

Carmichael Water District
Salary Schedule
FY2022-23
Effective: July 1, 2022

NON-REPRESENTED EMPLOYEES									
Non-Exempt		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Gen Off Clerk/Billing Supp T	Hourly	Min. Wage	N/A	N/A	N/A	N/A			
Billing Support 1	Hourly	14.3380	15.0549	15.8076	16.5980	17.4279			
	Monthly	2,485.25	2,609.52	2,739.98	2,876.99	3,020.84			
	Yearly	29,823.04	31,314.19	32,879.81	34,523.84	36,250.03			
Billing Support 2	Hourly	16.6378	17.4697	18.3432	19.2604	20.2234			
	Monthly	2,883.89	3,028.08	3,179.49	3,338.47	3,505.39			
	Yearly	34,606.62	36,336.98	38,153.86	40,061.63	42,064.67			
Billing Specialist 1	Hourly	21.4490	22.5214	23.6474	24.8298	26.0713			
	Monthly	3,717.83	3,903.71	4,098.88	4,303.83	4,519.03			
	Yearly	44,613.92	46,844.51	49,186.59	51,645.98	54,228.30			
Billing Specialist 2	Hourly	27.2079	28.5683	29.9967	31.4966	33.0715			
	Monthly	4,716.04	4,951.84	5,199.43	5,459.41	5,732.39			
	Yearly	56,592.43	59,422.06	62,393.14	65,512.93	68,788.72			
Inventory Specialist 1	Hourly	21.3085	22.3739	23.4926	24.6672	25.9006			
	Monthly	3,693.47	3,878.14	4,072.05	4,275.65	4,489.44			
	Yearly	44,321.68	46,537.71	48,864.61	51,307.78	53,873.25			
Inventory Specialist 2	Hourly	26.9830	28.3322	29.7488	31.2362	32.7981			
	Monthly	4,677.05	4,910.92	5,156.46	5,414.28	5,685.00			
	Yearly	56,124.64	58,930.98	61,877.50	64,971.30	68,220.05			
Accountant	Hourly	32.2745	33.8882	35.5826	37.3617	39.2298			
	Monthly	5,594.25	5,873.96	6,167.65	6,476.03	6,799.83			
	Yearly	67,130.96	70,487.46	74,011.81	77,712.34	81,597.98			
Senior Accountant	Hourly	38.2225	40.1336	42.1403	44.2473	46.4596			
	Monthly	6,625.23	6,956.49	7,304.32	7,669.53	8,053.00			
	Yearly	79,502.80	83,477.89	87,651.82	92,034.38	96,635.97			
Public Information Assistant	Hourly	16.7395	17.5765	18.4553	19.3781	20.3470			
	Monthly	2,901.51	3,046.59	3,198.92	3,358.87	3,526.81			
	Yearly	34,818.16	36,559.12	38,387.02	40,306.45	42,321.76			
Public Information Assistant	Hourly	21.4510	22.5236	23.6498	24.8323	26.0739			
	Monthly	3,718.17	3,904.09	4,099.30	4,304.27	4,519.48			
	Yearly	44,618.08	46,849.09	49,191.58	51,651.18	54,233.71			
Communications Specialist	Hourly	27.4345	28.8062	30.2465	31.7588	33.3467			
	Monthly	4,755.31	4,993.08	5,242.73	5,504.86	5,780.10			
	Yearly	57,063.76	59,916.90	62,912.72	66,058.30	69,361.14			
Communications Specialist 2	Hourly	33.3569	35.0247	36.7759	38.6147	40.5454			
	Monthly	5,781.86	6,070.95	6,374.49	6,693.22	7,027.87			
	Yearly	69,382.35	72,851.38	76,493.87	80,318.58	84,334.43			
Water Efficiency Specialist 1	Hourly	24.6809	25.9150	27.2108	28.5714	30.0000			
	Monthly	4,278.02	4,491.93	4,716.54	4,952.38	5,200.00			
	Yearly	51,336.27	53,903.20	56,598.46	59,428.51	62,400.00			
Water Efficiency Specialist 2	Hourly	31.2118	32.7724	34.4109	36.1315	37.9381			
	Monthly	5,410.05	5,680.55	5,964.56	6,262.79	6,575.94			
	Yearly	64,920.54	68,166.59	71,574.67	75,153.52	78,911.25			
GIS Specialist	Hourly	33.1864	34.8458	36.5881	38.4176	40.3384			
	Monthly	5,752.31	6,039.94	6,341.94	6,659.05	6,991.99			
	Yearly	69,027.71	72,479.26	76,103.25	79,908.61	83,903.87			
Engineer in Training	Hourly	29.8231	31.3143	32.9627	34.6108	36.3413			
	Monthly	5,169.34	5,427.81	5,713.54	5,999.21	6,299.16			
	Yearly	62,032.05	65,133.74	68,562.42	71,990.46	75,589.90			
Assistant Engineer	Hourly	42.0481	44.1505	46.3580	48.6759	51.1097			
	Monthly	7,288.34	7,652.75	8,035.39	8,437.16	8,859.02			
	Yearly	87,460.05	91,833.04	96,424.64	101,245.87	106,308.18			
Associate Civil Engineer	Hourly	49.7941	52.2838	54.8980	57.6429	60.5250			
	Monthly	8,630.98	9,062.53	9,515.65	9,991.44	10,491.00			
	Yearly	103,571.73	108,750.30	114,187.84	119,897.23	125,892.00			

Exempt		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Billing Supervisor	Hourly	33.5060	35.1813	36.9403	38.7873	40.7267	42.7630	44.9011	47.1461
	Monthly	5,807.71	6,098.09	6,402.99	6,723.13	7,059.30	7,412.25	7,782.86	8,171.99
	Yearly	69,692.48	73,177.10	76,835.82	80,677.58	84,711.54	88,947.04	93,394.29	98,063.89
Distribution Superintendent	Hourly	51.1835	53.7427	56.4298	59.2512	62.2138			
	Monthly	8,871.81	9,315.40	9,781.17	10,270.21	10,783.73			
	Yearly	106,461.68	111,784.82	117,373.98	123,242.50	129,404.70			
Engineer, Manager	Hourly	73.9721	77.6707	81.5542	85.6319	89.9135			
	Monthly	12,821.83	13,462.92	14,136.06	14,842.86	15,585.01			
	Yearly	153,861.97	161,555.06	169,632.74	178,114.35	187,020.08			
Engineer, Senior	Hourly	57.8472	60.7396	63.7766	66.9654	70.3137			
	Monthly	10,026.85	10,528.20	11,054.61	11,607.34	12,187.71			
	Yearly	120,322.18	126,338.37	132,655.33	139,288.03	146,252.50			
Finance Manager	Hourly	65.1847	68.4440	71.8661	75.4595	79.2325			
	Monthly	11,298.68	11,863.63	12,456.79	13,079.65	13,733.63			
	Yearly	135,584.18	142,363.52	149,481.49	156,955.76	164,803.60			
I.T. Coordinator	Hourly	43.6902	45.8747	48.1684	50.5769	53.1057			
	Monthly	7,572.97	7,951.62	8,349.19	8,766.66	9,204.99			
	Yearly	90,875.62	95,419.38	100,190.27	105,199.95	110,459.86			
Administrative Specialist 1	Hourly	32.3938	34.0135	35.7142	37.5000	39.3750			
	Monthly	5,614.93	5,895.67	6,190.46	6,500.00	6,825.00			
	Yearly	67,379.10	70,748.08	74,285.54	78,000.00	81,900.00			
Administrative Specialist 2	Hourly	39.8542	41.8469	43.9392	46.1362	48.4430			
	Monthly	6,908.06	7,253.46	7,616.13	7,996.94	8,396.79			
	Yearly	82,896.74	87,041.55	91,393.54	95,963.30	100,761.44			
Production Superintendent	Hourly	57.9056	60.8009	63.8409	67.0330	70.3846			
	Monthly	10,036.97	10,538.82	11,065.76	11,619.05	12,200.00			
	Yearly	120,443.65	126,465.87	132,789.07	139,428.64	146,399.97			
Public Information Officer	Hourly	45.1900	47.4495	49.8221	52.3132	54.9289			
	Monthly	7,832.93	8,224.58	8,635.83	9,067.62	9,521.01			
	Yearly	93,995.20	98,694.96	103,629.97	108,811.46	114,252.11			
General Manager (Contract)	Hourly	103.8882	N/A	N/A	N/A	N/A			
Effective February 24, 2022	Monthly	18,007.29	N/A	N/A	N/A	N/A			
	Yearly	216,087.51	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	21.6915	22.5953	23.5368	24.5175				
	Monthly	3,759.86	3,916.52	4,079.71	4,249.70				
	Yearly	45,118.32	46,998.22	48,956.54	50,996.40				
Distribution Operator 2	Hourly	33.8054	35.2140	36.6812	38.2096				
	Monthly	5,859.60	6,103.76	6,358.08	6,623.00				
	Yearly	70,315.23	73,245.12	76,296.90	79,475.97				
Distribution Operator 3	Hourly	38.2818	39.8769	41.5384	43.2692				
	Monthly	6,635.51	6,912.00	7,199.99	7,500.00				
	Yearly	79,626.14	82,943.95	86,399.87	89,999.94				
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	33.4328	34.8258	36.2769	37.7884				
	Monthly	5,795.02	6,036.47	6,288.00	6,549.99				
	Yearly	69,540.22	72,437.66	75,455.95	78,599.87				
Treatment Operator 3	Hourly	38.7923	40.4086	42.0923	43.8461				
	Monthly	6,724.00	7,004.16	7,296.00	7,599.99				
	Yearly	80,687.98	84,049.89	87,551.98	91,199.89				
Treatment Operator 4	Hourly	45.2339	47.1186	49.0818	51.1269				
	Monthly	7,840.54	8,167.22	8,507.51	8,862.00				
	Yearly	94,086.51	98,006.69	102,090.14	106,343.95				

Approved: July 19, 2022

Revised: January 21, 2025

Note: Monthly and Yearly Salaries are the average based on 2080 hours.

Exempt/Management Hourly Range = Yearly Range / 2080 hours.

NOTE: Minimum wage increase to \$15.00/hour on 1/1/2022 and will be \$15.50 1/1/2023