

**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	6/22/25	\$52.471	\$55.094	\$57.849	\$60.741	\$63.778
135-A	Accountant 2	MCP	135Z	6/22/25	\$58.301	\$61.216	\$64.277	\$67.491	\$70.866
238-A	Accounting & Treasury Manager	MCP	238Z	6/22/25	\$97.553	\$102.430	\$107.552	\$112.930	\$118.576
200-A	Accounting Supervisor	MCP	200Z	6/22/25	\$80.322	\$84.338	\$88.555	\$92.983	\$97.632
057-A	Accounting Technician 1	OE3	057Z	10/12/25	\$41.937	\$44.034	\$46.236	\$48.548	\$50.975
078-A	Accounting Technician 2	OE3	078Z	10/12/25	\$46.597	\$48.927	\$51.373	\$53.942	\$56.639
121-A	Administrative Analyst 1	MCP	121Z	6/22/25	\$54.261	\$56.974	\$59.823	\$62.814	\$65.955
154-B	Administrative Analyst 2	MCP	154Z	6/22/25	\$63.837	\$67.029	\$70.381	\$73.900	\$77.595
095-A	Administrative Assistant/ADS	MCP	095Z	6/22/25	\$47.615	\$49.996	\$52.495	\$55.120	\$57.876
150-A	Advanced Treatment Facility Op	OA	150Z	2/15/26	\$63.164	\$66.322	\$69.638	\$73.120	\$76.776
150-B	Advanced Wtr Treatment Plt Op	OA	150Z	2/15/26	\$63.164	\$66.322	\$69.638	\$73.120	\$76.776
182-A	Associate Engineer	MCP	182Z	6/22/25	\$73.584	\$77.263	\$81.126	\$85.183	\$89.442
182-B	Associate Hydrogeologist	MCP	182Z	6/22/25	\$73.584	\$77.263	\$81.126	\$85.183	\$89.442
133-J	Business Analyst 1	MCP	133Z	6/22/25	\$57.592	\$60.471	\$63.495	\$66.670	\$70.003
165-A	Business Analyst 2	MCP	165Z	6/22/25	\$67.756	\$71.144	\$74.701	\$78.436	\$82.358
114-B	Buyer 1	MCP	114Z	6/22/25	\$52.471	\$55.094	\$57.849	\$60.741	\$63.778
135-B	Buyer 2	MCP	135Z	6/22/25	\$58.301	\$61.216	\$64.277	\$67.491	\$70.866
125-A	Chemist 1	MCP	125Z	6/22/25	\$55.441	\$58.213	\$61.123	\$64.180	\$67.389
146-A	Chemist 2	MCP	146Z	6/22/25	\$61.603	\$64.683	\$67.918	\$71.313	\$74.879
214-A	Chief Information Security Officer	MCP	214Z	6/22/25	\$86.264	\$90.577	\$95.106	\$99.861	\$104.854
113-D	Construction Inspector 1	OE3	113Z	10/12/25	\$55.700	\$58.485	\$61.409	\$64.480	\$67.704
131-B	Construction Inspector 2	OE3	131Z	10/12/25	\$61.889	\$64.983	\$68.232	\$71.644	\$75.226
081-A	Customer Account Field Rep	OE3	081Z	10/12/25	\$47.534	\$49.911	\$52.406	\$55.027	\$57.778
075-A	Customer Account Field Tech 1	OE3	069Z	10/12/25	\$44.803	\$47.043	\$49.395	\$51.865	\$54.458
097-A	Customer Account Field Tech 2	OE3	091Z	10/12/25	\$49.781	\$52.270	\$54.884	\$57.628	\$60.510
033-A	Customer Account Rep 1	OE3	033Z	10/12/25	\$37.263	\$39.126	\$41.082	\$43.136	\$45.293
053-A	Customer Account Rep 2	OE3	053Z	10/12/25	\$41.404	\$43.474	\$45.648	\$47.930	\$50.327
082-E	Customer Account Rep 3	OE3	082Z	10/12/25	\$47.614	\$49.995	\$52.495	\$55.120	\$57.876
143-C	Customer Acct Field Supervisor	MCP	143Z	6/22/25	\$61.917	\$65.013	\$68.264	\$71.677	\$75.261
238-B	Customer Service & Systems Mgr	MCP	238Z	6/22/25	\$97.553	\$102.430	\$107.552	\$112.930	\$118.576
200-B	Customer Service Supervisor	MCP	200Z	6/22/25	\$80.322	\$84.338	\$88.555	\$92.983	\$97.632

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

238-C	Development Services Manager	MCP	238Z	6/22/25	\$97.553	\$102.430	\$107.552	\$112.930	\$118.576
281-A	Director of Eng & Tech Svcs	EXEC	281Z	6/22/25	\$120.435	\$126.456	\$132.779	\$139.418	\$146.389
281-B	Director of Finance	EXEC	281Z	6/22/25	\$120.435	\$126.456	\$132.779	\$139.418	\$146.389
281-C	Director of Operations & Maint	EXEC	281Z	6/22/25	\$120.435	\$126.456	\$132.779	\$139.418	\$146.389
281-D	Director of Water Resources	EXEC	281Z	6/22/25	\$120.435	\$126.456	\$132.779	\$139.418	\$146.389
200-C	Distribution Maint Supvr	MCP	200Z	6/22/25	\$80.322	\$84.338	\$88.555	\$92.983	\$97.632
238-D	Distribution Maintenance Mgr	MCP	238Z	6/22/25	\$97.553	\$102.430	\$107.552	\$112.930	\$118.576
105-A	Electrician	OE3	105Z	10/12/25	\$53.807	\$56.497	\$59.322	\$62.288	\$65.403
127-A	Electrician 2	OE3	127Z	10/12/25	\$59.785	\$62.774	\$65.912	\$69.208	\$72.668
144-A	Emer & Security Svcs Planner	MCP	144Z	6/22/25	\$60.897	\$63.942	\$67.139	\$70.496	\$74.021
177-A	Emerg & Security Svcs Supvr	MCP	177Z	6/22/25	\$71.645	\$75.227	\$78.988	\$82.938	\$87.085
128-A	Engineer 1	MCP	128Z	6/22/25	\$56.294	\$59.108	\$62.064	\$65.167	\$68.425
161-A	Engineer 2	MCP	161Z	6/22/25	\$66.226	\$69.537	\$73.014	\$76.665	\$80.498
216-A	Engineering Supervisor	MCP	216Z	6/22/25	\$87.454	\$91.827	\$96.418	\$101.239	\$106.301
074-B	Engineering Technician 1	OE3	074Z	10/12/25	\$45.744	\$48.031	\$50.433	\$52.954	\$55.602
106-A	Engineering Technician 2	OE3	106Z	10/12/25	\$53.816	\$56.507	\$59.332	\$62.299	\$65.414
126-A	Engineering Technician 3	OE3	126Z	10/12/25	\$59.198	\$62.157	\$65.265	\$68.529	\$71.955
138-A	Environmental Specialist 1	MCP	138Z	6/22/25	\$59.051	\$62.003	\$65.103	\$68.358	\$71.776
159-A	Environmental Specialist 2	MCP	159Z	6/22/25	\$65.614	\$68.895	\$72.340	\$75.957	\$79.755
168-A	Executive Assistant/Dist Sec	MCP	168Z	6/22/25	\$68.438	\$71.860	\$75.453	\$79.225	\$83.186
109-A	Facilities Maintenance Worker	OE3	109Z	10/12/25	\$54.759	\$57.497	\$60.372	\$63.390	\$66.560
238-E	Facility Maintenance Manager	MCP	238Z	6/22/25	\$97.553	\$102.430	\$107.552	\$112.930	\$118.576
221-A	Financial Analysis Supervisor	MCP	221Z	6/22/25	\$89.609	\$94.090	\$98.794	\$103.734	\$108.921
145-A	Financial Analyst 1	MCP	145Z	6/22/25	\$60.982	\$64.031	\$67.233	\$70.594	\$74.124
165-B	Financial Analyst 2	MCP	165Z	6/22/25	\$67.756	\$71.144	\$74.701	\$78.436	\$82.358
047-B	Gardener 1	OE3	047Z	10/12/25	\$40.028	\$42.029	\$44.130	\$46.337	\$48.654
068-B	Gardener 2	OE3	068Z	10/12/25	\$44.475	\$46.699	\$49.034	\$51.485	\$54.060
096-A	Gardener 3	OE3	096Z	10/12/25	\$51.146	\$53.703	\$56.389	\$59.208	\$62.168
200-E	General Facilities Supervisor	MCP	200Z	6/22/25	\$80.322	\$84.338	\$88.555	\$92.983	\$97.632
335-A	General Manager	GM	335Z	6/22/25	\$135.499	\$142.274	\$149.388	\$156.858	\$164.700
238-F	Groundwater Resources Manager	MCP	238Z	6/22/25	\$97.553	\$102.430	\$107.552	\$112.930	\$118.576
151-B	Health and Safety Specialist	MCP	151Z	6/22/25	\$62.932	\$66.079	\$69.383	\$72.852	\$76.495
118-C	Human Resources Analyst 1	MCP	118Z	6/22/25	\$53.492	\$56.167	\$58.975	\$61.924	\$65.020
151-A	Human Resources Analyst 2	MCP	151Z	6/22/25	\$62.932	\$66.079	\$69.383	\$72.852	\$76.495
029-E	Human Resources Assistant 1	MCP	029Z	6/22/25	\$34.264	\$35.977	\$37.776	\$39.665	\$41.648
050-D	Human Resources Assistant 2	MCP	050Z	6/22/25	\$38.071	\$39.975	\$41.973	\$44.072	\$46.276

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

072-A	Human Resources Technician 1	MCP	072Z	6/22/25	\$42.302	\$44.417	\$46.638	\$48.970	\$51.418
092-A	Human Resources Technician 2	MCP	092Z	6/22/25	\$47.001	\$49.351	\$51.819	\$54.410	\$57.130
238-G	Human Resources/Risk Manager	MCP	238Z	6/22/25	\$97.553	\$102.430	\$107.552	\$112.930	\$118.576
128-C	Hydrogeologist 1	MCP	128Z	6/22/25	\$56.294	\$59.108	\$62.064	\$65.167	\$68.425
161-C	Hydrogeologist 2	MCP	161Z	6/22/25	\$66.226	\$69.537	\$73.014	\$76.665	\$80.498
155-A	Info Tech Administrator 1	MCP	155Z	6/22/25	\$64.325	\$67.541	\$70.918	\$74.464	\$78.188
187-A	Info Tech Administrator 2	MCP	187Z	6/22/25	\$75.673	\$79.457	\$83.430	\$87.602	\$91.982
106-B	Information Technology Tech	OE3	106Z	10/12/25	\$53.816	\$56.507	\$59.332	\$62.299	\$65.414
120-D	Instrument & Controls Tech 1	OE3	120Z	10/12/25	\$57.714	\$60.600	\$63.630	\$66.812	\$70.152
142-A	Instrument & Controls Tech 2	OE3	142Z	10/12/25	\$64.128	\$67.335	\$70.701	\$74.236	\$77.948
136-A	IT Analyst 1	MCP	136Z	6/22/25	\$58.475	\$61.399	\$64.469	\$67.692	\$71.077
169-A	IT Analyst 2	MCP	169Z	6/22/25	\$68.795	\$72.235	\$75.847	\$79.639	\$83.621
238-H	IT Manager	MCP	238Z	6/22/25	\$97.553	\$102.430	\$107.552	\$112.930	\$118.576
204-A	IT Supervisor	MCP	204Z	6/22/25	\$82.157	\$86.264	\$90.578	\$95.106	\$99.862
200-F	Laboratory Services Supervisor	MCP	200Z	6/22/25	\$80.322	\$84.338	\$88.555	\$92.983	\$97.632
056-A	Laboratory Technician 1	OE3	056Z	10/12/25	\$41.797	\$43.887	\$46.082	\$48.386	\$50.805
087-A	Laboratory Technician 2	OE3	087Z	10/12/25	\$49.171	\$51.629	\$54.211	\$56.921	\$59.767
049-B	Meter Reader	OE3	049Z	10/12/25	\$40.392	\$42.412	\$44.533	\$46.759	\$49.097
079-B	Meter/Cross Connection Wrkr 1	OE3	079Z	10/12/25	\$49.781	\$52.270	\$54.884	\$57.628	\$60.510
109-B	Meter/Cross Connection Wrkr 2	OE3	109Z	10/12/25	\$54.759	\$57.497	\$60.372	\$63.390	\$66.560
033-B	Office Assistant 1	OE3	033Z	10/12/25	\$37.263	\$39.126	\$41.082	\$43.136	\$45.293
053-B	Office Assistant 2	OE3	053Z	10/12/25	\$41.404	\$43.474	\$45.648	\$47.930	\$50.327
134-A	Office Supervisor	MCP	134Z	6/22/25	\$58.171	\$61.080	\$64.134	\$67.340	\$70.707
164-A	Operations Systems Analyst	MCP	164Z	6/22/25	\$71.511	\$75.086	\$78.841	\$82.783	\$86.922
140-A	Operations Systems Technician	OE3	140Z	10/12/25	\$63.567	\$66.745	\$70.082	\$73.586	\$77.266
197-A	Ops Systems Administrator	MCP	197Z	6/22/25	\$79.456	\$83.429	\$87.601	\$91.981	\$96.580
137-E	Planner/Scheduler	OE3	137Z	10/12/25	\$62.226	\$65.338	\$68.605	\$72.035	\$75.637
238-I	Project Engineering Manager	MCP	238Z	6/22/25	\$97.553	\$102.430	\$107.552	\$112.930	\$118.576
115-A	Public Affairs Specialist 1	MCP	115Z	6/22/25	\$52.801	\$55.441	\$58.213	\$61.124	\$64.180
148-A	Public Affairs Specialist 2	MCP	148Z	6/22/25	\$62.120	\$65.226	\$68.487	\$71.911	\$75.507
200-G	Public Affairs Supervisor	MCP	200Z	6/22/25	\$80.322	\$84.338	\$88.555	\$92.983	\$97.632
200-H	Purchasing Officer	MCP	200Z	6/22/25	\$80.322	\$84.338	\$88.555	\$92.983	\$97.632
184-A	QA/QC Officer	MCP	184Z	6/22/25	\$74.539	\$78.266	\$82.180	\$86.289	\$90.603
163-A	Senior Accountant	MCP	163Z	6/22/25	\$67.046	\$70.399	\$73.919	\$77.615	\$81.495
172-A	Senior Administrative Analyst	MCP	172Z	6/22/25	\$70.219	\$73.730	\$77.416	\$81.287	\$85.352
193-B	Senior Business Analyst	MCP	193Z	6/22/25	\$77.920	\$81.816	\$85.907	\$90.202	\$94.712

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

163-B	Senior Buyer	MCP	163Z	6/22/25	\$67.046	\$70.399	\$73.919	\$77.615	\$81.495
166-A	Senior Chemist	MCP	166Z	6/22/25	\$67.762	\$71.150	\$74.708	\$78.443	\$82.365
196-A	Senior Engineer	MCP	196Z	6/22/25	\$79.129	\$83.085	\$87.239	\$91.601	\$96.181
193-A	Senior Financial Analyst	MCP	193Z	6/22/25	\$77.920	\$81.816	\$85.907	\$90.202	\$94.712
171-A	Senior HR Analyst	MCP	171Z	6/22/25	\$69.223	\$72.684	\$76.319	\$80.135	\$84.141
111-A	Senior Human Resources Tech	MCP	111Z	6/22/25	\$51.701	\$54.286	\$57.001	\$59.851	\$62.843
187-B	Senior IT Analyst	MCP	187Z	6/22/25	\$75.673	\$79.457	\$83.430	\$87.602	\$91.982
130-B	Senior Utility Mechanic	OE3	130Z	10/12/25	\$60.703	\$63.738	\$66.925	\$70.272	\$73.785
238-L	Special Assistant to GM	MCP	238Z	6/22/25	\$97.553	\$102.430	\$107.552	\$112.930	\$118.576
167-B	Sr Public Affairs Specialist	MCP	167Z	6/22/25	\$68.329	\$71.746	\$75.333	\$79.100	\$83.055
060-B	Storekeeper 1	OE3	060Z	10/12/25	\$42.513	\$44.639	\$46.871	\$49.215	\$51.675
080-A	Storekeeper 2	OE3	080Z	10/12/25	\$47.236	\$49.598	\$52.077	\$54.681	\$57.415
200-D	Systems Maintenance Supvr	MCP	200Z	6/22/25	\$80.322	\$84.338	\$88.555	\$92.983	\$97.632
206-A	Treatment & Distribution Supvr	MCP	206Z	6/22/25	\$83.143	\$87.300	\$91.665	\$96.249	\$101.061
077-A	Treatment Facilities Op Trn	OA	077Z	2/15/26	\$43.639	\$45.821	\$48.112	\$50.518	\$53.044
122-T	Treatment Facilities Operator	OA	122Z	2/15/26	\$54.551	\$57.279	\$60.143	\$63.150	\$66.307
089-C	Utility Mechanic 1	OE3	089Z	10/12/25	\$49.668	\$52.151	\$54.759	\$57.497	\$60.372
112-B	Utility Mechanic 2	OE3	112Z	10/12/25	\$55.185	\$57.944	\$60.841	\$63.883	\$67.077
069-A	Utility Worker 1	OE3	069Z	10/12/25	\$44.803	\$47.043	\$49.395	\$51.865	\$54.458
091-A	Utility Worker 2	OE3	091Z	10/12/25	\$49.781	\$52.270	\$54.884	\$57.628	\$60.510
109-C	Utility Worker 3	OE3	109Z	10/12/25	\$54.759	\$57.497	\$60.372	\$63.390	\$66.560
089-B	Vehicle & Equipment Mechanic 1	OE3	089Z	10/12/25	\$49.668	\$52.151	\$54.759	\$57.497	\$60.372
112-A	Vehicle & Equipment Mechanic 2	OE3	112Z	10/12/25	\$55.185	\$57.944	\$60.841	\$63.883	\$67.077
108-A	Water Controller 1	OE3	108Z	10/12/25	\$54.633	\$57.364	\$60.233	\$63.244	\$66.406
130-A	Water Controller 2	OE3	130Z	10/12/25	\$60.703	\$63.738	\$66.925	\$70.272	\$73.785
128-E	Water Operations Analyst 1	MCP	128Z	6/22/25	\$56.294	\$59.108	\$62.064	\$65.167	\$68.425
161-E	Water Operations Analyst 2	MCP	161Z	6/22/25	\$66.226	\$69.537	\$73.014	\$76.665	\$80.498
238-J	Water Production Manager	MCP	238Z	6/22/25	\$97.553	\$102.430	\$107.552	\$112.930	\$118.576
136-B	Water Res Systems Analyst I	MCP	136Z	6/22/25	\$58.475	\$61.399	\$64.469	\$67.692	\$71.077
169-B	Water Res Systems Analyst II	MCP	169Z	6/22/25	\$68.795	\$72.235	\$75.847	\$79.639	\$83.621
238-K	Water Supply and Planning Mgr	MCP	238Z	6/22/25	\$97.553	\$102.430	\$107.552	\$112.930	\$118.576
200-K	Water Supply Supervisor	MCP	200Z	6/22/25	\$80.322	\$84.338	\$88.555	\$92.983	\$97.632
132-G	Water Treatment Plant Operator	OA	132Z	2/15/26	\$57.423	\$60.294	\$63.309	\$66.474	\$69.798
139-A	Water Use Efficiency Special 1	MCP	139Z	6/22/25	\$59.636	\$62.618	\$65.748	\$69.036	\$72.488
162-O	Water Use Efficiency Special 2	MCP	162Z	6/22/25	\$66.263	\$69.576	\$73.055	\$76.707	\$80.543
200-J	Water Use Efficiency Supvr	MCP	200Z	6/22/25	\$80.322	\$84.338	\$88.555	\$92.983	\$97.632

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

200-L	Well Ordinance Supervisor	MCP	200Z	6/22/25	\$80.322	\$84.338	\$88.555	\$92.983	\$97.632
190-A	Workplace Hlth & Safety Off	MCP	190Z	6/22/25	\$76.791	\$80.631	\$84.663	\$88.896	\$93.340
093-C	WTPO Trainee	OA	093Z	2/15/26	\$45.936	\$48.233	\$50.645	\$53.177	\$55.836
002-A	Intern	TEMP	INT	10/16/23	\$31.000	\$0.000	\$0.000	\$0.000	\$0.000

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