

Carmichael Water District
Salary Schedule
FY2023-24 (7% COLA Adjustment)
Effective: July 1, 2023

NON-REPRESENTED EMPLOYEES									
Non-Exempt		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Accountant	Hourly	34.5337	36.2604	38.0734	39.9771	41.9760			
	Monthly	5,985.84	6,285.14	6,599.39	6,929.36	7,275.84			
	Yearly	71,830.10	75,421.63	79,192.67	83,152.37	87,310.08			
Accountant, Senior	Hourly	40.8981	42.9430	45.0902	47.3447	49.7119			
	Monthly	7,089.00	7,443.45	7,815.64	8,206.42	8,616.73			
	Yearly	85,068.05	89,321.44	93,787.62	98,476.98	103,400.75			
Billing Support Trainee	Hourly	Min. Wage	N/A	N/A	N/A	N/A			
Billing Support 1	Hourly	15.3417	16.1088	16.9142	17.7599	18.6479			
	Monthly	2,659.23	2,792.19	2,931.80	3,078.38	3,232.30			
	Yearly	31,910.74	33,506.30	35,181.54	36,940.59	38,787.63			
Billing Support 2	Hourly	17.8024	18.6925	19.6271	20.6085	21.6389			
	Monthly	3,085.75	3,240.03	3,402.03	3,572.14	3,750.74			
	Yearly	37,028.99	38,880.40	40,824.37	42,865.68	45,008.91			
Billing Specialist 1	Hourly	22.9504	24.0979	25.3028	26.5679	27.8963			
	Monthly	3,978.07	4,176.97	4,385.82	4,605.10	4,835.36			
	Yearly	47,736.83	50,123.63	52,629.82	55,261.23	58,024.30			
Billing Specialist 2	Hourly	29.1125	30.5681	32.0965	33.7013	35.3864			
	Monthly	5,046.17	5,298.47	5,563.39	5,841.56	6,133.64			
	Yearly	60,554.00	63,581.65	66,760.72	70,098.70	73,603.71			
Communications Specialist 1	Hourly	29.3549	30.8226	32.3637	33.9819	35.6810			
	Monthly	5,088.18	5,342.58	5,609.71	5,890.20	6,184.71			
	Yearly	61,058.19	64,111.01	67,316.50	70,682.35	74,216.48			
Communications Specialist 2	Hourly	35.6919	37.4765	39.3503	41.3178	43.3837			
	Monthly	6,186.60	6,495.93	6,820.72	7,161.75	7,519.84			
	Yearly	74,239.15	77,951.12	81,848.62	85,941.02	90,238.10			
Engineer in Training	Hourly	31.9107	33.5062	35.1815	36.9406	38.7876			
	Monthly	5,531.19	5,807.74	6,098.13	6,403.04	6,723.18			
	Yearly	66,374.26	69,692.90	73,177.52	76,836.45	80,678.21			
Engineer, Assistant	Hourly	44.9915	47.2411	49.6032	52.0834	54.6876			
	Monthly	7,798.53	8,188.46	8,597.89	9,027.79	9,479.18			
	Yearly	93,582.32	98,261.49	103,174.66	108,333.47	113,750.21			
Engineer, Associate Civil	Hourly	53.2797	55.9437	58.7409	61.6779	64.7618			
	Monthly	9,235.15	9,696.91	10,181.76	10,690.84	11,225.38			
	Yearly	110,821.78	116,362.90	122,181.07	128,290.03	134,704.54			
General Office Clerk	Hourly	Min. Wage	N/A	N/A	N/A	N/A			
GIS Specialist	Hourly	35.5094	37.2849	39.1491	41.1066	43.1619			
	Monthly	6,154.96	6,462.72	6,785.84	7,125.14	7,481.40			
	Yearly	73,859.55	77,552.59	81,430.13	85,501.73	89,776.75			
Inventory Specialist 1	Hourly	22.8001	23.9401	25.1371	26.3940	27.7137			
	Monthly	3,952.02	4,149.62	4,357.10	4,574.96	4,803.71			
	Yearly	47,424.21	49,795.41	52,285.17	54,899.52	57,644.50			
Inventory Specialist 2	Hourly	28.8718	30.3154	31.8312	33.4228	35.0939			
	Monthly	5,004.45	5,254.67	5,517.41	5,793.29	6,082.94			
	Yearly	60,053.34	63,056.03	66,208.90	69,519.42	72,995.31			
Public Information Assistant 1	Hourly	17.9113	18.8069	19.7472	20.7346	21.7713			
	Monthly	3,104.63	3,259.86	3,422.85	3,594.00	3,773.69			
	Yearly	37,255.50	39,118.35	41,074.18	43,127.97	45,284.30			
Public Information Assistant 2	Hourly	22.9526	24.1002	25.3052	26.5705	27.8990			
	Monthly	3,978.45	4,177.37	4,386.24	4,605.55	4,835.83			
	Yearly	47,741.41	50,128.42	52,634.82	55,266.64	58,029.92			
Water Efficiency Specialist 1	Hourly	26.4086	27.7290	29.1155	30.5713	32.0999			
	Monthly	4,577.49	4,806.36	5,046.69	5,299.03	5,563.98			
	Yearly	54,929.89	57,676.32	60,560.24	63,588.30	66,767.79			
Water Efficiency Specialist 2	Hourly	33.3966	35.0664	36.8197	38.6607	40.5937			
	Monthly	5,788.74	6,078.18	6,382.08	6,701.19	7,036.24			
	Yearly	69,464.93	72,938.11	76,584.98	80,414.26	84,434.90			

NON-REPRESENTED EMPLOYEES									
Exempt		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Administrative Specialist 1	Hourly	34.6614	36.3945	38.2142	40.1249	42.1311			
	Monthly	6,007.98	6,308.38	6,623.80	6,954.98	7,302.72			
	Yearly	72,095.71	75,700.56	79,485.54	83,459.79	87,632.69			
Administrative Specialist 2	Hourly	42.6440	44.7762	47.0150	49.3658	51.8341			
	Monthly	7,391.63	7,761.21	8,149.27	8,556.74	8,984.58			
	Yearly	88,699.52	93,134.50	97,791.20	102,680.86	107,814.93			
Billing Supervisor	Hourly	35.8514	37.6440	39.5262	41.5025	43.5776	45.7565	48.0443	50.4465
	Monthly	6,214.25	6,524.96	6,851.21	7,193.77	7,553.45	7,931.13	8,327.68	8,744.06
	Yearly	74,570.95	78,299.52	82,214.50	86,325.20	90,641.41	95,173.52	99,932.14	104,928.72
Distribution Superintendent*	Hourly	54.7663	57.5046	60.3798	63.3988	66.5687	69.8971	73.3920	
	Monthly	9,492.83	9,967.46	10,465.83	10,989.13	11,538.58	12,115.50	12,721.28	
	Yearly	113,913.90	119,609.57	125,589.98	131,869.50	138,462.90	145,385.97	152,655.36	
Engineer, Manager	Hourly	79.1501	83.1076	87.2630	91.6262	96.2075			
	Monthly	13,719.35	14,405.32	15,125.59	15,881.88	16,675.97			
	Yearly	164,632.21	172,863.81	181,507.04	190,582.50	200,111.60			
Engineer, Senior	Hourly	61.8965	64.9913	68.2409	71.6529	75.2355			
	Monthly	10,728.73	11,265.16	11,828.42	12,419.84	13,040.82			
	Yearly	128,744.72	135,181.90	141,941.07	149,038.03	156,489.84			
Finance Manager	Hourly	69.7476	73.2350	76.8968	80.7416	84.7787			
	Monthly	12,089.58	12,694.07	13,328.78	13,995.21	14,694.98			
	Yearly	145,075.01	152,328.80	159,945.34	167,942.53	176,339.70			
I.T. Coordinator	Hourly	46.7485	49.0859	51.5402	54.1172	56.8231			
	Monthly	8,103.07	8,508.22	8,933.64	9,380.32	9,849.34			
	Yearly	97,236.88	102,098.67	107,203.62	112,563.78	118,192.05			
Production Superintendent	Hourly	61.9590	65.0570	68.3099	71.7254	75.3117			
	Monthly	10,739.56	11,276.55	11,840.38	12,432.40	13,054.03			
	Yearly	128,874.72	135,318.56	142,084.59	149,188.83	156,648.34			
Public Information Officer	Hourly	48.3533	50.7710	53.3096	55.9751	58.7739			
	Monthly	8,381.24	8,800.31	9,240.33	9,702.35	10,187.48			
	Yearly	100,574.86	105,603.68	110,883.97	116,428.21	122,249.71			
General Manager (Contract)	Hourly	111.1607	N/A	N/A	N/A	N/A			
Effective April 3, 2023	Monthly	19,267.85	N/A	N/A	N/A	N/A			
	Yearly	231,214.25	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	23.2099	24.1770	25.1844	26.2337				
	Monthly	4,023.05	4,190.68	4,365.30	4,547.18				
	Yearly	48,276.59	50,288.16	52,383.55	54,566.10				
Distribution Operator 2	Hourly	36.1718	37.6790	39.2489	40.8843				
	Monthly	6,269.78	6,531.03	6,803.14	7,086.61				
	Yearly	75,237.34	78,372.32	81,637.71	85,039.34				
Distribution Operator 3	Hourly	40.9615	42.6683	44.4461	46.2980				
	Monthly	7,099.99	7,395.84	7,703.99	8,024.99				
	Yearly	85,199.92	88,750.06	92,447.89	96,299.84				

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	35.7731	37.2636	38.8163	40.4336				
	Monthly	6,200.67	6,459.02	6,728.16	7,008.49				
	Yearly	74,408.05	77,508.29	80,737.90	84,101.89				
Treatment Operator 3	Hourly	41.5077	43.2372	45.0388	46.9153				
	Monthly	7,194.67	7,494.45	7,806.73	8,131.99				
	Yearly	86,336.02	89,933.38	93,680.70	97,583.82				
Treatment Operator 4	Hourly	48.4002	50.4169	52.5175	54.7058				
	Monthly	8,389.37	8,738.93	9,103.03	9,482.34				
	Yearly	100,672.42	104,867.15	109,236.40	113,788.06				

Approved: June 20, 2023
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 23-24.
*Steps 6 & 7 of the Distribution Superintendent expire after FY 24-25

NOTE: Minimum wage increased to \$15.50 1/1/2023