

**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	6/27/21	\$44.124	\$46.330	\$48.647	\$51.079	\$53.634
135-A	Accountant 2	MCP	135Z	6/27/21	\$49.027	\$51.478	\$54.051	\$56.755	\$59.594
238-A	Accounting & Treasury Manager	MCP	238Z	6/27/21	\$82.033	\$86.136	\$90.444	\$94.966	\$99.716
058-A	Accounting Assistant 1	OE3	058	6/28/20	\$35.215	\$36.976	\$38.825	\$40.766	\$42.808
073-A	Accounting Assistant 2	OE3	073	6/28/20	\$37.971	\$39.869	\$41.864	\$43.957	\$46.156
200-A	Accounting Supervisor	MCP	200Z	6/27/21	\$67.544	\$70.923	\$74.469	\$78.193	\$82.103
121-A	Administrative Analyst 1	MCP	121Z	6/27/21	\$45.630	\$47.911	\$50.308	\$52.822	\$55.464
154-B	Administrative Analyst 2	MCP	154Z	6/27/21	\$53.682	\$56.366	\$59.183	\$62.144	\$65.253
095-A	Administrative Assistant/ADS	MCP	095Z	6/27/21	\$40.039	\$42.041	\$44.145	\$46.352	\$48.671
150-A	Advanced Treatment Facility Op	OA	150Z	7/11/21	\$53.116	\$55.773	\$58.562	\$61.491	\$64.564
150-B	Advanced Wtr Treatment Plt Op	OA	150Z	7/11/21	\$53.116	\$55.773	\$58.562	\$61.491	\$64.564
182-A	Associate Engineer	MCP	182Z	6/27/21	\$61.878	\$64.973	\$68.222	\$71.634	\$75.215
182-B	Associate Hydrogeologist	MCP	182Z	6/27/21	\$61.878	\$64.973	\$68.222	\$71.634	\$75.215
082-C	Auto Mechanic 1	OE3	082	6/28/20	\$39.722	\$41.709	\$43.795	\$45.985	\$48.283
113-C	Auto Mechanic 2	OE3	113	6/28/20	\$46.405	\$48.725	\$51.162	\$53.722	\$56.408
133-J	Business Analyst 1	MCP	133Z	6/27/21	\$48.430	\$50.851	\$53.393	\$56.064	\$58.869
165-A	Business Analyst 2	MCP	165Z	6/27/21	\$56.977	\$59.827	\$62.819	\$65.960	\$69.258
114-B	Buyer 1	MCP	114Z	6/27/21	\$44.124	\$46.330	\$48.647	\$51.079	\$53.634
135-B	Buyer 2	MCP	135Z	6/27/21	\$49.027	\$51.478	\$54.051	\$56.755	\$59.594
125-A	Chemist 1	MCP	125Z	6/27/21	\$46.620	\$48.953	\$51.402	\$53.971	\$56.670
146-A	Chemist 2	MCP	146Z	6/27/21	\$51.802	\$54.392	\$57.111	\$59.969	\$62.969
108-F	Construction Inspector 1	OE3	108	6/28/20	\$45.254	\$47.518	\$49.895	\$52.389	\$55.009
137-A	Construction Inspector 2	OE3	137	6/28/20	\$52.326	\$54.943	\$57.690	\$60.576	\$63.606
080-D	Customer Account Field Rep	OE3	080	6/28/20	\$39.326	\$41.293	\$43.358	\$45.526	\$47.803
029-B	Customer Account Rep 1	OE3	029	6/28/20	\$30.444	\$31.967	\$33.565	\$35.246	\$37.007
048-C	Customer Account Rep 2	OE3	048	6/28/20	\$33.498	\$35.172	\$36.932	\$38.778	\$40.718
063-A	Customer Account Rep 3	OE3	063	6/28/20	\$36.109	\$37.913	\$39.810	\$41.800	\$43.891
238-B	Customer Service & Systems Mgr	MCP	238Z	6/27/21	\$82.033	\$86.136	\$90.444	\$94.966	\$99.716
200-B	Customer Service Supervisor	MCP	200Z	6/27/21	\$67.544	\$70.923	\$74.469	\$78.193	\$82.103
238-C	Development Services Manager	MCP	238Z	6/27/21	\$82.033	\$86.136	\$90.444	\$94.966	\$99.716
281-A	Director of Eng & Tech Services	EXEC	281Z	6/27/21	\$101.276	\$106.340	\$111.660	\$117.242	\$123.105
281-B	Director of Finance	EXEC	281Z	6/27/21	\$101.276	\$106.340	\$111.660	\$117.242	\$123.105
281-C	Director of Operations and Maintenance	EXEC	281Z	6/27/21	\$101.276	\$106.340	\$111.660	\$117.242	\$123.105
281-D	Director of Water Resources	EXEC	281Z	6/27/21	\$101.276	\$106.340	\$111.660	\$117.242	\$123.105

* Excludes Career Service Pay and Performance Based Pay Ranges
MCP: Management, Confidential, Professional
OE3: Operating Engineers Local 3
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200-C	Distribution Maint Supvr	MCP	200Z	6/27/21	\$67.544	\$70.923	\$74.469	\$78.193	\$82.103
238-D	Distribution Maintenance Mgr	MCP	238Z	6/27/21	\$82.033	\$86.136	\$90.444	\$94.966	\$99.716
129-A	Electrician	OE3	129	6/28/20	\$50.275	\$52.789	\$55.427	\$58.200	\$61.110
144-A	Emer & Security Svcs Planner	MCP	144Z	6/27/21	\$51.210	\$53.770	\$56.458	\$59.282	\$62.247
177-A	Emergency and Security Services Supervisor	MCP	177Z	6/27/21	\$60.246	\$63.259	\$66.424	\$69.743	\$73.233
128-A	Engineer 1	MCP	128Z	6/27/21	\$47.339	\$49.705	\$52.190	\$54.800	\$57.542
128-B	Engineer 1_YRATE	MCP	128Y	6/28/20	\$49.027	\$51.478	\$54.051	\$56.755	\$59.594
161-A	Engineer 2	MCP	161Z	6/27/21	\$55.690	\$58.476	\$61.400	\$64.470	\$67.694
161-B	Engineer 2_YRATE	MCP	161Y	6/28/20	\$56.977	\$59.827	\$62.819	\$65.960	\$69.258
216-A	Engineering Supervisor	MCP	216Z	6/27/21	\$73.542	\$77.220	\$81.081	\$85.136	\$89.393
080-C	Engineering Technician 1	OE3	080	6/28/20	\$39.326	\$41.293	\$43.358	\$45.526	\$47.803
108-B	Engineering Technician 2	OE3	108	6/28/20	\$45.254	\$47.518	\$49.895	\$52.389	\$55.009
122-A	Engineering Technician 3	OE3	122	6/28/20	\$48.542	\$50.969	\$53.517	\$56.193	\$59.005
138-A	Environmental Specialist 1	MCP	138Z	6/27/21	\$49.655	\$52.140	\$54.748	\$57.485	\$60.360
159-A	Environmental Specialist 2	MCP	159Z	6/27/21	\$55.175	\$57.934	\$60.830	\$63.874	\$67.069
168-A	Executive Assistant/Dist Sec	MCP	168Z	6/27/21	\$57.551	\$60.428	\$63.450	\$66.623	\$69.955
103-D	Facilities Maintenance Worker	OE3	103	6/28/20	\$44.134	\$46.340	\$48.658	\$51.092	\$53.648
238-E	Facility Maintenance Manager	MCP	238Z	6/27/21	\$82.033	\$86.136	\$90.444	\$94.966	\$99.716
221-A	Financial Analysis Supervisor	MCP	221Z	6/27/21	\$75.354	\$79.123	\$83.079	\$87.234	\$91.596
145-A	Financial Analyst 1	MCP	145Z	6/27/21	\$51.281	\$53.845	\$56.536	\$59.365	\$62.334
165-B	Financial Analyst 2	MCP	165Z	6/27/21	\$56.977	\$59.827	\$62.819	\$65.960	\$69.258
050-B	Gardener 1	OE3	050	6/28/20	\$33.833	\$35.526	\$37.300	\$39.168	\$41.125
070-A	Gardener 2	OE3	070	6/28/20	\$37.399	\$39.268	\$41.234	\$43.295	\$45.461
094-B	Gardener 3	OE3	094	6/28/20	\$42.187	\$44.296	\$46.513	\$48.840	\$51.282
200-E	General Facilities Supervisor	MCP	200Z	6/27/21	\$67.544	\$70.923	\$74.469	\$78.193	\$82.103
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	6/27/21	\$82.033	\$86.136	\$90.444	\$94.966	\$99.716
118-C	Human Resources Analyst 1	MCP	118Z	6/27/21	\$44.983	\$47.232	\$49.594	\$52.073	\$54.678
151-A	Human Resources Analyst 2	MCP	151Z	6/27/21	\$52.921	\$55.567	\$58.344	\$61.263	\$64.328
029-E	Human Resources Assistant 1	MCP	029Z	6/27/21	\$28.811	\$30.252	\$31.765	\$33.356	\$35.024
050-D	Human Resources Assistant 2	MCP	050Z	6/27/21	\$32.014	\$33.616	\$35.295	\$37.062	\$38.915
072-A	Human Resources Technician 1	MCP	072Z	6/27/21	\$35.571	\$37.350	\$39.219	\$41.179	\$43.240
092-A	Human Resources Technician 2	MCP	092Z	6/27/21	\$39.525	\$41.499	\$43.575	\$45.753	\$48.043
092-C	Human Resources Technician 2_YRATE	MCP	092Y	6/28/20	\$42.392	\$44.509	\$46.736	\$49.072	\$51.528

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Job Code	Job Description	Classification	Pay Grade	Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5
238-G	Human Resources/Risk Manager	MCP	238Z	6/27/21	\$82.033	\$86.136	\$90.444	\$94.966	\$99.716
128-C	Hydrogeologist 1	MCP	128Z	6/27/21	\$47.339	\$49.705	\$52.190	\$54.800	\$57.542
128-D	Hydrogeologist 1_YRATE	MCP	128Y	6/28/20	\$49.027	\$51.478	\$54.051	\$56.755	\$59.594
161-C	Hydrogeologist 2	MCP	161Z	6/27/21	\$55.690	\$58.476	\$61.400	\$64.470	\$67.694
161-D	Hydrogeologist 2_YRATE	MCP	161Y	6/28/20	\$56.977	\$59.827	\$62.819	\$65.960	\$69.258
155-A	Information Technology Administrator 1	MCP	155Z	6/27/21	\$54.091	\$56.795	\$59.634	\$62.619	\$65.751
187-A	Information Technology Administrator 2	MCP	187Z	6/27/21	\$63.636	\$66.818	\$70.160	\$73.668	\$77.351
187-C	Information Technology Administrator 2_YRATE	MCP	187Y	6/28/20	\$66.542	\$69.869	\$73.363	\$77.032	\$80.883
136-A	Information Technology Analyst 1	MCP	136Z	6/27/21	\$49.171	\$51.632	\$54.215	\$56.925	\$59.772
169-A	Information Technology Analyst 2	MCP	169Z	6/27/21	\$57.851	\$60.744	\$63.782	\$66.969	\$70.320
133-A	Instrument Technician	OE3	133	6/28/20	\$51.289	\$53.854	\$56.546	\$59.374	\$62.345
238-H	IT Manager	MCP	238Z	6/27/21	\$82.033	\$86.136	\$90.444	\$94.966	\$99.716
204-A	IT Supervisor	MCP	204Z	6/27/21	\$69.086	\$72.543	\$76.170	\$79.979	\$83.978
200-F	Laboratory Services Supervisor	MCP	200Z	6/27/21	\$67.544	\$70.923	\$74.469	\$78.193	\$82.103
046-A	Laboratory Technician 1	OE3	046	6/28/20	\$33.156	\$34.816	\$36.557	\$38.384	\$40.306
090-A	Laboratory Technician 2	OE3	090	6/28/20	\$41.349	\$43.419	\$45.588	\$47.869	\$50.261
080-B	Meter Reader	OE3	080	6/28/20	\$39.326	\$41.293	\$43.358	\$45.526	\$47.803
141-A	Meter Reader Supervisor	MCP	141Z	6/27/21	\$50.379	\$52.899	\$55.543	\$58.322	\$61.238
082-B	Meter/Cross Connection Wrkr 1	OE3	082	6/28/20	\$39.722	\$41.709	\$43.795	\$45.985	\$48.283
103-F	Meter/Cross Connection Wrkr 2	OE3	103	6/28/20	\$44.134	\$46.340	\$48.658	\$51.092	\$53.648
108-C	Network Technician	OE3	108	6/28/20	\$45.254	\$47.518	\$49.895	\$52.389	\$55.009
029-A	Office Assistant 1	OE3	029	6/28/20	\$30.444	\$31.967	\$33.565	\$35.246	\$37.007
048-B	Office Assistant 2	OE3	048	6/28/20	\$33.498	\$35.172	\$36.932	\$38.778	\$40.718
063-B	Office Assistant 3	OE3	063	6/28/20	\$36.109	\$37.913	\$39.810	\$41.800	\$43.891
134-A	Office Supervisor	MCP	134Z	6/27/21	\$48.917	\$51.364	\$53.931	\$56.629	\$59.461
134-B	Office Supervisor_YRATE	MCP	134Y	6/28/20	\$49.522	\$52.001	\$54.600	\$57.331	\$60.196
197-A	Operations Systems Administrator	MCP	197Z	6/27/21	\$66.818	\$70.159	\$73.668	\$77.352	\$81.219
137-C	Planner/Scheduler	OE3	137	6/28/20	\$52.326	\$54.943	\$57.690	\$60.576	\$63.606
238-I	Project Engineering Manager	MCP	238Z	6/27/21	\$82.033	\$86.136	\$90.444	\$94.966	\$99.716
115-A	Public Affairs Specialist 1	MCP	115Z	6/27/21	\$44.402	\$46.622	\$48.954	\$51.401	\$53.972
148-A	Public Affairs Specialist 2	MCP	148Z	6/27/21	\$52.238	\$54.849	\$57.591	\$60.472	\$63.497
200-G	Public Affairs Supervisor	MCP	200Z	6/27/21	\$67.544	\$70.923	\$74.469	\$78.193	\$82.103
200-H	Purchasing Officer	MCP	200Z	6/27/21	\$67.544	\$70.923	\$74.469	\$78.193	\$82.103
184-A	QA/QC Officer	MCP	184Z	6/27/21	\$62.681	\$65.815	\$69.107	\$72.561	\$76.192

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163-A	Senior Accountant	MCP	163Z	6/27/21	\$56.379	\$59.201	\$62.158	\$65.268	\$68.533
172-A	Senior Administrative Analyst	MCP	172Z	6/27/21	\$59.048	\$62.002	\$65.103	\$68.358	\$71.776
193-B	Senior Business Analyst	MCP	193Z	6/27/21	\$65.526	\$68.802	\$72.242	\$75.855	\$79.648
193-D	Senior Business Analyst_YRATE	MCP	193Y	6/28/20	\$66.542	\$69.869	\$73.363	\$77.032	\$80.883
163-B	Senior Buyer	MCP	163Z	6/27/21	\$56.379	\$59.201	\$62.158	\$65.268	\$68.533
163-C	Senior Buyer_YRATE	MCP	163Y	6/28/20	\$58.126	\$61.035	\$64.084	\$67.290	\$70.656
166-A	Senior Chemist	MCP	166Z	6/27/21	\$56.981	\$59.833	\$62.822	\$65.965	\$69.264
166-B	Senior Chemist_YRATE	MCP	166Y	6/28/20	\$58.126	\$61.035	\$64.084	\$67.290	\$70.656
196-A	Senior Engineer	MCP	196Z	6/27/21	\$66.542	\$69.869	\$73.363	\$77.032	\$80.883
193-A	Senior Financial Analyst	MCP	193Z	6/27/21	\$65.525	\$68.802	\$72.242	\$75.855	\$79.647
193-C	Senior Financial Analyst_YRATE	MCP	193Y	6/28/20	\$66.542	\$69.869	\$73.363	\$77.032	\$80.883
171-A	Senior Human Resources Analyst	MCP	171Z	6/27/21	\$58.211	\$61.123	\$64.180	\$67.389	\$70.758
111-A	Senior Human Resources Technician	MCP	111Z	6/27/21	\$43.478	\$45.649	\$47.933	\$50.329	\$52.847
187-B	Senior Information Technology Analyst	MCP	187Z	6/27/21	\$63.636	\$66.818	\$70.160	\$73.668	\$77.351
187-D	Senior Information Technology Analyst_YRATE	MCP	187Y	6/28/20	\$66.542	\$69.869	\$73.363	\$77.032	\$80.883
143-A	Senior Instrument Technician	OE3	143	6/28/20	\$53.927	\$56.622	\$59.455	\$62.426	\$65.550
167-B	Senior Public Affairs Specialist	MCP	167Z	6/27/21	\$57.459	\$60.334	\$63.351	\$66.518	\$69.844
238-L	Special Assistant to GM	MCP	238Z	6/27/21	\$82.033	\$86.136	\$90.444	\$94.966	\$99.716
068-C	Storekeeper 1	OE3	068	6/28/20	\$37.026	\$38.878	\$40.823	\$42.866	\$45.010
082-G	Storekeeper 2	OE3	082	6/28/20	\$39.722	\$41.709	\$43.795	\$45.985	\$48.283
200-D	Systems Maintenance Supervisor	MCP	200Z	6/27/21	\$67.544	\$70.923	\$74.469	\$78.193	\$82.103
206-A	Treatment & Distribution Supervisor	MCP	206Z	6/27/21	\$69.916	\$73.414	\$77.085	\$80.939	\$84.987
077-A	Treatment Facilities Op Trn	OA	077Z	7/11/21	\$36.698	\$38.533	\$40.460	\$42.484	\$44.607
077-B	Treatment Facilities Op Trn_YRATE	OA	077Y	6/28/20	\$39.722	\$41.709	\$43.795	\$45.985	\$48.283
122-T	Treatment Facilities Operator	OA	122Z	7/11/21	\$45.872	\$48.165	\$50.574	\$53.105	\$55.760
122-W	Treatment Facilities Operator_YRATE	OA	122Y	6/28/20	\$46.405	\$48.725	\$51.162	\$53.722	\$56.408
094-C	Utility Mechanic 1	OE3	094	6/28/20	\$42.187	\$44.296	\$46.513	\$48.840	\$51.282
113-A	Utility Mechanic 2	OE3	113	6/28/20	\$46.405	\$48.725	\$51.162	\$53.722	\$56.408
068-A	Utility Worker 1	OE3	068	6/28/20	\$37.026	\$38.878	\$40.823	\$42.866	\$45.010
082-A	Utility Worker 2	OE3	082	6/28/20	\$39.722	\$41.709	\$43.795	\$45.985	\$48.283
103-A	Utility Worker 3	OE3	103	6/28/20	\$44.134	\$46.340	\$48.658	\$51.092	\$53.648
118-A	Utility Worker Leader	OE3	118	6/28/20	\$47.577	\$49.955	\$52.454	\$55.077	\$57.832
098-A	Water Controller 1	OE3	098	6/28/20	\$43.041	\$45.195	\$47.453	\$49.826	\$52.319
118-B	Water Controller 2	OE3	118	6/28/20	\$47.577	\$49.955	\$52.454	\$55.077	\$57.832

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128-E	Water Operations Analyst 1	MCP	128Z	6/27/21	\$47.339	\$49.705	\$52.190	\$54.800	\$57.542
128-F	Water Operations Analyst 1_YRATE	MCP	128Y	6/28/20	\$49.027	\$51.478	\$54.051	\$56.755	\$59.594
161-E	Water Operations Analyst 2	MCP	161Z	6/27/21	\$55.690	\$58.476	\$61.400	\$64.470	\$67.694
238-J	Water Production Manager	MCP	238Z	6/27/21	\$82.033	\$86.136	\$90.444	\$94.966	\$99.716
238-K	Water Supply and Planning Mgr	MCP	238Z	6/27/21	\$82.033	\$86.136	\$90.444	\$94.966	\$99.716
200-K	Water Supply Supervisor	MCP	200Z	6/27/21	\$67.544	\$70.923	\$74.469	\$78.193	\$82.103
132-G	Water Treatment Plant Operator	OA	132Z	7/11/21	\$48.287	\$50.703	\$53.237	\$55.899	\$58.695
093-C	Water Treatment Plant Opr Trn	OA	093Z	7/11/21	\$38.629	\$40.561	\$42.590	\$44.720	\$46.954
093-F	Water Treatment Plant Opr Trn_YRATE	OA	093Y	6/28/20	\$39.722	\$41.709	\$43.795	\$45.985	\$48.283
139-A	Water Use Efficiency Specialist 1	MCP	139Z	6/27/21	\$50.150	\$52.656	\$55.290	\$58.054	\$60.958
162-O	Water Use Efficiency Specialist 2	MCP	162Z	6/27/21	\$55.722	\$58.508	\$61.432	\$64.505	\$67.732
200-J	Water Use Efficiency Supervisor	MCP	200Z	6/27/21	\$67.544	\$70.923	\$74.469	\$78.193	\$82.103
200-L	Well Ordinance Supervisor	MCP	200Z	6/27/21	\$67.544	\$70.923	\$74.469	\$78.193	\$82.103
180-A	Workplace Hlth/Safety Officer	MCP	180Z	6/27/21	\$61.499	\$64.574	\$67.805	\$71.194	\$74.756
001-A	Intern - Undergrad	TEMP	INT	6/27/21	\$14.000				
001-B	Intern - Graduate w/Bachelors Degree	TEMP	INT	6/27/21	\$18.000				
001-C	Intern - In Master's Program	TEMP	INT	6/27/21	\$19.000				
001-D	Intern - Graduate w/Master's Degree	TEMP	INT	6/27/21	\$20.000				

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