

Carmichael Water District
Salary Schedule
FY2024-25 (5% COLA Adjustment)
Effective: July 1, 2024

NON-REPRESENTED EMPLOYEES									
Non-Exempt		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Accountant	Hourly	36.2604	38.0734	39.9771	41.9760	44.0748			
	Monthly	6,285.14	6,599.39	6,929.36	7,275.84	7,639.63			
	Yearly	75,421.63	79,192.67	83,152.37	87,310.08	91,675.58			
Accountant, Senior	Hourly	42.9430	45.0902	47.3447	49.7119	52.1975			
	Monthly	7,443.45	7,815.64	8,206.42	8,616.73	9,047.57			
	Yearly	89,321.44	93,787.62	98,476.98	103,400.75	108,570.80			
Billing Support Trainee	Hourly	Min. Wage	N/A	N/A	N/A	N/A			
Billing Support 1	Hourly	16.1088	16.9142	17.7599	18.6479	19.5803			
	Monthly	2,792.19	2,931.80	3,078.38	3,232.30	3,393.92			
	Yearly	33,506.30	35,181.54	36,940.59	38,787.63	40,727.02			
Billing Support 2	Hourly	18.6925	19.6271	20.6085	21.6389	22.7208			
	Monthly	3,240.03	3,402.03	3,572.14	3,750.74	3,938.27			
	Yearly	38,880.40	40,824.37	42,865.68	45,008.91	47,259.26			
Billing Specialist 1	Hourly	24.0979	25.3028	26.5679	27.8963	29.2911			
	Monthly	4,176.97	4,385.82	4,605.10	4,835.36	5,077.12			
	Yearly	50,123.63	52,629.82	55,261.23	58,024.30	60,925.49			
Billing Specialist 2	Hourly	30.5681	32.0965	33.7013	35.3864	37.1557			
	Monthly	5,298.47	5,563.39	5,841.56	6,133.64	6,440.32			
	Yearly	63,581.65	66,760.72	70,098.70	73,603.71	77,283.86			
Communications Specialist 1	Hourly	30.8226	32.3637	33.9819	35.6810	37.4651			
	Monthly	5,342.58	5,609.71	5,890.20	6,184.71	6,493.95			
	Yearly	64,111.01	67,316.50	70,682.35	74,216.48	77,927.41			
Communications Specialist 2	Hourly	37.4765	39.3503	41.3178	43.3837	45.5529			
	Monthly	6,495.93	6,820.72	7,161.75	7,519.84	7,895.84			
	Yearly	77,951.12	81,848.62	85,941.02	90,238.10	94,750.03			
Engineer in Training	Hourly	33.5062	35.1815	36.9406	38.7876	40.7270			
	Monthly	5,807.74	6,098.13	6,403.04	6,723.18	7,059.35			
	Yearly	69,692.90	73,177.52	76,836.45	80,678.21	84,712.16			
Engineer, Assistant	Hourly	47.2411	49.6032	52.0834	54.6876	57.4220			
	Monthly	8,188.46	8,597.89	9,027.79	9,479.18	9,953.15			
	Yearly	98,261.49	103,174.66	108,333.47	113,750.21	119,437.76			
Engineer, Associate Civil	Hourly	55.9437	58.7409	61.6779	64.7618	67.9999			
	Monthly	9,696.91	10,181.76	10,690.84	11,225.38	11,786.65			
	Yearly	116,362.90	122,181.07	128,290.03	134,704.54	141,439.79			
General Office Clerk	Hourly	Min. Wage	N/A	N/A	N/A	N/A			
GIS Specialist	Hourly	37.2849	39.1491	41.1066	43.1619	45.3200			
	Monthly	6,462.72	6,785.84	7,125.14	7,481.40	7,855.47			
	Yearly	77,552.59	81,430.13	85,501.73	89,776.75	94,265.60			
Inventory Specialist 1	Hourly	23.9401	25.1371	26.3940	27.7137	29.0994			
	Monthly	4,149.62	4,357.10	4,574.96	4,803.71	5,043.90			
	Yearly	49,795.41	52,285.17	54,899.52	57,644.50	60,526.75			
Inventory Specialist 2	Hourly	30.3154	31.8312	33.4228	35.0939	36.8486			
	Monthly	5,254.67	5,517.41	5,793.29	6,082.94	6,387.09			
	Yearly	63,056.03	66,208.90	69,519.42	72,995.31	76,645.09			
Public Information Assistant 1	Hourly	18.8069	19.7472	20.7346	21.7713	22.8599			
	Monthly	3,259.86	3,422.85	3,594.00	3,773.69	3,962.38			
	Yearly	39,118.35	41,074.18	43,127.97	45,284.30	47,548.59			
Public Information Assistant 2	Hourly	24.1002	25.3052	26.5705	27.8990	29.2940			
	Monthly	4,177.37	4,386.24	4,605.55	4,835.83	5,077.63			
	Yearly	50,128.42	52,634.82	55,266.64	58,029.92	60,931.52			
Water Efficiency Specialist 1	Hourly	27.7290	29.1155	30.5713	32.0999	33.7049			
	Monthly	4,806.36	5,046.69	5,299.03	5,563.98	5,842.18			
	Yearly	57,676.32	60,560.24	63,588.30	66,767.79	70,106.19			
Water Efficiency Specialist 2	Hourly	35.0664	36.8197	38.6607	40.5937	42.6234			
	Monthly	6,078.18	6,382.08	6,701.19	7,036.24	7,388.06			
	Yearly	72,938.11	76,584.98	80,414.26	84,434.90	88,656.67			

NON-REPRESENTED EMPLOYEES									
Exempt		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Administrative Specialist 1	Hourly	36.3945	38.2142	40.1249	42.1311	44.2377			
	Monthly	6,308.38	6,623.80	6,954.98	7,302.72	7,667.87			
	Yearly	75,700.56	79,485.54	83,459.79	87,632.69	92,014.42			
Administrative Specialist 2	Hourly	44.7762	47.0150	49.3658	51.8341	54.4258			
	Monthly	7,761.21	8,149.27	8,556.74	8,984.58	9,433.81			
	Yearly	93,134.50	97,791.20	102,680.86	107,814.93	113,205.66			
Billing Supervisor	Hourly	37.6440	39.5262	41.5025	43.5776	45.7565	48.0443	50.4465	52.9688
	Monthly	6,524.96	6,851.21	7,193.77	7,553.45	7,931.13	8,327.68	8,744.06	9,181.26
	Yearly	78,299.52	82,214.50	86,325.20	90,641.41	95,173.52	99,932.14	104,928.72	110,175.10
Business Operations Specialist	Hourly	43.5776	45.7565	48.0443	50.4465	52.9688			
	Monthly	7,553.45	7,931.13	8,327.68	8,744.06	9,181.26			
	Yearly	90,641.41	95,173.52	99,932.14	104,928.72	110,175.10			
Distribution Superintendent*	Hourly	57.5046	60.3798	63.3988	66.5687	69.8971	73.3920	77.0616	
	Monthly	9,967.46	10,465.83	10,989.13	11,538.58	12,115.50	12,721.28	13,357.34	
	Yearly	119,609.57	125,589.98	131,869.50	138,462.90	145,385.97	152,655.36	160,288.13	
Engineer, Manager	Hourly	83.1076	87.2630	91.6262	96.2075	101.0179			
	Monthly	14,405.32	15,125.59	15,881.88	16,675.97	17,509.77			
	Yearly	172,863.81	181,507.04	190,582.50	200,111.60	210,117.23			
Engineer, Senior	Hourly	64.9913	68.2409	71.6529	75.2355	78.9973			
	Monthly	11,265.16	11,828.42	12,419.84	13,040.82	13,692.87			
	Yearly	135,181.90	141,941.07	149,038.03	156,489.84	164,314.38			
Finance Manager	Hourly	73.2350	76.8968	80.7416	84.7787	89.0176			
	Monthly	12,694.07	13,328.78	13,995.21	14,694.98	15,429.72			
	Yearly	152,328.80	159,945.34	167,942.53	176,339.70	185,156.61			
I.T. Coordinator	Hourly	49.0859	51.5402	54.1172	56.8231	59.6643			
	Monthly	8,508.22	8,933.64	9,380.32	9,849.34	10,341.81			
	Yearly	102,098.67	107,203.62	112,563.78	118,192.05	124,101.74			
Production Superintendent	Hourly	65.0570	68.3099	71.7254	75.3117	79.0773			
	Monthly	11,276.55	11,840.38	12,432.40	13,054.03	13,706.73			
	Yearly	135,318.56	142,084.59	149,188.83	156,648.34	164,480.78			
Public Information Officer	Hourly	50.7710	53.3096	55.9751	58.7739	61.7126			
	Monthly	8,800.31	9,240.33	9,702.35	10,187.48	10,696.85			
	Yearly	105,603.68	110,883.97	116,428.21	122,249.71	128,362.21			
General Manager (Contract) Effective: January 17, 2024	Hourly	116.7187	N/A	N/A	N/A	N/A			
	Monthly	20,231.24	N/A	N/A	N/A	N/A			
	Yearly	242,774.90	N/A	N/A	N/A	N/A			

REPRESENTED EMPLOYEES									
Distribution		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Distribution Operator 1	Hourly	24.3704	25.3859	26.4436	27.5454				
	Monthly	4,224.20	4,400.22	4,583.56	4,774.54				
	Yearly	50,690.43	52,802.67	55,002.69	57,294.43				
Distribution Operator 2	Hourly	37.9804	39.5630	41.2113	42.9285				
	Monthly	6,583.27	6,857.59	7,143.29	7,440.94				
	Yearly	78,999.23	82,291.04	85,719.50	89,291.28				
Distribution Operator 3	Hourly	43.0096	44.8017	46.6684	48.6129				
	Monthly	7,455.00	7,765.63	8,089.19	8,426.24				
	Yearly	89,459.97	93,187.54	97,070.27	101,114.83				

Production		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Treatment Operator 1	Hourly	N/A	N/A	N/A	N/A				
	Monthly	N/A	N/A	N/A	N/A				
	Yearly	N/A	N/A	N/A	N/A				
Treatment Operator 2	Hourly	37.5618	39.1268	40.7571	42.4553				
	Monthly	6,510.71	6,781.98	7,064.56	7,358.92				
	Yearly	78,128.54	81,383.74	84,774.77	88,307.02				
Treatment Operator 3	Hourly	43.5831	45.3991	47.2907	49.2611				
	Monthly	7,554.40	7,869.18	8,197.06	8,538.59				
	Yearly	90,652.85	94,430.13	98,364.66	102,463.09				
Treatment Operator 4	Hourly	50.8202	52.9377	55.1434	57.4411				
	Monthly	8,808.84	9,175.87	9,558.19	9,956.46				
	Yearly	105,706.02	110,110.42	114,698.27	119,477.49				

Approved: June 18, 2024
Revised: January 21, 2025

Note: Monthly and Yearly Salaries are the average based on 2080 hours.
Exempt/Management Hourly Range = Yearly Range / 2080 hours.
Represented Employees' COLA was applied to each step for FY 24-25.
*Steps 6 & 7 of the Distribution Superintendent expire after FY 24-25

NOTE: Minimum wage increased to \$16.00 1/1/2024