

**Carmichael Water District
Salary Schedule
FY2025-26**

NON-REPRESENTED EMPLOYEES						
Non-Exempt		Step 1	Step 2	Step 3	Step 4	Step 5
Accountant	Hourly	38.0734	39.9771	41.9760	44.0748	46.2785
	Monthly	6,599.39	6,929.36	7,275.84	7,639.63	8,021.61
	Yearly	79,192.67	83,152.37	87,310.08	91,675.58	96,259.28
Accountant, Senior	Hourly	45.0902	47.3447	49.7119	52.1975	54.8074
	Monthly	7,815.64	8,206.42	8,616.73	9,047.57	9,499.95
	Yearly	93,787.62	98,476.98	103,400.75	108,570.80	113,999.39
Billing Specialist 1	Hourly	25.3028	26.5679	27.8963	29.2911	30.7557
	Monthly	4,385.82	4,605.10	4,835.36	5,077.12	5,330.99
	Yearly	52,629.82	55,261.23	58,024.30	60,925.49	63,971.86
Billing Specialist 2	Hourly	32.0965	33.7013	35.3864	37.1557	39.0135
	Monthly	5,563.39	5,841.56	6,133.64	6,440.32	6,762.34
	Yearly	66,760.72	70,098.70	73,603.71	77,283.86	81,148.08
Engineer in Training	Hourly	35.1815	36.9406	38.7876	40.7270	42.7634
	Monthly	6,098.13	6,403.04	6,723.18	7,059.35	7,412.32
	Yearly	73,177.52	76,836.45	80,678.21	84,712.16	88,947.87
Engineer, Assistant	Hourly	49.6032	52.0834	54.6876	57.4220	60.2931
	Monthly	8,597.89	9,027.79	9,479.18	9,953.15	10,450.80
	Yearly	103,174.66	108,333.47	113,750.21	119,437.76	125,409.65
Engineer, Associate Civil	Hourly	58.7409	61.6779	64.7618	67.9999	71.3999
	Monthly	10,181.76	10,690.84	11,225.38	11,786.65	12,375.98
	Yearly	122,181.07	128,290.03	134,704.54	141,439.79	148,511.79
GIS Specialist	Hourly	39.1491	41.1066	43.1619	45.3200	47.5860
	Monthly	6,785.84	7,125.14	7,481.40	7,855.47	8,248.24
	Yearly	81,430.13	85,501.73	89,776.75	94,265.60	98,978.88
Water Efficiency Specialist 1	Hourly	29.1155	30.5713	32.0999	33.7049	35.3901
	Monthly	5,046.69	5,299.03	5,563.98	5,842.18	6,134.28
	Yearly	60,560.24	63,588.30	66,767.79	70,106.19	73,611.41
Water Efficiency Specialist 2	Hourly	36.8197	38.6607	40.5937	42.6234	44.7546
	Monthly	6,382.08	6,701.19	7,036.24	7,388.06	7,757.46
	Yearly	76,584.98	80,414.26	84,434.90	88,656.67	93,089.57

NON-REPRESENTED EMPLOYEES						
Exempt		Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Specialist 1	Hourly	38.2142	40.1249	42.1311	44.2377	46.4496
	Monthly	6,623.80	6,954.98	7,302.72	7,667.87	8,051.26
	Yearly	79,485.54	83,459.79	87,632.69	92,014.42	96,615.17
Administrative Specialist 2	Hourly	47.0150	49.3658	51.8341	54.4258	57.1471
	Monthly	8,149.27	8,556.74	8,984.58	9,433.81	9,905.50
	Yearly	97,791.20	102,680.86	107,814.93	113,205.66	118,865.97
Billing Supervisor	Hourly	45.7565	48.0443	50.4465	52.9688	55.6172
	Monthly	7,931.13	8,327.68	8,744.06	9,181.26	9,640.32
	Yearly	95,173.52	99,932.14	104,928.72	110,175.10	115,683.78
Business Operations Specialist	Hourly	45.7565	48.0443	50.4465	52.9688	55.6172
	Monthly	7,931.13	8,327.68	8,744.06	9,181.26	9,640.32
	Yearly	95,173.52	99,932.14	104,928.72	110,175.10	115,683.78
Distribution Superintendent	Hourly	66.5687	69.8971	73.3920	77.0616	80.9147
	Monthly	11,538.58	12,115.50	12,721.28	13,357.34	14,025.22
	Yearly	138,462.90	145,385.97	152,655.36	160,288.13	168,302.58
Engineer, Manager	Hourly	87.2630	91.6262	96.2075	101.0179	106.0688
	Monthly	15,125.59	15,881.88	16,675.97	17,509.77	18,385.26
	Yearly	181,507.04	190,582.50	200,111.60	210,117.23	220,623.10
Engineer, Senior	Hourly	68.2409	71.6529	75.2355	78.9973	82.9472
	Monthly	11,828.42	12,419.84	13,040.82	13,692.87	14,377.52
	Yearly	141,941.07	149,038.03	156,489.84	164,314.38	172,530.18
Finance Manager	Hourly	79.0938	83.0485	87.2009	91.5609	96.1389
	Monthly	13,709.59	14,395.07	15,114.82	15,870.56	16,664.08
	Yearly	164,515.10	172,740.88	181,377.87	190,446.67	199,968.91
I.T. Coordinator	Hourly	51.5402	54.1172	56.8231	59.6643	62.6475
	Monthly	8,933.64	9,380.32	9,849.34	10,341.81	10,858.90
	Yearly	107,203.62	112,563.78	118,192.05	124,101.74	130,306.80
Production Superintendent	Hourly	70.2616	73.7747	77.4634	81.3366	85.4034
	Monthly	12,178.68	12,787.62	13,426.99	14,098.34	14,803.26
	Yearly	146,144.13	153,451.38	161,123.87	169,180.13	177,639.07
General Manager (Contract)	Hourly	116.7187	N/A	N/A	N/A	N/A
Effective January 17, 2024	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
Distribution Operator 1	Hourly	25.5889	26.6552	27.7658	28.9227	
	Monthly	4,435.41	4,620.24	4,812.74	5,013.27	
	Yearly	53,224.91	55,442.82	57,752.86	60,159.22	
Distribution Operator 2	Hourly	39.8794	41.5412	43.2719	45.0749	
	Monthly	6,912.43	7,200.48	7,500.46	7,812.98	
	Yearly	82,949.15	86,405.70	90,005.55	93,755.79	
Distribution Operator 3	Hourly	45.1601	47.0418	49.0018	51.0435	
	Monthly	7,827.75	8,153.91	8,493.65	8,847.54	
	Yearly	93,933.01	97,846.94	101,923.74	106,170.48	

Production		Step 1	Step 2	Step 3	Step 4	Step 5
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	39.4399	41.0831	42.7950	44.5781	
	Monthly	6,836.25	7,121.07	7,417.80	7,726.87	
	Yearly	82,034.99	85,452.85	89,013.60	92,722.45	
Treatment Operator 3	Hourly	45.7623	47.6691	49.6552	51.7242	
	Monthly	7,932.13	8,262.64	8,606.90	8,965.53	
	Yearly	95,185.58	99,151.73	103,282.82	107,586.34	
Treatment Operator 4	Hourly	53.3612	55.5846	57.9006	60.3132	
	Monthly	9,249.28	9,634.66	10,036.10	10,454.29	
	Yearly	110,991.30	115,615.97	120,433.25	125,451.46	