

**Alameda County Water District  
Career Service Pay Salary Schedule  
Operating Engineers Local 3, Adopted by Resolution #25-048 on October 9, 2025, Effective October 12, 2025  
Operators Association Adopted by Resolution #26-012, on March 12, 2026, Effective March 12, 2026**

Job Code	Job Description	Classification	Pay Grade	Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	Max Salary
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	\$110,269.03
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	\$122,521.14
150-A	Advanced Treatment Facility Op	OA	150Z	2/15/26	\$131,381.12	\$137,949.76	\$144,847.04	\$152,089.60	\$159,694.08	\$166,081.84
150-B	Advanced Wtr Treatment Plt Op	OA	150Z	2/15/26	\$131,381.12	\$137,949.76	\$144,847.04	\$152,089.60	\$159,694.08	\$166,081.84
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	\$146,456.88
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	\$162,729.58
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	\$124,985.45
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	\$117,803.44
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	\$130,894.15
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	\$97,978.33
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	\$108,867.10
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	\$125,196.39
105-A	Electrician	OE3	105Z	10/12/25	\$111,918.70	\$117,514.63	\$123,390.36	\$129,559.88	\$136,037.87	\$141,479.38
127-A	Electrician 2	OE3	127Z	10/12/25	\$124,351.84	\$130,569.43	\$137,097.90	\$143,952.79	\$151,150.43	\$157,196.45
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	\$120,278.06
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	\$141,502.52
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	\$155,653.04
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	\$143,982.27
047-B	Gardener 1	OE3	047Z	10/12/25	\$83,257.33	\$87,420.20	\$91,791.21	\$96,380.77	\$101,199.81	\$105,247.80
068-B	Gardener 2	OE3	068Z	10/12/25	\$92,507.92	\$97,133.32	\$101,989.99	\$107,089.49	\$112,443.96	\$116,941.72
096-A	Gardener 3	OE3	096Z	10/12/25	\$106,383.79	\$111,702.98	\$117,288.13	\$123,152.54	\$129,310.17	\$134,482.58
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	\$141,502.52
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	\$151,753.35
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	\$168,617.69
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	\$109,901.18
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	\$129,289.00
049-B	Meter Reader	OE3	049Z	10/12/25	\$84,016.34	\$88,217.16	\$92,628.02	\$97,259.42	\$102,122.39	\$106,207.29
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	\$130,894.15
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	\$143,982.27
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	\$97,978.33
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	\$108,867.10
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	\$167,141.17
137-E	Planner/Scheduler	OE3	137Z	10/12/25	\$129,430.90	\$135,902.45	\$142,697.57	\$149,832.45	\$157,324.07	\$163,617.03
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	\$159,611.89
060-B	Storekeeper 1	OE3	060Z	10/12/25	\$88,427.97	\$92,849.37	\$97,491.84	\$102,366.43	\$107,484.75	\$111,784.14
080-A	Storekeeper 2	OE3	080Z	10/12/25	\$98,250.37	\$103,162.89	\$108,321.03	\$113,737.08	\$119,423.93	\$124,200.89
077-A	Treatment Facilities Op Trn	OA	077Z	2/15/26	\$90,769.12	\$95,307.68	\$100,072.96	\$105,077.44	\$110,331.52	\$114,744.78

\* Includes Career Service Pay  
OE3: Operating Engineers Local 3  
OA: Operators Association  
Time Base: Annual

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122-T	Treatment Facilities Operator	OA	122Z	2/15/26	\$113,466.08	\$119,140.32	\$125,097.44	\$131,352.00	\$137,918.56	\$143,435.30
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	\$130,595.76
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	\$145,101.25
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	\$117,803.44
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	\$130,894.15
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	\$143,982.27
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	\$130,595.76
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	\$145,101.25
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	\$143,650.45
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	\$159,611.89
132-G	Water Treatment Plant Operator	OA	132Z	2/15/26	\$119,439.84	\$125,411.52	\$131,682.72	\$138,265.92	\$145,179.84	\$150,987.03
093-C	WTPO Trainee	OA	093Z	2/15/26	\$95,546.88	\$100,324.64	\$105,341.60	\$110,608.16	\$116,138.88	\$120,784.44

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