

**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

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**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		
<b>Current Diablo Water District</b>	<b>6,220</b>	<b>7,938</b>	<b>6220</b>	<b>7938</b>
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		
<b>Current Diablo Water District</b>	<b>5447</b>	<b>6646</b>	<b>5556</b>	<b>6779</b>
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		
<b>Current Diablo Water District</b>	<b>4,199</b>	<b>5,594</b>	<b>4241</b>	<b>5650</b>
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		
<b>Current Diablo Water District</b>	<b>9806</b>	<b>13202</b>	<b>10296</b>	<b>13862</b>
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		
<b>Current Diablo Water District</b>	<b>7519</b>	<b>11038</b>	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 &amp; 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		
<b>Current Diablo Water District</b>	<b>11079</b>	<b>13499</b>	<b>11301</b>	<b>13769</b>
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		
<b>Current Diablo Water District</b>	<b>11079</b>	<b>13499</b>	<b>11301</b>	<b>13769</b>
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		
<b>Current Diablo Water District</b>	<b>8124</b>	<b>10,819</b>	<b>8286</b>	<b>11035</b>
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		
<b>Current Diablo Water District</b>	<b>6880</b>	<b>9188</b>	<b>7018</b>	<b>9372</b>
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><b>Water Distribution System Worker II</b></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		
<b>Current Diablo Water District</b>	<b>6590</b>	<b>8106</b>	<b>6722</b>	<b>8268</b>
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><b>Water Distribution System Worker I</b></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		
<b>Current Diablo Water District</b>	<b>5,382</b>	<b>7,110</b>	<b>5490</b>	<b>7252</b>
Pittsburg, Maintenance Worker I/II	4662	6413		

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

<u><b>General Manager</b></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	
<b>DWD, Current General Manager</b>	<b>17,500</b>	<b>18,148</b>