



DIABLO WATER DISTRICT

Employee Compensation Schedule

Effective - 01/01/2024

<u>Hourly</u>						
<u>Job Title/Classification</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Accounting Analyst	\$ 52.72	\$ 55.36	\$ 58.12	\$ 61.03	\$ 64.08	\$ 67.29
Administrative Assistant	\$ 27.51	\$ 28.89	\$ 30.33	\$ 31.85	\$ 33.44	\$ 35.11
District & Community Relations Manager	\$ 63.29	\$ 66.45	\$ 69.78	\$ 73.27	\$ 76.93	\$ 80.78
Field Services Technician	\$ 35.05	\$ 36.80	\$ 38.64	\$ 40.57	\$ 42.60	\$ 44.73
Finance & Accounting Manager	\$ 84.39	\$ 88.61	\$ 93.04	\$ 97.69	\$ 102.58	\$ 107.71
Forward Planning - Program Analyst	\$ 52.72	\$ 55.36	\$ 58.12	\$ 61.03	\$ 64.08	\$ 67.29
Forward Planning Manager	\$ 63.29	\$ 66.45	\$ 69.78	\$ 73.27	\$ 76.93	\$ 80.78
General Manager*	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 138.03
Human Resources - Program Analyst	\$ 52.72	\$ 55.36	\$ 58.12	\$ 61.03	\$ 64.08	\$ 67.29
Manager of Maintenance & Construction	\$ 77.69	\$ 81.57	\$ 85.65	\$ 89.94	\$ 94.43	\$ 99.16
Manager of Water Operations	\$ 77.69	\$ 81.57	\$ 85.65	\$ 89.94	\$ 94.43	\$ 99.16
Program Analyst	\$ 52.72	\$ 55.36	\$ 58.12	\$ 61.03	\$ 64.08	\$ 67.29
Program Analyst - (Part-time)	\$ 52.72	\$ 55.36	\$ 58.12	\$ 61.03	\$ 64.08	\$ 67.29
Senior Water System Operator	\$ 60.42	\$ 63.44	\$ 66.61	\$ 69.94	\$ 73.44	\$ 77.11
Strategic Initiatives Project Manager	\$ 63.29	\$ 66.45	\$ 69.78	\$ 73.27	\$ 76.93	\$ 80.78
Utility Billing Representative	\$ 36.38	\$ 38.20	\$ 40.11	\$ 42.11	\$ 44.22	\$ 46.43
Utility Billing Senior Representative	\$ 42.11	\$ 44.22	\$ 46.43	\$ 48.75	\$ 51.18	\$ 53.74
Utility Billing Analyst	\$ 52.72	\$ 55.36	\$ 58.12	\$ 61.03	\$ 64.08	\$ 67.29
Water Conservation Analyst	\$ 52.72	\$ 55.36	\$ 58.12	\$ 61.03	\$ 64.08	\$ 67.29
Water Distribution System Worker I	\$ 38.96	\$ 40.91	\$ 42.95	\$ 45.10	\$ 47.36	\$ 49.72
Water Distribution System Worker II	\$ 47.36	\$ 49.72	\$ 52.21	\$ 54.82	\$ 57.56	\$ 60.43
Water Distribution System Leadworker	\$ 54.82	\$ 57.56	\$ 60.43	\$ 63.45	\$ 66.62	\$ 69.96

*General Manager is contracted at \$23,925 per month

Merit and promotion increases are subject to District Regulation 129. This applies to any employee except the General Manager.

Notes: The Compensation Ranges above were approved during the Adoption of our 23-24 Budget Process.

The District converted from a monthly pay schedule to an hourly pay schedule which was adopted by the Board of Directors on 12/13/2023.