

**EBMUD**  
**ALPHABETICAL SALARY SCHEDULE**  
**Effective April 22, 2024**

Includes Board approved salary changes effective April 22, 2024
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Bargaining Unit	Probation Period*	Class Code	Class Title	Salary Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
2019	6	5256	Account Clerk II	49	6,358	6,676	7,010	7,360	7,728	0
2019	6	5255	Account Clerk III	53	7,019	7,370	7,739	8,126	8,532	0
2019	12	5228	Accountant I	60	8,335	8,752	9,190	9,650	10,133	0
2019	12	5223	Accountant II	64	9,208	9,668	10,151	10,659	11,192	0
2019	12	5218	Accountant III	68	10,165	10,673	11,207	11,767	12,355	0
2019	12	5242	Accounting and Financial Systems Analyst	73	11,497	12,072	12,676	13,310	13,975	0
21 (II)	12	5210	Accounting Systems Supervisor	77	13,326	13,992	14,692	15,427	0	0
2019	12	5259	Accounting Technician	57	7,748	8,135	8,542	8,969	9,417	0
CNF	6	2233	Administrative Assistant	63	9,436	9,908	10,403	10,923	0	0
2019	6	5770	Administrative Clerk	49	6,358	6,676	7,010	7,360	7,728	0
CNF	6	5762	Administrative Clerk, Confidential	49	6,358	6,676	7,010	7,360	7,728	0
2019	6	5646	Administrative Secretary I	51	6,676	7,010	7,360	7,728	8,114	0
2019	6	5645	Administrative Secretary II	55	7,372	7,741	8,128	8,534	8,961	0
CNF	6	5759	Administrative Secretary II, Confidential	55	7,372	7,741	8,128	8,534	8,961	0
21 (II)	12	2332	Administrative Services Supervisor	61	8,980	9,429	9,900	10,395	0	0
21 (II)	12	2515	Assistant Const. & Maint. Superintendent	76	13,002	13,652	14,335	15,052	0	0
2019	12	4136	Assistant Corrosion Control Specialist	72	11,214	11,775	12,364	12,982	13,631	0
2019	12	4114	Assistant Engineer	72	11,214	11,775	12,364	12,982	13,631	0
O&A	NA	4685	Assistant General Counsel	91	Min	16,768	Ctrl Pt	21,798	Max	25,432
21 (II)	12	4332	Assistant Land Surveyor Supervisor	74	12,374	12,993	13,643	14,325	0	0
21 (II)	12	2543	Assistant Superintendent, Aqueduct/Pardee	76	13,002	13,652	14,335	15,052	0	0
NA	NA	5642	Assistant To The General Manager	70	Min	9,985	Ctrl Pt	12,980	Max	15,144
21 (I)	12	2598	Assistant Wastewater Shift Supervisor	70	11,212	11,773	12,362	12,980	0	0
2019	12	4125	Assistant Water Resources Specialist	72	11,214	11,775	12,364	12,982	13,631	0
2019	12	4165	Associate Architect	76	12,383	13,002	13,652	14,335	15,052	0
2019	12	4112	Associate Civil Engineer	76	12,383	13,002	13,652	14,335	15,052	0
2019	12	4108	Associate Control Systems Engineer	76	12,383	13,002	13,652	14,335	15,052	0
2019	12	4137	Associate Corrosion Control Specialist	76	12,383	13,002	13,652	14,335	15,052	0
2019	12	4152	Associate Electrical Engineer	77	12,691	13,326	13,992	14,692	15,427	0
2019	12	4142	Associate Mechanical Engineer	76	12,383	13,002	13,652	14,335	15,052	0
2019	12	4127	Associate Water Resources Specialist	76	12,383	13,002	13,652	14,335	15,052	0
O&A	NA	4698	Attorney I	72	Min	10,485	Ctrl Pt	13,631	Max	15,903
O&A	NA	4694	Attorney II	80	Min	12,776	Ctrl Pt	16,609	Max	19,378
O&A	NA	4690	Attorney III	86	Min	14,813	Ctrl Pt	19,257	Max	22,467
444	12	8570	Automotive Maintenance Worker I	53	0	0	7,370	7,739	8,126	8,532
444	12	8572	Automotive Maintenance Worker II	56	0	0	7,937	8,334	8,751	9,189

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	8,335	8,752	9,190	9,650
444	12	8565	Automotive Mechanic A	60	0	0	8,752	9,190	9,650	10,133
444	12	8564	Automotive Mechanic B	62	0	0	9,203	9,663	10,146	10,653
444	6	8983	Automotive Services Attendant I	48	0	0	6,512	6,838	7,180	7,539
444	6	8981	Automotive Services Attendant II	52	0	0	7,189	7,548	7,925	8,321
21 (II)	12	8708	Building Tenant Services Supervisor	69	10,937	11,484	12,058	12,661	0	0
21 (II)	12	4719	Business Development Representative	69	10,937	11,484	12,058	12,661	0	0
2019	12	4664	Buyer I	60	8,335	8,752	9,190	9,650	10,133	0
2019	12	4662	Buyer II	64	9,208	9,668	10,151	10,659	11,192	0
444	12	8616	Carpenter	62	0	0	9,203	9,663	10,146	10,653
21 (II)	12	8611	Carpenter Supervisor	74	12,374	12,993	13,643	14,325	0	0
444	12	8615	Carpentry Worker I	50	0	0	6,837	7,179	7,538	7,915
444	12	8614	Carpentry Worker II	54	0	0	7,554	7,932	8,329	8,745
444	12	8618	Carpentry Worker III	58	0	0	8,335	8,752	9,190	9,650
2019	12	4407	Chemist I	64	9,208	9,668	10,151	10,659	11,192	0
2019	12	4405	Chemist II	68	10,165	10,673	11,207	11,767	12,355	0
NA	NA	1600	Chief Information Officer	93	Min	17,615	Ctrl Pt	22,900	Max	26,717
2019	12	4333	Chief Of Party	68	10,165	10,673	11,207	11,767	12,355	0
NA	NA	4688	Chief Trial Attorney	91	Min	16,768	Ctrl Pt	21,798	Max	25,432
21 (II)	12	4708	Community Affairs Representative I	61	8,980	9,429	9,900	10,395	0	0
21 (II)	12	4702	Community Affairs Representative II	69	10,937	11,484	12,058	12,661	0	0
21 (II)	12	4704	Community Affairs Representative III	73	12,072	12,676	13,310	13,975	0	0
2019	12	5434	Computer Operations Technician	57	7,748	8,135	8,542	8,969	9,417	0
444	6	8974	Concrete Finisher I	54	0	0	7,554	7,932	8,329	8,745
444	6	8836	Concrete Finisher II	58	0	0	8,335	8,752	9,190	9,650
2019	12	4823	Construction & Maintenance Scheduler	70	10,678	11,212	11,773	12,362	12,980	0
21 (II)	12	2513	Construction & Maintenance Supt.	82	15,071	15,825	16,616	17,447	0	0
2019	12	4350	Construction Inspector	67	9,913	10,409	10,929	11,475	12,049	0
EXMPT	NA	4659	Contract Equity Administrator	80	Min	12,776	Ctrl Pt	16,609	Max	19,378
NA	NA	1517	Controller	85	Min	14,452	Ctrl Pt	18,788	Max	21,920
2019	12	4354	Corrosion Control Technician	64	9,208	9,668	10,151	10,659	11,192	0
444	12	8314	Crane Operator	62	0	0	9,203	9,663	10,146	10,653
444	12	8582	Cross-Connection Specialist	61	0	0	8,980	9,429	9,900	10,395
MGR	12	2309	Customer Services Manager	80	Min	12,776	Ctrl Pt	16,609	Max	19,378
2019	6	5851	Customer Services Representative I	43	5,482	5,756	6,044	6,346	6,663	0
2019	6	5850	Customer Services Representative II	51	6,676	7,010	7,360	7,728	8,114	0
2019	6	5848	Customer Services Representative III	55	7,372	7,741	8,128	8,534	8,961	0
21 (II)	12	2314	Customer Services Supervisor	70	11,212	11,773	12,362	12,980	0	0
MGR	12	4750	Customer Support Program Administrator	74	Min	11,019	Ctrl Pt	14,325	Max	16,708
NA	NA	1581	Director, Administration	95	Min	18,503	Ctrl Pt	24,054	Max	28,064

Bargaining Unit	Probation Period*	Class Code	Class Title	Salary Range	Salary					
					1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
NA	NA	1511	Director, Customer & Community Services	93	Min	17,615	Ctrl Pt	22,900	Max	26,717
NA	NA	1564	Director, Engineering & Construction	95	Min	18,503	Ctrl Pt	24,054	Max	28,064
NA	NA	1515	Director, Finance	95	Min	18,503	Ctrl Pt	24,054	Max	28,064
NA	NA	1563	Director, Human Resources	93	Min	17,615	Ctrl Pt	22,900	Max	26,717
NA	NA	1506	Director, Operations & Maintenance	95	Min	18,503	Ctrl Pt	24,054	Max	28,064
NA	NA	1558	Director, Wastewater	95	Min	18,503	Ctrl Pt	24,054	Max	28,064
NA	NA	1566	Director, Water & Natural Resources	95	Min	18,503	Ctrl Pt	24,054	Max	28,064
2019	6	5492	Dispatch Center Representative	53	7,019	7,370	7,739	8,126	8,532	0
21 (I)	12	5490	Dispatch Center Supervisor	65	9,910	10,406	10,926	11,472	0	0
NRP	NA	8987	Distribution Maintenance Worker	8	4,532	4,749	4,991	0	0	0
2019	12	4346	Drafter I	50	6,511	6,837	7,179	7,538	7,915	0
2019	12	4345	Drafter II	54	7,194	7,554	7,932	8,329	8,745	0
2019	12	4344	Drafter III	58	7,938	8,335	8,752	9,190	9,650	0
21 (II)	12	4343	Drafting Supervisor	70	11,212	11,773	12,362	12,980	0	0
21 (II)	12	8633	Electrical Supervisor	74	12,374	12,993	13,643	14,325	0	0
444	12	8636	Electrical Technician	67	0	0	10,409	10,929	11,475	12,049
444	12	8640	Electrical Worker I	51	0	0	7,010	7,360	7,728	8,114
444	12	8639	Electrical Worker II	55	0	0	7,741	8,128	8,534	8,961
444	12	8638	Electrical Worker III	59	0	0	8,545	8,972	9,421	9,892
444	12	8632	Electronic Technician	61	0	0	8,980	9,429	9,900	10,395
MGR	12	2579	Emergency Preparedness & Business Continuity Administrator	77	Min	11,867	Ctrl Pt	15,427	Max	17,999
2019	NA	4337	Engineering Aide	46	5,901	6,196	6,506	6,831	7,173	0
2019	12	4349	Engineering Designer I	63	8,987	9,436	9,908	10,403	10,923	0
2019	12	4359	Engineering Designer II	67	9,913	10,409	10,929	11,475	12,049	0
MGR	12	2200	Engineering Manager	88	Min	15,568	Ctrl Pt	20,238	Max	23,612
O&A	NA	1575	Environmental Affairs Officer	85	Min	14,452	Ctrl Pt	18,788	Max	21,920
2019	12	4386	Environmental Health & Safety Specialist I	67	9,913	10,409	10,929	11,475	12,049	0
2019	12	4396	Environmental Health & Safety Specialist II	72	11,214	11,775	12,364	12,982	13,631	0
21 (II)	12	2580	Equipment Superintendent	76	13,002	13,652	14,335	15,052	0	0
21 (II)	12	8523	Equipment Supervisor	72	11,775	12,364	12,982	13,631	0	0
CNF	6	5643	Executive Assistant I	59	8,138	8,545	8,972	9,421	9,892	0
CNF	6	5639	Executive Assistant II	63	8,987	9,436	9,908	10,403	10,923	0
444	12	8707	Facility Foreman	67	0	0	10,409	10,929	11,475	12,049
444	12	8701	Facility Specialist I	55	0	0	7,741	8,128	8,534	8,961
444	12	8705	Facility Specialist II	61	0	0	8,980	9,429	9,900	10,395
21 (II)	12	8702	Facility Supervisor	72	11,775	12,364	12,982	13,631	0	0
444	6	8704	Facility Technician	59	0	0	8,545	8,972	9,421	9,892
2019	6	5936	Field Services Representative I	53	7,019	7,370	7,739	8,126	8,532	0
2019	6	5939	Field Services Representative II	57	7,748	8,135	8,542	8,969	9,417	0
2019	12	7332	Fisheries & Wildlife Aide	49	6,358	6,676	7,010	7,360	7,728	0

Bargaining Unit	Probation Period*	Class Code	Class Title	Salary Range	Salary					
					1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
2019	12	7340	Fisheries & Wildlife Biologist I	62	8,765	9,203	9,663	10,146	10,653	0
2019	12	7338	Fisheries & Wildlife Biologist II	67	9,913	10,409	10,929	11,475	12,049	0
2019	12	7335	Fisheries & Wildlife Technician	57	7,748	8,135	8,542	8,969	9,417	0
444	12	8530	General Equipment Mechanic	62	0	0	9,203	9,663	10,146	10,653
21 (II)	12	8219	General Pipe Supervisor	72	11,775	12,364	12,982	13,631	0	0
2019	12	4313	Geographic Information Systems Specialist	59	8,138	8,545	8,972	9,421	9,892	0
21 (II)	12	4321	Graphic Design Supervisor	68	10,673	11,207	11,767	12,355	0	0
2019	12	4315	Graphic Designer I	54	7,194	7,554	7,932	8,329	8,745	0
2019	12	4317	Graphic Designer II	58	7,938	8,335	8,752	9,190	9,650	0
444	6	7517	Grounds Maintenance Foreman	64	0	0	9,668	10,151	10,659	11,192
444	6	7522	Grounds Maintenance Specialist I	48	0	0	6,512	6,838	7,180	7,539
444	6	7520	Grounds Maintenance Specialist II	52	0	0	7,189	7,548	7,925	8,321
444	6	8534	Heavy Equipment Maintenance Worker I	53	0	0	7,370	7,739	8,126	8,532
444	6	8536	Heavy Equipment Maintenance Worker II	56	0	0	7,937	8,334	8,751	9,189
444	12	8538	Heavy Equipment Maintenance Worker III	58	0	0	8,335	8,752	9,190	9,650
444	12	8526	Heavy Equipment Mechanic	62	0	0	9,203	9,663	10,146	10,653
444	12	8324	Heavy Equipment Operator	61	0	0	8,980	9,429	9,900	10,395
NRP	NA	8325	Heavy Equipment Operator Trainee	56	8,334	8,751	9,189	0	0	0
444	12	8315	Heavy Forklift Operator	57	0	0	8,135	8,542	8,969	9,417
444	12	8328	Heavy Transport Operator	58	0	0	8,335	8,752	9,190	9,650
2019	6	7774	Housekeeper	44	0	0	5,900	6,195	6,505	6,830
CNF	12	4873	HRIS Analyst I	61	8,980	9,429	9,900	10,395	0	0
CNF	12	4870	HRIS Analyst II	69	10,937	11,484	12,058	12,661	0	0
CNF	12	4626	Human Resources Analyst I	63	9,436	9,908	10,403	10,923	0	0
CNF	12	4625	Human Resources Analyst II	69	10,937	11,484	12,058	12,661	0	0
CNF	NA	5278	Human Resources Intern I	46	5,901	6,196	6,506	6,831	7,173	0
CNF	NA	5276	Human Resources Intern II	53	7,019	7,370	7,739	8,126	8,532	0
MGR	12	4615	Human Resources Regulatory Administrator	80	Min	12,776	Ctrl Pt	16,609	Max	19,378
CNF	12	4629	Human Resources Technician	59	8,545	8,972	9,421	9,892	0	0
444	12	8117	Hydroelectric Power Plant Mechanic	67	0	0	10,409	10,929	11,475	12,049
444	12	8119	Hydroelectric Power Plant Operator I	59	0	0	8,545	8,972	9,421	9,892
444	12	8118	Hydroelectric Power Plant Operator II	65	0.00	0.00	9,910	10,406	10,926	11,472
21 (I)	12	8114	Hydroelectric Power Plant Supervisor	72	11,775	12,364	12,982	13,631	0	0
2019	12	4358	Hydrographer I	61	8,552	8,980	9,429	9,900	10,395	0
2019	12	4353	Hydrographer II	65	9,438	9,910	10,406	10,926	11,472	0
2019	12	4360	Hydrographer III	69	10,416	10,937	11,484	12,058	12,661	0
21 (II)	12	2325	Information Services Supervisor	81	14,703	15,438	16,210	17,021	0	0
21 (II)	12	4900	Information Systems Administrator	73	12,072	12,676	13,310	13,975	0	0
21 (II)	12	4905	Information Systems Administrator II	77	13,326	13,992	14,692	15,427	0	0
MGR	NA	2321	Information Systems Division Manager	87	Min	15,187	Ctrl Pt	19,743	Max	23,034

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		Code	Class Title							
2019	12	5440	Information Systems Specialist I	49	6,358	6,676	7,010	7,360	7,728	0
2019	12	5438	Information Systems Specialist II	53	7,019	7,370	7,739	8,126	8,532	0
2019	12	5436	Information Systems Specialist III	57	7,748	8,135	8,542	8,969	9,417	0
2019	12	4897	Information Systems Support Analyst I	61	8,552	8,980	9,429	9,900	10,395	0
2019	12	4895	Information Systems Support Analyst II	70	10,678	11,212	11,773	12,362	12,980	0
2019	12	5264	Information Technology Engineer I	65	9,438	9,910	10,406	10,926	11,472	0
2019	12	5262	Information Technology Engineer II	69	10,416	10,937	11,484	12,058	12,661	0
2019	NA	5280	Information Technology Intern I	46	5,901	6,196	6,506	6,831	7,173	0
2019	NA	5282	Information Technology Intern II	53	7,019	7,370	7,739	8,126	8,532	0
21 (II)	12	2534	Instrument Maintenance Supervisor	74	12,374	12,993	13,643	14,325	0	0
21 (II)	12	8835	Instrument Supervisor	74	12,374	12,993	13,643	14,325	0	0
444	12	8838	Instrument Technician	66	0	0	10,157	10,665	11,198	11,758
444	12	8842	Instrument Worker I	53	0	0	7,370	7,739	8,126	8,532
444	12	8841	Instrument Worker II	57	0	0	8,135	8,542	8,969	9,417
444	12	8840	Instrument Worker III	61	0	0	8,980	9,429	9,900	10,395
21 (II)	12	5225	Internal Auditor	69	10,937	11,484	12,058	12,661	0	0
MGR	12	5230	Internal Auditor Supervisor	80	Min	12,776	Ctrl Pt	16,609	Max	19,378
444	6	7736	Janitor	44	0	0	5,900	6,195	6,505	6,830
444	6	7734	Janitor Foreman	52	0	0	7,189	7,548	7,925	8,321
21 (I)	12	7732	Janitor Supervisor	60	8,752	9,190	9,650	10,133	0	0
2019	12	4116	Junior Engineer	66	9,673	10,157	10,665	11,198	11,758	0
2019	12	4123	Junior Water Resources Specialist	66	9,673	10,157	10,665	11,198	11,758	0
21 (II)	12	4411	Laboratory Supervisor	79	13,997	14,697	15,432	16,204	0	0
2019	12	4426	Laboratory Technician I	51	6,676	7,010	7,360	7,728	8,114	0
2019	12	4423	Laboratory Technician II	57	7,748	8,135	8,542	8,969	9,417	0
2019	12	4420	Laboratory Technician III	64	9,208	9,668	10,151	10,659	11,192	0
21 (II)	12	4331	Land Surveyor Supervisor	80	14,348	15,065	15,818	16,609	0	0
NRP	NA	4699	Law Clerk	42	5,897	6,192	6,502	0	0	0
CNF	12	5638	Legal Secretary I	50	6,511	6,837	7,179	7,538	7,915	0
CNF	12	5636	Legal Secretary II	55	7,372	7,741	8,128	8,534	8,961	0
CNF	12	5637	Litigation Secretary	63	9,436	9,908	10,403	10,923	0	0
NRP	NA	8986	LT Spec. Employment Program Trainee	11	25.45	29.52	0	0	0	0
444	NA	8994	LT Technical Trades Apprentice	44A**	0	0	6,250	6,563	6,891	0
444	12	8642	Machining & Maintenance Worker I	53	0	0	7,370	7,739	8,126	8,532
444	12	8569	Machining & Maintenance Worker II	56	0	0	7,937	8,334	8,751	9,189
444	12	8529	Machining & Maintenance Worker III	59	0	0	8,545	8,972	9,421	9,892
444	12	8527	Maintenance Machinist	66	0	0	10,157	10,665	11,198	11,758
21 (I)	12	2563	Maintenance Shift Supervisor	69	10,937	11,484	12,058	12,661	0	0
444	12	8964	Maintenance Specialist I	52	0	0	7,189	7,548	7,925	8,321
444	12	8963	Maintenance Specialist II	56	0	0	7,937	8,334	8,751	9,189

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444	12	8962	Maintenance Specialist III	62	0	0	9,203	9,663	10,146	10,653
21 (II)	12	2581	Maintenance Superintendent	82	15,071	15,825	16,616	17,447	0	0
21 (II)	12	4810	Management Analyst I	65	9,910	10,406	10,926	11,472	0	0
21 (II)	12	4805	Management Analyst II	69	10,937	11,484	12,058	12,661	0	0
MGR	12	1554	Manager of Budget	83	Min	13,756	Ctrl Pt	17,883	Max	20,864
EXMPT	NA	1545	Manager of Distribution Maintenance & Construction	86	Min	14,813	Ctrl Pt	19,257	Max	22,467
O&A	NA	1590	Manager of Diversity and Inclusion	82	Min	13,421	Ctrl Pt	17,447	Max	20,355
MGR	12	4627	Manager of Employee & Organizational Development	82	Min	13,421	Ctrl Pt	17,447	Max	20,355
EXMPT	NA	4621	Manager of Employee Relations	82	Min	13,421	Ctrl Pt	17,447	Max	20,355
MGR	12	4634	Manager of Employee Services	82	Min	13,421	Ctrl Pt	17,447	Max	20,355
MGR	12	1702	Manager of Environmental Compliance	82	Min	13,421	Ctrl Pt	17,447	Max	20,355
EXMPT	NA	1546	Manager of Facilities Maintenance & Construction	86	Min	14,813	Ctrl Pt	19,257	Max	22,467
MGR	12	7336	Manager of Fisheries & Wildlife	80	Min	12,776	Ctrl Pt	16,609	Max	19,378
MGR	12	8520	Manager of Fleet & Construction Support	80	Min	12,776	Ctrl Pt	16,609	Max	19,378
MGR	12	1570	Manager of Laboratory and Technical Services	86	Min	14,813	Ctrl Pt	19,257	Max	22,467
NA	NA	1504	Manager of Maintenance & Construction/Water Operations	93	Min	17,615	Ctrl Pt	22,900	Max	26,717
EXMPT	NA	8577	Manager of Maintenance Support	86	Min	14,813	Ctrl Pt	19,257	Max	22,467
NA	NA	1568	Manager of Natural Resources	93	Min	17,615	Ctrl Pt	22,900	Max	26,717
MGR	12	1549	Manager of Operations & Maintenance Planning	83	Min	13,756	Ctrl Pt	17,883	Max	20,864
EXMPT	NA	1544	Manager of Pipeline Construction	86	Min	14,813	Ctrl Pt	19,257	Max	22,467
MGR	12	1700	Manager of Planning & Analysis for Water Quality	82	Min	13,421	Ctrl Pt	17,447	Max	20,355
EXMPT	NA	1555	Manager of Purchasing	86	Min	14,813	Ctrl Pt	19,257	Max	22,467
MGR	12	1551	Manager of Real Estate Services	84	Min	14,101	Ctrl Pt	18,331	Max	21,387
MGR	12	4622	Manager of Recruitment and Classification	82	Min	13,421	Ctrl Pt	17,447	Max	20,355
EXMPT	NA	1574	Manager of Regulatory Compliance	88	Min	15,568	Ctrl Pt	20,238	Max	23,612
MGR	12	4710	Manager of Risk Management	83	Min	13,756	Ctrl Pt	17,883	Max	20,864
EXMPT	NA	1540	Manager of Security & Emergency Preparedness	82	Min	13,421	Ctrl Pt	17,447	Max	20,355
MGR	12	1950	Manager of Wastewater Engineering	88	Min	15,568	Ctrl Pt	20,238	Max	23,612
MGR	12	1900	Manager of Wastewater Environmental Services	88	Min	15,568	Ctrl Pt	20,238	Max	23,612
MGR	12	2592	Manager of Wastewater Technical & Emerging Issues	84	Min	14,101	Ctrl Pt	18,331	Max	21,387
MGR	12	2591	Manager of Wastewater Treatment	88	Min	15,568	Ctrl Pt	20,238	Max	23,612
MGR	12	4752	Manager of Water Conservation	82	Min	13,421	Ctrl Pt	17,447	Max	20,355
MGR	12	1543	Manager of Water Quality	84	Min	14,101	Ctrl Pt	18,331	Max	21,387
MGR	12	4021	Manager of Water Supply Improvements	88	Min	15,568	Ctrl Pt	20,238	Max	23,612
EXMPT	NA	1542	Manager of Water Supply/Treatment/Distribution	88	Min	15,568	Ctrl Pt	20,238	Max	23,612
MGR	12	7330	Manager of Watershed & Recreation	80	Min	12,776	Ctrl Pt	16,609	Max	19,378
MGR	12	1701	Manager of Workplace Health & Safety	82	Min	13,421	Ctrl Pt	17,447	Max	20,355
21 (II)	12	8450	Material Storage Foreman	64	9,668	10,151	10,659	11,192	0	0
21 (II)	12	2527	Material Storage Supervisor	70	11,212	11,773	12,362	12,980	0	0
444	12	8453	Materials Specialist	57	0	0	8,135	8,542	8,969	9,417

Bargaining Unit	Probation Period*	Class		Salary Range	Salary					
		Code	Class Title		1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
21 (II)	12	4380	Materials Testing Supervisor	70	11,212	11,773	12,362	12,980	0	0
2019	12	4385	Materials Testing Technician I	54	7,194	7,554	7,932	8,329	8,745	0
2019	12	4383	Materials Testing Technician II	58	7,938	8,335	8,752	9,190	9,650	0
21 (II)	12	8232	Mechanical Supervisor	74	12,374	12,993	13,643	14,325	0	0
2019	6	5778	Messenger/Mail Clerk	45	5,759	6,047	6,349	6,666	6,999	0
444	12	8585	Meter Mechanic I	49	0	0	6,676	7,010	7,360	7,728
444	12	8583	Meter Mechanic II	57	0	0	8,135	8,542	8,969	9,417
444	6	5945	Meter Reader	52	6,521	6,847	7,189	7,548	7,925	8,321
444	6	8580	Meter Reader/Mechanic	54	0	0	7,554	7,932	8,329	8,745
444	12	8579	Meter Reader/Mechanic Foreman	64	0	0	9,668	10,151	10,659	11,192
21 (II)	12	8578	Meter Reading & Maintenance Supervisor	70	11,212	11,773	12,362	12,980	0	0
21 (II)	12	8581	Meter Repair & Testing Supervisor	72	11,775	12,364	12,982	13,631	0	0
2019	12	4507	Microbiologist I	64	9,208	9,668	10,151	10,659	11,192	0
2019	12	4505	Microbiologist II	68	10,165	10,673	11,207	11,767	12,355	0
2019	12	5268	Network Analyst I	57	7,748	8,135	8,542	8,969	9,417	0
2019	12	5267	Network Analyst II	65	9,438	9,910	10,406	10,926	11,472	0
2019	12	5266	Network Analyst III	71	10,940	11,487	12,061	12,664	13,297	0
2019	12	4684	New Business Coordinator I	60	8,335	8,752	9,190	9,650	10,133	0
2019	12	4683	New Business Coordinator II	64	9,208	9,668	10,151	10,659	11,192	0
CNF	6	5757	Office Assistant, General Manager's Office	57	7,748	8,135	8,542	8,969	9,417	0
444	12	8626	Painter	60	0	0	8,752	9,190	9,650	10,133
444	12	8621	Painter Foreman	67	0	0	10,409	10,929	11,475	12,049
444	12	8630	Painting Worker I	50	0	0	6,837	7,179	7,538	7,915
444	12	8629	Painting Worker II	54	0	0	7,554	7,932	8,329	8,745
444	12	8628	Painting Worker III	58	0	0	8,335	8,752	9,190	9,650
CNF	12	4696	Paralegal	63	9,436	9,908	10,403	10,923	0	0
21 (I)	12	8128	Pardee Water/Wastewater Supervisor	74	12,374	12,993	13,643	14,325	0	0
444	12	8255	Paving Crew Foreman	68	0	0	10,673	11,207	11,767	12,355
444	6	8973	Paving Raker A	56	0	0	7,937	8,334	8,751	9,189
444	6	8991	Paving Raker B	59	0	0	8,545	8,972	9,421	9,892
444	6	8995	Paving Raker C	60	0	0	8,752	9,190	9,650	10,133
444	12	8557	Pipeline Welder I	53	0	0	7,370	7,739	8,126	8,532
444	12	8555	Pipeline Welder II	57	0	0	8,135	8,542	8,969	9,417
444	12	8553	Pipeline Welder III	63	0	0	9,436	9,908	10,403	10,923
21 (I)	12	8551	Pipeline Welding Supervisor	70	11,212	11,773	12,362	12,980	0	0
21 (II)	12	2535	Plant Electrical Maintenance Supervisor	74	12,374	12,993	13,643	14,325	0	0
2019	12	4661	Plant Inspector	68	10,165	10,673	11,207	11,767	12,355	0
444	12	8540	Plant Maintenance Mechanic	64	0	0	9,668	10,151	10,659	11,192
21 (II)	12	8521	Plant Maintenance Superintendent	84	15,835	16,627	17,458	18,331	0	0
444	6	8544	Plant Maintenance Worker I	53	0	0	7,370	7,739	8,126	8,532

Bargaining Unit	Probation Period*	Class Code	Class Title	Salary Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
444	12	8546	Plant Maintenance Worker II	56	0	0	7,937	8,334	8,751	9,189
444	12	8542	Plant Maintenance Worker III	59	0	0	8,545	8,972	9,421	9,892
21 (II)	12	2537	Plant Mechanical Maintenance Supervisor	74	12,374	12,993	13,643	14,325	0	0
21 (II)	12	2539	Plant Structures Maintenance Supervisor	74	12,374	12,993	13,643	14,325	0	0
444	12	8125	Power Plant Mechanic/Operator	65	0.00	0.00	9,910	10,406	10,926	11,472
21 (I)	12	8112	Power Plant Supervisor	74	12,374	12,993	13,643	14,325	0	0
21 (I)	12	8260	Power, Treatment & Transmission Maintenance Supervisor	72	11,775	12,364	12,982	13,631	0	0
MGR	12	4800	Principal Management Analyst	77	Min	11,867	Ctrl Pt	15,427	Max	17,999
2019	12	8857	Printing Technician I	49	6,358	6,676	7,010	7,360	7,728	0
2019	12	8855	Printing Technician II	55	7,372	7,741	8,128	8,534	8,961	0
21 (I)	12	4700	Public Affairs Specialist	61	8,980	9,429	9,900	10,395	0	0
21 (II)	12	4705	Public Information Representative I	65	9,910	10,406	10,926	11,472	0	0
21 (II)	12	4703	Public Information Representative II	69	10,937	11,484	12,058	12,661	0	0
21 (II)	12	4706	Public Information Representative III	73	12,072	12,676	13,310	13,975	0	0
21 (II)	12	4660	Purchasing Contract Supervisor	74	12,374	12,993	13,643	14,325	0	0
21 (II)	12	4410	Quality Assurance Officer	76	13,002	13,652	14,335	15,052	0	0
21 (I)	12	7343	Ranger Supervisor	70	11,212	11,773	12,362	12,980	0	0
2019	12	7348	Ranger/Naturalist I	52	6,847	7,189	7,548	7,925	8,321	0
2019	12	7346	Ranger/Naturalist II	58	7,938	8,335	8,752	9,190	9,650	0
2019	12	4648	Real Estate Representative I	64	9,208	9,668	10,151	10,659	11,192	0
2019	12	4645	Real Estate Representative II	68	10,165	10,673	11,207	11,767	12,355	0
2019	12	4649	Real Estate Technician	59	8,138	8,545	8,972	9,421	9,892	0
2019	6	7350	Recreation Area Attendant	45	5,759	6,047	6,349	6,666	6,999	0
NRP	NA	5656	Relief Clerk	7	4,322	4,555	4,779	0	0	0
2019	12	4404	Research Chemist	70	10,678	11,212	11,773	12,362	12,980	0
2019	12	4503	Research Microbiologist	70	10,678	11,212	11,773	12,362	12,980	0
2019	12	4712	Risk Management Adjuster	62	8,765	9,203	9,663	10,146	10,653	0
21 (II)	12	4717	Risk Management Analyst	73	12,072	12,676	13,310	13,975	0	0
NA	NA	1401	Secretary Of The District	80	Min	12,776	Ctrl Pt	16,609	Max	19,378
2019	12	2578	Security & Emergency Preparedness Specialist	76	12,383	13,002	13,652	14,335	15,052	0
21 (I)	12	2550	Security Shift Supervisor	69	10,937	11,484	12,058	12,661	0	0
21 (II)	12	5240	Senior Accounting and Financial Systems Analyst	77	13,326	13,992	14,692	15,427	0	0
2019	6	5763	Senior Administrative Clerk	55	7,372	7,741	8,128	8,534	8,961	0
CNF	6	5781	Senior Administrative Clerk, Confidential	55	7,372	7,741	8,128	8,534	8,961	0
2019	12	4890	Senior Business Systems Analyst	73	11,497	12,072	12,676	13,310	13,975	0
2019	12	4408	Senior Chemist	73	11,497	12,072	12,676	13,310	13,975	0
21 (II)	12	4110	Senior Civil Engineer	82	15,071	15,825	16,616	17,447	0	0
EXMPT	NA	4707	Senior Community Affairs Representative	77	Min	11,867	Ctrl Pt	15,427	Max	17,999
2019	12	4357	Senior Construction Inspector	71	10,940	11,487	12,061	12,664	13,297	0
21 (II)	12	4106	Senior Control System Engineer	82	15,071	15,825	16,616	17,447	0	0



Bargaining Unit	Probation Period*	Class		Salary Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
		Code	Class Title							
21 (II)	12	4135	Senior Corrosion Control Engineer	82	15,071	15,825	16,616	17,447	0	0
444	12	8587	Senior Cross Connection Specialist	65	0	0	9,910	10,406	10,926	11,472
2019	6	5845	Senior Customer Services Representative	59	8,138	8,545	8,972	9,421	9,892	0
2019	6	5491	Senior Dispatch Center Representative	57	7,748	8,135	8,542	8,969	9,417	0
2019	12	4342	Senior Drafter	62	8,765	9,203	9,663	10,146	10,653	0
21 (II)	12	4150	Senior Electrical Engineer	82	15,071	15,825	16,616	17,447	0	0
2019	12	4362	Senior Engineering Designer	71	10,940	11,487	12,061	12,664	13,297	0
2019	12	4391	Senior Environmental Health & Safety Specialist	76	12,383	13,002	13,652	14,335	15,052	0
2019	6	5938	Senior Field Services Representative	61	8,552	8,980	9,429	9,900	10,395	0
2019	12	4314	Senior Geographic Information Systems Specialist	63	8,987	9,436	9,908	10,403	10,923	0
2019	12	4319	Senior Graphic Designer	62	8,765	9,203	9,663	10,146	10,653	0
CNF	12	4865	Senior HRIS Analyst	73	Min	10,750	Ctrl Pt	13,975	Max	16,305
CNF	12	4628	Senior Human Resources Analyst	73	Min	10,750	Ctrl Pt	13,975	Max	16,305
2019	12	5260	Senior Information Technology Engineer	76	12,383	13,002	13,652	14,335	15,052	0
CNF	12	5634	Senior Legal Secretary	63	9,436	9,908	10,403	10,923	0	0
444	12	8566	Senior Mechanic	67	0	0	10,409	10,929	11,475	12,049
21 (II)	12	4140	Senior Mechanical Engineer	82	15,071	15,825	16,616	17,447	0	0
2019	6	5775	Senior Messenger/Mail Clerk	49	6,358	6,676	7,010	7,360	7,728	0
2019	12	4504	Senior Microbiologist	73	11,497	12,072	12,676	13,310	13,975	0
2019	12	4678	Senior New Business Coordinator	68	10,165	10,673	11,207	11,767	12,355	0
2019	12	8853	Senior Printing Technician	59	8,138	8,545	8,972	9,421	9,892	0
EXMPT	NA	4701	Senior Public Information Representative	77	Min	11,867	Ctrl Pt	15,427	Max	17,999
2019	12	7345	Senior Ranger/Naturalist	62	8,765	9,203	9,663	10,146	10,653	0
2019	12	4643	Senior Real Estate Representative	74	11,785	12,374	12,993	13,643	14,325	0
2019	12	5248	Senior Software Engineer	75	12,076	12,680	13,314	13,980	14,679	0
21 (I)	12	2516	Senior Supervisor of Maintenance Shift Operations	76	13,002	13,652	14,335	15,052	0	0
2019	6	4399	Senior Wastewater Control Inspector	66	9,673	10,157	10,665	11,198	11,758	0
39	12	8136	Senior Water Distribution Operator	68	11,207	11,767	12,355	0	0	0
2019	6	4363	Senior Water System Inspector	66	9,673	10,157	10,665	11,198	11,758	0
39	12	8133	Senior Water Treatment Operator	68	11,207	11,767	12,355	0	0	0
2019	12	5247	Software Engineer I	61	8,552	8,980	9,429	9,900	10,395	0
2019	12	5245	Software Engineer II	67	9,913	10,409	10,929	11,475	12,049	0
O&A	NA	1316	Special Assistant I	78	Min	12,159	Ctrl Pt	15,807	Max	18,442
O&A	NA	1319	Special Assistant II	82	Min	13,421	Ctrl Pt	17,447	Max	20,355
O&A	NA	1322	Special Assistant III	86	Min	14,813	Ctrl Pt	19,257	Max	22,467
NA	NA	1324	Special Assistant IV	90	Min	16,355	Ctrl Pt	21,262	Max	24,806
O&A	NA	1327	Special Assistant V	94	Min	18,051	Ctrl Pt	23,466	Max	27,378
444	6	8456	Storekeeper I	48	0	0	6,512	6,838	7,180	7,539
444	6	8455	Storekeeper II	54	0	0	7,554	7,932	8,329	8,745
21 (II)	12	4657	Stores Supervisor	76	13,002	13,652	14,335	15,052	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
2019	NA	5300	Student Intern	46	5,901	6,196	6,506	6,831	7,173	0
21 (II)	12	2542	Superintendent of Aqueduct Section	82	15,071	15,825	16,616	17,447	0	0
21 (II)	12	2540	Superintendent of Pardee Section	82	15,071	15,825	16,616	17,447	0	0
21 (II)	12	2570	Superintendent of Water Treatment/Distribution/System Water Quality	82	15,071	15,825	16,616	17,447	0	0
21 (II)	12	4173	Supervising Administrative Engineer	80	14,348	15,065	15,818	16,609	0	0
21 (II)	12	4352	Supervising Construction Inspector	75	12,680	13,314	13,980	14,679	0	0
21 (II)	12	7337	Supervising Fisheries/Wildlife Biologist	73	12,072	12,676	13,310	13,975	0	0
21 (II)	12	4330	Supervising Hydrographer	71	11,487	12,061	12,664	13,297	0	0
CNF	12	5933	Supervising Legal Secretary	66	10,157	10,665	11,198	11,758	0	0
21 (II)	12	4351	Supervising Plant Inspector	75	12,680	13,314	13,980	14,679	0	0
21 (II)	12	4387	Supervising Wastewater Control Representative	75	12,680	13,314	13,980	14,679	0	0
21 (II)	12	4655	Supervisor of Purchasing	80	14,348	15,065	15,818	16,609	0	0
21 (II)	12	4743	Supervisor of Water Conservation	74	12,374	12,993	13,643	14,325	0	0
2019	12	4336	Survey Technician I	58	7,938	8,335	8,752	9,190	9,650	0
2019	12	4334	Survey Technician II	62	8,765	9,203	9,663	10,146	10,653	0
21 (II)	12	4671	Technical Training & Writing Administrator	73	12,072	12,676	13,310	13,975	0	0
21 (I)	12	4672	Technical Training Analyst	69	10,937	11,484	12,058	12,661	0	0
NRP	NA	8988	Temporary Worker	6	3,837	4,029	4,227	0	0	0
O&A	NA	4608	Treasury Manager	85	Min	14,452	Ctrl Pt	18,788	Max	21,920
444	12	8130	Treatment Plant Specialist	62	0	0	9,203	9,663	10,146	10,653
444	12	8334	Truck Driver II	57	0	0	8,135	8,542	8,969	9,417
NRP	NA	8333	Truck Driver II Trainee	49	7,010	7,360	7,728	0	0	0
444	6	8980	Utility Laborer	51	0	0	7,010	7,360	7,728	8,114
2019	6	4397	Wastewater Control Inspector I	58	7,938	8,335	8,752	9,190	9,650	0
2019	6	4394	Wastewater Control Inspector II	62	8,765	9,203	9,663	10,146	10,653	0
2019	12	4390	Wastewater Control Representative	66	9,673	10,157	10,665	11,198	11,758	0
21 (I)	12	2594	Wastewater Operations Coordinator	70	11,212	11,773	12,362	12,980	0	0
444	12	8141	Wastewater Plant Operator I	60	0	0	8,752	9,190	9,650	10,133
444	12	8140	Wastewater Plant Operator II	64	0	0	9,668	10,151	10,659	11,192
444	12	8143	Wastewater Plant Operator Trainee	56	0	0	7,937	8,334	8,751	9,189
21 (I)	12	2596	Wastewater Shift Supervisor	76	13,002	13,652	14,335	15,052	0	0
21 (II)	12	2593	Wastewater Treatment Superintendent	84	15,835	16,627	17,458	18,331	0	0
2019	12	4749	Water Conservation Representative	64	9,208	9,668	10,151	10,659	11,192	0
2019	12	4738	Water Conservation Technician	57	7,748	8,135	8,542	8,969	9,417	0
444	6	8220	Water Distribution Crew Foreman	68	0	0	10,673	11,207	11,767	12,355
39	12	8139	Water Distribution Operator	60	9,190	9,650	10,133	0	0	0
444	12	8971	Water Distribution Plumber I	51	0	0	7,010	7,360	7,728	8,114
444	12	8969	Water Distribution Plumber II	55	0	0	7,741	8,128	8,534	8,961
444	12	8970	Water Distribution Plumber III	59	0	0	8,545	8,972	9,421	9,892
444	12	8968	Water Distribution Plumber IV	63	0	0	9,436	9,908	10,403	10,923

Bargaining Unit	Probation Period*	Class Code	Class Title	Salary Range	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
21 (I)	12	8122	Water Distribution Supervisor	76	13,002	13,652	14,335	15,052	0	0
444	12	8142	Water Reclamation Operator	66	0	0	10,157	10,665	11,198	11,758
2019	6	4371	Water Sampler	53	7,019	7,370	7,739	8,126	8,532	0
2019	6	4367	Water System Inspector I	57	7,748	8,135	8,542	8,969	9,417	0
2019	6	4366	Water System Inspector II	62	8,765	9,203	9,663	10,146	10,653	0
39	12	8134	Water Treatment Operator	60	9,190	9,650	10,133	0	0	0
21 (I)	12	8124	Water Treatment Supervisor	76	13,002	13,652	14,335	15,052	0	0
39	12	8135	Water Treatment/Distribution Operator Trainee	52	7,548	7,925	8,321	0	0	0
NRP	NA	8982	Worker Trainee	5	3,100	3,445	3,830	0	0	0
MGR	12	4713	Workers' Compensation Manager & Risk Specialist	77	Min	11,867	Ctrl Pt	15,427	Max	17,999

**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