

**Alameda County Water District**  
**Consolidated Salary Schedule \***  
**Adopted By Resolution # 23-046, on 7/13/2023**

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	\$97,841.48	\$102,731.87	\$107,870.82	\$113,262.79	\$118,927.95
135-A	Accountant 2	MCP	135Z	6/25/23	\$108,712.32	\$114,147.16	\$119,852.53	\$125,848.37	\$132,143.56
238-A	Accounting & Treasury Manager	MCP	238Z	6/25/23	\$181,899.87	\$190,996.97	\$200,550.56	\$210,577.04	\$221,109.17
200-A	Accounting Supervisor	MCP	200Z	6/25/23	\$149,771.86	\$157,264.45	\$165,127.34	\$173,384.92	\$182,054.95
057-A	Accounting Technician 1	OE3	057Z	6/25/23	\$78,194.29	\$82,103.56	\$86,210.18	\$90,518.58	\$95,053.16
078-A	Accounting Technician 2	OE3	078Z	6/25/23	\$86,886.48	\$91,228.15	\$95,793.77	\$100,583.35	\$105,614.62
121-A	Administrative Analyst 1	MCP	121Z	6/25/23	\$101,180.22	\$106,237.49	\$111,551.80	\$117,127.77	\$122,986.24
154-B	Administrative Analyst 2	MCP	154Z	6/25/23	\$119,035.08	\$124,985.99	\$131,233.10	\$137,798.28	\$144,691.22
095-A	Administrative Assistant/ADS	MCP	095Z	6/25/23	\$88,781.71	\$93,221.26	\$97,886.51	\$102,779.79	\$107,922.03
150-A	Advanced Treatment Facility Op	OA	150Z	6/25/23	\$117,779.26	\$123,670.88	\$129,855.20	\$136,349.96	\$143,164.02
150-B	Advanced Wtr Treatment Plt Op	OA	150Z	6/25/23	\$117,779.26	\$123,670.88	\$129,855.20	\$136,349.96	\$143,164.02
182-A	Associate Engineer	MCP	182Z	6/25/23	\$137,207.90	\$144,071.06	\$151,276.18	\$158,840.11	\$166,782.11
182-B	Associate Hydrogeologist	MCP	182Z	6/25/23	\$137,207.90	\$144,071.06	\$151,276.18	\$158,840.11	\$166,782.11
133-J	Business Analyst 1	MCP	133Z	6/25/23	\$107,388.94	\$112,757.62	\$118,393.53	\$124,316.38	\$130,534.94
165-A	Business Analyst 2	MCP	165Z	6/25/23	\$126,340.63	\$132,660.21	\$139,294.66	\$146,259.51	\$153,572.48
114-B	Buyer 1	MCP	114Z	6/25/23	\$97,841.48	\$102,731.87	\$107,870.82	\$113,262.79	\$118,927.95
135-B	Buyer 2	MCP	135Z	6/25/23	\$108,712.32	\$114,147.16	\$119,852.53	\$125,848.37	\$132,143.56
125-A	Chemist 1	MCP	125Z	6/25/23	\$103,374.79	\$108,547.37	\$113,977.79	\$119,675.11	\$125,659.64
146-A	Chemist 2	MCP	146Z	6/25/23	\$114,865.60	\$120,608.66	\$126,637.76	\$132,975.08	\$139,627.27
113-D	Construction Inspector 1	OE3	113Z	6/25/23	\$103,858.44	\$109,056.02	\$114,510.82	\$120,233.92	\$126,247.50
131-B	Construction Inspector 2	OE3	131Z	6/25/23	\$115,397.77	\$121,169.66	\$127,227.59	\$133,591.52	\$140,274.75
075-A	Customer Account Field Tech 1	OE3	069Z	6/25/23	\$83,536.00	\$87,713.57	\$92,101.80	\$96,711.77	\$101,547.91
097-A	Customer Account Field Tech 2	OE3	091Z	6/25/23	\$92,824.67	\$97,467.90	\$102,343.96	\$107,461.71	\$112,832.25
033-A	Customer Account Rep 1	OE3	033Z	6/25/23	\$69,482.14	\$72,956.80	\$76,604.41	\$80,440.51	\$84,458.43
053-A	Customer Account Rep 2	OE3	053Z	6/25/23	\$77,203.11	\$81,061.38	\$85,119.22	\$89,372.19	\$93,844.68
082-E	Customer Account Rep 3	OE3	082Z	6/25/23	\$88,786.79	\$93,221.59	\$97,886.99	\$102,778.57	\$107,920.71
238-B	Customer Service & Systems Mgr	MCP	238Z	6/25/23	\$181,899.87	\$190,996.97	\$200,550.56	\$210,577.04	\$221,109.17
200-B	Customer Service Supervisor	MCP	200Z	6/25/23	\$149,771.86	\$157,264.45	\$165,127.34	\$173,384.92	\$182,054.95
238-C	Development Services Manager	MCP	238Z	6/25/23	\$181,899.87	\$190,996.97	\$200,550.56	\$210,577.04	\$221,109.17

\* Excludes Career Service Pay and Performance Based Pay Ranges

MCP: Management, Confidential, Professional

OE3: Operating Engineers Local 3

OA: Operators Association

Time Base: Annual

281-A	Director of Eng & Tech Svcs	EXEC	281Z	6/25/23	\$224,568.71	\$235,798.84	\$247,593.54	\$259,970.96	\$272,971.88
281-B	Director of Finance	EXEC	281Z	6/25/23	\$224,568.71	\$235,798.84	\$247,593.54	\$259,970.96	\$272,971.88
281-C	Director of Operations & Maint	EXEC	281Z	6/25/23	\$224,568.71	\$235,798.84	\$247,593.54	\$259,970.96	\$272,971.88
281-D	Director of Water Resources	EXEC	281Z	6/25/23	\$224,568.71	\$235,798.84	\$247,593.54	\$259,970.96	\$272,971.88
200-C	Distribution Maint Supvr	MCP	200Z	6/25/23	\$149,771.86	\$157,264.45	\$165,127.34	\$173,384.92	\$182,054.95
238-D	Distribution Maintenance Mgr	MCP	238Z	6/25/23	\$181,899.87	\$190,996.97	\$200,550.56	\$210,577.04	\$221,109.17
105-A	Electrician	OE3	105Z	6/25/23	\$100,335.00	\$105,350.75	\$110,619.28	\$116,149.47	\$121,956.84
127-A	Electrician 2	OE3	127Z	6/25/23	\$111,479.63	\$117,054.17	\$122,903.66	\$129,052.51	\$135,505.13
144-A	Emer & Security Svcs Planner	MCP	144Z	6/25/23	\$113,552.53	\$119,229.35	\$125,188.73	\$131,451.53	\$138,027.00
177-A	Emerg & Security Svcs Supvr	MCP	177Z	6/25/23	\$133,590.39	\$140,269.35	\$147,287.28	\$154,648.63	\$162,386.86
128-A	Engineer 1	MCP	128Z	6/25/23	\$104,968.36	\$110,216.03	\$115,724.90	\$121,514.25	\$127,592.64
161-A	Engineer 2	MCP	161Z	6/25/23	\$123,487.48	\$129,664.34	\$136,148.97	\$142,956.52	\$150,104.35
216-A	Engineering Supervisor	MCP	216Z	6/25/23	\$163,071.81	\$171,227.40	\$179,788.77	\$188,780.31	\$198,219.77
074-B	Engineering Technician 1	OE3	074Z	6/25/23	\$85,294.39	\$89,560.67	\$94,039.81	\$98,742.91	\$103,681.05
106-A	Engineering Technician 2	OE3	106Z	6/25/23	\$100,346.08	\$105,366.27	\$110,637.02	\$116,167.21	\$121,976.79
126-A	Engineering Technician 3	OE3	126Z	6/25/23	\$110,382.02	\$115,901.12	\$121,695.18	\$127,781.94	\$134,174.69
138-A	Environmental Specialist 1	MCP	138Z	6/25/23	\$110,105.65	\$115,615.02	\$121,399.03	\$127,467.29	\$133,841.50
159-A	Environmental Specialist 2	MCP	159Z	6/25/23	\$122,344.64	\$128,461.64	\$134,883.30	\$141,633.26	\$148,718.58
168-A	Executive Assistant/Dist Sec	MCP	168Z	6/25/23	\$127,613.42	\$133,992.87	\$140,693.84	\$147,729.64	\$155,118.01
109-A	Facilities Maintenance Worker	OE3	109Z	6/25/23	\$102,104.48	\$107,206.71	\$112,570.59	\$118,200.57	\$124,114.36
238-E	Facility Maintenance Manager	MCP	238Z	6/25/23	\$181,899.87	\$190,996.97	\$200,550.56	\$210,577.04	\$221,109.17
221-A	Financial Analysis Supervisor	MCP	221Z	6/25/23	\$167,090.76	\$175,447.34	\$184,219.71	\$193,432.85	\$203,104.95
145-A	Financial Analyst 1	MCP	145Z	6/25/23	\$113,710.91	\$119,395.64	\$125,363.33	\$131,634.86	\$138,219.51
165-B	Financial Analyst 2	MCP	165Z	6/25/23	\$126,340.63	\$132,660.21	\$139,294.66	\$146,259.51	\$153,572.48
047-B	Gardener 1	OE3	047Z	6/25/23	\$74,637.58	\$78,371.68	\$82,285.39	\$86,407.53	\$90,724.80
068-B	Gardener 2	OE3	068Z	6/25/23	\$82,928.43	\$87,072.75	\$91,432.15	\$96,002.20	\$100,805.09
096-A	Gardener 3	OE3	096Z	6/25/23	\$95,365.81	\$100,133.21	\$105,144.53	\$110,404.20	\$115,925.52
200-E	General Facilities Supervisor	MCP	200Z	6/25/23	\$149,771.86	\$157,264.45	\$165,127.34	\$173,384.92	\$182,054.95
335-A	General Manager	GM	335Z	6/27/21	\$257,785.91	\$270,677.63	\$284,213.84	\$298,424.11	\$313,346.48
238-F	Groundwater Resources Manager	MCP	238Z	6/25/23	\$181,899.87	\$190,996.97	\$200,550.56	\$210,577.04	\$221,109.17
118-C	Human Resources Analyst 1	MCP	118Z	6/25/23	\$99,745.72	\$104,731.29	\$109,970.25	\$115,467.17	\$121,242.58
151-A	Human Resources Analyst 2	MCP	151Z	6/25/23	\$117,347.44	\$123,213.97	\$129,372.52	\$135,844.61	\$142,639.83
029-E	Human Resources Assistant 1	MCP	029Z	6/25/23	\$63,886.24	\$67,081.80	\$70,435.26	\$73,963.26	\$77,661.63
050-D	Human Resources Assistant 2	MCP	050Z	6/25/23	\$70,988.03	\$74,540.44	\$78,263.20	\$82,181.25	\$86,290.41
072-A	Human Resources Technician 1	MCP	072Z	6/25/23	\$78,874.80	\$82,818.96	\$86,963.62	\$91,310.87	\$95,879.31

\* Excludes Career Service Pay and Performance Based Pay Ranges

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Time Base: Annual

092-A	Human Resources Technician 2	MCP	092Z	6/25/23	\$87,642.70	\$92,019.46	\$96,623.64	\$101,453.16	\$106,530.78
238-G	Human Resources/Risk Manager	MCP	238Z	6/25/23	\$181,899.87	\$190,996.97	\$200,550.56	\$210,577.04	\$221,109.17
128-C	Hydrogeologist 1	MCP	128Z	6/25/23	\$104,968.36	\$110,216.03	\$115,724.90	\$121,514.25	\$127,592.64
161-C	Hydrogeologist 2	MCP	161Z	6/25/23	\$123,487.48	\$129,664.34	\$136,148.97	\$142,956.52	\$150,104.35
155-A	Info Tech Administrator 1	MCP	155Z	6/25/23	\$119,940.84	\$125,937.65	\$132,233.14	\$138,850.47	\$145,796.58
187-A	Info Tech Administrator 2	MCP	187Z	6/25/23	\$141,107.22	\$148,162.36	\$155,571.65	\$163,352.03	\$171,518.36
204-B	Information Security Officer	MCP	204Z	6/25/23	\$153,192.20	\$160,855.89	\$168,898.34	\$177,344.51	\$186,212.53
106-B	Information Technology Tech	OE3	106Z	6/25/23	\$100,346.08	\$105,366.27	\$110,637.02	\$116,167.21	\$121,976.79
120-D	Instrument & Controls Tech 1	OE3	120Z	6/25/23	\$107,616.93	\$112,998.55	\$118,646.26	\$124,580.02	\$130,813.12
142-A	Instrument & Controls Tech 2	OE3	142Z	6/25/23	\$119,577.57	\$125,553.45	\$131,835.34	\$138,423.23	\$145,350.37
136-A	IT Analyst 1	MCP	136Z	6/25/23	\$109,032.64	\$114,488.33	\$120,215.96	\$126,225.09	\$132,537.18
169-A	IT Analyst 2	MCP	169Z	6/25/23	\$128,277.61	\$134,693.26	\$141,429.21	\$148,497.26	\$155,928.01
238-H	IT Manager	MCP	238Z	6/25/23	\$181,899.87	\$190,996.97	\$200,550.56	\$210,577.04	\$221,109.17
204-A	IT Supervisor	MCP	204Z	6/25/23	\$153,192.20	\$160,855.89	\$168,898.34	\$177,344.51	\$186,212.53
200-F	Laboratory Services Supervisor	MCP	200Z	6/25/23	\$149,771.86	\$157,264.45	\$165,127.34	\$173,384.92	\$182,054.95
056-A	Laboratory Technician 1	OE3	056Z	6/25/23	\$77,930.42	\$81,830.82	\$85,924.13	\$90,217.02	\$94,736.07
087-A	Laboratory Technician 2	OE3	087Z	6/25/23	\$91,687.15	\$96,277.16	\$101,086.70	\$106,144.58	\$111,448.59
049-B	Meter Reader	OE3	049Z	6/25/23	\$75,316.11	\$79,083.46	\$83,039.30	\$87,190.27	\$91,551.89
141-A	Meter Reader Supervisor	MCP	141Z	6/25/23	\$111,710.85	\$117,299.04	\$123,161.11	\$129,322.39	\$135,789.77
049-A	Meter Reader YRATE	OE3	049Y	6/28/20	\$81,798.08	\$85,889.44	\$90,184.64	\$94,694.08	\$99,430.24
079-B	Meter/Cross Connection Wrkr 1	OE3	079Z	6/25/23	\$87,201.36	\$91,562.98	\$96,141.90	\$100,951.43	\$105,996.01
109-B	Meter/Cross Connection Wrkr 2	OE3	109Z	6/25/23	\$102,104.48	\$107,206.71	\$112,570.59	\$118,200.57	\$124,114.36
033-B	Office Assistant 1	OE3	033Z	6/25/23	\$69,482.14	\$72,956.80	\$76,604.41	\$80,440.51	\$84,458.43
053-B	Office Assistant 2	OE3	053Z	6/25/23	\$77,203.11	\$81,061.38	\$85,119.22	\$89,372.19	\$93,844.68
134-A	Office Supervisor	MCP	134Z	6/25/23	\$108,468.00	\$113,893.97	\$119,585.87	\$125,568.29	\$131,847.94
164-A	Operations Systems Analyst	MCP	164Z	6/25/23	\$133,340.46	\$140,015.30	\$147,013.23	\$154,366.59	\$162,083.44
140-A	Operations Systems Technician	OE3	140Z	6/25/23	\$118,533.17	\$124,460.28	\$130,682.29	\$137,216.96	\$144,077.59
197-A	Ops Systems Administrator	MCP	197Z	6/25/23	\$148,158.22	\$155,569.12	\$163,349.27	\$171,516.86	\$180,092.71
137-E	Planner/Scheduler	OE3	137Z	6/25/23	\$116,027.52	\$121,830.44	\$127,921.63	\$134,321.04	\$141,039.75
238-I	Project Engineering Manager	MCP	238Z	6/25/23	\$181,899.87	\$190,996.97	\$200,550.56	\$210,577.04	\$221,109.17
115-A	Public Affairs Specialist 1	MCP	115Z	6/25/23	\$98,457.52	\$103,378.70	\$108,550.01	\$113,975.93	\$119,676.75
148-A	Public Affairs Specialist 2	MCP	148Z	6/25/23	\$115,831.92	\$121,622.69	\$127,701.70	\$134,090.21	\$140,797.67
200-G	Public Affairs Supervisor	MCP	200Z	6/25/23	\$149,771.86	\$157,264.45	\$165,127.34	\$173,384.92	\$182,054.95
200-H	Purchasing Officer	MCP	200Z	6/25/23	\$149,771.86	\$157,264.45	\$165,127.34	\$173,384.92	\$182,054.95
184-A	QA/QC Officer	MCP	184Z	6/25/23	\$138,988.07	\$145,936.90	\$153,238.38	\$160,897.17	\$168,948.06

\* Excludes Career Service Pay and Performance Based Pay Ranges

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Time Base: Annual

163-A	Senior Accountant	MCP	163Z	6/25/23	\$125,015.63	\$131,272.21	\$137,829.91	\$144,725.28	\$151,964.77
172-A	Senior Administrative Analyst	MCP	172Z	6/25/23	\$130,933.59	\$137,482.92	\$144,358.56	\$151,576.60	\$159,155.43
193-B	Senior Business Analyst	MCP	193Z	6/25/23	\$145,295.99	\$152,560.58	\$160,189.81	\$168,201.15	\$176,609.90
163-B	Senior Buyer	MCP	163Z	6/25/23	\$125,015.63	\$131,272.21	\$137,829.91	\$144,725.28	\$151,964.77
166-A	Senior Chemist	MCP	166Z	6/25/23	\$126,349.99	\$132,673.36	\$139,301.05	\$146,270.02	\$153,586.78
196-A	Senior Engineer	MCP	196Z	6/25/23	\$147,550.03	\$154,927.31	\$162,674.90	\$170,810.53	\$179,349.72
193-A	Senior Financial Analyst	MCP	193Z	6/25/23	\$145,295.99	\$152,560.58	\$160,189.81	\$168,201.15	\$176,609.90
171-A	Senior HR Analyst	MCP	171Z	6/25/23	\$129,076.87	\$135,533.32	\$142,311.46	\$149,427.14	\$156,898.50
111-A	Senior Human Resources Tech	MCP	111Z	6/25/23	\$96,406.97	\$101,221.40	\$106,286.00	\$111,598.48	\$117,183.86
187-B	Senior IT Analyst	MCP	187Z	6/25/23	\$141,107.22	\$148,162.36	\$155,571.65	\$163,352.03	\$171,518.36
130-B	Senior Utility Mechanic	OE3	130Z	6/25/23	\$113,189.25	\$118,848.05	\$124,792.89	\$131,032.64	\$137,587.27
238-L	Special Assistant to GM	MCP	238Z	6/25/23	\$181,899.87	\$190,996.97	\$200,550.56	\$210,577.04	\$221,109.17
167-B	Sr Public Affairs Specialist	MCP	167Z	6/25/23	\$127,410.25	\$133,783.33	\$140,473.95	\$147,497.76	\$154,872.65
060-B	Storekeeper 1	OE3	060Z	6/25/23	\$79,267.51	\$83,232.21	\$87,396.49	\$91,769.19	\$96,359.20
080-A	Storekeeper 2	OE3	080Z	6/25/23	\$88,079.44	\$92,485.41	\$97,110.90	\$101,967.00	\$107,062.58
200-D	Systems Maintenance Supvr	MCP	200Z	6/25/23	\$149,771.86	\$157,264.45	\$165,127.34	\$173,384.92	\$182,054.95
206-A	Treatment & Distribution Supvr	MCP	206Z	6/25/23	\$155,032.20	\$162,787.94	\$170,926.99	\$179,474.61	\$188,449.14
077-A	Treatment Facilities Op Trn	OA	077Z	6/25/23	\$81,374.04	\$85,442.96	\$89,715.88	\$94,203.89	\$98,911.43
122-T	Treatment Facilities Operator	OA	122Z	6/25/23	\$101,716.44	\$106,800.93	\$112,142.64	\$117,754.87	\$123,642.06
089-C	Utility Mechanic 1	OE3	089Z	6/25/23	\$92,614.02	\$97,248.38	\$102,111.13	\$107,217.80	\$112,575.03
112-B	Utility Mechanic 2	OE3	112Z	6/25/23	\$102,898.31	\$108,042.67	\$113,446.47	\$119,123.00	\$125,078.93
069-A	Utility Worker 1	OE3	069Z	6/25/23	\$83,536.00	\$87,713.57	\$92,101.80	\$96,711.77	\$101,547.91
091-A	Utility Worker 2	OE3	091Z	6/25/23	\$92,824.67	\$97,467.90	\$102,343.96	\$107,461.71	\$112,832.25
109-C	Utility Worker 3	OE3	109Z	6/25/23	\$102,104.48	\$107,206.71	\$112,570.59	\$118,200.57	\$124,114.36
089-B	Vehicle & Equipment Mechanic 1	OE3	089Z	6/25/23	\$92,614.02	\$97,248.38	\$102,111.13	\$107,217.80	\$112,575.03
112-A	Vehicle & Equipment Mechanic 2	OE3	112Z	6/25/23	\$102,898.31	\$108,042.67	\$113,446.47	\$119,123.00	\$125,078.93
108-A	Water Controller 1	OE3	108Z	6/25/23	\$101,869.44	\$106,967.23	\$112,311.16	\$117,927.83	\$123,828.32
130-A	Water Controller 2	OE3	130Z	6/25/23	\$113,189.25	\$118,848.05	\$124,792.89	\$131,032.64	\$137,587.27
128-E	Water Operations Analyst 1	MCP	128Z	6/25/23	\$104,968.36	\$110,216.03	\$115,724.90	\$121,514.25	\$127,592.64
161-E	Water Operations Analyst 2	MCP	161Z	6/25/23	\$123,487.48	\$129,664.34	\$136,148.97	\$142,956.52	\$150,104.35
238-J	Water Production Manager	MCP	238Z	6/25/23	\$181,899.87	\$190,996.97	\$200,550.56	\$210,577.04	\$221,109.17
136-B	Water Res Systems Analyst I	MCP	136Z	6/25/23	\$109,032.64	\$114,488.33	\$120,215.96	\$126,225.09	\$132,537.18
169-B	Water Res Systems Analyst II	MCP	169Z	6/25/23	\$128,277.61	\$134,693.26	\$141,429.21	\$148,497.26	\$155,928.01
238-K	Water Supply and Planning Mgr	MCP	238Z	6/25/23	\$181,899.87	\$190,996.97	\$200,550.56	\$210,577.04	\$221,109.17
200-K	Water Supply Supervisor	MCP	200Z	6/25/23	\$149,771.86	\$157,264.45	\$165,127.34	\$173,384.92	\$182,054.95

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Time Base: Annual

132-G	Water Treatment Plant Operator	OA	132Z	6/25/23	\$107,071.45	\$112,428.68	\$118,047.56	\$123,950.27	\$130,150.12
139-A	Water Use Efficiency Special 1	MCP	139Z	6/25/23	\$111,202.08	\$116,760.28	\$122,600.96	\$128,729.23	\$135,167.98
162-O	Water Use Efficiency Special 2	MCP	162Z	6/25/23	\$123,557.38	\$129,734.37	\$136,218.82	\$143,033.41	\$150,188.23
200-J	Water Use Efficiency Supvr	MCP	200Z	6/25/23	\$149,771.86	\$157,264.45	\$165,127.34	\$173,384.92	\$182,054.95
200-L	Well Ordinance Supervisor	MCP	200Z	6/25/23	\$149,771.86	\$157,264.45	\$165,127.34	\$173,384.92	\$182,054.95
180-A	Workplace Hlth & Safety Off	MCP	180Z	6/25/23	\$136,368.63	\$143,186.49	\$150,350.37	\$157,864.81	\$165,763.97
093-C	WTPO Trainee	OA	093Z	6/25/23	\$85,655.83	\$89,939.84	\$94,438.94	\$99,161.99	\$104,115.66

\* Excludes Career Service Pay and Performance Based Pay Ranges

MCP: Management, Confidential, Professional

OE3: Operating Engineers Local 3

OA: Operators Association

Time Base: Annual