

Includes Board approved salary changes affecting Local 21, Local 39, Local 444, Local 2019 and non-rep classes effective 4/28/08.

## EBMUD

### ALPHABETICAL SALARY SCHEDULE

Effective April 28, 2008

Bargaining Unit	Class Code	Class Title	Salary	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
219	5256	Account Clerk II	49	3,926	4,122	4,328	4,544	4,771	0
219	5255	Account Clerk III	53	4,334	4,551	4,779	5,018	5,269	0
219	5228	Accountant I	60	5,149	5,406	5,676	5,960	6,258	0
219	5223	Accountant II	64	5,686	5,970	6,269	6,582	6,911	0
219	5218	Accountant III	68	6,276	6,590	6,920	7,266	7,629	0
219	5242	Accounting and Financial Systems Analyst	73	7,099	7,454	7,827	8,218	8,629	0
21	5210	Accounting Systems Supervisor	77	8,229	8,640	9,072	9,526	0	0
219	5259	Accounting Technician	57	4,783	5,022	5,273	5,537	5,814	0
CNF	2233	Administrative Assistant	63	5,825	6,116	6,422	6,743	0	0
219	5770	Administrative Clerk	49	3,926	4,122	4,328	4,544	4,771	0
CNF	5762	Administrative Clerk, Confidential	49	3,926	4,122	4,328	4,544	4,771	0
219	5646	Administrative Secretary I	51	4,122	4,328	4,544	4,771	5,010	0
219	5645	Administrative Secretary II	55	4,551	4,779	5,018	5,269	5,532	0
CNF	5759	Administrative Secretary II, Confidential	55	4,551	4,779	5,018	5,269	5,532	0
21	2332	Administrative Services Supervisor	61	5,544	5,821	6,112	6,418	0	0
21	2330	Administrative Services Supervisor II	65	6,120	6,426	6,747	7,084	0	0
O&A	1590	Affirmative Action Officer	77	Min	7,328	Ctrl Pt	9,526	Max	10,584
219	4167	Assistant Capital Projects Coordinator	72	6,924	7,270	7,634	8,016	8,417	0
21	2515	Assistant Const/Maint Superintendent	76	8,029	8,430	8,851	9,294	0	0
219	4136	Assistant Corrosion Control Specialist	72	6,924	7,270	7,634	8,016	8,417	0
219	4114	Assistant Engineer	72	6,924	7,270	7,634	8,016	8,417	0
O&A	4685	Assistant General Counsel	91	Min	10,354	Ctrl Pt	13,460	Max	14,956
219	4821	Assistant Planner	64	5,686	5,970	6,269	6,582	6,911	0
21	2543	Assistant Superintendent, Aqueduct/Pardee	76	8,029	8,430	8,851	9,294	0	0
21	2572	Assistant Superintendent, Water Trtmt/Dist	76	8,029	8,430	8,851	9,294	0	0
21	4332	Assistant Surveying Supervisor	74	7,642	8,024	8,425	8,846	0	0
NA	5642	Assistant To The General Manager	70	Min	6,165	Ctrl Pt	8,015	Max	8,905
21	2598	Assistant Wastewater Shift Supervisor	70	6,924	7,270	7,633	8,015	0	0
219	4125	Assistant Water Resources Specialist	72	6,924	7,270	7,634	8,016	8,417	0
219	4165	Associate Architect	76	7,647	8,029	8,430	8,851	9,294	0
219	4112	Associate Civil Engineer	76	7,647	8,029	8,430	8,851	9,294	0
219	4108	Associate Control System Engineer	76	7,647	8,029	8,430	8,851	9,294	0
219	4137	Associate Corrosion Control Specialist	76	7,647	8,029	8,430	8,851	9,294	0
219	4152	Associate Electrical Engineer	76	7,647	8,029	8,430	8,851	9,294	0
219	4142	Associate Mechanical Engineer	76	7,647	8,029	8,430	8,851	9,294	0
219	4820	Associate Planner	68	6,276	6,590	6,920	7,266	7,629	0

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219	4127	Associate Water Resources Specialist	76	7,647	8,029	8,430	8,851	9,294	0
O&A	4698	Attorney I	72	Min	6,475	Ctrl Pt	8,417	Max	9,350
O&A	4694	Attorney II	80	Min	7,889	Ctrl Pt	10,256	Max	11,396
O&A	4690	Attorney III	86	Min	9,148	Ctrl Pt	11,892	Max	13,213
21	4638	Audio/Visual Coordinator	74	7,642	8,024	8,425	8,846	0	0
444	8570	Automotive Maintenance Worker I	53	0	0	4,551	4,779	5,018	5,269
444	8572	Automotive Maintenance Worker II	56	0	0	4,902	5,147	5,404	5,674
444	8568	Automotive Maintenance Worker III	58	0	0	5,148	5,405	5,675	5,959
444	8565	Automotive Mechanic A	60	0	0	5,406	5,676	5,960	6,258
444	8564	Automotive Mechanic B	62	0	0	5,682	5,966	6,264	6,577
444	8983	Automotive Services Attendant I	48	0	0	4,021	4,222	4,433	4,655
444	8981	Automotive Services Attendant II	52	0	0	4,437	4,659	4,892	5,137
21	8708	Building Tenant Services Supervisor	69	6,754	7,092	7,447	7,819	0	0
219	4664	Buyer I	60	5,149	5,406	5,676	5,960	6,258	0
219	4662	Buyer II	64	5,686	5,970	6,269	6,582	6,911	0
444	8616	Carpenter	62	0	0	5,682	5,966	6,264	6,577
21	8611	Carpenter Supervisor	74	7,642	8,024	8,425	8,846	0	0
444	8615	Carpentry Worker I	50	0	0	4,221	4,432	4,654	4,887
444	8614	Carpentry Worker II	54	0	0	4,665	4,898	5,143	5,400
444	8618	Carpentry Worker III	58	0	0	5,148	5,405	5,675	5,959
219	4407	Chemist I	64	5,686	5,970	6,269	6,582	6,911	0
219	4405	Chemist II	68	6,276	6,590	6,920	7,266	7,629	0
219	4333	Chief Of Party	68	6,276	6,590	6,920	7,266	7,629	0
NA	4688	Chief Trial Attorney	91	Min	10,354	Ctrl Pt	13,460	Max	14,956
CNF	4623	Classification and Pay Administrator	77	Min	7,328	Ctrl Pt	9,526	Max	10,584
21	4708	Community Affairs Representative I	61	5,544	5,821	6,112	6,418	0	0
21	4702	Community Affairs Representative II	69	6,754	7,092	7,447	7,819	0	0
21	2335	Computer Operations Supervisor	69	6,754	7,092	7,447	7,819	0	0
219	5432	Computer Operator I	49	3,926	4,122	4,328	4,544	4,771	0
219	5431	Computer Operator II	53	4,334	4,551	4,779	5,018	5,269	0
219	5430	Computer Operator III	57	4,783	5,022	5,273	5,537	5,814	0
444	8974	Concrete Finisher I	54	0	0	4,665	4,898	5,143	5,400
444	8993	Concrete Finisher IA	56	0	0	4,902	5,147	5,404	5,674
444	8836	Concrete Finisher II	58	0	0	5,148	5,405	5,675	5,959
444	8992	Concrete Finisher IIA	59	0	0	5,276	5,540	5,817	6,108
21	2513	Construction and Maintenance Supt.	82	9,307	9,772	10,261	10,774	0	0

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219	4350	Construction Inspector	67	6,123	6,429	6,750	7,087	7,441	0
219	4823	Construction/Maintenance Scheduler	70	6,594	6,924	7,270	7,633	8,015	0
EXMPT	4659	Contract Equity Administrator	77	Min	7,328	Ctrl Pt	9,526	Max	10,584
NA	1517	Controller	87	Min	9,378	Ctrl Pt	12,191	Max	13,546
219	4354	Corrosion Control Technician	64	5,686	5,970	6,269	6,582	6,911	0
219	4172	Cost Estimator	76	7,647	8,029	8,430	8,851	9,294	0
444	8314	Crane Operator	62	0	0	5,682	5,966	6,264	6,577
MGR	2309	Customer Services Manager	78	Min	7,508	Ctrl Pt	9,761	Max	10,846
219	5851	Customer Services Representative I	43	3,385	3,554	3,732	3,919	4,115	0
219	5850	Customer Services Representative II	51	4,122	4,328	4,544	4,771	5,010	0
219	5848	Customer Services Representative III	55	4,551	4,779	5,018	5,269	5,532	0
21	2314	Customer Services Supervisor	69	6,754	7,092	7,447	7,819	0	0
NA	1506	Director of Operations & Maintenance	95	Min	11,426	Ctrl Pt	14,854	Max	16,504
NA	1581	Director, Administration	95	Min	11,426	Ctrl Pt	14,854	Max	16,504
NA	1564	Director, Engineering And Construction	95	Min	11,426	Ctrl Pt	14,854	Max	16,504
NA	1515	Director, Finance	95	Min	11,426	Ctrl Pt	14,854	Max	16,504
NA	1558	Director, Wastewater	95	Min	11,426	Ctrl Pt	14,854	Max	16,504
NA	1566	Director, Water & Natural Resources	95	Min	11,426	Ctrl Pt	14,854	Max	16,504
219	5492	Dispatch/Contact Center Representative	53	4,334	4,551	4,779	5,018	5,269	0
444	8710	Dispatcher	60	0	0	5,406	5,676	5,960	6,258
NRP	8987	Distribution Maintenance Worker	8	2,798	2,932	3,081	0	0	0
219	4346	Drafter I	50	4,020	4,221	4,432	4,654	4,887	0
219	4345	Drafter II	54	4,443	4,665	4,898	5,143	5,400	0
219	4344	Drafter III	58	4,903	5,148	5,405	5,675	5,959	0
21	4343	Drafting Supervisor	68	6,590	6,920	7,266	7,629	0	0
21	8633	Electrical Supervisor	74	7,642	8,024	8,425	8,846	0	0
444	8636	Electrical Technician	66	0	0	6,271	6,585	6,914	7,260
444	8640	Electrical Worker I	51	0	0	4,328	4,544	4,771	5,010
444	8639	Electrical Worker II	55	0	0	4,779	5,018	5,269	5,532
444	8638	Electrical Worker III	59	0	0	5,276	5,540	5,817	6,108
444	8632	Electronic Technician	61	0	0	5,544	5,821	6,112	6,418
MGR	2588	Emergency Preparedness Officer	79	Min	7,697	Ctrl Pt	10,006	Max	11,117
219	2589	Employee Transportation Coordinator	59	5,025	5,276	5,540	5,817	6,108	0
219	4337	Engineering Aide	46	3,645	3,827	4,018	4,219	4,430	0
MGR	2200	Engineering Manager	88	Min	9,613	Ctrl Pt	12,497	Max	13,885
O&A	1575	Environmental Affairs Officer	85	Min	8,925	Ctrl Pt	11,602	Max	12,891

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Bargaining Unit	Class Code	Class Title	Salary	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
219	4386	Environmental Health & Safety Specialist I	67	6,123	6,429	6,750	7,087	7,441	0
219	4396	Environmental Health & Safety Specialist II	72	6,924	7,270	7,634	8,016	8,417	0
21	2580	Equipment Superintendent	76	8,029	8,430	8,851	9,294	0	0
21	8523	Equipment Supervisor	72	7,270	7,634	8,016	8,417	0	0
CNF	5641	Executive Secretary	59	5,025	5,276	5,540	5,817	6,108	0
444	8701	Facility Specialist I	55	0	0	4,779	5,018	5,269	5,532
444	8705	Facility Specialist II	61	0	0	5,544	5,821	6,112	6,418
21	8702	Facility Supervisor	71	7,094	7,449	7,821	8,212	0	0
444	8704	Facility Technician	59	0	0	5,276	5,540	5,817	6,108
219	5936	Field Services Representative I	53	4,334	4,551	4,779	5,018	5,269	0
219	5939	Field Services Representative II	57	4,783	5,022	5,273	5,537	5,814	0
219	7332	Fisheries Aide	49	3,926	4,122	4,328	4,544	4,771	0
219	7340	Fisheries/Wildlife Biologist I	62	5,411	5,682	5,966	6,264	6,577	0
219	7338	Fisheries/Wildlife Biologist II	67	6,123	6,429	6,750	7,087	7,441	0
219	7335	Fisheries/Wildlife Technician	57	4,783	5,022	5,273	5,537	5,814	0
MGR	8520	Fleet Manager	80	Min	7,889	Ctrl Pt	10,256	Max	11,396
21	4015	FR Water Project Coordinator	82	9,307	9,772	10,261	10,774	0	0
444	7517	Gardener Foreman	64	0	0	5,970	6,269	6,582	6,911
444	7522	Gardener I	48	0	0	4,021	4,222	4,433	4,655
444	7520	Gardener II	52	0	0	4,437	4,659	4,892	5,137
444	8530	General Equipment Mechanic	62	0	0	5,682	5,966	6,264	6,577
21	8219	General Pipe Supervisor	70	6,924	7,270	7,633	8,015	0	0
21	4321	Graphic Design Supervisor	68	6,590	6,920	7,266	7,629	0	0
219	4315	Graphic Designer I	54	4,443	4,665	4,898	5,143	5,400	0
219	4317	Graphic Designer II	58	4,903	5,148	5,405	5,675	5,959	0
444	8534	Heavy Equipment Maintenance Worker I	53	0	0	4,551	4,779	5,018	5,269
444	8536	Heavy Equipment Maintenance Worker II	56	0	0	4,902	5,147	5,404	5,674
444	8538	Heavy Equipment Maintenance Worker III	58	0	0	5,148	5,405	5,675	5,959
444	8526	Heavy Equipment Mechanic	62	0	0	5,682	5,966	6,264	6,577
444	8324	Heavy Equipment Operator	60	0	0	5,406	5,676	5,960	6,258
NRP	8325	Heavy Equipment Operator Trainee	56	5,146	5,404	5,674	0	0	0
444	8315	Heavy Forklift Operator	57	0	0	5,022	5,273	5,537	5,814
444	8328	Heavy Transport Operator	58	0	0	5,148	5,405	5,675	5,959
NRP	7774	Housekeeper	9	2,944	3,097	3,247	0	0	0
CNF	4873	HRIS Analyst I	61	5,544	5,821	6,112	6,418	0	0
CNF	4870	HRIS Analyst II	67	6,429	6,750	7,087	7,441	0	0

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### ALPHABETICAL SALARY SCHEDULE

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Bargaining Unit	Class Code	Class Title	Salary	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
CNF	4626	Human Resources Analyst I	63	5,825	6,116	6,422	6,743	0	0
CNF	4625	Human Resources Analyst II	69	6,754	7,092	7,447	7,819	0	0
CNF	5278	Human Resources Intern I	46	3,645	3,827	4,018	4,219	4,430	0
CNF	5276	Human Resources Intern II	53	4,334	4,551	4,779	5,018	5,269	0
CNF	4629	Human Resources Technician	59	5,276	5,540	5,817	6,108	0	0
444	8528	HVAC Mechanic	61	0	0	5,544	5,821	6,112	6,418
444	8117	Hydroelectric Power Plant Mechanic	64	0	0	5,970	6,269	6,582	6,911
444	8119	Hydroelectric Power Plant Operator I	56	0	0	4,902	5,147	5,404	5,674
444	8118	Hydroelectric Power Plant Operator II	62	0	0	5,682	5,966	6,264	6,577
21	8114	Hydroelectric Power Plant Supervisor	72	7,270	7,634	8,016	8,417	0	0
219	4358	Hydrographer I	61	5,280	5,544	5,821	6,112	6,418	0
219	4353	Hydrographer II	65	5,829	6,120	6,426	6,747	7,084	0
219	4360	Hydrographer III	69	6,432	6,754	7,092	7,447	7,819	0
219	4748	Industrial Water Conservation Rep	66	5,972	6,271	6,585	6,914	7,260	0
21	2325	Information Services Supervisor	79	8,644	9,076	9,530	10,006	0	0
21	4900	Information Systems Administrator	73	7,454	7,827	8,218	8,629	0	0
21	4905	Information Systems Administrator II	77	8,229	8,640	9,072	9,526	0	0
MGR	2321	Information Systems Division Manager	87	Min	9,378	Ctrl Pt	12,191	Max	13,546
219	5440	Information Systems Specialist I	49	3,926	4,122	4,328	4,544	4,771	0
219	5438	Information Systems Specialist II	53	4,334	4,551	4,779	5,018	5,269	0
219	5436	Information Systems Specialist III	57	4,783	5,022	5,273	5,537	5,814	0
219	4897	Information Systems Support Analyst I	61	5,280	5,544	5,821	6,112	6,418	0
219	4895	Information Systems Support Analyst II	70	6,594	6,924	7,270	7,633	8,015	0
219	5280	Information Technology Intern I	46	3,645	3,827	4,018	4,219	4,430	0
219	5282	Information Technology Intern II	53	4,334	4,551	4,779	5,018	5,269	0
21	2534	Instrument Maintenance Supervisor	74	7,642	8,024	8,425	8,846	0	0
21	8835	Instrument Supervisor	74	7,642	8,024	8,425	8,846	0	0
444	8838	Instrument Technician	66	0	0	6,271	6,585	6,914	7,260
444	8842	Instrument Worker I	53	0	0	4,551	4,779	5,018	5,269
444	8841	Instrument Worker II	57	0	0	5,022	5,273	5,537	5,814
444	8840	Instrument Worker III	61	0	0	5,544	5,821	6,112	6,418
21	5225	Internal Auditor	69	6,754	7,092	7,447	7,819	0	0
MGR	5230	Internal Auditor Supervisor	77	Min	7,328	Ctrl Pt	9,526	Max	10,584
444	7736	Janitor	44	0	0	3,644	3,826	4,017	4,218
444	7734	Janitor Foreman	52	0	0	4,437	4,659	4,892	5,137
21	7732	Janitor Supervisor	60	5,406	5,676	5,960	6,258	0	0

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219	4116	Junior Engineer	66	5,972	6,271	6,585	6,914	7,260	0
219	4123	Junior Water Resources Specialist	66	5,972	6,271	6,585	6,914	7,260	0
21	4411	Laboratory Supervisor	79	8,644	9,076	9,530	10,006	0	0
219	4426	Laboratory Technician I	51	4,122	4,328	4,544	4,771	5,010	0
219	4423	Laboratory Technician II	57	4,783	5,022	5,273	5,537	5,814	0
219	4420	Laboratory Technician III	64	5,686	5,970	6,269	6,582	6,911	0
NRP	4699	Law Clerk	42	3,642	3,824	4,015	0	0	0
CNF	5638	Legal Secretary I	50	4,020	4,221	4,432	4,654	4,887	0
CNF	5636	Legal Secretary II	55	4,551	4,779	5,018	5,269	5,532	0
CNF	5637	Litigation Secretary	63	5,825	6,116	6,422	6,743	0	0
NRP	8986	LT Spec. Employment Program Trainee	11	15.72	18.23	0	0	0	0
444	8642	Machining & Maintenance Worker I	53	0	0	4,551	4,779	5,018	5,269
444	8569	Machining & Maintenance Worker II	56	0	0	4,902	5,147	5,404	5,674
444	8529	Machining & Maintenance Worker III	59	0	0	5,276	5,540	5,817	6,108
444	8527	Maintenance Machinist	65	0	0	6,120	6,426	6,747	7,084
21	2563	Maintenance Shift Supervisor	69	6,754	7,092	7,447	7,819	0	0
444	8964	Maintenance Specialist I	52	0	0	4,437	4,659	4,892	5,137
444	8963	Maintenance Specialist II	56	0	0	4,902	5,147	5,404	5,674
444	8962	Maintenance Specialist III	61	0	0	5,544	5,821	6,112	6,418
21	2581	Maintenance Superintendent	82	9,307	9,772	10,261	10,774	0	0
21	8263	Maintenance Supervisor	70	6,924	7,270	7,633	8,015	0	0
21	4810	Management Analyst I	65	6,120	6,426	6,747	7,084	0	0
21	4805	Management Analyst II	69	6,754	7,092	7,447	7,819	0	0
21	4803	Management Analyst III	73	7,454	7,827	8,218	8,629	0	0
O&A	1402	Management Services Administrator	74	Min	6,805	Ctrl Pt	8,846	Max	9,826
MGR	1554	Manager of Budget	83	Min	8,494	Ctrl Pt	11,042	Max	12,270
EXMPT	1545	Manager of Construction & Maintenance	86	Min	9,148	Ctrl Pt	11,892	Max	13,213
NA	1511	Manager of Customer & Community Services	93	Min	10,877	Ctrl Pt	14,140	Max	15,711
EXMPT	1510	Manager of Customer Service	86	Min	9,148	Ctrl Pt	11,892	Max	13,213
CNF	4627	Manager of Employee Development	81	Min	8,084	Ctrl Pt	10,509	Max	11,677
NA	4621	Manager of Employee Relations	81	Min	8,084	Ctrl Pt	10,509	Max	11,677
CNF	4634	Manager of Employee Services	81	Min	8,084	Ctrl Pt	10,509	Max	11,677
MGR	1702	Manager of Environmental Compliance	82	Min	8,288	Ctrl Pt	10,774	Max	11,972
NA	1563	Manager of Human Resources	93	Min	10,877	Ctrl Pt	14,140	Max	15,711
MGR	4617	Manager of Human Resources Information Services	81	Min	8,084	Ctrl Pt	10,509	Max	11,677
NA	1600	Manager of Information Systems	93	Min	10,877	Ctrl Pt	14,140	Max	15,711

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Bargaining Unit	Class Code	Class Title	Salary	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
MGR	1570	Manager of Laboratory Services	86	Min	9,148	Ctrl Pt	11,892	Max	13,213
NA	1508	Manager of Maintenance & Construction	93	Min	10,877	Ctrl Pt	14,140	Max	15,711
EXMPT	1546	Manager of Maintenance Support	86	Min	9,148	Ctrl Pt	11,892	Max	13,213
NA	1568	Manager of Natural Resources	93	Min	10,877	Ctrl Pt	14,140	Max	15,711
MGR	1549	Manager of Operations & Maintenance Planning	83	Min	8,494	Ctrl Pt	11,042	Max	12,270
EXMPT	1544	Manager of Pipeline Construction	86	Min	9,148	Ctrl Pt	11,892	Max	13,213
EXMPT	1555	Manager of Purchasing	86	Min	9,148	Ctrl Pt	11,892	Max	13,213
MGR	1551	Manager of Real Estate Services	84	Min	8,708	Ctrl Pt	11,320	Max	12,577
CNF	4622	Manager of Recruitment and Classification	81	Min	8,084	Ctrl Pt	10,509	Max	11,677
EXMPT	1574	Manager of Regulatory Compliance	88	Min	9,613	Ctrl Pt	12,497	Max	13,885
MGR	1700	Manager of Regulatory Planning & Analysis	82	Min	8,288	Ctrl Pt	10,774	Max	11,972
EXMPT	1540	Manager of Security & Emergency Preparedness	82	Min	8,288	Ctrl Pt	10,774	Max	11,972
MGR	1900	Manager of Source Control	88	Min	9,613	Ctrl Pt	12,497	Max	13,885
MGR	1950	Manager of Support Services	88	Min	9,613	Ctrl Pt	12,497	Max	13,885
MGR	2591	Manager of Wastewater Treatment	88	Min	9,613	Ctrl Pt	12,497	Max	13,885
MGR	4752	Manager of Water Conservation	82	Min	8,288	Ctrl Pt	10,774	Max	11,972
NA	1507	Manager of Water Operations	93	Min	10,877	Ctrl Pt	14,140	Max	15,711
MGR	1543	Manager of Water Quality	84	Min	8,708	Ctrl Pt	11,320	Max	12,577
EXMPT	1542	Manager of Water Supply	88	Min	9,613	Ctrl Pt	12,497	Max	13,885
MGR	4021	Manager of Water Supply Improvements	88	Min	9,613	Ctrl Pt	12,497	Max	13,885
MGR	1701	Manager of Workplace Health & Safety	82	Min	8,288	Ctrl Pt	10,774	Max	11,972
MGR	7336	Manager, Fishery & Wildlife	78	Min	7,508	Ctrl Pt	9,761	Max	10,846
O&A	4670	Manager, Inter-Governmental Affairs	85	Min	8,925	Ctrl Pt	11,602	Max	12,891
MGR	7330	Manager, Watershed & Recreation	78	Min	7,508	Ctrl Pt	9,761	Max	10,846
21	8450	Material Storage Foreman	64	5,970	6,269	6,582	6,911	0	0
21	2527	Material Storage Supervisor	70	6,924	7,270	7,633	8,015	0	0
219	4661	Materials Inspector	68	6,276	6,590	6,920	7,266	7,629	0
444	8453	Materials Specialist	57	0	0	5,022	5,273	5,537	5,814
21	4380	Materials Testing Supervisor	70	6,924	7,270	7,633	8,015	0	0
219	4385	Materials Testing Technician I	54	4,443	4,665	4,898	5,143	5,400	0
219	4383	Materials Testing Technician II	58	4,903	5,148	5,405	5,675	5,959	0
219	5795	Meals and Lodging Coordinator	52	4,226	4,437	4,659	4,892	5,137	0
21	8230	Mechanical Maintenance Foreman	69	6,754	7,092	7,447	7,819	0	0
21	8232	Mechanical Supervisor	74	7,642	8,024	8,425	8,846	0	0
219	5778	Messenger/Mail Clerk	45	3,555	3,733	3,920	4,116	4,322	0
444	8585	Meter Mechanic I	49	0	0	4,122	4,328	4,544	4,771

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Bargaining Unit	Class Code	Class Title	Salary	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
444	8583	Meter Mechanic II	57	0	0	5,022	5,273	5,537	5,814
444	8582	Meter Mechanic/Backflow Tester	61	0	0	5,544	5,821	6,112	6,418
444	5945	Meter Reader	52A	4,025	4,226	4,437	4,659	4,892	5,137
444	5943	Meter Reading Foreman	61	0	0	5,544	5,821	6,112	6,418
21	8581	Meter Repair and Testing Supervisor	72	7,270	7,634	8,016	8,417	0	0
219	4507	Microbiologist I	64	5,686	5,970	6,269	6,582	6,911	0
219	4505	Microbiologist II	68	6,276	6,590	6,920	7,266	7,629	0
219	5268	Network Analyst I	57	4,783	5,022	5,273	5,537	5,814	0
219	5267	Network Analyst II	65	5,829	6,120	6,426	6,747	7,084	0
219	5266	Network Analyst III	71	6,756	7,094	7,449	7,821	8,212	0
219	4684	New Business Representative I	58	4,903	5,148	5,405	5,675	5,959	0
219	4683	New Business Representative II	62	5,411	5,682	5,966	6,264	6,577	0
CNF	5757	Office Assistant, General Manager's Office	55	4,551	4,779	5,018	5,269	5,532	0
MGR	4639	Organization Development Specialist	81	Min	8,084	Ctrl Pt	10,509	Max	11,677
444	8626	Painter	60	0	0	5,406	5,676	5,960	6,258
444	8621	Painter Foreman	67	0	0	6,429	6,750	7,087	7,441
444	8630	Painting Worker I	50	0	0	4,221	4,432	4,654	4,887
444	8629	Painting Worker II	54	0	0	4,665	4,898	5,143	5,400
444	8628	Painting Worker III	58	0	0	5,148	5,405	5,675	5,959
CNF	4696	Paralegal	63	5,825	6,116	6,422	6,743	0	0
21	8128	Pardee Water/Wastewater Supervisor	74	7,642	8,024	8,425	8,846	0	0
444	8255	Paving Crew Foreman	67	0	0	6,429	6,750	7,087	7,441
444	8967	Paving Raker	55	0	0	4,779	5,018	5,269	5,532
444	8973	Paving Raker A	56	0	0	4,902	5,147	5,404	5,674
444	8991	Paving Raker B	59	0	0	5,276	5,540	5,817	6,108
219	4349	Pipeline Designer I	63	5,548	5,825	6,116	6,422	6,743	0
219	4359	Pipeline Designer II	67	6,123	6,429	6,750	7,087	7,441	0
444	8557	Pipeline Welder I	53	0	0	4,551	4,779	5,018	5,269
444	8555	Pipeline Welder II	57	0	0	5,022	5,273	5,537	5,814
444	8553	Pipeline Welder III	61	0	0	5,544	5,821	6,112	6,418
21	8551	Pipeline Welding Supervisor	70	6,924	7,270	7,633	8,015	0	0
21	2535	Plant Electrical Maintenance Supervisor	74	7,642	8,024	8,425	8,846	0	0
444	8540	Plant Maintenance Mechanic	62	0	0	5,682	5,966	6,264	6,577
21	8521	Plant Maintenance Superintendent	82	9,307	9,772	10,261	10,774	0	0
21	2538	Plant Maintenance Supervisor	74	7,642	8,024	8,425	8,846	0	0
444	8544	Plant Maintenance Worker I	53	0	0	4,551	4,779	5,018	5,269

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**EBMUD**  
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<b>Bargaining Unit</b>	<b>Class Code</b>	<b>Class Title</b>	<b>Salary</b>	<b>1 Step</b>	<b>2 Step</b>	<b>3 Step</b>	<b>4 Step</b>	<b>5 Step</b>	<b>6 Step</b>
444	8546	Plant Maintenance Worker II	56	0	0	4,902	5,147	5,404	5,674
444	8542	Plant Maintenance Worker III	59	0	0	5,276	5,540	5,817	6,108
21	2537	Plant Mechanical Maintenance Supervisor	74	7,642	8,024	8,425	8,846	0	0
21	2539	Plant Structures Maintenance Supervisor	74	7,642	8,024	8,425	8,846	0	0
444	8125	Power Plant Mechanic/Operator	64	0	0	5,970	6,269	6,582	6,911
21	8260	Power & Treatment Plant Maintenance Supervisor	72	7,270	7,634	8,016	8,417	0	0
21	2324	Principal Information Systems Analyst	77	8,229	8,640	9,072	9,526	0	0
MGR	4800	Principal Management Analyst	77	Min	7,328	Ctrl Pt	9,526	Max	10,584
219	8857	Printing Technician I	49	3,926	4,122	4,328	4,544	4,771	0
219	8855	Printing Technician II	55	4,551	4,779	5,018	5,269	5,532	0
219	5247	Programmer Analyst I	61	5,280	5,544	5,821	6,112	6,418	0
219	5245	Programmer Analyst II	67	6,123	6,429	6,750	7,087	7,441	0
21	4700	Public Affairs Specialist	61	5,544	5,821	6,112	6,418	0	0
21	4705	Public Information Representative I	65	6,120	6,426	6,747	7,084	0	0
21	4703	Public Information Representative II	69	6,754	7,092	7,447	7,819	0	0
MGR	4706	Public Information Representative III	73	7,454	7,827	8,218	8,629	0	0
21	4660	Purchasing Contract Supervisor	74	7,642	8,024	8,425	8,846	0	0
21	4410	Quality Assurance Officer	76	8,029	8,430	8,851	9,294	0	0
219	7348	Ranger Naturalist I	52	4,226	4,437	4,659	4,892	5,137	0
219	7346	Ranger Naturalist II	58	4,903	5,148	5,405	5,675	5,959	0
21	7343	Ranger Supervisor	68	6,590	6,920	7,266	7,629	0	0
219	4648	Real Estate Representative I	64	5,686	5,970	6,269	6,582	6,911	0
219	4645	Real Estate Representative II	68	6,276	6,590	6,920	7,266	7,629	0
219	7350	Recreation Area Attendant	45	3,555	3,733	3,920	4,116	4,322	0
NRP	5656	Relief Clerk	7	2,669	2,812	2,951	0	0	0
219	4404	Research Chemist	70	6,594	6,924	7,270	7,633	8,015	0
219	4503	Research Microbiologist	70	6,594	6,924	7,270	7,633	8,015	0
MGR	4635	Retirement System Administrator	79	Min	7,697	Ctrl Pt	10,006	Max	11,117
219	4712	Risk Management Assistant	62	5,411	5,682	5,966	6,264	6,577	0
MGR	4710	Risk Manager	80	Min	7,889	Ctrl Pt	10,256	Max	11,396
NA	1401	Secretary Of The District	80	Min	7,889	Ctrl Pt	10,256	Max	11,396
219	2578	Security & Emergency Preparedness Specialist	76	7,647	8,029	8,430	8,851	9,294	0
21	2550	Security Shift Supervisor	69	6,754	7,092	7,447	7,819	0	0
21	5240	Senior Accounting and Financial Systems Analyst	77	8,229	8,640	9,072	9,526	0	0
219	5763	Senior Administrative Clerk	55	4,551	4,779	5,018	5,269	5,532	0
CNF	5781	Senior Administrative Clerk, Confidential	55	4,551	4,779	5,018	5,269	5,532	0

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### ALPHABETICAL SALARY SCHEDULE

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Bargaining Unit	Class Code	Class Title	Salary	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
219	4408	Senior Chemist	73	7,099	7,454	7,827	8,218	8,629	0
21	4110	Senior Civil Engineer	82	9,307	9,772	10,261	10,774	0	0
MGR	4707	Senior Community Affairs Representative	77	Min	7,328	Ctrl Pt	9,526	Max	10,584
219	4357	Senior Construction Inspector	71	6,756	7,094	7,449	7,821	8,212	0
21	4106	Senior Control System Engineer	82	9,307	9,772	10,261	10,774	0	0
21	4135	Senior Corrosion Control Engineer	82	9,307	9,772	10,261	10,774	0	0
219	5845	Senior Customer Services Representative	59	5,025	5,276	5,540	5,817	6,108	0
219	5491	Senior Dispatch/Contact Center Representative	57	4,783	5,022	5,273	5,537	5,814	0
219	4342	Senior Drafter	62	5,411	5,682	5,966	6,264	6,577	0
21	4150	Senior Electrical Engineer	82	9,307	9,772	10,261	10,774	0	0
21	4818	Senior Engineering Planner	82	9,307	9,772	10,261	10,774	0	0
219	4391	Senior Environmental Health & Safety Specialist	76	7,647	8,029	8,430	8,851	9,294	0
444	8706	Senior Facility Technician	63	0	0	5,825	6,116	6,422	6,743
219	5938	Senior Field Services Representative	61	5,280	5,544	5,821	6,112	6,418	0
219	4319	Senior Graphic Designer	62	5,411	5,682	5,966	6,264	6,577	0
CNF	4865	Senior HRIS Analyst	73	7,454	7,827	8,218	8,629	0	0
CNF	4628	Senior Human Resources Analyst	73	Min	6,638	Ctrl Pt	8,629	Max	9,586
CNF	5634	Senior Legal Secretary	63	5,825	6,116	6,422	6,743	0	0
444	8566	Senior Mechanic	67	0	0	6,429	6,750	7,087	7,441
21	4140	Senior Mechanical Engineer	82	9,307	9,772	10,261	10,774	0	0
219	5775	Senior Messenger/Mail Clerk	49	3,926	4,122	4,328	4,544	4,771	0
444	8587	Senior Meter Mechanic/Backflow Tester	65	0	0	6,120	6,426	6,747	7,084
219	4504	Senior Microbiologist	73	7,099	7,454	7,827	8,218	8,629	0
219	4678	Senior New Business Representative	66	5,972	6,271	6,585	6,914	7,260	0
219	4362	Senior Pipeline Designer	71	6,756	7,094	7,449	7,821	8,212	0
219	8853	Senior Printing Technician	59	5,025	5,276	5,540	5,817	6,108	0
219	5248	Senior Programmer Analyst	74	7,278	7,642	8,024	8,425	8,846	0
EXMPT	4701	Senior Public Information Representative	77	Min	7,328	Ctrl Pt	9,526	Max	10,584
219	7345	Senior Ranger/Naturalist	62	5,411	5,682	5,966	6,264	6,577	0
219	4643	Senior Real Estate Representative	74	7,278	7,642	8,024	8,425	8,846	0
219	5260	Senior Systems Programmer	75	7,458	7,831	8,223	8,634	9,066	0
219	5480	Senior Telephone/Radio Operator	53	4,334	4,551	4,779	5,018	5,269	0
219	4399	Senior Wastewater Control Inspector	66	5,972	6,271	6,585	6,914	7,260	0
39	8136	Senior Water Distribution Operator	68	6,920	7,266	7,629	0	0	0
219	4363	Senior Water System Inspector	66	5,972	6,271	6,585	6,914	7,260	0
39	8133	Senior Water Treatment Operator	68	6,920	7,266	7,629	0	0	0

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<b>Bargaining Unit</b>	<b>Class Code</b>	<b>Class Title</b>	<b>Salary</b>	<b>1 Step</b>	<b>2 Step</b>	<b>3 Step</b>	<b>4 Step</b>	<b>5 Step</b>	<b>6 Step</b>
CNF	5769	Senior Word Processing Specialist	55	4,551	4,779	5,018	5,269	5,532	0
O&A	1316	Special Assistant I	78	Min	7,508	Ctrl Pt	9,761	Max	10,846
O&A	1319	Special Assistant II	82	Min	8,288	Ctrl Pt	10,774	Max	11,972
O&A	1322	Special Assistant III	86	Min	9,148	Ctrl Pt	11,892	Max	13,213
NA	1324	Special Assistant IV	90	Min	10,098	Ctrl Pt	13,128	Max	14,587
O&A	1327	Special Assistant V	94	Min	11,147	Ctrl Pt	14,491	Max	16,101
444	8456	Storekeeper I	48	0	0	4,021	4,222	4,433	4,655
444	8455	Storekeeper II	54	0	0	4,665	4,898	5,143	5,400
21	4657	Stores Supervisor	76	8,029	8,430	8,851	9,294	0	0
219	5300	Student Intern	46	3,645	3,827	4,018	4,219	4,430	0
21	2542	Superintendent of Aqueduct Section	82	9,307	9,772	10,261	10,774	0	0
21	2540	Superintendent of Pardee Section	82	9,307	9,772	10,261	10,774	0	0
21	2570	Superintendent of Water Treatment/Distribution	82	9,307	9,772	10,261	10,774	0	0
21	5214	Supervising Accountant	74	7,642	8,024	8,425	8,846	0	0
21	4173	Supervising Administrative Engineer	80	8,860	9,303	9,768	10,256	0	0
21	4352	Supervising Construction Inspector	75	7,831	8,223	8,634	9,066	0	0
21	7337	Supervising Fisheries/Wildlife Biologist	73	7,454	7,827	8,218	8,629	0	0
21	4330	Supervising Hydrographer	71	7,094	7,449	7,821	8,212	0	0
21	4351	Supervising Plant Inspector	75	7,831	8,223	8,634	9,066	0	0
21	2323	Supervising Systems Programmer	83	9,538	10,015	10,516	11,042	0	0
21	5475	Supervising Telephone Radio Operator	57	5,022	5,273	5,537	5,814	0	0
21	4389	Supervising Wastewater Control Inspector	72	7,270	7,634	8,016	8,417	0	0
21	4387	Supervising Wastewater Control Representative	74	7,642	8,024	8,425	8,846	0	0
21	4655	Supervisor of Purchasing	80	8,860	9,303	9,768	10,256	0	0
21	4743	Supervisor of Water Conservation	70	6,924	7,270	7,633	8,015	0	0
219	4336	Survey Technician I	58	4,903	5,148	5,405	5,675	5,959	0
219	4334	Survey Technician II	62	5,411	5,682	5,966	6,264	6,577	0
21	4331	Surveying Supervisor	80	8,860	9,303	9,768	10,256	0	0
219	5264	Systems Programmer I	65	5,829	6,120	6,426	6,747	7,084	0
219	5262	Systems Programmer II	69	6,432	6,754	7,092	7,447	7,819	0
21	4672	Technical Trainer	69	6,754	7,092	7,447	7,819	0	0
219	4205	Telecommunication Systems Specialist	67	6,123	6,429	6,750	7,087	7,441	0
219	5482	Telephone/Radio Operator	49	3,926	4,122	4,328	4,544	4,771	0
NRP	8988	Temporary Worker	6	2,370	2,489	2,609	0	0	0
O&A	4608	Treasury Manager	85	Min	8,925	Ctrl Pt	11,602	Max	12,891
444	8130	Treatment Plant Specialist	62	0	0	5,682	5,966	6,264	6,577

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444	8334	Truck Driver II	57	0	0	5,022	5,273	5,537	5,814
NRP	8333	Truck Driver II Trainee	49	4,327	4,543	4,771	0	0	0
444	8980	Utility Laborer	51	0	0	4,328	4,544	4,771	5,010
219	4397	Wastewater Control Inspector I	58	4,903	5,148	5,405	5,675	5,959	0
219	4394	Wastewater Control Inspector II	62	5,411	5,682	5,966	6,264	6,577	0
219	4390	Wastewater Control Representative	66	5,972	6,271	6,585	6,914	7,260	0
21	2594	Wastewater Operations Coordinator	70	6,924	7,270	7,633	8,015	0	0
444	8141	Wastewater Plant Operator I	60	0	0	5,406	5,676	5,960	6,258
444	8140	Wastewater Plant Operator II	64	0	0	5,970	6,269	6,582	6,911
444	8143	Wastewater Plant Operator Trainee	56	0	0	4,902	5,147	5,404	5,674
21	2596	Wastewater Shift Supervisor	76	8,029	8,430	8,851	9,294	0	0
21	2593	Wastewater Treatment Superintendent	84	9,779	10,268	10,781	11,320	0	0
MGR	4750	Water Conservation Administrator	74	Min	6,805	Ctrl Pt	8,846	Max	9,826
219	4749	Water Conservation Representative	64	5,686	5,970	6,269	6,582	6,911	0
219	4738	Water Conservation Technician	57	4,783	5,022	5,273	5,537	5,814	0
444	8220	Water Distribution Crew Foreman	67	0	0	6,429	6,750	7,087	7,441
39	8139	Water Distribution Operator	60	5,676	5,960	6,258	0	0	0
444	8971	Water Distribution Plumber I	51	0	0	4,328	4,544	4,771	5,010
444	8969	Water Distribution Plumber II	55	0	0	4,779	5,018	5,269	5,532
444	8970	Water Distribution Plumber III	59	0	0	5,276	5,540	5,817	6,108
444	8968	Water Distribution Plumber IV	63	0	0	5,825	6,116	6,422	6,743
21	8122	Water Distribution Supervisor	76	8,029	8,430	8,851	9,294	0	0
219	4371	Water Sampler	53	4,334	4,551	4,779	5,018	5,269	0
219	4367	Water System Inspector I	57	4,783	5,022	5,273	5,537	5,814	0
219	4366	Water System Inspector II	62	5,411	5,682	5,966	6,264	6,577	0
219	4824	Water System Planning Analyst	68	6,276	6,590	6,920	7,266	7,629	0
39	8134	Water Treatment Operator	60	5,676	5,960	6,258	0	0	0
21	8124	Water Treatment Supervisor	76	8,029	8,430	8,851	9,294	0	0
39	8135	Water Treatment/Distribution Operator Trainee	52	4,659	4,892	5,137	0	0	0
219	5768	Word Processing Specialist I	47	3,734	3,921	4,117	4,323	4,539	0
219	5767	Word Processing Specialist II	51	4,122	4,328	4,544	4,771	5,010	0
21	5765	Word Processing Specialist Supervisor	63	5,825	6,116	6,422	6,743	0	0
NRP	8982	Worker Trainee	5	1,914	2,127	2,366	0	0	0
MGR	4713	Workers Compensation Manager & Risk Specialist	74	Min	6,805	Ctrl Pt	8,846	Max	9,826

Bargaining Unit Legend:

Includes Board approved salary changes affecting Local 21, Local 39, Local 444, Local 2019 and non-rep classes effective 4/28/08.

## EBMUD

### ALPHABETICAL SALARY SCHEDULE

Effective April 28, 2008

Bargaining Unit	Class Code	Class Title	Salary	1 Step	2 Step	3 Step	4 Step	5 Step	6 Step
219	=	Local 2019							
444	=	Local 444							
21	=	Local 21							
39	=	Local 39							
NRP	=	Not Represented							
CNF	=	Confidential							
O & A	=	Officers and Assistant Officers							
EXMPT	=	Civil Service Exempt							
MGR	=	Management							
NA	=	Not Assigned to a Bargaining Unit							

Other Notes:  
 All Rates = Monthly unless indicated otherwise  
 MSP = Management Salary Plan  
 MIN = Minimum  
 Ctrl Pt = Control Point, 90% of the Salary Range Maximum  
 MAX = Maximum