



# DIABLO WATER DISTRICT

## Employee Compensation Schedule

Effective - 06/27/2025

Job Title/Classification	Hourly						FTE**
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
General Manager*	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	1
Administrative Technician	\$ 44.91	\$ 47.16	\$ 49.52	\$ 52.00	\$ 54.60	\$ 57.33	1
Utility Billing Representative	\$ 38.79	\$ 40.73	\$ 42.77	\$ 44.91	\$ 47.16	\$ 49.52	2
Senior Utility Billing Representative	\$ 44.91	\$ 47.16	\$ 49.52	\$ 52.00	\$ 54.60	\$ 57.33	2
Utility Billing Analyst	\$ 52.00	\$ 54.60	\$ 57.33	\$ 60.20	\$ 63.21	\$ 66.37	0
Accounting Analyst - Confidential	\$ 57.62	\$ 60.50	\$ 63.53	\$ 66.71	\$ 70.05	\$ 73.55	1
Finance & Accounting Manager (E)	\$ 92.37	\$ 96.99	\$ 101.84	\$ 106.93	\$ 112.28	\$ 117.89	1
Forward Planning Analyst	\$ 56.21	\$ 59.02	\$ 61.97	\$ 65.07	\$ 68.32	\$ 71.74	2
Senior Forward Planning Analyst	\$ 65.07	\$ 68.32	\$ 71.74	\$ 75.33	\$ 79.10	\$ 83.06	0
Forward Planning Manager (E)	\$ 73.30	\$ 76.96	\$ 80.81	\$ 84.85	\$ 89.09	\$ 93.54	1
Human Resources Analyst - Confidential	\$ 59.02	\$ 61.97	\$ 65.07	\$ 68.32	\$ 71.74	\$ 75.33	0
Human Resources Manager (E)	\$ 73.30	\$ 76.96	\$ 80.81	\$ 84.85	\$ 89.09	\$ 93.54	1
Strategic Initiatives Project Manager (E)	\$ 73.30	\$ 76.96	\$ 80.81	\$ 84.85	\$ 89.09	\$ 93.54	1
Water Efficiency Specialist	\$ 50.98	\$ 53.53	\$ 56.21	\$ 59.02	\$ 61.97	\$ 65.07	0
Senior Water Efficiency Specialist	\$ 59.02	\$ 61.97	\$ 65.07	\$ 68.32	\$ 71.74	\$ 75.33	0
Public Relations Specialist	\$ 49.78	\$ 52.27	\$ 54.88	\$ 57.62	\$ 60.50	\$ 63.53	1
Senior Public Relations Specialist	\$ 57.62	\$ 60.50	\$ 63.53	\$ 66.71	\$ 70.05	\$ 73.55	0
District & Community Relations Manager (E)	\$ 73.30	\$ 76.96	\$ 80.81	\$ 84.85	\$ 89.09	\$ 93.54	1
Water System Trainee	\$ 37.68	\$ 39.56	\$ 41.54	\$ 43.62	\$ 45.80	\$ 48.09	0
Water System Worker I	\$ 43.62	\$ 45.80	\$ 48.09	\$ 50.49	\$ 53.02	\$ 55.67	3
Water System Worker II	\$ 50.49	\$ 53.02	\$ 55.67	\$ 58.45	\$ 61.37	\$ 64.44	5
Maintenance & Construction Leadworker	\$ 58.45	\$ 61.37	\$ 64.44	\$ 67.67	\$ 71.05	\$ 74.60	1
Water Operations Leadworker	\$ 58.45	\$ 61.37	\$ 64.44	\$ 67.67	\$ 71.05	\$ 74.60	1
Maintenance & Construction Supervisor	\$ 67.67	\$ 71.05	\$ 74.60	\$ 78.33	\$ 82.25	\$ 86.36	1
Water Operations Supervisor	\$ 67.67	\$ 71.05	\$ 74.60	\$ 78.33	\$ 82.25	\$ 86.36	0
Maintenance & Construction Manager (E)	\$ 92.37	\$ 96.99	\$ 101.84	\$ 106.93	\$ 112.28	\$ 117.89	1
Water Operations Manager (E)	\$ 92.37	\$ 96.99	\$ 101.84	\$ 106.93	\$ 112.28	\$ 117.89	1

Total: 28

\*General Manager is contracted at \$26,142.29 per month

\*\*FTE = Number of full-time employees budgeted by classification

(E) = Exempt Status

Position allocation may be adjusted at the General Manager's discretion to meet operational needs, but the total number of FTEs will remain as budgeted.

Merit and promotion increases, except for the General Manager, are subject to District Regulation 129.

The compensation ranges above were approved during the adoption of the FY 2025/26 Budget.