

NORTH COAST COUNTY WATER DISTRICT
DRAFT Salary Schedule for Fiscal Year 2025-2026
2.7% Adjustment and 5% Adjustment to General Manager Classification, effective July 1, 2025

	Title	Hourly Range Bottom (\$)	A	B	C	D	Hourly Top Range (E)
1	Temporary Assistance	27.11	28.47	29.89	31.39	32.96	34.61
2	Customer Service Rep. I	34.21	35.92	37.71	39.60	41.58	43.66
3	Customer Service Rep. II	36.54	38.37	40.29	42.30	44.42	46.64
3A	Utility Billing Specialist	42.03	44.13	46.34	48.65	51.09	53.64
4	Management Analyst I	44.95	47.20	49.56	52.03	54.64	57.37
5	Management Analyst II	53.41	56.08	58.88	61.82	64.92	68.16
6	Secretary to the Board	49.51	51.99	54.59	57.32	60.18	63.19
7	Customer Service Supervisor	55.62	58.40	61.32	64.39	67.61	70.99
8	Admin. Services/Accountant	71.04	74.59	78.32	82.23	86.35	90.66
9	Utility Maintenance Worker I	32.92	34.57	36.29	38.11	40.01	42.01
10	Utility Maintenance Worker II	40.03	42.03	44.13	46.34	48.65	51.09
11	Utility Maintenance Worker III	43.33	45.49	47.77	50.16	52.66	55.30
12	Mechanic/Fleet	41.46	43.53	45.71	47.99	50.39	52.91
13	GIS Technician	35.26	37.02	38.87	40.82	42.86	45.00
14	Plant Technician Lead Water Operator	50.16	52.66	55.30	58.06	60.97	64.01
15	Lab Technician	46.73	49.07	51.52	54.10	56.80	59.64
16	Field Supervisor Plant and Mechanical Supervisor	60.66	63.70	66.88	70.23	73.74	77.43
17	Superintendent	81.01	85.06	89.31	93.78	98.46	103.39
18	Asst. Gen Manager - Operations	87.34	91.70	96.29	101.10	106.16	111.47

19	General Manager	Low	123.95
		High	154.94

Time base = hourly.

All employees are paid bi-weekly.

Employees who are eligible for Certification and License Incentive Pay shall be paid an additional percentage of the base pay shown for each step, or an additional flat dollar amount, as in accordance with the North Coast County Water District's Personnel Manual.

Employees who are eligible for Longevity Pay shall be paid an additional percentage of their then current salary, including any previously earned Longevity Pay increase and excluding any Certification and License Incentive Pay, as in accordance with the North Coast County Water District's Personnel Manual.