

DIABLO WATER DISTRICT
Employee Base Pay Schedule
Effective - 07/01/2019
(Based on 173.33 Hours Per Month)
(Clerk III Part-time is Based on 104 Hours Per Month)

<u>Class Title</u>	<u>Min. Monthly Amount</u>	<u>Max. Monthly Amount*</u>
Accounting Operations Manager	\$10,296.00	\$13,862.00
Administrative Analyst	\$7,594.00	\$11,148.00
Customer Service Clerk I	\$4,241.00	\$5,650.00
Customer Service Clerk II	\$5,556.00	\$6,779.00
Customer Service Clerk III	\$6,220.00	\$7,938.00
Customer Service Clerk III - Part-time	\$3,732.00	\$4,763.00
Water Distribution System Worker I	\$5,490.00	\$7,252.00
Water Distribution System Worker II	\$6,722.00	\$8,268.00
Water Distribution System Leadworker	\$7,018.00	\$9,372.00
General Manager	\$18,148.00	\$18,148.00
Manager of Maintenance & Construction	\$11,301.00	\$13,769.00
Manager of Water Operations	\$11,301.00	\$13,769.00
Senior Water System Operator	\$8,286.00	\$11,035.00

ABBREVIATIONS:
MIN = MINIMUM
MAX = MAXIMUM

* General Manager may give merit increases not to exceed 5% annually which will not result in a monthly salary in excess of the scheduled maximum. This applies to any employee except the General Manager.

Note: The Salary Ranges above were approved during the Adoption of our 19-20 Budget Process. See attached Appendix B.

**DIABLO WATER DISTRICT
SALARY SURVEY
Fiscal Year 2019/20**

Below are comparisons of salary ranges for positions at Diablo Water District (DWD) and similar positions at other agencies in the area for fiscal year 2018/19. Salary survey data collected is from publicly available sources and has been increased by 3.7% for a cost of living adjustment that is tied to the Bay Area Consumer Price Index increase for fiscal year 2019/20 of 3.7% (April to April).

It was also noted that some DWD positions are paid less than the median for the classification, so the salary ranges for these positions were adjusted. While this increases the salary range it does not equal a pay raise. Pay raises are merit based and subject to the performance review process. Not all positions were brought up to median and will require longer term planning.

DWD employees contribute 100% of their employee portion of the California Public Employees Retirement System (CalPERS) obligation. Employees that entered the CalPERS system prior to January 1, 2013 (classic members), contribute 8% of their gross pay towards the CalPERS and those hired after January 1, 2013 (new members), contribute 6.5%. DWD's CalPERS retirement benefit for classic members is 2.5% @ 55, and 2% @ 62 for new members.

Salary ranges listed will be effective July 1, 2019.

Acronyms

CCWD	Contra Costa Water District
DDSD	Delta Diablo Sanitation District (Antioch)
DWD	Diablo Water District
EBMUD	East Bay Municipal Utility District
GM	General Manager
ISD	Ironhouse Sanitary District
Rep.	Representative
Supt.	Superintendent

<u>Customer Service Clerk III</u>	Monthly Minimum	Monthly Maximum	FY 2019/20 Range	
CCWD, Senior Customer Service Rep	7,307	8,880		
DDSD, Accounting Technician	6,719	8,603		
Brentwood, Accounting Specialist	6,549	7,960		
Pittsburg, Accountant II	6,546	7,956		
Current Diablo Water District	6,220	7,938	6220	7938
ISD, Administrative Technician II	6,507	7,910		
EBMUD, Customer Service Rep III	6,267	7,617		

Median Salary Range 6,546 7,956
DWD Salary Above or (Below) Median 0% 0%

<u>Customer Service Clerk II</u>	Monthly Minimum	Monthly Maximum	FY 2019/20 Range	
DDSD, Account Clerk II	6108	8009		
ISD, Administrative Technician	5929	7185		
CCWD, Account Clerk III	5880	7147		
Pittsburg, Accountant I	5848	7108		
EBMUD, Customer Service Rep II	5672	6896		
Current Diablo Water District	5447	6646	5556	6779
Brentwood, Accounting Assistant II	4955	6023		

Median Salary Range 5,848 7,108
DWD Salary Above or (Below) Median -7% -5%

<u>Customer Service Clerk I</u>	Monthly Minimum	Monthly Maximum	FY 2019/20 Range	
DDSD, Account Clerk I	5,552	7,281		
CCWD, Customer Service Rep	5,446	6,620		
EBMUD, Customer Service Rep I	4,659	5,664		
Current Diablo Water District	4,199	5,594	4241	5650
Brentwood, Accounting Assistant I	4,494	5,463		
Pittsburg, Account Clerk	4,424	5,377		

Median Salary Range 4,577 5,629
DWD Salary Above or (Below) Median -1% 0%

<u>Accounting Operations Manager</u>	Monthly Minimum	Monthly Maximum	FY 2019/20 Range	
CCWD, Finance Director	16071	19535		
EBMUD, Controller	12909	18646		
Brentwood, Assistant Director of Finance	13079	15897		
ISD, Assistant General Manager	12876	15651		
DDSD, Finance Manager	11244	14043		
Current Diablo Water District	9806	13202	10296	13862
Pittsburg, Assistant Director of Finance	10825	13156		

Median Salary Range 12,876 15,651
DWD Salary Above or (Below) Median -19% -13%

<u>Administrative Analyst</u>	Monthly Minimum	Monthly Maximum	FY 2019/20 Range	
EBMUD, Principal Management Analyst	10088	14569		
Pittsburg, Development Manager	10652	12948		
Brentwood, Senior Analyst	9530	11584		
CCWD, Senior Admin Analyst	9180	11159		
Current Diablo Water District	7519	11038	7594	11148
DDSD, Program Analyst	7797	10225		
ISD, Office Administrator	8285	10070		

Median Salary Range 9,180 11,159
DWD Salary Above or (Below) Median -1% 0%

<u>Manager of Maintenance & Construction</u>	Monthly Minimum	Monthly Maximum	FY 2019/20 Range	
DDSD, Operations Manager	12322	15388		
CCWD, Water Treatment Superintendent	12422	15101		
EBMUD, Construction / Maintenance Supt.	12811	14831		
Brentwood, Deputy Director Public Works	11900	14463		
Current Diablo Water District	11079	13499	11301	13769
Pittsburg, Assistant Director or Public Works	11609	13156		
ISD, Collection System Superintendent	10596	12880		

Median Salary Range 11,900 14,463
DWD Salary Above or (Below) Median -7% -5%

<u>Manager of Water Operations</u>	Monthly Minimum	Monthly Maximum	FY 2019/20 Range	
DDSD, Operations Manager	12322	15388		
CCWD, Water Treatment Superintendent	12422	15101		
EBMUD, Superintendent of Water Treatment	12811	14831		
Brentwood, Deputy Director Public Works	11900	14463		
Current Diablo Water District	11079	13499	11301	13769
Pittsburg, Assistant Director or Public Works	11609	13156		
ISD, Collection System Superintendent	10596	12880		

Median Salary Range 11,900 14,463
DWD Salary Above or (Below) Median -7% -5%

<u>Senior Water System Operator</u>	Monthly Minimum	Monthly Maximum	FY 2019/20 Range	
EBMUD, Water Distribution Supervisor	11412	13155		
CCWD, Water Plant Operator IV/V	9222	11667		
DDSD, Senior Operator	8876	11525		
Pittsburg, Water Plant Supervisor	9440	11398		
Current Diablo Water District	8124	10,819	8286	11035
ISD, Collections System Supervisor	8684	10478		
Brentwood, Water Distribution Supervisor	8649	10435		

Median Salary Range 8,876 11,398
DWD Salary Above or (Below) Median -5% -3%

<u>Water Distribution System Lead Worker</u>	Monthly Minimum	Monthly Maximum	FY 2019/20 Range	
EBMUD, Senior Water Distribution Operator	9888	10864		
DDSD, Collection System Worker III	8233	10684		
Pittsburg, Water Maintenance Technician II	8812	10633		
CCWD, Water Plant Operator III	8413	10148		
Current Diablo Water District	6880	9188	7018	9372
ISD, Collections System Operator III	7396	8912		
Brentwood, Senior Distribution Worker	7373	8884		

Median Salary Range 8,233 10,148
DWD Salary Above or (Below) Median -10% -8%

<u>Water Distribution System Worker II</u>	Monthly Minimum	Monthly Maximum	FY 2019/20 Range	
DDSD, Collection System Worker II	7518	9746		
CCWD, Senior Distribution System Operator	8000	9646		
Pittsburg, Water Maintenance Technician I	7661	9236		
EBMUD, Water Distribution System Operator	8174	8975		
ISD, Collections System Operator II	6757	8135		
Current Diablo Water District	6590	8106	6722	8268
Brentwood, Distribution System Worker II	6,721	8,092		

Median Salary Range 7,518 8,975
 DWD Salary Above or (Below) Median -10% -9%

<u>Water Distribution System Worker I</u>	Monthly Minimum	Monthly Maximum	FY 2019/20 Range	
DDSD, Collections System Worker I	6867	8892		
CCWD, Distribution System Operator	7305	8802		
EBMUD, Water Distribution Trainee	6776	7433		
ISD, Collection System Operator I	6175	7428		
Brentwood, Distribution System Worker I	6130	7373		
Current Diablo Water District	5,382	7,110	5490	7252
Pittsburg, Maintenance Worker I/II	4662	6413		

Median Salary Range 6,175 7,428
 DWD Salary Above or (Below) Median -4% -2%

<u>General Manager</u>	Monthly Salary (including lump sum and retirement contributions)	FY 2019/20 (Cost of Living Adjustment of 3.7%)
CCWD, General Manager (2018)	27,561	
DDSD, General Manager (2018)	26,424	
DWD, General Manager (retired 2018)	22,349	
CCWD, Assistant General Manager (2018)	23,305	
EBMUD, Director of Engineering (2017)	21,106	
BBID, General Manager (2017)	20,090	
ISD, General Manager (2018)	20,855	
DWD, Current General Manager	17,500	18,148

DIABLO WATER DISTRICT
Employee Base Pay Schedule
Effective - 01/01/2019
(Based on 173.33 Hours Per Month)
(Clerk III Part-time is Based on 104 Hours Per Month)

<u>Class Title</u>	<u>Min. Monthly Amount</u>	<u>Max. Monthly Amount*</u>
Accounting Operations Manager	\$9,455.52	\$12,731.44
Administrative Analyst	\$7,251.33	\$10,644.03
Customer Service Clerk I	\$4,048.79	\$5,393.86
Customer Service Clerk II	\$5,252.51	\$6,408.53
Customer Service Clerk III	\$5,745.69	\$7,654.77
Customer Service Clerk III - Part-time	\$3,447.95	\$4,592.90
Distribution System Worker I	\$5,189.96	\$6,855.72
Distribution System Worker II	\$6,355.14	\$7,816.66
Distribution System Leadworker	\$6,635.23	\$8,860.28
General Manager	\$17,499.92	\$17,499.92
Manager of Maintenance & Construction	\$10,683.73	\$13,017.08
Manager of Water Operations	\$10,683.73	\$13,017.08
Senior Water System Operator	\$7,833.77	\$10,433.43

ABBREVIATIONS:
MIN = MINIMUM
MAX = MAXIMUM

* General Manager may give merit increases not to exceed 5% annually which will not result in a monthly salary in excess of the scheduled maximum. This applies to any employee except the General Manager.

Note: This schedule was adopted by the Board of Directors on December 19, 2018

DIABLO WATER DISTRICT
Employee Base Pay Schedule
Effective - 12/01/2018
(Based on 173.33 Hours Per Month)
(Clerk III Part-time is Based on 104 Hours Per Month)

<u>Class Title</u>	<u>Min. Monthly Amount</u>	<u>Max. Monthly Amount*</u>
Accounting Operations Manager	\$9,455.52	\$12,731.44
Administrative Analyst	\$7,251.33	\$10,644.03
Assistant General Manager	\$17,500.00	\$17,500.00
Customer Service Clerk I	\$4,048.79	\$5,393.86
Customer Service Clerk II	\$5,252.51	\$6,408.53
Customer Service Clerk III	\$5,745.69	\$7,654.77
Customer Service Clerk III - Part-time	\$3,447.95	\$4,592.90
Distribution System Worker I	\$5,189.96	\$6,855.72
Distribution System Worker II	\$6,355.14	\$7,816.66
Distribution System Leadworker	\$6,635.23	\$8,860.28
General Manager	\$22,344.84	\$22,344.84
Manager of Maintenance & Construction	\$10,683.73	\$13,017.08
Manager of Water Operations	\$10,683.73	\$13,017.08
Senior Water System Operator	\$7,833.77	\$10,433.43

ABBREVIATIONS:
MIN = MINIMUM
MAX = MAXIMUM

* General Manager may give merit increases not to exceed 5% annually which will not result in a monthly salary in excess of the scheduled maximum. This applies to any employee except the General Manager.

Note: This schedule was adopted by the Board of Directors on November 28, 2018

DIABLO WATER DISTRICT
Employee Base Pay Schedule
Effective - 07/01/2018
(Based on 173.33 Hours Per Month)
(Clerk III Part-time is Based on 104 Hours Per Month)

<u>Class Title</u>	<u>Min. Monthly Amount</u>	<u>Max. Monthly Amount*</u>
Accounting Operations Manager	\$9,455.52	\$12,731.44
Administrative Analyst	\$7,251.33	\$10,644.03
Customer Service Clerk I	\$4,048.79	\$5,393.86
Customer Service Clerk II	\$5,252.51	\$6,408.53
Customer Service Clerk III	\$5,745.69	\$7,654.77
Customer Service Clerk III - Part-time	\$3,447.95	\$4,592.90
Distribution System Worker I	\$5,189.96	\$6,855.72
Distribution System Worker II	\$6,355.14	\$7,816.66
Distribution System Leadworker	\$6,635.23	\$8,860.28
General Manager	\$22,344.84	\$22,344.84
Manager of Maintenance & Construction	\$10,683.73	\$13,017.08
Manager of Water Operations	\$10,683.73	\$13,017.08
Senior Water System Operator	\$7,833.77	\$10,433.43

ABBREVIATIONS:
MIN = MINIMUM
MAX = MAXIMUM

* General Manager may give merit increases not to exceed 5% annually which will not result in a monthly salary in excess of the scheduled maximum. This applies to any employee except the General Manager.

Note: This schedule was adopted by the Board of Directors on June 20, 2018

DIABLO WATER DISTRICT

Employee Base Pay Schedule

Effective - 07/01/2017

(Based on 173.33 Hours Per Month)

<u>Class Title</u>	<u>Min. Monthly Amount</u>	<u>Max. Monthly Amount*</u>
Accounting Operations Manager	\$8,700.73	\$11,715.13
Administrative Analyst	\$6,749.63	\$9,907.60
Customer Service Clerk I	\$3,873.14	\$5,159.74
Customer Service Clerk II	\$4,889.10	\$5,964.99
Customer Service Clerk III	\$5,474.74	\$7,293.74
Distribution System Worker I	\$5,014.45	\$6,623.81
Distribution System Worker II	\$6,140.23	\$7,552.18
Distribution System Leadworker	\$6,410.85	\$8,560.44
General Manager	\$21,589.12	\$21,589.12
Manager of Maintenance & Construction	\$10,220.24	\$12,452.37
Manager of Water Operations	\$10,220.24	\$12,452.37
Senior Water System Operator	\$7,420.45	\$9,882.91

ABBREVIATIONS:

MIN = MINIMUM

MAX = MAXIMUM

* General Manager may give merit increases not to exceed 5% annually which will not result in a monthly salary in excess of the scheduled maximum. This applies to any employee except the General Manager.

Note: This schedule was adopted by the Board of Directors on June 28, 2017

DIABLO WATER DISTRICT

Employee Base Pay Schedule

Effective - 07/01/2016

(Based on 173.33 Hours Per Month)

<u>Class Title</u>	<u>Min. Monthly Amount</u>	<u>Max. Monthly Amount*</u>
Accounting Operations Manager	\$8,208.24	\$11,052.01
Administrative Analyst	\$6,220.86	\$9,131.43
Customer Service Clerk I	\$3,742.16	\$4,985.26
Customer Service Clerk II	\$4,723.77	\$5,763.27
Customer Service Clerk III	\$5,289.60	\$7,047.09
Distribution System Worker I	\$4,844.88	\$6,399.82
Distribution System Worker II	\$5,932.59	\$7,296.79
Distribution System Leadworker	\$6,194.06	\$8,270.96
General Manager	\$20,859.05	\$20,859.05
Manager of Maintenance & Construction	\$9,705.83	\$11,825.61
Manager of Water Operations	\$9,705.83	\$11,825.61
Senior Water System Operator	\$7,169.52	\$9,548.70

ABBREVIATIONS:

MIN = MINIMUM

MAX = MAXIMUM

* General Manager may give merit increases not to exceed 5% annually which will not result in a monthly salary in excess of the scheduled maximum. This applies to any employee except the General Manager.

Note: This schedule was adopted by the Board of Directors on June 22, 2016

DIABLO WATER DISTRICT

Employee Base Pay Schedule

Effective - 07/01/2015

(Based on 173.33 Hours Per Month)

<u>Class Title</u>	<u>Min. Monthly Amount</u>	<u>Max. Monthly Amount*</u>
Accounting Operations Manager	\$7,635.57	\$10,280.94
Administrative Analyst	\$6,069.13	\$8,908.71
Customer Service Clerk I	\$3,650.89	\$4,863.67
Customer Service Clerk II	\$4,608.56	\$5,622.70
Customer Service Clerk III	\$5,160.59	\$6,875.21
Distribution System Worker I	\$4,726.71	\$6,243.73
Distribution System Worker II	\$5,787.89	\$7,118.82
Distribution System Leadworker	\$6,042.99	\$8,069.17
General Manager	\$20,350.16	\$20,350.16
Manager of Maintenance & Construction	\$9,469.10	\$11,537.10
Manager of Water Operations	\$9,469.10	\$11,537.10
Senior Water System Operator	\$6,795.75	\$9,050.90

ABBREVIATIONS:

MIN = MINIMUM

MAX = MAXIMUM

* General Manager may give merit increases not to exceed 5% annually which will not result in a monthly salary in excess of the scheduled maximum. This applies to any employee except the General Manager.

Note: This schedule was adopted by the Board of Directors on June 24, 2015.

DIABLO WATER DISTRICT

Employee Base Pay Schedule

Effective - 07/01/2014

(Based on 173.33 Hours Per Month)

<u>Class Title</u>	<u>Min. Monthly Amount</u>	<u>Max. Monthly Amount*</u>
Accounting Operations Manager	\$7,136.05	\$9,608.35
Administrative Analyst	\$5,950.13	\$8,734.03
Customer Service Clerk I	\$3,579.30	\$4,768.30
Customer Service Clerk II	\$4,518.20	\$5,512.45
Customer Service Clerk III	\$5,059.40	\$6,740.40
Distribution System Worker I	\$4,634.03	\$6,121.30
Distribution System Worker II	\$5,674.40	\$6,979.23
Distribution System Leadworker	\$5,924.50	\$7,910.95
General Manager	\$19,950.98	\$19,950.98
Manager of Maintenance & Construction	\$9,283.43	\$11,310.88
Manager of Water Operations	\$9,283.43	\$11,310.88
Senior Water System Operator	\$6,662.50	\$8,873.43

ABBREVIATIONS:

MIN = MINIMUM

MAX = MAXIMUM

* General Manager may give merit increases not to exceed 5% annually which will not result in a monthly salary in excess of the scheduled maximum. This applies to any employee except the General Manager.

Note: This schedule was adopted by the Board of Directors on June 18, 2014.

DIABLO WATER DISTRICT

Employee Base Pay Schedule

Effective - 07/01/2013

(Based on 173.33 Hours Per Month)

<u>Class Title</u>	<u>Min. Monthly Amount</u>	<u>Max. Monthly Amount*</u>
Accounting Operations Manager	\$6,329.14	\$8,521.60
Administrative Analyst	\$5,805.47	\$8,521.60
Customer Service Clerk I	\$3,491.91	\$4,652.00
Customer Service Clerk II	\$4,198.05	\$5,121.90
Customer Service Clerk III	\$4,613.35	\$6,145.76
Distribution System Worker I	\$4,520.97	\$5,971.91
Distribution System Worker II	\$5,322.62	\$6,548.06
Distribution System Leadworker	\$5,505.13	\$7,350.75
General Manager	\$19,464.27	\$19,464.27
Manager of Maintenance & Construction	\$8,625.59	\$10,510.04
Manager of Water Operations	\$8,625.59	\$10,510.04
Senior Water System Operator	\$6,189.79	\$8,244.62

ABBREVIATIONS:

MIN = MINIMUM

MAX = MAXIMUM

* General Manager may give merit increases not to exceed 5% annually which will not result in a monthly salary in excess of the scheduled maximum. This applies to any employee except the General Manager.

Note: This schedule was adopted by the Board of Directors on June 26, 2013.