

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	\$39.92	\$41.92	\$44.02	\$46.22	\$48.53	\$6,919.46	\$7,266.13	\$7,630.13	\$8,011.46	\$8,411.86	11/05/2018
20	ACCOUNTANT II	\$44.70	\$46.93	\$49.28	\$51.74	\$54.33	\$7,748.00	\$8,134.53	\$8,541.86	\$8,968.26	\$9,417.20	11/05/2018
30	ACCOUNTING MANAGER	\$70.66	\$74.19	\$77.90	\$81.79	\$85.88	\$12,247.73	\$12,859.60	\$13,502.66	\$14,176.93	\$14,885.86	09/24/2018
20	ADMINISTRATIVE ANALYST I	\$42.08	\$44.18	\$46.39	\$48.71	\$51.15	\$7,293.86	\$7,657.86	\$8,040.93	\$8,443.06	\$8,866.00	11/05/2018
20	ADMINISTRATIVE ANALYST II	\$46.29	\$48.60	\$51.03	\$53.58	\$56.26	\$8,023.60	\$8,424.00	\$8,845.20	\$9,287.20	\$9,751.73	11/05/2018
40	ADMINISTRATIVE ASSISTANT	\$42.38	\$44.50	\$46.72	\$49.06	\$51.51	\$7,345.86	\$7,713.33	\$8,098.13	\$8,503.73	\$8,928.40	09/24/2018
20	ADMINISTRATIVE SECRETARY	\$36.68	\$38.51	\$40.44	\$42.46	\$44.58	\$6,357.86	\$6,675.06	\$7,009.60	\$7,359.73	\$7,727.20	11/05/2018
40	ADMINISTRATIVE SECRETARY	\$37.10	\$38.95	\$40.90	\$42.95	\$45.10	\$6,430.66	\$6,751.33	\$7,089.33	\$7,444.66	\$7,817.33	09/24/2018
20	APPLICATIONS ANALYST	\$48.38	\$50.80	\$53.34	\$56.01	\$58.81	\$8,385.86	\$8,805.33	\$9,245.60	\$9,708.40	\$10,193.73	11/05/2018
20	ASSISTANT ENGINEER	\$51.04	\$53.59	\$56.27	\$59.08	\$62.03	\$8,846.93	\$9,288.93	\$9,753.46	\$10,240.53	\$10,751.86	11/05/2018
30	ASSISTANT GM - ADMINISTRATION	\$97.48	\$102.35	\$107.47	\$112.84	\$118.48	\$16,896.53	\$17,740.66	\$18,628.13	\$19,558.93	\$20,536.53	09/24/2018
30	ASSISTANT GM - ENGINEERING	\$105.34	\$110.61	\$116.14	\$121.95	\$128.05	\$18,258.93	\$19,172.40	\$20,130.93	\$21,138.00	\$22,195.33	09/24/2018
20	ASSISTANT PLANNER	\$40.63	\$42.66	\$44.79	\$47.03	\$49.38	\$7,042.53	\$7,394.40	\$7,763.60	\$8,151.86	\$8,559.20	11/05/2018
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	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$7,760.13	\$8,148.40	\$8,555.73	\$8,983.86	\$9,432.80	09/24/2018
20	ASSISTANT WATER RES SPECIALIST	\$53.49	\$56.16	\$58.97	\$61.92	\$65.02	\$9,271.60	\$9,734.40	\$10,221.46	\$10,732.80	\$11,270.13	11/05/2018
20	ASSOCIATE ENGINEER	\$56.15	\$58.96	\$61.91	\$65.01	\$68.26	\$9,732.66	\$10,219.73	\$10,731.06	\$11,268.40	\$11,831.73	11/05/2018
20	ASSOCIATE PLANNER	\$44.70	\$46.93	\$49.28	\$51.74	\$54.33	\$7,748.00	\$8,134.53	\$8,541.86	\$8,968.26	\$9,417.20	11/05/2018
20	ASSOCIATE WATER RES SPECIALIST	\$59.14	\$62.10	\$65.21	\$68.47	\$71.89	\$10,250.93	\$10,764.00	\$11,303.06	\$11,868.13	\$12,460.93	11/05/2018
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	\$45.81	\$48.10	\$50.50	\$53.03	\$55.68	\$7,940.40	\$8,337.33	\$8,753.33	\$9,191.86	\$9,651.20	11/05/2018
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	\$53.58	\$56.26	\$59.07	\$62.02	\$65.12	\$9,287.20	\$9,751.73	\$10,238.80	\$10,750.13	\$11,287.46	11/05/2018
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

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	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
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	\$56.13	\$58.94	\$61.89	\$64.98	\$68.23	\$9,729.20	\$10,216.26	\$10,727.60	\$11,263.20	\$11,826.53	11/05/2018
30	DIRECTOR OF ENGINEERING	\$89.41	\$93.88	\$98.57	\$103.50	\$108.68	\$15,497.73	\$16,272.53	\$17,085.46	\$17,940.00	\$18,837.86	09/24/2018
30	DIRECTOR OF FINANCE	\$89.41	\$93.88	\$98.57	\$103.50	\$108.68	\$15,497.73	\$16,272.53	\$17,085.46	\$17,940.00	\$18,837.86	09/24/2018
30	DIRECTOR OF OPERS & MAINT	\$89.41	\$93.88	\$98.57	\$103.50	\$108.68	\$15,497.73	\$16,272.53	\$17,085.46	\$17,940.00	\$18,837.86	09/24/2018
30	DIRECTOR OF PLANNING	\$89.41	\$93.88	\$98.57	\$103.50	\$108.68	\$15,497.73	\$16,272.53	\$17,085.46	\$17,940.00	\$18,837.86	09/24/2018
30	DIRECTOR OF PUBLIC AFFAIRS	\$72.66	\$76.29	\$80.10	\$84.11	\$88.32	\$12,594.40	\$13,223.60	\$13,884.00	\$14,579.06	\$15,308.80	09/24/2018
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	\$50.12	\$0.00	\$0.00	\$0.00	\$0.00	\$8,687.46	09/24/2018
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	\$77.38	\$81.25	\$85.31	\$89.58	\$94.06	\$13,412.53	\$14,083.33	\$14,787.06	\$15,527.20	\$16,303.73	09/24/2018
20	ENGINEERING SUPPORT SUPERVISOR	\$51.97	\$54.57	\$57.30	\$60.17	\$63.18	\$9,008.13	\$9,458.80	\$9,932.00	\$10,429.46	\$10,951.20	11/05/2018
20	ENGINEERING SVCS COORDINATOR	\$44.70	\$46.93	\$49.28	\$51.74	\$54.33	\$7,748.00	\$8,134.53	\$8,541.86	\$8,968.26	\$9,417.20	11/05/2018
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	\$44.70	\$46.93	\$49.28	\$51.74	\$54.33	\$7,748.00	\$8,134.53	\$8,541.86	\$8,968.26	\$9,417.20	11/05/2018
20	ENVIRONMENTAL COMPLIANCE OFFCR	\$61.98	\$65.08	\$68.33	\$71.75	\$75.34	\$10,743.20	\$11,280.53	\$11,843.86	\$12,436.66	\$13,058.93	11/05/2018
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	\$58.53	\$61.46	\$64.53	\$67.76	\$71.15	\$10,145.20	\$10,653.06	\$11,185.20	\$11,745.06	\$12,332.66	09/24/2018
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	\$46.29	\$48.60	\$51.03	\$53.58	\$56.26	\$8,023.60	\$8,424.00	\$8,845.20	\$9,287.20	\$9,751.73	11/05/2018
20	GRANTS SPECIALIST	\$57.74	\$60.63	\$63.66	\$66.84	\$70.18	\$10,008.26	\$10,509.20	\$11,034.40	\$11,585.60	\$12,164.53	11/05/2018
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	\$74.18	\$77.89	\$81.78	\$85.87	\$90.16	\$12,857.86	\$13,500.93	\$14,175.20	\$14,884.13	\$15,627.73	09/24/2018
40	HUMAN RESOURCES ANALYST I	\$39.82	\$41.81	\$43.90	\$46.10	\$48.41	\$6,902.13	\$7,247.06	\$7,609.33	\$7,990.66	\$8,391.06	09/24/2018
40	HUMAN RESOURCES ANALYST II	\$46.72	\$49.06	\$51.51	\$54.09	\$56.79	\$8,098.13	\$8,503.73	\$8,928.40	\$9,375.60	\$9,843.60	09/24/2018
40	HUMAN RESOURCES SUPERVISOR	\$62.05	\$65.15	\$68.41	\$71.83	\$75.42	\$10,755.33	\$11,292.66	\$11,857.73	\$12,450.53	\$13,072.80	09/24/2018
40	HUMAN RESOURCES TECHNICIAN	\$36.61	\$38.44	\$40.36	\$42.38	\$44.50	\$6,345.73	\$6,662.93	\$6,995.73	\$7,345.86	\$7,713.33	09/24/2018
30	INFORMATION SYSTEMS MANAGER	\$74.18	\$77.89	\$81.78	\$85.87	\$90.16	\$12,857.86	\$13,500.93	\$14,175.20	\$14,884.13	\$15,627.73	09/24/2018
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	\$59.14	\$62.10	\$65.21	\$68.47	\$71.89	\$10,250.93	\$10,764.00	\$11,303.06	\$11,868.13	\$12,460.93	11/05/2018
20	JUNIOR ENGINEER	\$46.29	\$48.60	\$51.03	\$53.58	\$56.26	\$8,023.60	\$8,424.00	\$8,845.20	\$9,287.20	\$9,751.73	11/05/2018
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	\$55.82	\$58.61	\$61.54	\$64.62	\$67.85	\$9,675.46	\$10,159.06	\$10,666.93	\$11,200.80	\$11,760.66	11/05/2018

Contra Costa Water District Salary Ranges

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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	\$77.38	\$81.25	\$85.31	\$89.58	\$94.06	\$13,412.53	\$14,083.33	\$14,787.06	\$15,527.20	\$16,303.73	09/24/2018
30	MAINTENANCE MANAGER (DISTRIB)	\$72.76	\$76.40	\$80.22	\$84.23	\$88.44	\$12,611.73	\$13,242.66	\$13,904.80	\$14,599.86	\$15,329.60	09/24/2018
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	\$57.18	\$60.04	\$63.04	\$66.19	\$69.50	\$9,911.20	\$10,406.93	\$10,926.93	\$11,472.93	\$12,046.66	11/05/2018
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	\$74.18	\$77.89	\$81.78	\$85.87	\$90.16	\$12,857.86	\$13,500.93	\$14,175.20	\$14,884.13	\$15,627.73	09/24/2018
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	\$51.04	\$53.59	\$56.27	\$59.08	\$62.03	\$8,846.93	\$9,288.93	\$9,753.46	\$10,240.53	\$10,751.86	11/05/2018
20	O&M SUPERVISOR (GRADE 3)	\$51.97	\$54.57	\$57.30	\$60.17	\$63.18	\$9,008.13	\$9,458.80	\$9,932.00	\$10,429.46	\$10,951.20	11/05/2018
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	\$59.18	\$62.14	\$65.25	\$68.51	\$71.94	\$10,257.86	\$10,770.93	\$11,310.00	\$11,875.06	\$12,469.60	11/05/2018
20	PAYROLL ANALYST	\$44.70	\$46.93	\$49.28	\$51.74	\$54.33	\$7,748.00	\$8,134.53	\$8,541.86	\$8,968.26	\$9,417.20	11/05/2018
40	PAYROLL ANALYST	\$44.70	\$46.93	\$49.28	\$51.74	\$54.33	\$7,748.00	\$8,134.53	\$8,541.86	\$8,968.26	\$9,417.20	12/31/2018
20	PRINCIPAL ENGINEER	\$71.91	\$75.51	\$79.29	\$83.25	\$87.41	\$12,464.40	\$13,088.40	\$13,743.60	\$14,430.00	\$15,151.06	11/05/2018
20	PRINCIPAL PLANNER	\$71.59	\$75.17	\$78.93	\$82.88	\$87.02	\$12,408.93	\$13,029.46	\$13,681.20	\$14,365.86	\$15,083.46	11/05/2018
20	PRINCIPAL WATER RESOURCES SPEC	\$73.73	\$77.42	\$81.29	\$85.35	\$89.62	\$12,779.86	\$13,419.46	\$14,090.26	\$14,794.00	\$15,534.13	11/05/2018
20	PROGRAMMER ANALYST	\$46.29	\$48.60	\$51.03	\$53.58	\$56.26	\$8,023.60	\$8,424.00	\$8,845.20	\$9,287.20	\$9,751.73	11/05/2018
20	PROJECT CONTROLS MANAGER	\$67.42	\$70.79	\$74.33	\$78.05	\$81.95	\$11,686.13	\$12,270.26	\$12,883.86	\$13,528.66	\$14,204.66	11/05/2018
20	PUBLIC INFORMATION SPECIALIST	\$48.56	\$50.99	\$53.54	\$56.22	\$59.03	\$8,417.06	\$8,838.26	\$9,280.26	\$9,744.80	\$10,231.86	11/05/2018
20	PURCHASING OFFICER	\$58.65	\$61.58	\$64.66	\$67.89	\$71.28	\$10,166.00	\$10,673.86	\$11,207.73	\$11,767.60	\$12,355.20	11/05/2018
20	RATE & FINANCIAL ANALYST	\$57.44	\$60.31	\$63.33	\$66.50	\$69.82	\$9,956.26	\$10,453.73	\$10,977.20	\$11,526.66	\$12,102.13	11/05/2018
20	REAL PROPERTY AGENT	\$55.82	\$58.61	\$61.54	\$64.62	\$67.85	\$9,675.46	\$10,159.06	\$10,666.93	\$11,200.80	\$11,760.66	11/05/2018
20	REAL PROPERTY SPECIALIST	\$47.22	\$49.58	\$52.06	\$54.66	\$57.39	\$8,184.80	\$8,593.86	\$9,023.73	\$9,474.40	\$9,947.60	11/05/2018
40	RISK MANAGEMENT OFFICER	\$56.82	\$59.66	\$62.64	\$65.77	\$69.06	\$9,848.80	\$10,341.06	\$10,857.60	\$11,400.13	\$11,970.40	09/24/2018
20	SENIOR ACCOUNTANT	\$51.07	\$53.62	\$56.30	\$59.12	\$62.08	\$8,852.13	\$9,294.13	\$9,758.66	\$10,247.46	\$10,760.53	11/05/2018
20	SENIOR ADMINISTRATIVE ANALYST	\$51.07	\$53.62	\$56.30	\$59.12	\$62.08	\$8,852.13	\$9,294.13	\$9,758.66	\$10,247.46	\$10,760.53	11/05/2018
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	\$61.98	\$65.08	\$68.33	\$71.75	\$75.34	\$10,743.20	\$11,280.53	\$11,843.86	\$12,436.66	\$13,058.93	11/05/2018
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

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 NETWORK ANALYST	\$55.82	\$58.61	\$61.54	\$64.62	\$67.85	\$9,675.46	\$10,159.06	\$10,666.93	\$11,200.80	\$11,760.66	11/05/2018
20	SENIOR PLANNER	\$55.82	\$58.61	\$61.54	\$64.62	\$67.85	\$9,675.46	\$10,159.06	\$10,666.93	\$11,200.80	\$11,760.66	11/05/2018
20	SENIOR PUBLIC INFO SPECIALIST	\$57.74	\$60.63	\$63.66	\$66.84	\$70.18	\$10,008.26	\$10,509.20	\$11,034.40	\$11,585.60	\$12,164.53	11/05/2018
20	SENIOR SYSTEM ANALYST	\$55.82	\$58.61	\$61.54	\$64.62	\$67.85	\$9,675.46	\$10,159.06	\$10,666.93	\$11,200.80	\$11,760.66	11/05/2018
20	SENIOR WATER RES SPECIALIST	\$65.02	\$68.27	\$71.68	\$75.26	\$79.02	\$11,270.13	\$11,833.46	\$12,424.53	\$13,045.06	\$13,696.80	11/05/2018
30	SPECIAL ASSISTANT TO THE GM	\$85.12	\$89.38	\$93.85	\$98.54	\$103.47	\$14,754.13	\$15,492.53	\$16,267.33	\$17,080.26	\$17,934.80	09/24/2018
30	SPECIAL PROJECTS MANAGER	\$77.38	\$81.25	\$85.31	\$89.58	\$94.06	\$13,412.53	\$14,083.33	\$14,787.06	\$15,527.20	\$16,303.73	09/24/2018
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	\$55.82	\$58.61	\$61.54	\$64.62	\$67.85	\$9,675.46	\$10,159.06	\$10,666.93	\$11,200.80	\$11,760.66	11/05/2018
50	TEMPORARY CLERICAL WORKER	\$29.86	\$31.42	\$33.92	\$36.68	\$42.38	\$5,175.73	\$5,446.13	\$5,879.46	\$6,357.86	\$7,345.86	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	\$46.29	\$48.60	\$51.03	\$53.58	\$56.26	\$8,023.60	\$8,424.00	\$8,845.20	\$9,287.20	\$9,751.73	11/05/2018
20	WATER CONSERVATION SUPERVISOR	\$55.01	\$57.76	\$60.65	\$63.68	\$66.86	\$9,535.06	\$10,011.73	\$10,512.66	\$11,037.86	\$11,589.06	11/05/2018
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	\$77.38	\$81.25	\$85.31	\$89.58	\$94.06	\$13,412.53	\$14,083.33	\$14,787.06	\$15,527.20	\$16,303.73	09/24/2018
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	\$61.33	\$64.40	\$67.62	\$71.00	\$74.55	\$10,630.53	\$11,162.66	\$11,720.80	\$12,306.66	\$12,922.00	11/05/2018
30	WATER RESOURCES MANAGER	\$77.38	\$81.25	\$85.31	\$89.58	\$94.06	\$13,412.53	\$14,083.33	\$14,787.06	\$15,527.20	\$16,303.73	09/24/2018
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	\$69.11	\$72.57	\$76.20	\$80.01	\$84.01	\$11,979.06	\$12,578.80	\$13,208.00	\$13,868.40	\$14,561.73	11/05/2018
20	WATER TREATMENT SUPERVISOR	\$62.85	\$65.99	\$69.29	\$72.75	\$76.39	\$10,894.00	\$11,438.26	\$12,010.26	\$12,610.00	\$13,240.93	11/05/2018
20	WATER USE EFFICIENCY SPVR	\$58.36	\$61.28	\$64.34	\$67.56	\$70.94	\$10,115.73	\$10,621.86	\$11,152.26	\$11,710.40	\$12,296.26	11/05/2018
20	WATERSHED MGMT SPECIALIST	\$51.07	\$53.62	\$56.30	\$59.12	\$62.08	\$8,852.13	\$9,294.13	\$9,758.66	\$10,247.46	\$10,760.53	11/05/2018
20	WATERSHED RESCS SUPERINTENDENT	\$61.33	\$64.40	\$67.62	\$71.00	\$74.55	\$10,630.53	\$11,162.66	\$11,720.80	\$12,306.66	\$12,922.00	11/05/2018
20	WATERSHED RESOURCES SPECIALIST	\$47.22	\$49.58	\$52.06	\$54.66	\$57.39	\$8,184.80	\$8,593.86	\$9,023.73	\$9,474.40	\$9,947.60	11/05/2018
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	\$75.68	\$79.46	\$83.43	\$87.60	\$91.98	\$13,117.86	\$13,773.06	\$14,461.20	\$15,184.00	\$15,943.20	09/24/2018