

**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
099-A	Accountant 1	MCP	099	6/19/16	\$39.198	\$41.159	\$43.217	\$45.379	\$47.647
122-C	Accountant 2	MCP	122	6/19/16	\$43.983	\$46.182	\$48.491	\$50.916	\$53.462
156-C	Accountant 3	MCP	156	6/19/16	\$52.146	\$54.754	\$57.490	\$60.366	\$63.386
214-V	Accounting & Treasury Manager	MCP	214	6/19/16	\$69.708	\$73.194	\$76.853	\$80.697	\$84.733
058-A	Accounting Assistant 1	OE3	058	6/19/16	\$31.907	\$33.503	\$35.179	\$36.938	\$38.786
073-A	Accounting Assistant 2	OE3	073	6/19/16	\$34.405	\$36.125	\$37.932	\$39.829	\$41.821
162-I	Accounting Supervisor 1	MCP	162	6/19/16	\$53.741	\$56.428	\$59.251	\$62.213	\$65.325
186-R	Accounting Supervisor 2	MCP	186	6/19/16	\$60.595	\$63.625	\$66.807	\$70.148	\$73.655
099-G	Administrative Analyst 1	MCP	099	6/19/16	\$39.198	\$41.159	\$43.217	\$45.379	\$47.647
122-N	Administrative Analyst 2	MCP	122	6/19/16	\$43.983	\$46.182	\$48.491	\$50.916	\$53.462
152-I	Administrative Analyst 3	MCP	152	6/19/16	\$51.115	\$53.671	\$56.356	\$59.174	\$62.133
029-C	Administrative Office Assist 1	MCP	029	6/19/16	\$27.584	\$28.965	\$30.413	\$31.935	\$33.532
050-A	Administrative Office Assist 2	MCP	050	6/19/16	\$30.655	\$32.188	\$33.797	\$35.488	\$37.262
072-B	Administrative Office Assist 3	MCP	072	6/19/16	\$34.230	\$35.942	\$37.740	\$39.627	\$41.609
132-E	Advanced Treatment Facility Op	OA	132	6/19/16	\$46.239	\$48.551	\$50.979	\$53.528	\$56.204
132-A	Advanced Wtr Treatment Plt Op	OA	132	6/19/16	\$46.239	\$48.551	\$50.979	\$53.528	\$56.204
082-C	Auto Mechanic 1	OE3	082	6/19/16	\$35.991	\$37.792	\$39.682	\$41.667	\$43.749
113-C	Auto Mechanic 2	OE3	113	6/19/16	\$42.047	\$44.149	\$46.357	\$48.677	\$51.111
099-D	Buyer 1	MCP	099	6/19/16	\$39.198	\$41.159	\$43.217	\$45.379	\$47.647
122-L	Buyer 2	MCP	122	6/19/16	\$43.983	\$46.182	\$48.491	\$50.916	\$53.462
108-D	Chemist 1	MCP	108	6/19/16	\$41.004	\$43.055	\$45.209	\$47.469	\$49.843
133-C	Chemist 2	MCP	133	6/19/16	\$46.472	\$48.795	\$51.235	\$53.798	\$56.489
099-H	Community Affairs Specialist 1	MCP	099	6/19/16	\$39.198	\$41.159	\$43.217	\$45.379	\$47.647
122-O	Community Affairs Specialist 2	MCP	122	6/19/16	\$43.983	\$46.182	\$48.491	\$50.916	\$53.462
152-J	Community Affairs Specialist 3	MCP	152	6/19/16	\$51.115	\$53.671	\$56.356	\$59.174	\$62.133
162-M	Community Affairs Supervisor 1	MCP	162	6/19/16	\$53.741	\$56.428	\$59.251	\$62.213	\$65.325
186-W	Community Affairs Supervisor 2	MCP	186	6/19/16	\$60.595	\$63.625	\$66.807	\$70.148	\$73.655

\* Excludes Career Service Pay and Performance Based Pay Ranges

MCP: Management, Confidential, Professional

OE3: Operating Engineers Local 3

Job Code	Job Description	Classification	Pay Grade	Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5
108-F	Construction Inspector 1	OE3	108	6/19/16	\$41.004	\$43.055	\$45.209	\$47.469	\$49.843
137-A	Construction Inspector 2	OE3	137	6/19/16	\$47.412	\$49.783	\$52.273	\$54.887	\$57.631
080-D	Customer Account Field Rep	OE3	080	6/19/16	\$35.633	\$37.415	\$39.285	\$41.250	\$43.314
029-B	Customer Account Rep 1	OE3	029	6/19/16	\$27.584	\$28.965	\$30.413	\$31.935	\$33.532
048-C	Customer Account Rep 2	OE3	048	6/19/16	\$30.351	\$31.869	\$33.463	\$35.136	\$36.894
063-A	Customer Account Rep 3	OE3	063	6/19/16	\$32.717	\$34.352	\$36.070	\$37.875	\$39.769
214-W	Customer Service & Systems Mgr	MCP	214	6/19/16	\$69.708	\$73.194	\$76.853	\$80.697	\$84.733
162-D	Customer Service Supervisor 1	MCP	162	6/19/16	\$53.741	\$56.428	\$59.251	\$62.213	\$65.325
186-O	Customer Service Supervisor 2	MCP	186	6/19/16	\$60.595	\$63.625	\$66.807	\$70.148	\$73.655
214-B	Development Services Manager	MCP	214	6/19/16	\$69.708	\$73.194	\$76.853	\$80.697	\$84.733
162-B	Distribution Maint Supvr 1	MCP	162	6/19/16	\$53.741	\$56.428	\$59.251	\$62.213	\$65.325
186-K	Distribution Maint Supvr 2	MCP	186	6/19/16	\$60.595	\$63.625	\$66.807	\$70.148	\$73.655
214-C	Distribution Maintenance Mgr	MCP	214	6/19/16	\$69.708	\$73.194	\$76.853	\$80.697	\$84.733
129-A	Electrician	OE3	129	6/19/16	\$45.553	\$47.830	\$50.222	\$52.734	\$55.371
162-N	Emer Response/Security Officer	MCP	162	6/19/16	\$53.741	\$56.428	\$59.251	\$62.213	\$65.325
122-B	Engineer 1	MCP	122	6/19/16	\$43.983	\$46.182	\$48.491	\$50.916	\$53.462
152-A	Engineer 2	MCP	152	6/19/16	\$51.115	\$53.671	\$56.356	\$59.174	\$62.133
183-A	Engineer 3	MCP	183	6/19/16	\$59.695	\$62.680	\$65.814	\$69.106	\$72.561
137-B	Engineering Assistant	OE3	137	6/19/16	\$47.412	\$49.783	\$52.273	\$54.887	\$57.631
186-P	Engineering Supervisor 1	MCP	186	6/19/16	\$60.595	\$63.625	\$66.807	\$70.148	\$73.655
203-A	Engineering Supervisor 2	MCP	203	6/19/16	\$65.975	\$69.274	\$72.738	\$76.376	\$80.195
080-C	Engineering Technician 1	OE3	080	6/19/16	\$35.633	\$37.415	\$39.285	\$41.250	\$43.314
108-B	Engineering Technician 2	OE3	108	6/19/16	\$41.004	\$43.055	\$45.209	\$47.469	\$49.843
122-A	Engineering Technician 3	OE3	122	6/19/16	\$43.983	\$46.182	\$48.491	\$50.916	\$53.462
108-G	Environmental Specialist 1	MCP	108	6/19/16	\$41.004	\$43.055	\$45.209	\$47.469	\$49.843
133-E	Environmental Specialist 2	MCP	133	6/19/16	\$46.472	\$48.795	\$51.235	\$53.798	\$56.489
154-A	Executive Assistant/Dist Sec	MCP	154	6/19/16	\$51.630	\$54.211	\$56.922	\$59.768	\$62.757
186-L	Facilities Maintenance Supvr	MCP	186	6/19/16	\$60.595	\$63.625	\$66.807	\$70.148	\$73.655
103-D	Facilities Maintenance Worker	OE3	103	6/19/16	\$39.989	\$41.988	\$44.088	\$46.293	\$48.609
214-O	Facility Maintenance Manager	MCP	214	6/19/16	\$69.708	\$73.194	\$76.853	\$80.697	\$84.733

\* Excludes Career Service Pay and Performance Based Pay Ranges

MCP: Management, Confidential, Professional

OE3: Operating Engineers Local 3

Job Code	Job Description	Classification	Pay Grade	Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5
122-R	Financial Analyst 1	MCP	122	6/19/16	\$43.983	\$46.182	\$48.491	\$50.916	\$53.462
152-L	Financial Analyst 2	MCP	152	6/19/16	\$51.115	\$53.671	\$56.356	\$59.174	\$62.133
162-H	Financial System Analyst 1	MCP	162	6/19/16	\$53.741	\$56.428	\$59.251	\$62.213	\$65.325
183-G	Financial System Analyst 2	MCP	183	6/19/16	\$59.695	\$62.680	\$65.814	\$69.106	\$72.561
050-B	Gardener 1	OE3	050	6/19/16	\$30.655	\$32.188	\$33.797	\$35.488	\$37.262
070-A	Gardener 2	OE3	070	6/19/16	\$33.886	\$35.581	\$37.361	\$39.229	\$41.191
094-B	Gardener 3	OE3	094	6/19/16	\$38.224	\$40.136	\$42.145	\$44.252	\$46.465
186-S	General Facilities Supervisor	MCP	186	6/19/16	\$60.595	\$63.625	\$66.807	\$70.148	\$73.655
328-A	General Manager	GM	328	6/21/15	\$112.804	\$118.445	\$124.368	\$130.587	\$137.116
214-D	Groundwater Resources Manager	MCP	214	6/19/16	\$69.708	\$73.194	\$76.853	\$80.697	\$84.733
186-M	Health & Safety Supervisor	MCP	186	6/19/16	\$60.595	\$63.625	\$66.807	\$70.148	\$73.655
099-F	Human Resources Analyst 1	MCP	099	6/19/16	\$39.198	\$41.159	\$43.217	\$45.379	\$47.647
122-F	Human Resources Analyst 2	MCP	122	6/19/16	\$43.983	\$46.182	\$48.491	\$50.916	\$53.462
152-F	Human Resources Analyst 3	MCP	152	6/19/16	\$51.115	\$53.671	\$56.356	\$59.174	\$62.133
029-D	Human Resources Assistant 1	MCP	029	6/19/16	\$27.584	\$28.965	\$30.413	\$31.935	\$33.532
050-C	Human Resources Assistant 2	MCP	050	6/19/16	\$30.655	\$32.188	\$33.797	\$35.488	\$37.262
072-A	Human Resources Technician 1	MCP	072	6/19/16	\$34.230	\$35.942	\$37.740	\$39.627	\$41.609
093-D	Human Resources Technician 2	MCP	093	6/19/16	\$38.029	\$39.930	\$41.927	\$44.023	\$46.226
214-P	Human Resources/Risk Manager	MCP	214	6/19/16	\$69.708	\$73.194	\$76.853	\$80.697	\$84.733
122-E	Hydrogeologist 1	MCP	122	6/19/16	\$43.983	\$46.182	\$48.491	\$50.916	\$53.462
152-B	Hydrogeologist 2	MCP	152	6/19/16	\$51.115	\$53.671	\$56.356	\$59.174	\$62.133
122-M	Hydrologist 1	MCP	122	6/19/16	\$43.983	\$46.182	\$48.491	\$50.916	\$53.462
152-H	Hydrologist 2	MCP	152	6/19/16	\$51.115	\$53.671	\$56.356	\$59.174	\$62.133
108-H	Information Systems Analyst 1	MCP	108	6/19/16	\$41.004	\$43.055	\$45.209	\$47.469	\$49.843
143-B	Information Systems Analyst 2	MCP	143	6/19/16	\$48.862	\$51.305	\$53.871	\$56.563	\$59.393
133-A	Instrument Technician	OE3	133	6/19/16	\$46.472	\$48.795	\$51.235	\$53.798	\$56.489
214-M	IT Manager	MCP	214	6/19/16	\$69.708	\$73.194	\$76.853	\$80.697	\$84.733
186-B	IT Supervisor	MCP	186	6/19/16	\$60.595	\$63.625	\$66.807	\$70.148	\$73.655
186-A	Laboratory Services Supervisor	MCP	186	6/19/16	\$60.595	\$63.625	\$66.807	\$70.148	\$73.655
046-A	Laboratory Technician 1	OE3	046	6/19/16	\$30.042	\$31.546	\$33.123	\$34.780	\$36.520

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090-A	Laboratory Technician 2	OE3	090	6/19/16	\$37.466	\$39.341	\$41.307	\$43.373	\$45.541
266-F	Manager of Eng & Tech Services	EXEC	266	6/19/16	\$88.854	\$93.297	\$97.964	\$102.862	\$108.006
266-B	Manager of Finance	MCP	266	6/19/16	\$88.854	\$93.297	\$97.964	\$102.862	\$108.006
266-C	Manager of Operations & Maint	EXEC	266	6/19/16	\$88.854	\$93.297	\$97.964	\$102.862	\$108.006
266-E	Manager of Water Resources	EXEC	266	6/19/16	\$88.854	\$93.297	\$97.964	\$102.862	\$108.006
080-B	Meter Reader	OE3	080	6/19/16	\$35.633	\$37.415	\$39.285	\$41.250	\$43.314
120-A	Meter Reader Supervisor	MCP	120	6/19/16	\$43.543	\$45.721	\$48.007	\$50.408	\$52.929
082-B	Meter/Cross Connection Wrkr 1	OE3	082	6/19/16	\$35.991	\$37.792	\$39.682	\$41.667	\$43.749
103-F	Meter/Cross Connection Wrkr 2	OE3	103	6/19/16	\$39.989	\$41.988	\$44.088	\$46.293	\$48.609
133-D	Network Administrator 1	MCP	133	6/19/16	\$46.472	\$48.795	\$51.235	\$53.798	\$56.489
183-I	Network Administrator 2	MCP	183	6/19/16	\$59.695	\$62.680	\$65.814	\$69.106	\$72.561
108-I	Network Analyst 1	MCP	108	6/19/16	\$41.004	\$43.055	\$45.209	\$47.469	\$49.843
133-G	Network Analyst 2	MCP	133	6/19/16	\$46.472	\$48.795	\$51.235	\$53.798	\$56.489
108-C	Network Technician	OE3	108	6/19/16	\$41.004	\$43.055	\$45.209	\$47.469	\$49.843
029-A	Office Assistant 1	OE3	029	6/19/16	\$27.584	\$28.965	\$30.413	\$31.935	\$33.532
048-B	Office Assistant 2	OE3	048	6/19/16	\$30.351	\$31.869	\$33.463	\$35.136	\$36.894
063-B	Office Assistant 3	OE3	063	6/19/16	\$32.717	\$34.352	\$36.070	\$37.875	\$39.769
093-A	Office Supervisor 1	MCP	093	6/19/16	\$38.029	\$39.930	\$41.927	\$44.023	\$46.226
120-B	Office Supervisor 2	MCP	120	6/19/16	\$43.543	\$45.721	\$48.007	\$50.408	\$52.929
124-A	Office Supvr 2/Asst Dist Secty	MCP	124	6/19/16	\$44.427	\$46.650	\$48.982	\$51.432	\$54.003
152-G	Operations Systems Analyst	MCP	152	6/19/16	\$51.115	\$53.671	\$56.356	\$59.174	\$62.133
137-C	Planner/Scheduler	OE3	137	6/19/16	\$47.412	\$49.783	\$52.273	\$54.887	\$57.631
071-A	Procurement Specialist	MCP	071	6/19/16	\$34.061	\$35.765	\$37.553	\$39.431	\$41.402
214-G	Project Engineering Manager	MCP	214	6/19/16	\$69.708	\$73.194	\$76.853	\$80.697	\$84.733
167-A	Purchasing Officer 1	MCP	167	6/19/16	\$55.099	\$57.854	\$60.748	\$63.785	\$66.976
186-N	Purchasing Officer 2	MCP	186	6/19/16	\$60.595	\$63.625	\$66.807	\$70.148	\$73.655
162-K	QA/QC Officer	MCP	162	6/19/16	\$53.741	\$56.428	\$59.251	\$62.213	\$65.325
214-R	Rates Fin. Analysis & Bud. Mgr	MCP	214	6/19/16	\$69.708	\$73.194	\$76.853	\$80.697	\$84.733
183-L	Senior Business Analyst	MCP	183	6/19/16	\$59.695	\$62.680	\$65.814	\$69.106	\$72.561
156-H	Senior Buyer	MCP	156	6/19/16	\$52.146	\$54.754	\$57.490	\$60.366	\$63.386

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MCP: Management, Confidential, Professional

OE3: Operating Engineers Local 3

Job Code	Job Description	Classification	Pay Grade	Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5
156-D	Senior Chemist	MCP	156	6/19/16	\$52.146	\$54.754	\$57.490	\$60.366	\$63.386
183-M	Senior Financial Analyst	MCP	183	6/19/16	\$59.695	\$62.680	\$65.814	\$69.106	\$72.561
143-A	Senior Instrument Technician	OE3	143	6/19/16	\$48.862	\$51.305	\$53.871	\$56.563	\$59.393
133-I	Server/Systems Administrator 1	MCP	133	6/19/16	\$46.472	\$48.795	\$51.235	\$53.798	\$56.489
183-J	Server/Systems Administrator 2	MCP	183	6/19/16	\$59.695	\$62.680	\$65.814	\$69.106	\$72.561
214-Y	Special Assistant to GM	MCP	214	6/19/16	\$69.708	\$73.194	\$76.853	\$80.697	\$84.733
183-K	Sr Information Systems Analyst	MCP	183	6/19/16	\$59.695	\$62.680	\$65.814	\$69.106	\$72.561
183-F	Sr Operations Systems Analyst	MCP	183	6/19/16	\$59.695	\$62.680	\$65.814	\$69.106	\$72.561
137-D	Sr Water Treatment Plant Oper	OA	137	6/19/16	\$47.412	\$49.783	\$52.273	\$54.887	\$57.631
068-C	Storekeeper 1	OE3	068	6/19/16	\$33.549	\$35.227	\$36.989	\$38.840	\$40.783
082-G	Storekeeper 2	OE3	082	6/19/16	\$35.991	\$37.792	\$39.682	\$41.667	\$43.749
186-U	Supervising HR Analyst	MCP	186	6/19/16	\$60.595	\$63.625	\$66.807	\$70.148	\$73.655
214-S	Support Service Manager	MCP	214	6/19/16	\$69.708	\$73.194	\$76.853	\$80.697	\$84.733
113-B	Treatment Facilities Operator	OA	113	6/19/16	\$42.047	\$44.149	\$46.357	\$48.677	\$51.111
082-F	Treatment Facilities Opr Trn	OA	082	6/19/16	\$35.991	\$37.792	\$39.682	\$41.667	\$43.749
162-A	Treatment/Distribution Supvr 1	MCP	162	6/19/16	\$53.741	\$56.428	\$59.251	\$62.213	\$65.325
186-C	Treatment/Distribution Supvr 2	MCP	186	6/19/16	\$60.595	\$63.625	\$66.807	\$70.148	\$73.655
094-C	Utility Mechanic 1	OE3	094	6/19/16	\$38.224	\$40.136	\$42.145	\$44.252	\$46.465
113-A	Utility Mechanic 2	OE3	113	6/19/16	\$42.047	\$44.149	\$46.357	\$48.677	\$51.111
068-A	Utility Worker 1	OE3	068	6/19/16	\$33.549	\$35.227	\$36.989	\$38.840	\$40.783
082-A	Utility Worker 2	OE3	082	6/19/16	\$35.991	\$37.792	\$39.682	\$41.667	\$43.749
103-A	Utility Worker 3	OE3	103	6/19/16	\$39.989	\$41.988	\$44.088	\$46.293	\$48.609
118-A	Utility Worker Leader	OE3	118	6/19/16	\$43.109	\$45.263	\$47.527	\$49.905	\$52.401
099-C	Water Cons. Specialist 1	MCP	099	6/19/16	\$39.198	\$41.159	\$43.217	\$45.379	\$47.647
122-Q	Water Cons. Specialist 2	MCP	122	6/19/16	\$43.983	\$46.182	\$48.491	\$50.916	\$53.462
162-L	Water Conservation Supvr 1	MCP	162	6/19/16	\$53.741	\$56.428	\$59.251	\$62.213	\$65.325
186-V	Water Conservation Supvr 2	MCP	186	6/19/16	\$60.595	\$63.625	\$66.807	\$70.148	\$73.655
098-A	Water Controller 1	OE3	098	6/19/16	\$38.998	\$40.950	\$42.996	\$45.147	\$47.406
118-B	Water Controller 2	OE3	118	6/19/16	\$43.109	\$45.263	\$47.527	\$49.905	\$52.401
122-P	Water Operations Analyst 1	MCP	122	6/19/16	\$43.983	\$46.182	\$48.491	\$50.916	\$53.462

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MCP: Management, Confidential, Professional

OE3: Operating Engineers Local 3

Job Code	Job Description	Classification	Pay Grade	Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5
152-K	Water Operations Analyst 2	MCP	152	6/19/16	\$51.115	\$53.671	\$56.356	\$59.174	\$62.133
214-X	Water Resources Planning Mgr	MCP	214	6/19/16	\$69.708	\$73.194	\$76.853	\$80.697	\$84.733
214-H	Water Supply & Production Mgr	MCP	214	6/19/16	\$69.708	\$73.194	\$76.853	\$80.697	\$84.733
214-U	Water Supply Division Manager	MCP	214	6/19/16	\$69.708	\$73.194	\$76.853	\$80.697	\$84.733
186-Q	Water Supply Supervisor	MCP	186	6/19/16	\$60.595	\$63.625	\$66.807	\$70.148	\$73.655
117-A	Water Treatment Plant Operator	OA	117	6/19/16	\$42.895	\$45.041	\$47.293	\$49.658	\$52.142
082-D	Water Treatment Plant Opr Trn	OA	082	6/19/16	\$35.991	\$37.792	\$39.682	\$41.667	\$43.749
162-J	Well Ordinance Supervisor 1	MCP	162	6/19/16	\$53.741	\$56.428	\$59.251	\$62.213	\$65.325
186-T	Well Ordinance Supervisor 2	MCP	186	6/19/16	\$60.595	\$63.625	\$66.807	\$70.148	\$73.655
162-G	Workplace Hlth/Safety Officer	MCP	162	6/19/16	\$53.741	\$56.428	\$59.251	\$62.213	\$65.325

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MCP: Management, Confidential, Professional

OE3: Operating Engineers Local 3