
106-A	Engineering Technician 2	OE3	106Z	6/25/23	\$48.244	\$50.657	\$53.191	\$55.850	\$58.643
126-A	Engineering Technician 3	OE3	126Z	6/25/23	\$53.068	\$55.722	\$58.508	\$61.434	\$64.508
138-A	Environmental Specialist 1	MCP	138Z	6/25/23	\$52.935	\$55.585	\$58.364	\$61.282	\$64.347
159-A	Environmental Specialist 2	MCP	159Z	6/25/23	\$58.819	\$61.761	\$64.848	\$68.093	\$71.500
168-A	Executive Assistant/Dist Sec	MCP	168Z	6/25/23	\$61.352	\$64.420	\$67.641	\$71.024	\$74.576
109-A	Facilities Maintenance Worker	OE3	109Z	6/25/23	\$49.089	\$51.541	\$54.121	\$56.827	\$59.670
238-E	Facility Maintenance Manager	MCP	238Z	6/25/23	\$87.452	\$91.825	\$96.418	\$101.239	\$106.303
221-A	Financial Analysis Supervisor	MCP	221Z	6/25/23	\$80.332	\$84.349	\$88.567	\$92.996	\$97.647
145-A	Financial Analyst 1	MCP	145Z	6/25/23	\$54.669	\$57.402	\$60.270	\$63.286	\$66.452
165-B	Financial Analyst 2	MCP	165Z	6/25/23	\$60.741	\$63.779	\$66.969	\$70.317	\$73.833
047-B	Gardener 1	OE3	047Z	6/25/23	\$35.884	\$37.679	\$39.560	\$41.542	\$43.618
068-B	Gardener 2	OE3	068Z	6/25/23	\$39.869	\$41.862	\$43.958	\$46.155	\$48.463
096-A	Gardener 3	OE3	096Z	6/25/23	\$45.849	\$48.141	\$50.550	\$53.079	\$55.733
200-E	General Facilities Supervisor	MCP	200Z	6/25/23	\$72.006	\$75.608	\$79.388	\$83.358	\$87.526
335-A	General Manager	GM	335Z	6/27/21	\$123.936	\$130.133	\$136.641	\$143.473	\$150.647
238-F	Groundwater Resources Manager	MCP	238Z	6/25/23	\$87.452	\$91.825	\$96.418	\$101.239	\$106.303
118-C	Human Resources Analyst 1	MCP	118Z	6/25/23	\$47.954	\$50.352	\$52.870	\$55.512	\$58.290
151-A	Human Resources Analyst 2	MCP	151Z	6/25/23	\$56.417	\$59.238	\$62.198	\$65.310	\$68.578
029-E	Human Resources Assistant 1	MCP	029Z	6/25/23	\$30.714	\$32.250	\$33.863	\$35.559	\$37.337
050-D	Human Resources Assistant 2	MCP	050Z	6/25/23	\$34.128	\$35.837	\$37.626	\$39.511	\$41.486
072-A	Human Resources Technician 1	MCP	072Z	6/25/23	\$37.921	\$39.817	\$41.810	\$43.899	\$46.096
092-A	Human Resources Technician 2	MCP	092Z	6/25/23	\$42.136	\$44.241	\$46.453	\$48.775	\$51.216
238-G	Human Resources/Risk Manager	MCP	238Z	6/25/23	\$87.452	\$91.825	\$96.418	\$101.239	\$106.303
128-C	Hydrogeologist 1	MCP	128Z	6/25/23	\$50.467	\$52.988	\$55.637	\$58.420	\$61.343

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161-C	Hydrogeologist 2	MCP	161Z	6/25/23	\$59.369	\$62.338	\$65.456	\$68.728	\$72.166
155-A	Info Tech Administrator 1	MCP	155Z	6/25/23	\$57.664	\$60.547	\$63.573	\$66.755	\$70.094
187-A	Info Tech Administrator 2	MCP	187Z	6/25/23	\$67.839	\$71.232	\$74.794	\$78.534	\$82.461
204-B	Information Security Officer	MCP	204Z	6/25/23	\$73.649	\$77.335	\$81.202	\$85.262	\$89.525
106-B	Information Technology Tech	OE3	106Z	6/25/23	\$48.244	\$50.657	\$53.191	\$55.850	\$58.643
120-D	Instrument & Controls Tech 1	OE3	120Z	6/25/23	\$51.739	\$54.326	\$57.041	\$59.894	\$62.891
142-A	Instrument & Controls Tech 2	OE3	142Z	6/25/23	\$57.490	\$60.362	\$63.382	\$66.550	\$69.880
136-A	IT Analyst 1	MCP	136Z	6/25/23	\$52.419	\$55.043	\$57.796	\$60.685	\$63.721
169-A	IT Analyst 2	MCP	169Z	6/25/23	\$61.672	\$64.756	\$67.995	\$71.392	\$74.965
238-H	IT Manager	MCP	238Z	6/25/23	\$87.452	\$91.825	\$96.418	\$101.239	\$106.303
204-A	IT Supervisor	MCP	204Z	6/25/23	\$73.649	\$77.335	\$81.202	\$85.262	\$89.525
200-F	Laboratory Services Supervisor	MCP	200Z	6/25/23	\$72.006	\$75.608	\$79.388	\$83.358	\$87.526
056-A	Laboratory Technician 1	OE3	056Z	6/25/23	\$37.466	\$39.341	\$41.309	\$43.373	\$45.547
087-A	Laboratory Technician 2	OE3	087Z	6/25/23	\$44.081	\$46.287	\$48.600	\$51.031	\$53.581
049-B	Meter Reader	OE3	049Z	6/25/23	\$36.210	\$38.021	\$39.923	\$41.918	\$44.015
141-A	Meter Reader Supervisor	MCP	141Z	6/25/23	\$53.707	\$56.393	\$59.212	\$62.174	\$65.283
049-A	Meter Reader YRATE	OE3	049Y	6/28/20	\$39.326	\$41.293	\$43.358	\$45.526	\$47.803
079-B	Meter/Cross Connection Wrkr 1	OE3	079Z	6/25/23	\$41.924	\$44.021	\$46.222	\$48.535	\$50.960
109-B	Meter/Cross Connection Wrkr 2	OE3	109Z	6/25/23	\$49.089	\$51.541	\$54.121	\$56.827	\$59.670
033-B	Office Assistant 1	OE3	033Z	6/25/23	\$33.404	\$35.075	\$36.829	\$38.673	\$40.605
053-B	Office Assistant 2	OE3	053Z	6/25/23	\$37.117	\$38.972	\$40.923	\$42.967	\$45.117
134-A	Office Supervisor	MCP	134Z	6/25/23	\$52.148	\$54.757	\$57.494	\$60.369	\$63.388
164-A	Operations Systems Analyst	MCP	164Z	6/25/23	\$64.106	\$67.315	\$70.680	\$74.215	\$77.925
140-A	Operations Systems Technician	OE3	140Z	6/25/23	\$56.987	\$59.836	\$62.828	\$65.970	\$69.268
197-A	Ops Systems Administrator	MCP	197Z	6/25/23	\$71.230	\$74.792	\$78.533	\$82.461	\$86.583
137-E	Planner/Scheduler	OE3	137Z	6/25/23	\$55.783	\$58.573	\$61.501	\$64.578	\$67.807
238-I	Project Engineering Manager	MCP	238Z	6/25/23	\$87.452	\$91.825	\$96.418	\$101.239	\$106.303
115-A	Public Affairs Specialist 1	MCP	115Z	6/25/23	\$47.335	\$49.701	\$52.188	\$54.797	\$57.537
148-A	Public Affairs Specialist 2	MCP	148Z	6/25/23	\$55.689	\$58.473	\$61.396	\$64.466	\$67.692
200-G	Public Affairs Supervisor	MCP	200Z	6/25/23	\$72.006	\$75.608	\$79.388	\$83.358	\$87.526
200-H	Purchasing Officer	MCP	200Z	6/25/23	\$72.006	\$75.608	\$79.388	\$83.358	\$87.526
184-A	QA/QC Officer	MCP	184Z	6/25/23	\$66.821	\$70.163	\$73.672	\$77.354	\$81.225
163-A	Senior Accountant	MCP	163Z	6/25/23	\$60.103	\$63.112	\$66.264	\$69.579	\$73.060
172-A	Senior Administrative Analyst	MCP	172Z	6/25/23	\$62.948	\$66.098	\$69.404	\$72.874	\$76.518
193-B	Senior Business Analyst	MCP	193Z	6/25/23	\$69.854	\$73.347	\$77.014	\$80.865	\$84.909
163-B	Senior Buyer	MCP	163Z	6/25/23	\$60.103	\$63.112	\$66.264	\$69.579	\$73.060

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166-A	Senior Chemist	MCP	166Z	6/25/23	\$60.745	\$63.786	\$66.972	\$70.323	\$73.839
196-A	Senior Engineer	MCP	196Z	6/25/23	\$70.938	\$74.485	\$78.209	\$82.121	\$86.226
193-A	Senior Financial Analyst	MCP	193Z	6/25/23	\$69.854	\$73.347	\$77.014	\$80.865	\$84.909
171-A	Senior HR Analyst	MCP	171Z	6/25/23	\$62.056	\$65.160	\$68.420	\$71.840	\$75.432
111-A	Senior Human Resources Tech	MCP	111Z	6/25/23	\$46.350	\$48.665	\$51.099	\$53.654	\$56.338
187-B	Senior IT Analyst	MCP	187Z	6/25/23	\$67.839	\$71.232	\$74.794	\$78.534	\$82.461
130-B	Senior Utility Mechanic	OE3	130Z	6/25/23	\$54.418	\$57.139	\$59.997	\$62.997	\$66.148
238-L	Special Assistant to GM	MCP	238Z	6/25/23	\$87.452	\$91.825	\$96.418	\$101.239	\$106.303
167-B	Sr Public Affairs Specialist	MCP	167Z	6/25/23	\$61.254	\$64.320	\$67.536	\$70.912	\$74.458
060-B	Storekeeper 1	OE3	060Z	6/25/23	\$38.110	\$40.016	\$42.018	\$44.120	\$46.326
080-A	Storekeeper 2	OE3	080Z	6/25/23	\$42.346	\$44.465	\$46.688	\$49.023	\$51.472
200-D	Systems Maintenance Supvr	MCP	200Z	6/25/23	\$72.006	\$75.608	\$79.388	\$83.358	\$87.526
206-A	Treatment & Distribution Supvr	MCP	206Z	6/25/23	\$74.534	\$78.264	\$82.177	\$86.286	\$90.601
077-A	Treatment Facilities Op Trn	OA	077Z	6/25/23	\$39.122	\$41.078	\$43.133	\$45.291	\$47.554
122-T	Treatment Facilities Operator	OA	122Z	6/25/23	\$48.902	\$51.346	\$53.915	\$56.613	\$59.443
089-C	Utility Mechanic 1	OE3	089Z	6/25/23	\$44.526	\$46.754	\$49.092	\$51.547	\$54.123
112-B	Utility Mechanic 2	OE3	112Z	6/25/23	\$49.470	\$51.944	\$54.542	\$57.271	\$60.134
069-A	Utility Worker 1	OE3	069Z	6/25/23	\$40.161	\$42.170	\$44.280	\$46.496	\$48.821
091-A	Utility Worker 2	OE3	091Z	6/25/23	\$44.628	\$46.860	\$49.204	\$51.664	\$54.247
109-C	Utility Worker 3	OE3	109Z	6/25/23	\$49.089	\$51.541	\$54.121	\$56.827	\$59.670
089-B	Vehicle & Equipment Mechanic 1	OE3	089Z	6/25/23	\$44.526	\$46.754	\$49.092	\$51.547	\$54.123
112-A	Vehicle & Equipment Mechanic 2	OE3	112Z	6/25/23	\$49.470	\$51.944	\$54.542	\$57.271	\$60.134
108-A	Water Controller 1	OE3	108Z	6/25/23	\$48.976	\$51.427	\$53.996	\$56.696	\$59.533
130-A	Water Controller 2	OE3	130Z	6/25/23	\$54.418	\$57.139	\$59.997	\$62.997	\$66.148
128-E	Water Operations Analyst 1	MCP	128Z	6/25/23	\$50.467	\$52.988	\$55.637	\$58.420	\$61.343
161-E	Water Operations Analyst 2	MCP	161Z	6/25/23	\$59.369	\$62.338	\$65.456	\$68.728	\$72.166
238-J	Water Production Manager	MCP	238Z	6/25/23	\$87.452	\$91.825	\$96.418	\$101.239	\$106.303
136-B	Water Res Systems Analyst I	MCP	136Z	6/25/23	\$52.419	\$55.043	\$57.796	\$60.685	\$63.721
169-B	Water Res Systems Analyst II	MCP	169Z	6/25/23	\$61.672	\$64.756	\$67.995	\$71.392	\$74.965
238-K	Water Supply and Planning Mgr	MCP	238Z	6/25/23	\$87.452	\$91.825	\$96.418	\$101.239	\$106.303
200-K	Water Supply Supervisor	MCP	200Z	6/25/23	\$72.006	\$75.608	\$79.388	\$83.358	\$87.526
132-G	Water Treatment Plant Operator	OA	132Z	6/25/23	\$51.476	\$54.052	\$56.753	\$59.592	\$62.573
139-A	Water Use Efficiency Special 1	MCP	139Z	6/25/23	\$53.463	\$56.134	\$58.942	\$61.889	\$64.985
162-O	Water Use Efficiency Special 2	MCP	162Z	6/25/23	\$59.403	\$62.373	\$65.490	\$68.766	\$72.206
200-J	Water Use Efficiency Supvr	MCP	200Z	6/25/23	\$72.006	\$75.608	\$79.388	\$83.358	\$87.526
200-L	Well Ordinance Supervisor	MCP	200Z	6/25/23	\$72.006	\$75.608	\$79.388	\$83.358	\$87.526

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180-A	Workplace Hlth & Safety Off	MCP	180Z	6/25/23	\$65.562	\$68.840	\$72.284	\$75.897	\$79.695
093-C	WTPO Trainee	OA	093Z	6/25/23	\$41.180	\$43.240	\$45.403	\$47.674	\$50.056
001-A	Intern - Undergrad	TEMP	INT	6/25/23	\$23.000	\$0.000	\$0.000	\$0.000	\$0.000
001-B	Intern - Graduate w/Bachelors Degree	TEMP	INT	6/25/23	\$27.000	\$0.000	\$0.000	\$0.000	\$0.000
001-C	Intern - In Master's Program	TEMP	INT	6/25/23	\$28.000	\$0.000	\$0.000	\$0.000	\$0.000
001-D	Intern - Graudate w/Master's Degree	TEMP	INT	6/25/23	\$29.000	\$0.000	\$0.000	\$0.000	\$0.000
001-E	WEE Student	TEMP	INT	6/25/23	\$16.800	\$0.000	\$0.000	\$0.000	\$0.000

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