

**EBMUD**  
**ALPHABETICAL SALARY SCHEDULE**  
**Effective April 20, 2026**

Includes Board approved changes through July 1, 2026.

<b>Bargaining Unit</b>	<b>Probation Period*</b>	<b>Class Code</b>	<b>Class Title</b>	<b>Salary Range</b>	<b>1 Step</b>	<b>2 Step</b>	<b>3 Step</b>	<b>4 Step</b>	<b>5 Step</b>	<b>6 Step</b>
2019	6	5256	Account Clerk II	49	6,738	7,075	7,429	7,800	8,190	0
2019	6	5255	Account Clerk III	53	7,439	7,811	8,202	8,612	9,043	0
2019	12	5228	Accountant I	60	8,835	9,277	9,741	10,228	10,739	0
2019	12	5223	Accountant II	64	9,758	10,246	10,758	11,296	11,861	0
2019	12	5218	Accountant III	68	10,771	11,310	11,876	12,470	13,094	0
2019	12	5242	Accounting and Financial Systems Analyst	73	12,185	12,794	13,434	14,106	14,811	0
21 (II)	12	5210	Accounting Systems Supervisor	77	14,124	14,830	15,571	16,350	0	0
2019	12	5259	Accounting Technician	57	8,210	8,621	9,052	9,505	9,980	0
CNF	6	2233	Administrative Assistant	63	10,000	10,500	11,025	11,576	0	0
2019	6	5770	Administrative Clerk	49	6,738	7,075	7,429	7,800	8,190	0
CNF	6	5762	Administrative Clerk, Confidential	49	6,738	7,075	7,429	7,800	8,190	0
2019	6	5646	Administrative Secretary I	51	7,075	7,429	7,800	8,190	8,599	0
2019	6	5645	Administrative Secretary II	55	7,813	8,204	8,614	9,045	9,497	0
CNF	6	5759	Administrative Secretary II, Confidential	55	7,813	8,204	8,614	9,045	9,497	0
21 (II)	12	2332	Administrative Services Supervisor	61	9,516	9,992	10,492	11,017	0	0
21 (II)	12	2515	Assistant Const. & Maint. Superintendent	76	13,780	14,469	15,192	15,952	0	0
2019	12	4136	Assistant Corrosion Control Specialist	72	11,885	12,479	13,103	13,758	14,446	0
2019	12	4114	Assistant Engineer	72	11,885	12,479	13,103	13,758	14,446	0
O&A	NA	4685	Assistant General Counsel	91	Min	17,771	Ctrl Pt	23,102	Max	26,953
21 (II)	12	4332	Assistant Land Surveyor Supervisor	74	13,114	13,770	14,459	15,182	0	0
21 (II)	12	2543	Assistant Superintendent, Aqueduct/Pardee	76	13,780	14,469	15,192	15,952	0	0
NA	NA	5642	Assistant To The General Manager	72	Min	11,112	Ctrl Pt	14,446	Max	16,854
21 (I)	12	2598	Assistant Wastewater Shift Supervisor	70	11,883	12,477	13,101	13,756	0	0
2019	12	4125	Assistant Water Resources Specialist	72	11,885	12,479	13,103	13,758	14,446	0
2019	12	4165	Associate Architect	76	13,124	13,780	14,469	15,192	15,952	0
2019	12	4112	Associate Civil Engineer	76	13,124	13,780	14,469	15,192	15,952	0
2019	12	4108	Associate Control Systems Engineer	77	13,451	14,124	14,830	15,571	16,350	0
2019	12	4137	Associate Corrosion Control Specialist	76	13,124	13,780	14,469	15,192	15,952	0
2019	12	4152	Associate Electrical Engineer	77	13,451	14,124	14,830	15,571	16,350	0
2019	12	4142	Associate Mechanical Engineer	76	13,124	13,780	14,469	15,192	15,952	0
2019	12	4127	Associate Water Resources Specialist	76	13,124	13,780	14,469	15,192	15,952	0
O&A	NA	4698	Attorney I	72	Min	11,112	Ctrl Pt	14,446	Max	16,854
O&A	NA	4694	Attorney II	80	Min	13,541	Ctrl Pt	17,603	Max	20,537
O&A	NA	4690	Attorney III	86	Min	15,699	Ctrl Pt	20,409	Max	23,811
444	12	8570	Automotive Maintenance Worker I	53	0	0	7,811	8,202	8,612	9,043
444	12	8572	Automotive Maintenance Worker II	56	0	0	8,412	8,833	9,275	9,739

Bargaining Unit	Probation Period*	Class		Salary						
		Code	Class Title	Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
444	12	8568	Automotive Maintenance Worker III	58	0	0	8,834	9,276	9,740	10,227
444	12	8565	Automotive Mechanic A	60	0	0	9,277	9,741	10,228	10,739
444	12	8564	Automotive Mechanic B	62	0	0	9,752	10,240	10,752	11,290
444	6	8983	Automotive Services Attendant I	48	0	0	6,903	7,248	7,610	7,990
444	6	8981	Automotive Services Attendant II	52	0	0	7,618	7,999	8,399	8,819
21 (II)	12	8708	Building Tenant Services Supervisor	69	11,590	12,170	12,779	13,418	0	0
21 (II)	12	4719	Business Development Representative	69	11,590	12,170	12,779	13,418	0	0
2019	12	4664	Buyer I	60	8,835	9,277	9,741	10,228	10,739	0
2019	12	4662	Buyer II	64	9,758	10,246	10,758	11,296	11,861	0
444	12	8616	Carpenter	62	0	0	9,752	10,240	10,752	11,290
21 (II)	12	8611	Carpenter Supervisor	74	13,114	13,770	14,459	15,182	0	0
444	12	8615	Carpentry Worker I	50	0	0	7,248	7,610	7,990	8,389
444	12	8614	Carpentry Worker II	54	0	0	8,008	8,408	8,828	9,269
444	12	8618	Carpentry Worker III	58	0	0	8,834	9,276	9,740	10,227
2019	12	4407	Chemist I	64	9,758	10,246	10,758	11,296	11,861	0
2019	12	4405	Chemist II	68	10,771	11,310	11,876	12,470	13,094	0
NA	NA	1600	Chief Information Officer	93	Min	18,668	Ctrl Pt	24,269	Max	28,315
2019	12	4333	Chief Of Party	68	10,771	11,310	11,876	12,470	13,094	0
NA	NA	4688	Chief Trial Attorney	91	Min	17,771	Ctrl Pt	23,102	Max	26,953
21 (II)	12	4708	Community Affairs Representative I	61	9,516	9,992	10,492	11,017	0	0
21 (II)	12	4702	Community Affairs Representative II	69	11,590	12,170	12,779	13,418	0	0
21 (II)	12	4704	Community Affairs Representative III	73	12,794	13,434	14,106	14,811	0	0
2019	12	5434	Computer Operations Technician	57	8,210	8,621	9,052	9,505	9,980	0
444	6	8974	Concrete Finisher I	54	0	0	8,008	8,408	8,828	9,269
444	6	8836	Concrete Finisher II	58	0	0	8,834	9,276	9,740	10,227
2019	12	4823	Construction & Maintenance Scheduler	70	11,317	11,883	12,477	13,101	13,756	0
21 (II)	12	2513	Construction & Maintenance Superintendent	82	15,972	16,771	17,610	18,491	0	0
2019	12	4350	Construction Inspector	68	10,771	11,310	11,876	12,470	13,094	0
EXMPT	NA	4659	Contract Equity Administrator	80	Min	13,541	Ctrl Pt	17,603	Max	20,537
NA	NA	1517	Controller	85	Min	15,317	Ctrl Pt	19,912	Max	23,231
2019	12	4354	Corrosion Control Technician	64	9,758	10,246	10,758	11,296	11,861	0
444	12	8314	Crane Operator	62	0	0	9,752	10,240	10,752	11,290
444	12	8582	Cross-Connection Specialist	61	0	0	9,516	9,992	10,492	11,017
MGR	12	2309	Customer Services Manager	80	Min	13,541	Ctrl Pt	17,603	Max	20,537
2019	6	5851	Customer Services Representative I	43	5,810	6,101	6,406	6,726	7,062	0
2019	6	5850	Customer Services Representative II	51	7,075	7,429	7,800	8,190	8,599	0
2019	6	5848	Customer Services Representative III	55	7,813	8,204	8,614	9,045	9,497	0
21 (II)	12	2314	Customer Services Supervisor	70	11,883	12,477	13,101	13,756	0	0
MGR	12	4750	Customer Support Program Administrator	76	Min	12,271	Ctrl Pt	15,952	Max	18,611
CNF	12	4802	Data Scientist I	67	10,506	11,031	11,583	12,162	12,770	0

Bargaining Unit	Probation Period*	Class		Salary						
		Code	Class Title	Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
CNF	12	4801	Data Scientist II	75	13,438	14,110	14,816	15,557	0	0
NA	NA	1581	Director, Administration	95	Min	19,610	Ctrl Pt	25,493	Max	29,743
NA	NA	1511	Director, Customer & Community Services	93	Min	18,668	Ctrl Pt	24,269	Max	28,315
NA	NA	1564	Director, Engineering & Construction	95	Min	19,610	Ctrl Pt	25,493	Max	29,743
NA	NA	1515	Director, Finance	95	Min	19,610	Ctrl Pt	25,493	Max	29,743
NA	NA	1563	Director, Human Resources	93	Min	18,668	Ctrl Pt	24,269	Max	28,315
NA	NA	1506	Director, Operations & Maintenance	95	Min	19,610	Ctrl Pt	25,493	Max	29,743
NA	NA	1558	Director, Wastewater	95	Min	19,610	Ctrl Pt	25,493	Max	29,743
NA	NA	1566	Director, Water & Natural Resources	95	Min	19,610	Ctrl Pt	25,493	Max	29,743
2019	6	5492	Dispatch Center Representative	53	7,439	7,811	8,202	8,612	9,043	0
21 (I)	12	5490	Dispatch Center Supervisor	65	10,503	11,028	11,579	12,158	0	0
2019	12	4346	Drafter I	50	6,903	7,248	7,610	7,990	8,389	0
2019	12	4345	Drafter II	54	7,627	8,008	8,408	8,828	9,269	0
2019	12	4344	Drafter III	58	8,413	8,834	9,276	9,740	10,227	0
21 (II)	12	4343	Drafting Supervisor	70	11,883	12,477	13,101	13,756	0	0
21 (II)	12	8633	Electrical Supervisor	74	13,114	13,770	14,459	15,182	0	0
444	12	8636	Electrical Technician	68	0	0	11,310	11,876	12,470	13,094
444	12	8640	Electrical Worker I	51	0	0	7,429	7,800	8,190	8,599
444	12	8639	Electrical Worker II	55	0	0	8,204	8,614	9,045	9,497
444	12	8638	Electrical Worker III	59	0	0	9,057	9,510	9,985	10,484
444	12	8632	Electronic Technician	61	0	0	9,516	9,992	10,492	11,017
MGR	12	2579	Emergency Preparedness & Business Continuity Administrator	77	Min	12,577	Ctrl Pt	16,350	Max	19,076
2019	NA	4337	Engineering Aide	46	6,254	6,567	6,895	7,240	7,602	0
2019	12	4349	Engineering Designer I	63	9,524	10,000	10,500	11,025	11,576	0
2019	12	4359	Engineering Designer II	67	10,506	11,031	11,583	12,162	12,770	0
MGR	12	2200	Engineering Manager	88	Min	16,499	Ctrl Pt	21,449	Max	25,025
O&A	NA	1575	Environmental Affairs Officer	85	Min	15,317	Ctrl Pt	19,912	Max	23,231
2019	12	4386	Environmental Health & Safety Specialist I	67	10,506	11,031	11,583	12,162	12,770	0
2019	12	4396	Environmental Health & Safety Specialist II	72	11,885	12,479	13,103	13,758	14,446	0
21 (II)	12	8523	Equipment Supervisor	72	12,479	13,103	13,758	14,446	0	0
CNF	6	5643	Executive Assistant I	59	8,626	9,057	9,510	9,985	10,484	0
CNF	6	5639	Executive Assistant II	63	9,524	10,000	10,500	11,025	11,576	0
444	12	8707	Facility Foreman	67	0	0	11,031	11,583	12,162	12,770
444	12	8701	Facility Specialist I	55	0	0	8,204	8,614	9,045	9,497
444	12	8705	Facility Specialist II	63	0	0	10,000	10,500	11,025	11,576
21 (II)	12	8702	Facility Supervisor	72	12,479	13,103	13,758	14,446	0	0
444	6	8704	Facility Technician	59	0	0	9,057	9,510	9,985	10,484
2019	12	7335	Field Biologist	57	8,210	8,621	9,052	9,505	9,980	0
2019	6	5936	Field Services Representative I	53	7,439	7,811	8,202	8,612	9,043	0
2019	6	5939	Field Services Representative II	57	8,210	8,621	9,052	9,505	9,980	0

Bargaining Unit	Probation Period*	Class		Salary						
		Code	Class Title	Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
2019	12	7332	Fisheries & Wildlife Aide	49	6,738	7,075	7,429	7,800	8,190	0
2019	12	7340	Fisheries & Wildlife Biologist I	62	9,288	9,752	10,240	10,752	11,290	0
2019	12	7338	Fisheries & Wildlife Biologist II	67	10,506	11,031	11,583	12,162	12,770	0
444	12	8530	General Equipment Mechanic	62	0	0	9,752	10,240	10,752	11,290
21 (II)	12	8219	General Pipe Supervisor	72	12,479	13,103	13,758	14,446	0	0
2019	12	4313	Geographic Information Systems Specialist	59	8,626	9,057	9,510	9,985	10,484	0
21 (II)	12	4321	Graphic Design Supervisor	68	11,310	11,876	12,470	13,094	0	0
2019	12	4315	Graphic Designer I	54	7,627	8,008	8,408	8,828	9,269	0
2019	12	4317	Graphic Designer II	58	8,413	8,834	9,276	9,740	10,227	0
444	6	7517	Grounds Maintenance Foreman	64	0	0	10,246	10,758	11,296	11,861
444	6	7522	Grounds Maintenance Specialist I	48	0	0	6,903	7,248	7,610	7,990
444	6	7520	Grounds Maintenance Specialist II	52	0	0	7,618	7,999	8,399	8,819
444	6	8534	Heavy Equipment Maintenance Worker I	53	0	0	7,811	8,202	8,612	9,043
444	6	8536	Heavy Equipment Maintenance Worker II	56	0	0	8,412	8,833	9,275	9,739
444	12	8538	Heavy Equipment Maintenance Worker III	58	0	0	8,834	9,276	9,740	10,227
444	12	8526	Heavy Equipment Mechanic	62	0	0	9,752	10,240	10,752	11,290
444	12	8324	Heavy Equipment Operator	61	0	0	9,516	9,992	10,492	11,017
NRP	NA	8325	Heavy Equipment Operator Trainee	56	8,833	9,275	9,739	0	0	0
444	12	8315	Heavy Forklift Operator	57	0	0	8,621	9,052	9,505	9,980
444	12	8328	Heavy Transport Operator	58	0	0	8,834	9,276	9,740	10,227
2019	6	7774	Housekeeper	44	0	0	6,253	6,566	6,894	7,239
CNF	12	4873	HRIS Analyst I	63	10,000	10,500	11,025	11,576	0	0
CNF	12	4870	HRIS Analyst II	69	11,590	12,170	12,779	13,418	0	0
MGR	12	4615	Human Resources Administrator	80	Min	13,541	Ctrl Pt	17,603	Max	20,537
CNF	12	4626	Human Resources Analyst I	63	10,000	10,500	11,025	11,576	0	0
CNF	12	4625	Human Resources Analyst II	69	11,590	12,170	12,779	13,418	0	0
CNF	NA	5278	Human Resources Intern I	46	6,254	6,567	6,895	7,240	7,602	0
CNF	NA	5276	Human Resources Intern II	53	7,439	7,811	8,202	8,612	9,043	0
CNF	12	4629	Human Resources Technician	59	9,057	9,510	9,985	10,484	0	0
444	12	8117	Hydroelectric Power Plant Mechanic	68	0	0	11,310	11,876	12,470	13,094
444	12	8119	Hydroelectric Power Plant Operator I	63	0	0	10,000	10,500	11,025	11,576
444	12	8118	Hydroelectric Power Plant Operator II	67	0	0	11,031	11,583	12,162	12,770
21 (I)	12	8114	Hydroelectric Power Plant Supervisor	74	13,114	13,770	14,459	15,182	0	0
2019	12	4358	Hydrographer I	61	9,063	9,516	9,992	10,492	11,017	0
2019	12	4353	Hydrographer II	65	10,003	10,503	11,028	11,579	12,158	0
2019	12	4360	Hydrographer III	69	11,038	11,590	12,170	12,779	13,418	0
21 (II)	12	2325	Information Services Supervisor	81	15,583	16,362	17,180	18,039	0	0
21 (II)	12	4900	Information Systems Administrator	73	12,794	13,434	14,106	14,811	0	0
21 (II)	12	4905	Information Systems Administrator II	77	14,124	14,830	15,571	16,350	0	0
MGR	12	2321	Information Systems Division Manager	87	Min	16,095	Ctrl Pt	20,923	Max	24,411

Bargaining Unit	Probation Period*	Class		Salary						
		Code	Class Title	Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
2019	12	5440	Information Systems Specialist I	49	6,738	7,075	7,429	7,800	8,190	0
2019	12	5438	Information Systems Specialist II	53	7,439	7,811	8,202	8,612	9,043	0
2019	12	5436	Information Systems Specialist III	57	8,210	8,621	9,052	9,505	9,980	0
2019	12	4897	Information Systems Support Analyst I	61	9,063	9,516	9,992	10,492	11,017	0
2019	12	4895	Information Systems Support Analyst II	70	11,317	11,883	12,477	13,101	13,756	0
2019	12	5264	Information Technology Engineer I	65	10,003	10,503	11,028	11,579	12,158	0
2019	12	5262	Information Technology Engineer II	69	11,038	11,590	12,170	12,779	13,418	0
2019	NA	5280	Information Technology Intern I	46	6,254	6,567	6,895	7,240	7,602	0
2019	NA	5282	Information Technology Intern II	53	7,439	7,811	8,202	8,612	9,043	0
21 (II)	12	2510	Inspection and Quality Assurance Superintendent	82	15,972	16,771	17,610	18,491	0	0
21 (II)	12	2534	Instrument Maintenance Supervisor	74	13,114	13,770	14,459	15,182	0	0
21 (II)	12	8835	Instrument Supervisor	74	13,114	13,770	14,459	15,182	0	0
444	12	8838	Instrument Technician	68	0	0	11,310	11,876	12,470	13,094
444	12	8842	Instrument Worker I	53	0	0	7,811	8,202	8,612	9,043
444	12	8841	Instrument Worker II	57	0	0	8,621	9,052	9,505	9,980
444	12	8840	Instrument Worker III	61	0	0	9,516	9,992	10,492	11,017
21 (II)	12	5225	Internal Auditor	69	11,590	12,170	12,779	13,418	0	0
MGR	12	5230	Internal Auditor Supervisor	80	Min	13,541	Ctrl Pt	17,603	Max	20,537
444	6	7736	Janitor	44	0	0	6,253	6,566	6,894	7,239
444	6	7734	Janitor Foreman	52	0	0	7,618	7,999	8,399	8,819
21 (I)	12	7732	Janitor Supervisor	60	9,277	9,741	10,228	10,739	0	0
2019	12	4116	Junior Engineer	66	10,252	10,765	11,303	11,868	12,461	0
2019	12	4123	Junior Water Resources Specialist	66	10,252	10,765	11,303	11,868	12,461	0
21 (II)	12	4411	Laboratory Supervisor	79	14,835	15,577	16,356	17,174	0	0
2019	12	4426	Laboratory Technician I	51	7,075	7,429	7,800	8,190	8,599	0
2019	12	4423	Laboratory Technician II	57	8,210	8,621	9,052	9,505	9,980	0
2019	12	4420	Laboratory Technician III	64	9,758	10,246	10,758	11,296	11,861	0
21 (II)	12	4331	Land Surveyor Supervisor	80	15,207	15,967	16,765	17,603	0	0
NRP	NA	4699	Law Clerk	42	6,250	6,563	6,891	0	0	0
CNF	12	5638	Legal Assistant I	52	7,255	7,618	7,999	8,399	8,819	0
CNF	12	5636	Legal Assistant II	56	8,011	8,412	8,833	9,275	9,739	0
CNF	12	5933	Legal Office Administrator	68	11,310	11,876	12,470	13,094	0	0
CNF	12	5637	Litigation Assistant	63	10,000	10,500	11,025	11,576	0	0
NRP	NA	8986	LT Spec. Employment Program Trainee	11	26.97	31.29	0	0	0	0
444	NA	8994	LT Technical Trades Apprentice	44A**	0	0	6,624	6,955	7,303	0
444	12	8642	Machining & Maintenance Worker I	53	0	0	7,811	8,202	8,612	9,043
444	12	8569	Machining & Maintenance Worker II	56	0	0	8,412	8,833	9,275	9,739
444	12	8529	Machining & Maintenance Worker III	59	0	0	9,057	9,510	9,985	10,484
444	12	8527	Maintenance Machinist	66	0	0	10,765	11,303	11,868	12,461
21 (I)	12	2563	Maintenance Shift Supervisor	69	11,590	12,170	12,779	13,418	0	0

Bargaining Unit	Probation Period*	Class Code	Class Title	Salary						
				Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
444	12	8964	Maintenance Specialist I	52	0	0	7,618	7,999	8,399	8,819
444	12	8963	Maintenance Specialist II	56	0	0	8,412	8,833	9,275	9,739
444	12	8962	Maintenance Specialist III	62	0	0	9,752	10,240	10,752	11,290
21 (II)	12	2581	Maintenance Superintendent	82	15,972	16,771	17,610	18,491	0	0
21 (II)	12	4810	Management Analyst I	65	10,503	11,028	11,579	12,158	0	0
21 (II)	12	4805	Management Analyst II	69	11,590	12,170	12,779	13,418	0	0
MGR	12	1554	Manager of Budget	83	Min	14,579	Ctrl Pt	18,953	Max	22,112
EXMPT	NA	1545	Manager of Distribution Maintenance & Construction	86	Min	15,699	Ctrl Pt	20,409	Max	23,811
O&A	NA	1590	Manager of Diversity and Inclusion	82	Min	14,224	Ctrl Pt	18,491	Max	21,573
MGR	12	4627	Manager of Employee & Organizational Development	82	Min	14,224	Ctrl Pt	18,491	Max	21,573
EXMPT	NA	4621	Manager of Employee Relations	82	Min	14,224	Ctrl Pt	18,491	Max	21,573
MGR	12	4634	Manager of Employee Services	82	Min	14,224	Ctrl Pt	18,491	Max	21,573
MGR	12	1702	Manager of Environmental Compliance	82	Min	14,224	Ctrl Pt	18,491	Max	21,573
EXMPT	NA	1546	Manager of Facilities Maintenance & Construction	86	Min	15,699	Ctrl Pt	20,409	Max	23,811
MGR	12	7336	Manager of Fisheries & Wildlife	80	Min	13,541	Ctrl Pt	17,603	Max	20,537
MGR	12	8520	Manager of Fleet & Construction Support	80	Min	13,541	Ctrl Pt	17,603	Max	20,537
MGR	12	1570	Manager of Laboratory and Technical Services	86	Min	15,699	Ctrl Pt	20,409	Max	23,811
NA	NA	1504	Manager of Maintenance & Construction/Water Operations	93	Min	18,668	Ctrl Pt	24,269	Max	28,315
EXMPT	NA	8577	Manager of Maintenance Support	86	Min	15,699	Ctrl Pt	20,409	Max	23,811
NA	NA	1568	Manager of Natural Resources	93	Min	18,668	Ctrl Pt	24,269	Max	28,315
MGR	12	1549	Manager of Operations & Maintenance Planning	83	Min	14,579	Ctrl Pt	18,953	Max	22,112
EXMPT	NA	1544	Manager of Pipeline Construction	86	Min	15,699	Ctrl Pt	20,409	Max	23,811
MGR	12	1700	Manager of Planning & Analysis for Water Quality	82	Min	14,224	Ctrl Pt	18,491	Max	21,573
MGR	12	2592	Manager of Process Engineering and Asset Management	88	Min	16,499	Ctrl Pt	21,449	Max	25,025
EXMPT	NA	1555	Manager of Purchasing	86	Min	15,699	Ctrl Pt	20,409	Max	23,811
MGR	12	1551	Manager of Real Estate Services	84	Min	14,944	Ctrl Pt	19,427	Max	22,665
MGR	12	4622	Manager of Recruitment and Classification	82	Min	14,224	Ctrl Pt	18,491	Max	21,573
EXMPT	NA	1574	Manager of Regulatory Compliance	88	Min	16,499	Ctrl Pt	21,449	Max	25,025
MGR	12	4710	Manager of Risk Management	83	Min	14,579	Ctrl Pt	18,953	Max	22,112
EXMPT	NA	1540	Manager of Security & Emergency Preparedness	82	Min	14,224	Ctrl Pt	18,491	Max	21,573
MGR	12	1950	Manager of Wastewater Engineering	88	Min	16,499	Ctrl Pt	21,449	Max	25,025
MGR	12	1900	Manager of Wastewater Environmental Services	88	Min	16,499	Ctrl Pt	21,449	Max	25,025
MGR	12	2591	Manager of Wastewater Treatment	88	Min	16,499	Ctrl Pt	21,449	Max	25,025
MGR	12	4752	Manager of Water Conservation	82	Min	14,224	Ctrl Pt	18,491	Max	21,573
MGR	12	1543	Manager of Water Quality	84	Min	14,944	Ctrl Pt	19,427	Max	22,665
MGR	12	4021	Manager of Water Supply Improvements	88	Min	16,499	Ctrl Pt	21,449	Max	25,025
EXMPT	NA	1542	Manager of Water Supply/Treatment/Distribution	88	Min	16,499	Ctrl Pt	21,449	Max	25,025
MGR	12	7330	Manager of Watershed & Recreation	80	Min	13,541	Ctrl Pt	17,603	Max	20,537
MGR	12	1701	Manager of Workplace Health & Safety	82	Min	14,224	Ctrl Pt	18,491	Max	21,573
21 (II)	12	8450	Material Storage Foreman	64	10,246	10,758	11,296	11,861	0	0

Bargaining Unit	Probation Period*	Class Code	Class Title	Salary Range	Salary					
					1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
21 (II)	12	2527	Material Storage Supervisor	70	11,883	12,477	13,101	13,756	0	0
444	12	8453	Materials Specialist	57	0	0	8,621	9,052	9,505	9,980
21 (II)	12	4380	Materials Testing Supervisor	70	11,883	12,477	13,101	13,756	0	0
2019	12	4385	Materials Testing Technician I	54	7,627	8,008	8,408	8,828	9,269	0
2019	12	4383	Materials Testing Technician II	58	8,413	8,834	9,276	9,740	10,227	0
21 (II)	12	8232	Mechanical Supervisor	74	13,114	13,770	14,459	15,182	0	0
2019	6	5778	Messenger/Mail Clerk	45	6,104	6,409	6,729	7,065	7,418	0
444	12	8585	Meter Mechanic I	49	0	0	7,075	7,429	7,800	8,190
444	12	8583	Meter Mechanic II	57	0	0	8,621	9,052	9,505	9,980
444	6	5945	Meter Reader	52	6,910	7,255	7,618	7,999	8,399	8,819
444	6	8580	Meter Reader/Mechanic	54	0	0	8,008	8,408	8,828	9,269
444	12	8579	Meter Reader/Mechanic Foreman	64	0	0	10,246	10,758	11,296	11,861
21 (II)	12	8578	Meter Reading & Maintenance Supervisor	70	11,883	12,477	13,101	13,756	0	0
21 (II)	12	8581	Meter Repair & Testing Supervisor	72	12,479	13,103	13,758	14,446	0	0
2019	12	4507	Microbiologist I	64	9,758	10,246	10,758	11,296	11,861	0
2019	12	4505	Microbiologist II	68	10,771	11,310	11,876	12,470	13,094	0
2019	12	5268	Network Analyst I	57	8,210	8,621	9,052	9,505	9,980	0
2019	12	5267	Network Analyst II	65	10,003	10,503	11,028	11,579	12,158	0
2019	12	5266	Network Analyst III	71	11,593	12,173	12,782	13,421	14,092	0
2019	12	4684	New Business Coordinator I	60	8,835	9,277	9,741	10,228	10,739	0
2019	12	4683	New Business Coordinator II	64	9,758	10,246	10,758	11,296	11,861	0
CNF	6	5757	Office Assistant, General Manager's Office	57	8,210	8,621	9,052	9,505	9,980	0
21 (I)	12	4709	Outreach and Education Specialist	60	9,277	9,741	10,228	10,739	0	0
444	12	8626	Painter	60	0	0	9,277	9,741	10,228	10,739
444	12	8621	Painter Foreman	67	0	0	11,031	11,583	12,162	12,770
444	12	8630	Painting Worker I	50	0	0	7,248	7,610	7,990	8,389
444	12	8629	Painting Worker II	54	0	0	8,008	8,408	8,828	9,269
444	12	8628	Painting Worker III	58	0	0	8,834	9,276	9,740	10,227
CNF	12	4696	Paralegal	64	10,246	10,758	11,296	11,861	0	0
21 (I)	12	8128	Pardee Water/Wastewater Supervisor	74	13,114	13,770	14,459	15,182	0	0
444	12	8255	Paving Crew Foreman	68	0	0	11,310	11,876	12,470	13,094
444	6	8973	Paving Raker A	56	0	0	8,412	8,833	9,275	9,739
444	6	8991	Paving Raker B	59	0	0	9,057	9,510	9,985	10,484
444	6	8995	Paving Raker C	60	0	0	9,277	9,741	10,228	10,739
444	12	8557	Pipeline Welder I	53	0	0	7,811	8,202	8,612	9,043
444	12	8555	Pipeline Welder II	57	0	0	8,621	9,052	9,505	9,980
444	12	8553	Pipeline Welder III	63	0	0	10,000	10,500	11,025	11,576
21 (I)	12	8551	Pipeline Welding Supervisor	70	11,883	12,477	13,101	13,756	0	0
21 (II)	12	2535	Plant Electrical Maintenance Supervisor	74	13,114	13,770	14,459	15,182	0	0
2019	12	4661	Plant Inspector	68	10,771	11,310	11,876	12,470	13,094	0

Bargaining Unit	Probation Period*	Class		Salary						
		Code	Class Title	Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
444	12	8540	Plant Maintenance Mechanic	64	0	0	10,246	10,758	11,296	11,861
21 (II)	12	8521	Plant Maintenance Superintendent	84	16,782	17,621	18,502	19,427	0	0
444	6	8544	Plant Maintenance Worker I	53	0	0	7,811	8,202	8,612	9,043
444	12	8546	Plant Maintenance Worker II	56	0	0	8,412	8,833	9,275	9,739
444	12	8542	Plant Maintenance Worker III	59	0	0	9,057	9,510	9,985	10,484
21 (II)	12	2537	Plant Mechanical Maintenance Supervisor	74	13,114	13,770	14,459	15,182	0	0
21 (II)	12	2539	Plant Structures Maintenance Supervisor	74	13,114	13,770	14,459	15,182	0	0
444	12	8125	Power Plant Mechanic/Operator	65	0	0	10,503	11,028	11,579	12,158
21 (I)	12	8112	Power Plant Supervisor	74	13,114	13,770	14,459	15,182	0	0
21 (I)	12	8260	Power, Treatment & Transmission Maintenance Supervisor	72	12,479	13,103	13,758	14,446	0	0
MGR	12	4800	Principal Management Analyst	77	Min	12,577	Ctrl Pt	16,350	Max	19,076
2019	12	8857	Printing Technician I	49	6,738	7,075	7,429	7,800	8,190	0
2019	12	8855	Printing Technician II	55	7,813	8,204	8,614	9,045	9,497	0
21 (I)	12	4700	Public Affairs Specialist	61	9,516	9,992	10,492	11,017	0	0
21 (II)	12	4705	Public Information Representative I	65	10,503	11,028	11,579	12,158	0	0
21 (II)	12	4703	Public Information Representative II	69	11,590	12,170	12,779	13,418	0	0
21 (II)	12	4706	Public Information Representative III	73	12,794	13,434	14,106	14,811	0	0
21 (II)	12	4660	Purchasing Contract Supervisor	74	13,114	13,770	14,459	15,182	0	0
21 (II)	12	4410	Quality Assurance Officer	76	13,780	14,469	15,192	15,952	0	0
21 (I)	12	7343	Ranger Supervisor	70	11,883	12,477	13,101	13,756	0	0
2019	12	7348	Ranger/Naturalist I	52	7,255	7,618	7,999	8,399	8,819	0
2019	12	7346	Ranger/Naturalist II	58	8,413	8,834	9,276	9,740	10,227	0
2019	12	4648	Real Estate Representative I	64	9,758	10,246	10,758	11,296	11,861	0
2019	12	4645	Real Estate Representative II	68	10,771	11,310	11,876	12,470	13,094	0
2019	12	4649	Real Estate Technician	59	8,626	9,057	9,510	9,985	10,484	0
2019	6	7350	Recreation Area Attendant	45	6,104	6,409	6,729	7,065	7,418	0
2019	12	4404	Research Chemist	70	11,317	11,883	12,477	13,101	13,756	0
2019	12	4503	Research Microbiologist	70	11,317	11,883	12,477	13,101	13,756	0
2019	12	4712	Risk Management Adjuster	62	9,288	9,752	10,240	10,752	11,290	0
21 (II)	12	4717	Risk Management Analyst	73	12,794	13,434	14,106	14,811	0	0
2019	12	4711	Risk Management Technician	59	8,626	9,057	9,510	9,985	10,484	0
NA	NA	1401	Secretary Of The District	80	Min	13,541	Ctrl Pt	17,603	Max	20,537
2019	12	2578	Security & Emergency Preparedness Specialist	76	13,124	13,780	14,469	15,192	15,952	0
21 (I)	12	2550	Security Shift Supervisor	69	11,590	12,170	12,779	13,418	0	0
21 (II)	12	5240	Senior Accounting and Financial Systems Analyst	77	14,124	14,830	15,571	16,350	0	0
2019	6	5763	Senior Administrative Clerk	55	7,813	8,204	8,614	9,045	9,497	0
CNF	6	5781	Senior Administrative Clerk, Confidential	55	7,813	8,204	8,614	9,045	9,497	0
2019	12	4890	Senior Business Systems Analyst	73	12,185	12,794	13,434	14,106	14,811	0
2019	12	4408	Senior Chemist	73	12,185	12,794	13,434	14,106	14,811	0
21 (II)	12	4110	Senior Civil Engineer	82	15,972	16,771	17,610	18,491	0	0

Bargaining Unit	Probation Period*	Class		Salary Range	Salary					
		Code	Class Title		1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
EXMPT	NA	4707	Senior Community Affairs Representative	77	Min	12,577	Ctrl Pt	16,350	Max	19,076
2019	12	4357	Senior Construction Inspector	71	11,593	12,173	12,782	13,421	14,092	0
21 (II)	12	4106	Senior Control System Engineer	82	15,972	16,771	17,610	18,491	0	0
21 (II)	12	4135	Senior Corrosion Control Engineer	82	15,972	16,771	17,610	18,491	0	0
444	12	8587	Senior Cross Connection Specialist	65	0	0	10,503	11,028	11,579	12,158
2019	6	5845	Senior Customer Services Representative	59	8,626	9,057	9,510	9,985	10,484	0
2019	6	5491	Senior Dispatch Center Representative	57	8,210	8,621	9,052	9,505	9,980	0
2019	12	4342	Senior Drafter	62	9,288	9,752	10,240	10,752	11,290	0
21 (II)	12	4150	Senior Electrical Engineer	83	16,371	17,190	18,050	18,953	0	0
2019	12	4362	Senior Engineering Designer	71	11,593	12,173	12,782	13,421	14,092	0
2019	12	4391	Senior Environmental Health & Safety Specialist	76	13,124	13,780	14,469	15,192	15,952	0
2019	6	5938	Senior Field Services Representative	61	9,063	9,516	9,992	10,492	11,017	0
2019	12	4314	Senior Geographic Information Systems Specialist	63	9,524	10,000	10,500	11,025	11,576	0
2019	12	4319	Senior Graphic Designer	62	9,288	9,752	10,240	10,752	11,290	0
CNF	12	4865	Senior HRIS Analyst	73	Min	11,393	Ctrl Pt	14,811	Max	17,280
CNF	12	4628	Senior Human Resources Analyst	73	Min	11,393	Ctrl Pt	14,811	Max	17,280
2019	12	5260	Senior Information Technology Engineer	76	13,124	13,780	14,469	15,192	15,952	0
444	12	8566	Senior Mechanic	67	0	0	11,031	11,583	12,162	12,770
21 (II)	12	4140	Senior Mechanical Engineer	82	15,972	16,771	17,610	18,491	0	0
2019	6	5775	Senior Messenger/Mail Clerk	49	6,738	7,075	7,429	7,800	8,190	0
2019	12	4504	Senior Microbiologist	73	12,185	12,794	13,434	14,106	14,811	0
2019	12	4678	Senior New Business Coordinator	68	10,771	11,310	11,876	12,470	13,094	0
2019	12	8853	Senior Printing Technician	59	8,626	9,057	9,510	9,985	10,484	0
EXMPT	NA	4701	Senior Public Information Representative	77	Min	12,577	Ctrl Pt	16,350	Max	19,076
2019	12	7345	Senior Ranger/Naturalist	62	9,288	9,752	10,240	10,752	11,290	0
2019	12	4643	Senior Real Estate Representative	74	12,490	13,114	13,770	14,459	15,182	0
2019	12	5248	Senior Software Engineer	75	12,798	13,438	14,110	14,816	15,557	0
21 (I)	12	2516	Senior Supervisor of Maintenance Shift Operations	76	13,780	14,469	15,192	15,952	0	0
2019	6	4399	Senior Wastewater Control Inspector	66	10,252	10,765	11,303	11,868	12,461	0
39	12	8136	Senior Water Distribution Operator	68	11,876	12,470	13,094	0	0	0
2019	6	4363	Senior Water System Inspector	66	10,252	10,765	11,303	11,868	12,461	0
39	12	8133	Senior Water Treatment Operator	68	11,876	12,470	13,094	0	0	0
2019	12	5247	Software Engineer I	61	9,063	9,516	9,992	10,492	11,017	0
2019	12	5245	Software Engineer II	67	10,506	11,031	11,583	12,162	12,770	0
O&A	NA	1316	Special Assistant I	78	Min	12,887	Ctrl Pt	16,753	Max	19,546
O&A	NA	1319	Special Assistant II	82	Min	14,224	Ctrl Pt	18,491	Max	21,573
O&A	NA	1322	Special Assistant III	86	Min	15,699	Ctrl Pt	20,409	Max	23,811
NA	NA	1324	Special Assistant IV	90	Min	17,334	Ctrl Pt	22,534	Max	26,290
O&A	NA	1327	Special Assistant V	94	Min	19,130	Ctrl Pt	24,869	Max	29,015
444	6	8456	Storekeeper I	48	0	0	6,903	7,248	7,610	7,990

Bargaining Unit	Probation Period*	Class		Salary						
		Code	Class Title	Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
444	6	8455	Storekeeper II	54	0	0	8,008	8,408	8,828	9,269
21 (II)	12	4657	Stores Supervisor	76	13,780	14,469	15,192	15,952	0	0
2019	NA	5300	Student Intern	46	6,254	6,567	6,895	7,240	7,602	0
21 (II)	12	2542	Superintendent of Aqueduct Section	82	15,972	16,771	17,610	18,491	0	0
21 (II)	12	2540	Superintendent of Pardee Section	82	15,972	16,771	17,610	18,491	0	0
21 (II)	12	2570	Superintendent of Water Treatment/Distribution/System Water Quality	82	15,972	16,771	17,610	18,491	0	0
21 (II)	12	4173	Supervising Administrative Engineer	80	15,207	15,967	16,765	17,603	0	0
21 (II)	12	4352	Supervising Construction Inspector	75	13,438	14,110	14,816	15,557	0	0
21 (II)	12	7337	Supervising Fisheries/Wildlife Biologist	73	12,794	13,434	14,106	14,811	0	0
21 (II)	12	4330	Supervising Hydrographer	71	12,173	12,782	13,421	14,092	0	0
21 (II)	12	4351	Supervising Plant Inspector	75	13,438	14,110	14,816	15,557	0	0
21 (II)	12	4387	Supervising Wastewater Control Representative	75	13,438	14,110	14,816	15,557	0	0
21 (II)	12	4655	Supervisor of Purchasing	80	15,207	15,967	16,765	17,603	0	0
21 (II)	12	4743	Supervisor of Water Conservation	74	13,114	13,770	14,459	15,182	0	0
2019	12	4336	Survey Technician I	58	8,413	8,834	9,276	9,740	10,227	0
2019	12	4334	Survey Technician II	62	9,288	9,752	10,240	10,752	11,290	0
21 (II)	12	4671	Technical Training & Writing Administrator	73	12,794	13,434	14,106	14,811	0	0
21 (I)	12	4672	Technical Training Analyst	69	11,590	12,170	12,779	13,418	0	0
O&A	NA	4608	Treasury Manager	85	Min	15,317	Ctrl Pt	19,912	Max	23,231
444	12	8130	Treatment Plant Specialist	62	0	0	9,752	10,240	10,752	11,290
444	12	8334	Truck Driver II	57	0	0	8,621	9,052	9,505	9,980
444	6	8980	Utility Laborer	51	0	0	7,429	7,800	8,190	8,599
2019	6	4397	Wastewater Control Inspector I	58	8,413	8,834	9,276	9,740	10,227	0
2019	6	4394	Wastewater Control Inspector II	62	9,288	9,752	10,240	10,752	11,290	0
2019	12	4390	Wastewater Control Representative	66	10,252	10,765	11,303	11,868	12,461	0
21 (I)	12	2594	Wastewater Operations Coordinator	70	11,883	12,477	13,101	13,756	0	0
444	12	8141	Wastewater Plant Operator I	60	0	0	9,277	9,741	10,228	10,739
444	12	8140	Wastewater Plant Operator II	64	0	0	10,246	10,758	11,296	11,861
444	12	8143	Wastewater Plant Operator Trainee	56	0	0	8,412	8,833	9,275	9,739
21 (I)	12	2596	Wastewater Shift Supervisor	76	13,780	14,469	15,192	15,952	0	0
21 (II)	12	2593	Wastewater Treatment Superintendent	84	16,782	17,621	18,502	19,427	0	0
2019	12	4749	Water Conservation Representative	64	9,758	10,246	10,758	11,296	11,861	0
2019	12	4738	Water Conservation Technician	57	8,210	8,621	9,052	9,505	9,980	0
444	6	8220	Water Distribution Crew Foreman	68	0	0	11,310	11,876	12,470	13,094
39	12	8139	Water Distribution Operator	60	9,741	10,228	10,739	0	0	0
444	12	8971	Water Distribution Plumber I	51	0	0	7,429	7,800	8,190	8,599
444	12	8969	Water Distribution Plumber II	55	0	0	8,204	8,614	9,045	9,497
444	12	8970	Water Distribution Plumber III	59	0	0	9,057	9,510	9,985	10,484
444	12	8968	Water Distribution Plumber IV	63	0	0	10,000	10,500	11,025	11,576
21 (I)	12	8122	Water Distribution Supervisor	76	13,780	14,469	15,192	15,952	0	0

Bargaining Unit	Probation Period*	Class		Salary						
		Code	Class Title	Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
444	12	8142	Water Reclamation Operator	66	0	0	10,765	11,303	11,868	12,461
2019	6	4371	Water Sampler	53	7,439	7,811	8,202	8,612	9,043	0
2019	6	4367	Water System Inspector I	57	8,210	8,621	9,052	9,505	9,980	0
2019	6	4366	Water System Inspector II	62	9,288	9,752	10,240	10,752	11,290	0
39	12	8134	Water Treatment Operator	60	9,741	10,228	10,739	0	0	0
21 (I)	12	8124	Water Treatment Supervisor	78	14,471	15,195	15,955	16,753	0	0
39	12	8135	Water Treatment/Distribution Operator Trainee	52	7,999	8,399	8,819	0	0	0
MGR	12	4713	Workers' Compensation Manager & Risk Specialist	77	Min	12,577	Ctrl Pt	16,350	Max	19,076

**Bargaining Unit Legend:**

21 (I) = Local 21 (Work Group I, FLSA Non-exempt)  
 21 (II) = Local 21 (Work Group II, FLSA Exempt)  
 39 = Local 39  
 444 = Local 444  
 2019 = Local 2019  
 CNF = Confidential  
 EXMPT = Civil Service Exempt  
 MGR = Management  
 NA = Not Assigned to a Bargaining Unit  
 NRP = Not Represented  
 O & A = Officers and Assistant Officers

**Other Notes:**

All Rates = Monthly unless indicated otherwise  
 MSP = Management Salary Plan  
 MIN = Minimum  
 Ctrl Pt = Control Point  
 MAX = Maximum

Employees in MSP classifications are eligible to move through the salary range according to the guidelines of the EBMUD Performance Pay Program.

Probation Period \* = Employees with Civil Service Status is 6 months

**Step Advancement:**

Step 1 to 2 = Occurs at 6 months  
 Step 2 to 6 = Occurs every 12 months until top step is achieved  
 \*\*Salary Range 44A = Occurs every 6 months until top step is achieved