

Alameda County Water District

Consolidated Salary Schedule * - Effective 10/12/25

General Manager, Management/Confidential/Professional (MCP), Adopted by Resolution #25-046 on July 10, 2025, Effective June 22, 2025

Operating Engineers Local 3, Adopted by Resolution #25-048 on October 9, 2025, Effective October 12, 2025

Operators Association Adopted by Resolution #24-035, on July 11, 2024, Effective June 23, 2024

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	6/22/25	\$109,139.10	\$114,596.06	\$120,325.86	\$126,342.15	\$132,659.26
135-A	Accountant 2	MCP	135Z	6/22/25	\$121,266.95	\$127,330.30	\$133,696.82	\$140,381.66	\$147,400.74
238-A	Accounting & Treasury Manager	MCP	238Z	6/22/25	\$202,909.89	\$213,055.38	\$223,708.15	\$234,893.56	\$246,638.24
200-A	Accounting Supervisor	MCP	200Z	6/22/25	\$167,070.19	\$175,423.70	\$184,194.88	\$193,404.62	\$203,074.85
057-A	Accounting Technician 1	OE3	057Z	10/12/25	\$87,229.43	\$91,590.90	\$96,170.44	\$100,978.96	\$106,027.91
078-A	Accounting Technician 2	OE3	078Z	10/12/25	\$96,921.59	\$101,767.67	\$106,856.05	\$112,198.85	\$117,808.79
121-A	Administrative Analyst 1	MCP	121Z	6/22/25	\$112,863.36	\$118,506.53	\$124,431.86	\$130,653.45	\$137,186.12
154-B	Administrative Analyst 2	MCP	154Z	6/22/25	\$132,781.82	\$139,420.91	\$146,391.96	\$153,711.56	\$161,397.14
095-A	Administrative Assistant/ADS	MCP	095Z	6/22/25	\$99,039.07	\$103,991.02	\$109,190.57	\$114,650.10	\$120,382.61
150-A	Advanced Treatment Facility Op	OA	150Z	6/23/24	\$121,477.53	\$127,554.15	\$133,932.65	\$140,631.35	\$147,659.37
150-B	Advanced Wtr Treatment Plt Op	OA	150Z	6/23/24	\$121,477.53	\$127,554.15	\$133,932.65	\$140,631.35	\$147,659.37
182-A	Associate Engineer	MCP	182Z	6/22/25	\$153,054.43	\$160,707.15	\$168,742.51	\$177,179.64	\$186,038.62
182-B	Associate Hydrogeologist	MCP	182Z	6/22/25	\$153,054.43	\$160,707.15	\$168,742.51	\$177,179.64	\$186,038.62
133-J	Business Analyst 1	MCP	133Z	6/22/25	\$119,790.74	\$125,780.28	\$132,069.29	\$138,672.75	\$145,606.39
165-A	Business Analyst 2	MCP	165Z	6/22/25	\$140,932.09	\$147,978.69	\$155,377.62	\$163,146.50	\$171,303.82
114-B	Buyer 1	MCP	114Z	6/22/25	\$109,139.10	\$114,596.06	\$120,325.86	\$126,342.15	\$132,659.26
135-B	Buyer 2	MCP	135Z	6/22/25	\$121,266.95	\$127,330.30	\$133,696.82	\$140,381.66	\$147,400.74
125-A	Chemist 1	MCP	125Z	6/22/25	\$115,316.71	\$121,082.55	\$127,136.68	\$133,493.51	\$140,168.19
146-A	Chemist 2	MCP	146Z	6/22/25	\$128,134.69	\$134,541.42	\$141,268.49	\$148,331.91	\$155,748.51
214-A	Chief Information Security Officer	MCP	214Z	6/22/25	\$179,429.06	\$188,400.51	\$197,820.54	\$207,711.57	\$218,097.15
113-D	Construction Inspector 1	OE3	113Z	10/12/25	\$115,856.19	\$121,649.00	\$127,731.45	\$134,118.02	\$140,823.92
131-B	Construction Inspector 2	OE3	131Z	10/12/25	\$128,728.87	\$135,165.31	\$141,923.58	\$149,019.76	\$156,470.75
081-A	Customer Account Field Rep	OE3	081Z	10/12/25	\$98,871.00	\$103,814.55	\$109,005.28	\$114,455.54	\$120,178.32
075-A	Customer Account Field Tech 1	OE3	069Z	10/12/25	\$93,189.60	\$97,849.08	\$102,741.53	\$107,878.61	\$113,272.54
097-A	Customer Account Field Tech 2	OE3	091Z	10/12/25	\$103,545.13	\$108,722.39	\$114,158.51	\$119,866.44	\$125,859.76
033-A	Customer Account Rep 1	OE3	033Z	10/12/25	\$77,506.74	\$81,382.08	\$85,451.18	\$89,723.74	\$94,209.93
053-A	Customer Account Rep 2	OE3	053Z	10/12/25	\$86,120.41	\$90,426.43	\$94,947.75	\$99,695.14	\$104,679.90

* Excludes Career Service Pay
MCP: Management, Confidential, Professional
OE3: Operating Engineers Local 3
OA: Operators Association
Time Base: Annual

082-E	Customer Account Rep 3	OE3	082Z	10/12/25	\$99,037.86	\$103,989.75	\$109,189.24	\$114,648.70	\$120,381.14
143-C	Customer Acct Field Supervisor	MCP	143Z	6/22/25	\$128,787.58	\$135,226.96	\$141,988.31	\$149,087.73	\$156,542.12
238-B	Customer Service & Systems Mgr	MCP	238Z	6/22/25	\$202,909.89	\$213,055.38	\$223,708.15	\$234,893.56	\$246,638.24
200-B	Customer Service Supervisor	MCP	200Z	6/22/25	\$167,070.19	\$175,423.70	\$184,194.88	\$193,404.62	\$203,074.85
238-C	Development Services Manager	MCP	238Z	6/22/25	\$202,909.89	\$213,055.38	\$223,708.15	\$234,893.56	\$246,638.24
281-A	Director of Eng & Tech Svcs	EXEC	281Z	6/22/25	\$250,503.84	\$263,029.03	\$276,180.48	\$289,989.50	\$304,488.97
281-B	Director of Finance	EXEC	281Z	6/22/25	\$250,503.84	\$263,029.03	\$276,180.48	\$289,989.50	\$304,488.97
281-C	Director of Operations & Maint	EXEC	281Z	6/22/25	\$250,503.84	\$263,029.03	\$276,180.48	\$289,989.50	\$304,488.97
281-D	Director of Water Resources	EXEC	281Z	6/22/25	\$250,503.84	\$263,029.03	\$276,180.48	\$289,989.50	\$304,488.97
200-C	Distribution Maint Supvr	MCP	200Z	6/22/25	\$167,070.19	\$175,423.70	\$184,194.88	\$193,404.62	\$203,074.85
238-D	Distribution Maintenance Mgr	MCP	238Z	6/22/25	\$202,909.89	\$213,055.38	\$223,708.15	\$234,893.56	\$246,638.24
105-A	Electrician	OE3	105Z	10/12/25	\$111,918.70	\$117,514.63	\$123,390.36	\$129,559.88	\$136,037.87
127-A	Electrician 2	OE3	127Z	10/12/25	\$124,351.84	\$130,569.43	\$137,097.90	\$143,952.79	\$151,150.43
144-A	Emer & Security Svcs Planner	MCP	144Z	6/22/25	\$126,666.13	\$132,999.44	\$139,649.41	\$146,631.88	\$153,963.47
177-A	Emerg & Security Svcs Supvr	MCP	177Z	6/22/25	\$149,020.95	\$156,472.00	\$164,295.60	\$172,510.38	\$181,135.90
128-A	Engineer 1	MCP	128Z	6/22/25	\$117,090.61	\$122,945.14	\$129,092.40	\$135,547.02	\$142,324.37
161-A	Engineer 2	MCP	161Z	6/22/25	\$137,749.41	\$144,636.88	\$151,868.72	\$159,462.16	\$167,435.27
216-A	Engineering Supervisor	MCP	216Z	6/22/25	\$181,904.49	\$190,999.71	\$200,549.70	\$210,577.18	\$221,106.04
074-B	Engineering Technician 1	OE3	074Z	10/12/25	\$95,147.16	\$99,904.52	\$104,899.75	\$110,144.74	\$115,651.98
106-A	Engineering Technician 2	OE3	106Z	10/12/25	\$111,937.00	\$117,533.85	\$123,410.54	\$129,581.07	\$136,060.12
126-A	Engineering Technician 3	OE3	126Z	10/12/25	\$123,130.90	\$129,287.45	\$135,751.82	\$142,539.41	\$149,666.38
138-A	Environmental Specialist 1	MCP	138Z	6/22/25	\$122,825.13	\$128,966.39	\$135,414.71	\$142,185.45	\$149,294.72
159-A	Environmental Specialist 2	MCP	159Z	6/22/25	\$136,477.70	\$143,301.58	\$150,466.66	\$157,989.99	\$165,889.49
168-A	Executive Assistant/Dist Sec	MCP	168Z	6/22/25	\$142,350.39	\$149,467.91	\$156,941.31	\$164,788.38	\$173,027.80
109-A	Facilities Maintenance Worker	OE3	109Z	10/12/25	\$113,898.63	\$119,593.56	\$125,573.24	\$131,851.90	\$138,444.49
238-E	Facility Maintenance Manager	MCP	238Z	6/22/25	\$202,909.89	\$213,055.38	\$223,708.15	\$234,893.56	\$246,638.24
221-A	Financial Analysis Supervisor	MCP	221Z	6/22/25	\$186,387.57	\$195,706.95	\$205,492.30	\$215,766.92	\$226,555.27
145-A	Financial Analyst 1	MCP	145Z	6/22/25	\$126,842.79	\$133,184.93	\$139,844.18	\$146,836.39	\$154,178.21
165-B	Financial Analyst 2	MCP	165Z	6/22/25	\$140,932.09	\$147,978.69	\$155,377.62	\$163,146.50	\$171,303.82
047-B	Gardener 1	OE3	047Z	10/12/25	\$83,257.33	\$87,420.20	\$91,791.21	\$96,380.77	\$101,199.81
068-B	Gardener 2	OE3	068Z	10/12/25	\$92,507.92	\$97,133.32	\$101,989.99	\$107,089.49	\$112,443.96
096-A	Gardener 3	OE3	096Z	10/12/25	\$106,383.79	\$111,702.98	\$117,288.13	\$123,152.54	\$129,310.17
200-E	General Facilities Supervisor	MCP	200Z	6/22/25	\$167,070.19	\$175,423.70	\$184,194.88	\$193,404.62	\$203,074.85
335-A	General Manager	GM	335Z	6/22/25	\$281,838.95	\$295,930.90	\$310,727.44	\$326,263.81	\$342,577.00
238-F	Groundwater Resources Manager	MCP	238Z	6/22/25	\$202,909.89	\$213,055.38	\$223,708.15	\$234,893.56	\$246,638.24

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151-B	Health and Safety Specialist	MCP	151Z	6/22/25	\$130,899.30	\$137,444.26	\$144,316.47	\$151,532.29	\$159,108.90
118-C	Human Resources Analyst 1	MCP	118Z	6/22/25	\$111,263.22	\$116,826.38	\$122,667.70	\$128,801.09	\$135,241.14
151-A	Human Resources Analyst 2	MCP	151Z	6/22/25	\$130,899.30	\$137,444.26	\$144,316.47	\$151,532.29	\$159,108.90
029-E	Human Resources Assistant 1	MCP	029Z	6/22/25	\$71,269.39	\$74,832.86	\$78,574.50	\$82,503.22	\$86,628.38
050-D	Human Resources Assistant 2	MCP	050Z	6/22/25	\$79,187.93	\$83,147.33	\$87,304.70	\$91,669.93	\$96,253.43
072-A	Human Resources Technician 1	MCP	072Z	6/22/25	\$87,987.57	\$92,386.95	\$97,006.30	\$101,856.62	\$106,949.45
092-A	Human Resources Technician 2	MCP	092Z	6/22/25	\$97,762.33	\$102,650.45	\$107,782.97	\$113,172.12	\$118,830.73
238-G	Human Resources/Risk Manager	MCP	238Z	6/22/25	\$202,909.89	\$213,055.38	\$223,708.15	\$234,893.56	\$246,638.24
128-C	Hydrogeologist 1	MCP	128Z	6/22/25	\$117,090.61	\$122,945.14	\$129,092.40	\$135,547.02	\$142,324.37
161-C	Hydrogeologist 2	MCP	161Z	6/22/25	\$137,749.41	\$144,636.88	\$151,868.72	\$159,462.16	\$167,435.27
155-A	Info Tech Administrator 1	MCP	155Z	6/22/25	\$133,796.20	\$140,486.01	\$147,510.31	\$154,885.83	\$162,630.12
187-A	Info Tech Administrator 2	MCP	187Z	6/22/25	\$157,400.86	\$165,270.90	\$173,534.44	\$182,211.16	\$191,321.72
106-B	Information Technology Tech	OE3	106Z	10/12/25	\$111,937.00	\$117,533.85	\$123,410.54	\$129,581.07	\$136,060.12
120-D	Instrument & Controls Tech 1	OE3	120Z	10/12/25	\$120,046.01	\$126,048.31	\$132,350.73	\$138,968.27	\$145,916.68
142-A	Instrument & Controls Tech 2	OE3	142Z	10/12/25	\$133,386.72	\$140,056.06	\$147,058.86	\$154,411.80	\$162,132.39
136-A	IT Analyst 1	MCP	136Z	6/22/25	\$121,628.17	\$127,709.58	\$134,095.06	\$140,799.81	\$147,839.80
169-A	IT Analyst 2	MCP	169Z	6/22/25	\$143,093.73	\$150,248.42	\$157,760.84	\$165,648.88	\$173,931.32
238-H	IT Manager	MCP	238Z	6/22/25	\$202,909.89	\$213,055.38	\$223,708.15	\$234,893.56	\$246,638.24
204-A	IT Supervisor	MCP	204Z	6/22/25	\$170,885.55	\$179,429.83	\$188,401.32	\$197,821.39	\$207,712.46
200-F	Laboratory Services Supervisor	MCP	200Z	6/22/25	\$167,070.19	\$175,423.70	\$184,194.88	\$193,404.62	\$203,074.85
056-A	Laboratory Technician 1	OE3	056Z	10/12/25	\$86,938.43	\$91,285.35	\$95,849.62	\$100,642.10	\$105,674.21
087-A	Laboratory Technician 2	OE3	087Z	10/12/25	\$102,275.36	\$107,389.13	\$112,758.59	\$118,396.52	\$124,316.35
049-B	Meter Reader	OE3	049Z	10/12/25	\$84,016.34	\$88,217.16	\$92,628.02	\$97,259.42	\$102,122.39
079-B	Meter/Cross Connection Wrkr 1	OE3	079Z	10/12/25	\$103,545.13	\$108,722.39	\$114,158.51	\$119,866.44	\$125,859.76
109-B	Meter/Cross Connection Wrkr 2	OE3	109Z	10/12/25	\$113,898.63	\$119,593.56	\$125,573.24	\$131,851.90	\$138,444.49
033-B	Office Assistant 1	OE3	033Z	10/12/25	\$77,506.74	\$81,382.08	\$85,451.18	\$89,723.74	\$94,209.93
053-B	Office Assistant 2	OE3	053Z	10/12/25	\$86,120.41	\$90,426.43	\$94,947.75	\$99,695.14	\$104,679.90
134-A	Office Supervisor	MCP	134Z	6/22/25	\$120,995.67	\$127,045.45	\$133,397.72	\$140,067.61	\$147,070.99
164-A	Operations Systems Analyst	MCP	164Z	6/22/25	\$148,742.51	\$156,179.64	\$163,988.62	\$172,188.05	\$180,797.45
140-A	Operations Systems Technician	OE3	140Z	10/12/25	\$132,218.70	\$138,829.64	\$145,771.12	\$153,059.68	\$160,712.66
197-A	Ops Systems Administrator	MCP	197Z	6/22/25	\$165,269.45	\$173,532.92	\$182,209.57	\$191,320.05	\$200,886.05
137-E	Planner/Scheduler	OE3	137Z	10/12/25	\$129,430.90	\$135,902.45	\$142,697.57	\$149,832.45	\$157,324.07
238-I	Project Engineering Manager	MCP	238Z	6/22/25	\$202,909.89	\$213,055.38	\$223,708.15	\$234,893.56	\$246,638.24
115-A	Public Affairs Specialist 1	MCP	115Z	6/22/25	\$109,826.28	\$115,317.59	\$121,083.47	\$127,137.64	\$133,494.52
148-A	Public Affairs Specialist 2	MCP	148Z	6/22/25	\$129,208.76	\$135,669.20	\$142,452.66	\$149,575.29	\$157,054.05

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200-G	Public Affairs Supervisor	MCP	200Z	6/22/25	\$167,070.19	\$175,423.70	\$184,194.88	\$193,404.62	\$203,074.85
200-H	Purchasing Officer	MCP	200Z	6/22/25	\$167,070.19	\$175,423.70	\$184,194.88	\$193,404.62	\$203,074.85
184-A	QA/QC Officer	MCP	184Z	6/22/25	\$155,042.10	\$162,794.21	\$170,933.92	\$179,480.62	\$188,454.65
163-A	Senior Accountant	MCP	163Z	6/22/25	\$139,456.69	\$146,429.52	\$153,751.00	\$161,438.55	\$169,510.48
172-A	Senior Administrative Analyst	MCP	172Z	6/22/25	\$146,055.50	\$153,358.28	\$161,026.19	\$169,077.50	\$177,531.38
193-B	Senior Business Analyst	MCP	193Z	6/22/25	\$162,073.30	\$170,176.97	\$178,685.82	\$187,620.11	\$197,001.12
163-B	Senior Buyer	MCP	163Z	6/22/25	\$139,456.69	\$146,429.52	\$153,751.00	\$161,438.55	\$169,510.48
166-A	Senior Chemist	MCP	166Z	6/22/25	\$140,945.22	\$147,992.48	\$155,392.10	\$163,161.70	\$171,319.78
196-A	Senior Engineer	MCP	196Z	6/22/25	\$164,587.62	\$172,817.00	\$181,457.85	\$190,530.74	\$200,057.28
193-A	Senior Financial Analyst	MCP	193Z	6/22/25	\$162,073.30	\$170,176.97	\$178,685.82	\$187,620.11	\$197,001.12
171-A	Senior HR Analyst	MCP	171Z	6/22/25	\$143,984.33	\$151,183.55	\$158,742.73	\$166,679.87	\$175,013.86
111-A	Senior Human Resources Tech	MCP	111Z	6/22/25	\$107,538.57	\$112,915.50	\$118,561.27	\$124,489.33	\$130,713.80
187-B	Senior IT Analyst	MCP	187Z	6/22/25	\$157,400.86	\$165,270.90	\$173,534.44	\$182,211.16	\$191,321.72
130-B	Senior Utility Mechanic	OE3	130Z	10/12/25	\$126,262.58	\$132,575.71	\$139,204.50	\$146,164.73	\$153,472.97
238-L	Special Assistant to GM	MCP	238Z	6/22/25	\$202,909.89	\$213,055.38	\$223,708.15	\$234,893.56	\$246,638.24
167-B	Sr Public Affairs Specialist	MCP	167Z	6/22/25	\$142,125.23	\$149,231.49	\$156,693.06	\$164,527.71	\$172,754.10
060-B	Storekeeper 1	OE3	060Z	10/12/25	\$88,427.97	\$92,849.37	\$97,491.84	\$102,366.43	\$107,484.75
080-A	Storekeeper 2	OE3	080Z	10/12/25	\$98,250.37	\$103,162.89	\$108,321.03	\$113,737.08	\$119,423.93
200-D	Systems Maintenance Supvr	MCP	200Z	6/22/25	\$167,070.19	\$175,423.70	\$184,194.88	\$193,404.62	\$203,074.85
206-A	Treatment & Distribution Supvr	MCP	206Z	6/22/25	\$172,938.07	\$181,584.97	\$190,664.22	\$200,197.43	\$210,207.30
077-A	Treatment Facilities Op Trn	OA	077Z	6/23/24	\$83,929.19	\$88,125.87	\$92,532.96	\$97,161.89	\$102,017.25
122-T	Treatment Facilities Operator	OA	122Z	6/23/24	\$104,910.34	\$110,154.48	\$115,663.92	\$121,452.37	\$127,524.42
089-C	Utility Mechanic 1	OE3	089Z	10/12/25	\$103,309.10	\$108,474.55	\$113,898.28	\$119,593.19	\$125,572.85
112-B	Utility Mechanic 2	OE3	112Z	10/12/25	\$114,783.80	\$120,522.99	\$126,549.14	\$132,876.60	\$139,520.43
069-A	Utility Worker 1	OE3	069Z	10/12/25	\$93,189.60	\$97,849.08	\$102,741.53	\$107,878.61	\$113,272.54
091-A	Utility Worker 2	OE3	091Z	10/12/25	\$103,545.13	\$108,722.39	\$114,158.51	\$119,866.44	\$125,859.76
109-C	Utility Worker 3	OE3	109Z	10/12/25	\$113,898.63	\$119,593.56	\$125,573.24	\$131,851.90	\$138,444.49
089-B	Vehicle & Equipment Mechanic 1	OE3	089Z	10/12/25	\$103,309.10	\$108,474.55	\$113,898.28	\$119,593.19	\$125,572.85
112-A	Vehicle & Equipment Mechanic 2	OE3	112Z	10/12/25	\$114,783.80	\$120,522.99	\$126,549.14	\$132,876.60	\$139,520.43
108-A	Water Controller 1	OE3	108Z	10/12/25	\$113,636.13	\$119,317.94	\$125,283.84	\$131,548.03	\$138,125.43
130-A	Water Controller 2	OE3	130Z	10/12/25	\$126,262.58	\$132,575.71	\$139,204.50	\$146,164.73	\$153,472.97
128-E	Water Operations Analyst 1	MCP	128Z	6/22/25	\$117,090.61	\$122,945.14	\$129,092.40	\$135,547.02	\$142,324.37
161-E	Water Operations Analyst 2	MCP	161Z	6/22/25	\$137,749.41	\$144,636.88	\$151,868.72	\$159,462.16	\$167,435.27
238-J	Water Production Manager	MCP	238Z	6/22/25	\$202,909.89	\$213,055.38	\$223,708.15	\$234,893.56	\$246,638.24
136-B	Water Res Systems Analyst I	MCP	136Z	6/22/25	\$121,628.17	\$127,709.58	\$134,095.06	\$140,799.81	\$147,839.80

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169-B	Water Res Systems Analyst II	MCP	169Z	6/22/25	\$143,093.73	\$150,248.42	\$157,760.84	\$165,648.88	\$173,931.32
238-K	Water Supply and Planning Mgr	MCP	238Z	6/22/25	\$202,909.89	\$213,055.38	\$223,708.15	\$234,893.56	\$246,638.24
200-K	Water Supply Supervisor	MCP	200Z	6/22/25	\$167,070.19	\$175,423.70	\$184,194.88	\$193,404.62	\$203,074.85
132-G	Water Treatment Plant Operator	OA	132Z	6/23/24	\$110,433.49	\$115,958.94	\$121,754.25	\$127,842.31	\$134,236.83
139-A	Water Use Efficiency Special 1	MCP	139Z	6/22/25	\$124,042.44	\$130,244.56	\$136,756.79	\$143,594.63	\$150,774.36
162-O	Water Use Efficiency Special 2	MCP	162Z	6/22/25	\$137,826.38	\$144,717.70	\$151,953.59	\$159,551.27	\$167,528.83
200-J	Water Use Efficiency Supvr	MCP	200Z	6/22/25	\$167,070.19	\$175,423.70	\$184,194.88	\$193,404.62	\$203,074.85
200-L	Well Ordinance Supervisor	MCP	200Z	6/22/25	\$167,070.19	\$175,423.70	\$184,194.88	\$193,404.62	\$203,074.85
190-A	Workplace Hlth & Safety Off	MCP	190Z	6/22/25	\$159,726.10	\$167,712.41	\$176,098.03	\$184,902.93	\$194,148.08
093-C	WTPO Trainee	OA	093Z	6/23/24	\$88,345.42	\$92,763.95	\$97,404.32	\$102,275.68	\$107,384.89

* Excludes Career Service Pay
MCP: Management, Confidential, Professional
OE3: Operating Engineers Local 3
OA: Operators Association
Time Base: Annual