

# Contra Costa Water District Salary Ranges

ALPHA SORT		HOURLY					MONTHLY					
BU	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Eff Date
10	ACCOUNT CLERK I	\$29.86	\$31.35	\$32.92	\$34.57	\$36.30	\$5,175.73	\$5,434.00	\$5,706.13	\$5,992.13	\$6,292.00	07/01/2019
10	ACCOUNT CLERK II	\$31.42	\$32.99	\$34.64	\$36.37	\$38.19	\$5,446.13	\$5,718.26	\$6,004.26	\$6,304.13	\$6,619.60	07/01/2019
10	ACCOUNT CLERK III	\$33.92	\$35.62	\$37.40	\$39.27	\$41.23	\$5,879.46	\$6,174.13	\$6,482.66	\$6,806.80	\$7,146.53	07/01/2019
20	ACCOUNTANT I	\$41.12	\$43.18	\$45.34	\$47.61	\$49.99	\$7,127.46	\$7,484.53	\$7,858.93	\$8,252.40	\$8,664.93	11/04/2019
20	ACCOUNTANT II	\$46.04	\$48.34	\$50.76	\$53.30	\$55.96	\$7,980.26	\$8,378.93	\$8,798.40	\$9,238.66	\$9,699.73	11/04/2019
30	ACCOUNTING MANAGER	\$73.27	\$76.93	\$80.78	\$84.82	\$89.06	\$12,700.13	\$13,334.53	\$14,001.86	\$14,702.13	\$15,437.06	09/23/2019
20	ADMINISTRATIVE ANALYST I	\$43.33	\$45.50	\$47.78	\$50.17	\$52.68	\$7,510.53	\$7,886.66	\$8,281.86	\$8,696.13	\$9,131.20	11/04/2019
20	ADMINISTRATIVE ANALYST II	\$47.68	\$50.06	\$52.56	\$55.19	\$57.95	\$8,264.53	\$8,677.06	\$9,110.40	\$9,566.26	\$10,044.66	11/04/2019
40	ADMINISTRATIVE ASSISTANT	\$43.95	\$46.15	\$48.46	\$50.88	\$53.42	\$7,618.00	\$7,999.33	\$8,399.73	\$8,819.20	\$9,259.46	09/23/2019
20	ADMINISTRATIVE SECRETARY	\$37.78	\$39.67	\$41.65	\$43.73	\$45.92	\$6,548.53	\$6,876.13	\$7,219.33	\$7,579.86	\$7,959.46	11/04/2019
40	ADMINISTRATIVE SECRETARY	\$38.48	\$40.40	\$42.42	\$44.54	\$46.77	\$6,669.86	\$7,002.66	\$7,352.80	\$7,720.26	\$8,106.80	09/23/2019
20	APPLICATIONS ANALYST	\$49.83	\$52.32	\$54.94	\$57.69	\$60.57	\$8,637.20	\$9,068.80	\$9,522.93	\$9,999.60	\$10,498.80	11/04/2019
20	ASSISTANT ENGINEER	\$52.56	\$55.19	\$57.95	\$60.85	\$63.89	\$9,110.40	\$9,566.26	\$10,044.66	\$10,547.33	\$11,074.26	11/04/2019
30	ASSISTANT GM - ADMINISTRATION	\$101.08	\$106.13	\$111.44	\$117.01	\$122.86	\$17,520.53	\$18,395.86	\$19,316.26	\$20,281.73	\$21,295.73	09/23/2019
30	ASSISTANT GM - ENGINEERING	\$109.25	\$114.71	\$120.45	\$126.47	\$132.79	\$18,936.66	\$19,883.06	\$20,878.00	\$21,921.46	\$23,016.93	09/23/2019
20	ASSISTANT PLANNER	\$41.84	\$43.93	\$46.13	\$48.44	\$50.86	\$7,252.26	\$7,614.53	\$7,995.86	\$8,396.26	\$8,815.73	11/04/2019
10	ASSISTANT STOREKEEPER	\$32.38	\$34.00	\$35.70	\$37.48	\$39.35	\$5,612.53	\$5,893.33	\$6,188.00	\$6,496.53	\$6,820.66	07/01/2019
30	ASSISTANT TO THE GENERAL MGR	\$46.42	\$48.74	\$51.18	\$53.74	\$56.43	\$8,046.13	\$8,448.26	\$8,871.20	\$9,314.93	\$9,781.20	09/23/2019
20	ASSISTANT WATER RES SPECIALIST	\$55.10	\$57.85	\$60.74	\$63.78	\$66.97	\$9,550.66	\$10,027.33	\$10,528.26	\$11,055.20	\$11,608.13	11/04/2019
20	ASSOCIATE ENGINEER	\$57.84	\$60.73	\$63.77	\$66.96	\$70.31	\$10,025.60	\$10,526.53	\$11,053.46	\$11,606.40	\$12,187.06	11/04/2019
20	ASSOCIATE PLANNER	\$46.04	\$48.34	\$50.76	\$53.30	\$55.96	\$7,980.26	\$8,378.93	\$8,798.40	\$9,238.66	\$9,699.73	11/04/2019
20	ASSOCIATE WATER RES SPECIALIST	\$60.91	\$63.96	\$67.16	\$70.52	\$74.05	\$10,557.73	\$11,086.40	\$11,641.06	\$12,223.46	\$12,835.33	11/04/2019
10	ASST WATERSHED RESC SPECIALIST	\$40.77	\$42.81	\$44.95	\$47.20	\$49.56	\$7,066.80	\$7,420.40	\$7,791.33	\$8,181.33	\$8,590.40	07/01/2019
10	BACKHOE OPERATOR	\$36.57	\$38.40	\$40.32	\$42.34	\$44.46	\$6,338.80	\$6,656.00	\$6,988.80	\$7,338.93	\$7,706.40	07/01/2019
10	BOOMTRUCK OPERATOR	\$36.57	\$38.40	\$40.32	\$42.34	\$44.46	\$6,338.80	\$6,656.00	\$6,988.80	\$7,338.93	\$7,706.40	07/01/2019
10	CANAL SAFETY GUARD	\$32.12	\$33.73	\$35.42	\$37.19	\$39.05	\$5,567.46	\$5,846.53	\$6,139.46	\$6,446.26	\$6,768.66	07/01/2019
20	CHEMIST / MICROBIOLOGIST	\$47.18	\$49.54	\$52.02	\$54.62	\$57.35	\$8,177.86	\$8,586.93	\$9,016.80	\$9,467.46	\$9,940.66	11/04/2019
10	COMPLAINT INSPECTOR	\$33.35	\$35.02	\$36.77	\$38.61	\$40.54	\$5,780.66	\$6,070.13	\$6,373.46	\$6,692.40	\$7,026.93	07/01/2019
10	CONSTRUCTION INSPECTOR	\$43.95	\$46.15	\$48.46	\$50.88	\$53.42	\$7,618.00	\$7,999.33	\$8,399.73	\$8,819.20	\$9,259.46	07/01/2019
20	CONSTRUCTION LIAISON	\$55.18	\$57.94	\$60.84	\$63.88	\$67.07	\$9,564.53	\$10,042.93	\$10,545.60	\$11,072.53	\$11,625.46	11/04/2019
10	CORROSION CONTROL TECHNICIAN	\$42.00	\$44.10	\$46.30	\$48.62	\$51.05	\$7,280.00	\$7,644.00	\$8,025.33	\$8,427.46	\$8,848.66	07/01/2019
10	CREW LEADER - FIELD	\$40.14	\$42.15	\$44.26	\$46.47	\$48.79	\$6,957.60	\$7,306.00	\$7,671.73	\$8,054.80	\$8,456.93	07/01/2019
10	CREW LEADER - GROUNDS MAINT	\$38.51	\$40.44	\$42.46	\$44.58	\$46.81	\$6,675.06	\$7,009.60	\$7,359.73	\$7,727.20	\$8,113.73	07/01/2019
10	CREW LEADER - LOCATE	\$40.14	\$42.15	\$44.26	\$46.47	\$48.79	\$6,957.60	\$7,306.00	\$7,671.73	\$8,054.80	\$8,456.93	07/01/2019
10	CREW LEADER-FIELD (CANAL)	\$40.58	\$42.61	\$44.74	\$46.98	\$49.33	\$7,033.86	\$7,385.73	\$7,754.93	\$8,143.20	\$8,550.53	07/01/2019
10	CREW LEADER-HEAVY	\$41.42	\$43.49	\$45.66	\$47.94	\$50.34	\$7,179.46	\$7,538.26	\$7,914.40	\$8,309.60	\$8,725.60	07/01/2019
10	CREW LEADER-MAINTENANCE	\$44.19	\$46.40	\$48.72	\$51.16	\$53.72	\$7,659.60	\$8,042.66	\$8,444.80	\$8,867.73	\$9,311.46	07/01/2019
10	CREW LEADER-MAINTENANCE(CANAL)	\$44.19	\$46.40	\$48.72	\$51.16	\$53.72	\$7,659.60	\$8,042.66	\$8,444.80	\$8,867.73	\$9,311.46	07/01/2019
10	CREW LEADER-SERVICES	\$41.42	\$43.49	\$45.66	\$47.94	\$50.34	\$7,179.46	\$7,538.26	\$7,914.40	\$8,309.60	\$8,725.60	07/01/2019
10	CROSS CONNECTION INSPECTOR	\$33.23	\$34.89	\$36.63	\$38.46	\$40.38	\$5,759.86	\$6,047.60	\$6,349.20	\$6,666.40	\$6,999.20	07/01/2019

# Contra Costa Water District Salary Ranges

ALPHA SORT		HOURLY					MONTHLY					
BU	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Eff Date
10	CUSTOMER FIELD REPRESENTATIVE	\$35.45	\$37.22	\$39.08	\$41.03	\$43.08	\$6,144.66	\$6,451.46	\$6,773.86	\$7,111.86	\$7,467.20	07/01/2019
10	CUSTOMER SERVICE REP	\$31.42	\$32.99	\$34.64	\$36.37	\$38.19	\$5,446.13	\$5,718.26	\$6,004.26	\$6,304.13	\$6,619.60	07/01/2019
20	CUSTOMER SERVICE SUPERVISOR	\$57.81	\$60.70	\$63.74	\$66.93	\$70.28	\$10,020.40	\$10,521.33	\$11,048.26	\$11,601.20	\$12,181.86	11/04/2019
30	DIRECTOR OF ENGINEERING	\$92.71	\$97.35	\$102.22	\$107.33	\$112.70	\$16,069.73	\$16,874.00	\$17,718.13	\$18,603.86	\$19,534.66	09/23/2019
30	DIRECTOR OF FINANCE	\$92.71	\$97.35	\$102.22	\$107.33	\$112.70	\$16,069.73	\$16,874.00	\$17,718.13	\$18,603.86	\$19,534.66	09/23/2019
30	DIRECTOR OF OPERS & MAINT	\$92.71	\$97.35	\$102.22	\$107.33	\$112.70	\$16,069.73	\$16,874.00	\$17,718.13	\$18,603.86	\$19,534.66	09/23/2019
30	DIRECTOR OF PLANNING	\$92.71	\$97.35	\$102.22	\$107.33	\$112.70	\$16,069.73	\$16,874.00	\$17,718.13	\$18,603.86	\$19,534.66	09/23/2019
30	DIRECTOR OF PUBLIC AFFAIRS	\$75.35	\$79.12	\$83.08	\$87.23	\$91.59	\$13,060.66	\$13,714.13	\$14,400.53	\$15,119.86	\$15,875.60	09/23/2019
10	DISTRIBUTION OPERATOR (BASE)	\$40.07	\$42.07	\$44.17	\$46.38	\$48.70	\$6,945.46	\$7,292.13	\$7,656.13	\$8,039.20	\$8,441.33	07/01/2019
30	DISTRICT SECRETARY	\$0.00	\$0.00	\$0.00	\$0.00	\$51.97	\$0.00	\$0.00	\$0.00	\$0.00	\$9,008.13	09/23/2019
10	DUMPTRUCK OPERATOR	\$33.53	\$35.21	\$36.97	\$38.82	\$40.76	\$5,811.86	\$6,103.06	\$6,408.13	\$6,728.80	\$7,065.06	07/01/2019
10	ELECTRICAL TECHNICIAN	\$47.44	\$49.81	\$52.30	\$54.91	\$57.66	\$8,222.93	\$8,633.73	\$9,065.33	\$9,517.73	\$9,994.40	07/01/2019
30	ENGINEERING MANAGER	\$80.26	\$84.27	\$88.48	\$92.90	\$97.54	\$13,911.73	\$14,606.80	\$15,336.53	\$16,102.66	\$16,906.93	09/23/2019
20	ENGINEERING SUPPORT SUPERVISOR	\$53.54	\$56.22	\$59.03	\$61.98	\$65.08	\$9,280.26	\$9,744.80	\$10,231.86	\$10,743.20	\$11,280.53	11/04/2019
20	ENGINEERING SVCS COORDINATOR	\$46.04	\$48.34	\$50.76	\$53.30	\$55.96	\$7,980.26	\$8,378.93	\$8,798.40	\$9,238.66	\$9,699.73	11/04/2019
10	ENGINEERING TECHNICIAN I	\$35.99	\$37.79	\$39.68	\$41.66	\$43.74	\$6,238.26	\$6,550.26	\$6,877.86	\$7,221.06	\$7,581.60	07/01/2019
10	ENGINEERING TECHNICIAN II	\$40.77	\$42.81	\$44.95	\$47.20	\$49.56	\$7,066.80	\$7,420.40	\$7,791.33	\$8,181.33	\$8,590.40	07/01/2019
10	ENGINEERING TECHNICIAN III	\$44.31	\$46.53	\$48.86	\$51.30	\$53.87	\$7,680.40	\$8,065.20	\$8,469.06	\$8,892.00	\$9,337.46	07/01/2019
20	ENV HEALTH/SAFETY SPECIALIST	\$46.04	\$48.34	\$50.76	\$53.30	\$55.96	\$7,980.26	\$8,378.93	\$8,798.40	\$9,238.66	\$9,699.73	11/04/2019
20	ENVIRONMENTAL COMPLIANCE OFFCR	\$63.84	\$67.03	\$70.38	\$73.90	\$77.60	\$11,065.60	\$11,618.53	\$12,199.20	\$12,809.33	\$13,450.66	11/04/2019
10	EQUIPMENT OPERATOR	\$36.54	\$38.37	\$40.29	\$42.30	\$44.41	\$6,333.60	\$6,650.80	\$6,983.60	\$7,332.00	\$7,697.73	07/01/2019
30	EXECUTIVE ASSISTANT TO THE GM	\$60.70	\$63.73	\$66.92	\$70.27	\$73.78	\$10,521.33	\$11,046.53	\$11,599.46	\$12,180.13	\$12,788.53	09/23/2019
30	GENERAL MANAGER	\$0.00	\$0.00	\$0.00	\$0.00	\$134.61	\$0.00	\$0.00	\$0.00	\$0.00	\$23,332.40	12/31/2018
20	GIS ANALYST	\$47.68	\$50.06	\$52.56	\$55.19	\$57.95	\$8,264.53	\$8,677.06	\$9,110.40	\$9,566.26	\$10,044.66	11/04/2019
20	GRANTS SPECIALIST	\$59.48	\$62.45	\$65.57	\$68.85	\$72.29	\$10,309.86	\$10,824.66	\$11,365.46	\$11,934.00	\$12,530.26	11/04/2019
10	GROUNDS MAINTENANCE ASSISTANT	\$33.35	\$35.02	\$36.77	\$38.61	\$40.54	\$5,780.66	\$6,070.13	\$6,373.46	\$6,692.40	\$7,026.93	07/01/2019
30	HUMAN RESOURCES & RISK MANAGER	\$76.92	\$80.77	\$84.81	\$89.05	\$93.50	\$13,332.80	\$14,000.13	\$14,700.40	\$15,435.33	\$16,206.66	09/23/2019
40	HUMAN RESOURCES ANALYST I	\$41.30	\$43.36	\$45.53	\$47.81	\$50.20	\$7,158.66	\$7,515.73	\$7,891.86	\$8,287.06	\$8,701.33	09/23/2019
40	HUMAN RESOURCES ANALYST II	\$48.46	\$50.88	\$53.42	\$56.09	\$58.89	\$8,399.73	\$8,819.20	\$9,259.46	\$9,722.26	\$10,207.60	09/23/2019
40	HUMAN RESOURCES SUPERVISOR	\$64.34	\$67.56	\$70.94	\$74.49	\$78.21	\$11,152.26	\$11,710.40	\$12,296.26	\$12,911.60	\$13,556.40	09/23/2019
40	HUMAN RESOURCES TECHNICIAN	\$37.97	\$39.87	\$41.86	\$43.95	\$46.15	\$6,581.46	\$6,910.80	\$7,255.73	\$7,618.00	\$7,999.33	09/23/2019
30	INFORMATION SYSTEMS MANAGER	\$76.92	\$80.77	\$84.81	\$89.05	\$93.50	\$13,332.80	\$14,000.13	\$14,700.40	\$15,435.33	\$16,206.66	09/23/2019
10	INSTRUMENT TECHNICIAN	\$47.44	\$49.81	\$52.30	\$54.91	\$57.66	\$8,222.93	\$8,633.73	\$9,065.33	\$9,517.73	\$9,994.40	07/01/2019
20	INSTRUMENTATION ENGINEER	\$60.91	\$63.96	\$67.16	\$70.52	\$74.05	\$10,557.73	\$11,086.40	\$11,641.06	\$12,223.46	\$12,835.33	11/04/2019
20	JUNIOR ENGINEER	\$47.68	\$50.06	\$52.56	\$55.19	\$57.95	\$8,264.53	\$8,677.06	\$9,110.40	\$9,566.26	\$10,044.66	11/04/2019
50	LAB ASSISTANT	\$12.30	\$12.92	\$13.57	\$14.25	\$14.96	\$2,132.00	\$2,239.46	\$2,352.13	\$2,470.00	\$2,593.06	08/02/2004
10	LAB TECH (BASE)	\$39.51	\$41.49	\$43.56	\$45.74	\$48.03	\$6,848.40	\$7,191.60	\$7,550.40	\$7,928.26	\$8,325.20	07/01/2019
20	LABORATORY SUPERVISOR	\$57.50	\$60.37	\$63.39	\$66.56	\$69.89	\$9,966.66	\$10,464.13	\$10,987.60	\$11,537.06	\$12,114.26	11/04/2019
10	LABORATORY TECHNICIAN GRADE IV	\$41.45	\$43.52	\$45.70	\$47.99	\$50.39	\$7,184.66	\$7,543.46	\$7,921.33	\$8,318.26	\$8,734.26	07/01/2019
30	MAINT MGR STORAGE & CONVEYANCE	\$80.26	\$84.27	\$88.48	\$92.90	\$97.54	\$13,911.73	\$14,606.80	\$15,336.53	\$16,102.66	\$16,906.93	09/23/2019

# Contra Costa Water District Salary Ranges

ALPHA SORT		HOURLY					MONTHLY					
BU	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Eff Date
30	MAINTENANCE MANAGER (DISTRIB)	\$75.45	\$79.22	\$83.18	\$87.34	\$91.71	\$13,078.00	\$13,731.46	\$14,417.86	\$15,138.93	\$15,896.40	09/23/2019
10	MAINTENANCE MECHANIC	\$39.15	\$41.11	\$43.17	\$45.33	\$47.60	\$6,786.00	\$7,125.73	\$7,482.80	\$7,857.20	\$8,250.66	07/01/2019
20	MAINTENANCE SUPERINTENDENT	\$58.90	\$61.84	\$64.93	\$68.18	\$71.59	\$10,209.33	\$10,718.93	\$11,254.53	\$11,817.86	\$12,408.93	11/04/2019
10	MAINTENANCE WORKER	\$35.81	\$37.60	\$39.48	\$41.45	\$43.52	\$6,207.06	\$6,517.33	\$6,843.20	\$7,184.66	\$7,543.46	07/01/2019
10	MAINTENANCE WORKER (CANAL)	\$35.81	\$37.60	\$39.48	\$41.45	\$43.52	\$6,207.06	\$6,517.33	\$6,843.20	\$7,184.66	\$7,543.46	07/01/2019
30	MANAGER OF HEALTH & SAFETY	\$76.92	\$80.77	\$84.81	\$89.05	\$93.50	\$13,332.80	\$14,000.13	\$14,700.40	\$15,435.33	\$16,206.66	09/23/2019
10	METER READER	\$32.38	\$34.00	\$35.70	\$37.48	\$39.35	\$5,612.53	\$5,893.33	\$6,188.00	\$6,496.53	\$6,820.66	07/01/2019
10	METER TECHNICIAN	\$33.72	\$35.41	\$37.18	\$39.04	\$40.99	\$5,844.80	\$6,137.73	\$6,444.53	\$6,766.93	\$7,104.93	07/01/2019
10	MULTI-SKILLED EQUIPMENT OPER	\$37.32	\$39.19	\$41.15	\$43.21	\$45.37	\$6,468.80	\$6,792.93	\$7,132.66	\$7,489.73	\$7,864.13	07/01/2019
10	NETWORK/DESKTOP SUPP TECH I	\$40.77	\$42.81	\$44.95	\$47.20	\$49.56	\$7,066.80	\$7,420.40	\$7,791.33	\$8,181.33	\$8,590.40	07/01/2019
10	NETWORK/DESKTOP SUPP TECH II	\$44.31	\$46.53	\$48.86	\$51.30	\$53.87	\$7,680.40	\$8,065.20	\$8,469.06	\$8,892.00	\$9,337.46	07/01/2019
20	O&M SUPERVISOR	\$52.56	\$55.19	\$57.95	\$60.85	\$63.89	\$9,110.40	\$9,566.26	\$10,044.66	\$10,547.33	\$11,074.26	11/04/2019
20	O&M SUPERVISOR (GRADE 3)	\$53.54	\$56.22	\$59.03	\$61.98	\$65.08	\$9,280.26	\$9,744.80	\$10,231.86	\$10,743.20	\$11,280.53	11/04/2019
10	OFFICE SERVICES CLERK	\$29.86	\$31.35	\$32.92	\$34.57	\$36.30	\$5,175.73	\$5,434.00	\$5,706.13	\$5,992.13	\$6,292.00	07/01/2019
20	OPERS CONTROL ADMINISTRATOR	\$60.96	\$64.01	\$67.21	\$70.57	\$74.10	\$10,566.40	\$11,095.06	\$11,649.73	\$12,232.13	\$12,844.00	11/04/2019
20	PAYROLL ANALYST	\$46.04	\$48.34	\$50.76	\$53.30	\$55.96	\$7,980.26	\$8,378.93	\$8,798.40	\$9,238.66	\$9,699.73	11/04/2019
40	PAYROLL ANALYST	\$46.35	\$48.67	\$51.10	\$53.66	\$56.34	\$8,034.00	\$8,436.13	\$8,857.33	\$9,301.06	\$9,765.60	09/23/2019
20	PRINCIPAL ENGINEER	\$74.07	\$77.77	\$81.66	\$85.74	\$90.03	\$12,838.80	\$13,480.13	\$14,154.40	\$14,861.60	\$15,605.20	11/04/2019
20	PRINCIPAL PLANNER	\$73.74	\$77.43	\$81.30	\$85.36	\$89.63	\$12,781.60	\$13,421.20	\$14,092.00	\$14,795.73	\$15,535.86	11/04/2019
20	PRINCIPAL WATER RESOURCES SPEC	\$75.93	\$79.73	\$83.72	\$87.91	\$92.31	\$13,161.20	\$13,819.86	\$14,511.46	\$15,237.73	\$16,000.40	11/04/2019
20	PROGRAMMER ANALYST	\$47.68	\$50.06	\$52.56	\$55.19	\$57.95	\$8,264.53	\$8,677.06	\$9,110.40	\$9,566.26	\$10,044.66	11/04/2019
20	PROJECT CONTROLS MANAGER	\$69.44	\$72.91	\$76.56	\$80.39	\$84.41	\$12,036.26	\$12,637.73	\$13,270.40	\$13,934.26	\$14,631.06	11/04/2019
20	PUBLIC INFORMATION SPECIALIST	\$50.01	\$52.51	\$55.14	\$57.90	\$60.80	\$8,668.40	\$9,101.73	\$9,557.60	\$10,036.00	\$10,538.66	11/04/2019
20	PURCHASING OFFICER	\$60.40	\$63.42	\$66.59	\$69.92	\$73.42	\$10,469.33	\$10,992.80	\$11,542.26	\$12,119.46	\$12,726.13	11/04/2019
20	RATE & FINANCIAL ANALYST	\$59.16	\$62.12	\$65.23	\$68.49	\$71.91	\$10,254.40	\$10,767.46	\$11,306.53	\$11,871.60	\$12,464.40	11/04/2019
20	REAL PROPERTY AGENT	\$57.50	\$60.37	\$63.39	\$66.56	\$69.89	\$9,966.66	\$10,464.13	\$10,987.60	\$11,537.06	\$12,114.26	11/04/2019
20	REAL PROPERTY SPECIALIST	\$48.64	\$51.07	\$53.62	\$56.30	\$59.11	\$8,430.93	\$8,852.13	\$9,294.13	\$9,758.66	\$10,245.73	11/04/2019
40	RISK MANAGEMENT OFFICER	\$58.92	\$61.87	\$64.96	\$68.21	\$71.62	\$10,212.80	\$10,724.13	\$11,259.73	\$11,823.06	\$12,414.13	09/23/2019
20	SENIOR ACCOUNTANT	\$52.61	\$55.24	\$58.00	\$60.90	\$63.94	\$9,119.06	\$9,574.93	\$10,053.33	\$10,556.00	\$11,082.93	11/04/2019
20	SENIOR ADMINISTRATIVE ANALYST	\$52.61	\$55.24	\$58.00	\$60.90	\$63.94	\$9,119.06	\$9,574.93	\$10,053.33	\$10,556.00	\$11,082.93	11/04/2019
10	SENIOR CLERK	\$33.92	\$35.62	\$37.40	\$39.27	\$41.23	\$5,879.46	\$6,174.13	\$6,482.66	\$6,806.80	\$7,146.53	07/01/2019
10	SENIOR COMPUTER OPERATOR	\$35.58	\$37.36	\$39.23	\$41.19	\$43.25	\$6,167.20	\$6,475.73	\$6,799.86	\$7,139.60	\$7,496.66	07/01/2019
10	SENIOR CUSTOMER SERVICE REP	\$42.15	\$44.26	\$46.47	\$48.79	\$51.23	\$7,306.00	\$7,671.73	\$8,054.80	\$8,456.93	\$8,879.86	07/01/2019
10	SENIOR DISTRIBUTION OPERATOR	\$44.08	\$46.28	\$48.59	\$51.02	\$53.57	\$7,640.53	\$8,021.86	\$8,422.26	\$8,843.46	\$9,285.46	07/01/2019
20	SENIOR ENGINEER	\$63.84	\$67.03	\$70.38	\$73.90	\$77.60	\$11,065.60	\$11,618.53	\$12,199.20	\$12,809.33	\$13,450.66	11/04/2019
10	SENIOR EQUIPMENT OPERATOR	\$38.38	\$40.30	\$42.31	\$44.43	\$46.65	\$6,652.53	\$6,985.33	\$7,333.73	\$7,701.20	\$8,086.00	07/01/2019
10	SENIOR METER TECHNICIAN	\$36.19	\$38.00	\$39.90	\$41.89	\$43.98	\$6,272.93	\$6,586.66	\$6,916.00	\$7,260.93	\$7,623.20	07/01/2019
20	SENIOR NETWORK ANALYST	\$57.50	\$60.37	\$63.39	\$66.56	\$69.89	\$9,966.66	\$10,464.13	\$10,987.60	\$11,537.06	\$12,114.26	11/04/2019
20	SENIOR PLANNER	\$57.50	\$60.37	\$63.39	\$66.56	\$69.89	\$9,966.66	\$10,464.13	\$10,987.60	\$11,537.06	\$12,114.26	11/04/2019
20	SENIOR PUBLIC INFO SPECIALIST	\$59.48	\$62.45	\$65.57	\$68.85	\$72.29	\$10,309.86	\$10,824.66	\$11,365.46	\$11,934.00	\$12,530.26	11/04/2019

# Contra Costa Water District Salary Ranges

ALPHA SORT		HOURLY					MONTHLY					
BU	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Eff Date
20	SENIOR SYSTEM ANALYST	\$57.50	\$60.37	\$63.39	\$66.56	\$69.89	\$9,966.66	\$10,464.13	\$10,987.60	\$11,537.06	\$12,114.26	11/04/2019
20	SENIOR WATER RES SPECIALIST	\$66.95	\$70.30	\$73.82	\$77.51	\$81.39	\$11,604.66	\$12,185.33	\$12,795.46	\$13,435.06	\$14,107.60	11/04/2019
30	SPECIAL ASSISTANT TO THE GM	\$88.28	\$92.69	\$97.32	\$102.19	\$107.30	\$15,301.86	\$16,066.26	\$16,868.80	\$17,712.93	\$18,598.66	09/23/2019
30	SPECIAL PROJECTS MANAGER	\$80.26	\$84.27	\$88.48	\$92.90	\$97.54	\$13,911.73	\$14,606.80	\$15,336.53	\$16,102.66	\$16,906.93	09/23/2019
10	SR CROSS CONNECTION INSPECTOR	\$41.42	\$43.49	\$45.66	\$47.94	\$50.34	\$7,179.46	\$7,538.26	\$7,914.40	\$8,309.60	\$8,725.60	07/01/2019
10	SR WTR TRTMT PLNT OP GRADE IV	\$51.13	\$53.69	\$56.37	\$59.19	\$62.15	\$8,862.53	\$9,306.26	\$9,770.80	\$10,259.60	\$10,772.66	07/01/2019
10	SR WTR TRTMT PLNT OP GRADE V	\$53.66	\$56.34	\$59.16	\$62.12	\$65.23	\$9,301.06	\$9,765.60	\$10,254.40	\$10,767.46	\$11,306.53	07/01/2019
10	STOREKEEPER	\$37.64	\$39.52	\$41.50	\$43.58	\$45.76	\$6,524.26	\$6,850.13	\$7,193.33	\$7,553.86	\$7,931.73	07/01/2019
50	STUDENT INTERN	\$17.56	\$18.43	\$19.35	\$20.32	\$21.34	\$3,043.73	\$3,194.53	\$3,354.00	\$3,522.13	\$3,698.93	08/02/2004
20	SUPERVISING ACCOUNTANT	\$57.50	\$60.37	\$63.39	\$66.56	\$69.89	\$9,966.66	\$10,464.13	\$10,987.60	\$11,537.06	\$12,114.26	11/04/2019
50	TEMPORARY CLERICAL WORKER	\$29.86	\$31.42	\$33.92	\$37.78	\$43.95	\$5,175.73	\$5,446.13	\$5,879.46	\$6,548.53	\$7,618.00	07/01/2019
10	UTILITY WORKER	\$31.10	\$32.66	\$34.29	\$36.00	\$37.80	\$5,390.66	\$5,661.06	\$5,943.60	\$6,240.00	\$6,552.00	07/01/2019
10	UTILITY WORKER (CANAL)	\$31.10	\$32.66	\$34.29	\$36.00	\$37.80	\$5,390.66	\$5,661.06	\$5,943.60	\$6,240.00	\$6,552.00	07/01/2019
20	WATER CONSERVATION SPECIALIST	\$47.68	\$50.06	\$52.56	\$55.19	\$57.95	\$8,264.53	\$8,677.06	\$9,110.40	\$9,566.26	\$10,044.66	11/04/2019
20	WATER CONSERVATION SUPERVISOR	\$56.67	\$59.50	\$62.47	\$65.59	\$68.87	\$9,822.80	\$10,313.33	\$10,828.13	\$11,368.93	\$11,937.46	11/04/2019
10	WATER CONSERVATION WORKER	\$33.92	\$35.62	\$37.40	\$39.27	\$41.23	\$5,879.46	\$6,174.13	\$6,482.66	\$6,806.80	\$7,146.53	07/01/2019
30	WATER OPERATIONS MANAGER	\$80.26	\$84.27	\$88.48	\$92.90	\$97.54	\$13,911.73	\$14,606.80	\$15,336.53	\$16,102.66	\$16,906.93	09/23/2019
10	WATER QUAL INSPECTOR (GRADE 1)	\$35.81	\$37.60	\$39.48	\$41.45	\$43.52	\$6,207.06	\$6,517.33	\$6,843.20	\$7,184.66	\$7,543.46	07/01/2019
10	WATER QUALITY INSPECTOR	\$33.23	\$34.89	\$36.63	\$38.46	\$40.38	\$5,759.86	\$6,047.60	\$6,349.20	\$6,666.40	\$6,999.20	07/01/2019
20	WATER QUALITY SUPERINTENDENT	\$63.17	\$66.33	\$69.65	\$73.13	\$76.79	\$10,949.46	\$11,497.20	\$12,072.66	\$12,675.86	\$13,310.26	11/04/2019
30	WATER RESOURCES MANAGER	\$80.26	\$84.27	\$88.48	\$92.90	\$97.54	\$13,911.73	\$14,606.80	\$15,336.53	\$16,102.66	\$16,906.93	09/23/2019
10	WATER SYSTEMS TECHNICIAN I	\$32.39	\$34.01	\$35.71	\$37.50	\$39.37	\$5,614.26	\$5,895.06	\$6,189.73	\$6,500.00	\$6,824.13	07/01/2019
10	WATER SYSTEMS TECHNICIAN II	\$33.99	\$35.69	\$37.47	\$39.34	\$41.31	\$5,891.60	\$6,186.26	\$6,494.80	\$6,818.93	\$7,160.40	07/01/2019
20	WATER TREATMENT SUPERINTENDENT	\$71.19	\$74.75	\$78.49	\$82.41	\$86.53	\$12,339.60	\$12,956.66	\$13,604.93	\$14,284.40	\$14,998.53	11/04/2019
20	WATER TREATMENT SUPERVISOR	\$64.72	\$67.96	\$71.36	\$74.93	\$78.68	\$11,218.13	\$11,779.73	\$12,369.06	\$12,987.86	\$13,637.86	11/04/2019
20	WATER USE EFFICIENCY SPVR	\$60.11	\$63.12	\$66.28	\$69.59	\$73.07	\$10,419.06	\$10,940.80	\$11,488.53	\$12,062.26	\$12,665.46	11/04/2019
20	WATERSHED MGMT SPECIALIST	\$52.61	\$55.24	\$58.00	\$60.90	\$63.94	\$9,119.06	\$9,574.93	\$10,053.33	\$10,556.00	\$11,082.93	11/04/2019
20	WATERSHED RESCS SUPERINTENDENT	\$63.17	\$66.33	\$69.65	\$73.13	\$76.79	\$10,949.46	\$11,497.20	\$12,072.66	\$12,675.86	\$13,310.26	11/04/2019
20	WATERSHED RESOURCES SPECIALIST	\$48.64	\$51.07	\$53.62	\$56.30	\$59.11	\$8,430.93	\$8,852.13	\$9,294.13	\$9,758.66	\$10,245.73	11/04/2019
10	WTR TRTMT PLNT OPER GRADE III	\$46.45	\$48.77	\$51.21	\$53.77	\$56.46	\$8,051.33	\$8,453.46	\$8,876.40	\$9,320.13	\$9,786.40	07/01/2019
10	WTR TRTMT PLNT OPER GRADE IV	\$48.82	\$51.26	\$53.82	\$56.51	\$59.34	\$8,462.13	\$8,885.06	\$9,328.80	\$9,795.06	\$10,285.60	07/01/2019
30	WTRSHD & ENVIRON PLANNING MGR	\$78.47	\$82.39	\$86.51	\$90.84	\$95.38	\$13,601.46	\$14,280.93	\$14,995.06	\$15,745.60	\$16,532.53	09/23/2019