

Silicon Valley Clean Water Salary Schedules for Fiscal Year 2020-2021 (Effective 7/1/2020 through 6/30/2021)

Resolution No. SVCW 20-25 approved at the Commission Meeting of June 15, 2020

Fiscal Year: 2020-21

Cost-of-Living Adjustment: 4.0%

General Represented Employees
Stationary Engineers Local 39

Class 0 Positions	Codes	A0	B0	C0	D0	E0	F0	G0
Senior Operator	D130	\$ 8,511	\$ 8,936	\$ 9,378	\$ 9,850	\$ 10,446	\$ 10,861	\$ 11,402
Operator	D400	\$ 6,801	\$ 7,145	\$ 7,497	\$ 7,876	\$ 8,277	\$ 8,689	\$ 9,117
Senior Plant Mechanic	D200	\$ 8,201	\$ 8,614	\$ 9,042	\$ 9,489	\$ 9,970	\$ 10,467	\$ 10,992
Senior Plant Mechanic - Electrician	D250	\$ 8,766	\$ 9,207	\$ 9,664	\$ 10,146	\$ 10,660	\$ 11,190	\$ 11,751
Senior Plant Mechanic - Instrumentation Tech	D230	\$ 8,766	\$ 9,207	\$ 9,664	\$ 10,146	\$ 10,660	\$ 11,190	\$ 11,751
Senior Plant Mechanic - Control Systems Technician	D260	\$ 9,204	\$ 9,668	\$ 10,147	\$ 10,653	\$ 11,192	\$ 11,750	\$ 12,339
Plant Mechanic	D450	\$ 6,309	\$ 6,625	\$ 6,958	\$ 7,310	\$ 7,679	\$ 8,060	\$ 8,459
Plant Mechanic - Electrician	D460	\$ 6,309	\$ 6,625	\$ 6,958	\$ 7,310	\$ 7,679	\$ 8,060	\$ 8,459
Plant Mechanic - Instrumentation Tech	D440	\$ 6,309	\$ 6,625	\$ 6,958	\$ 7,310	\$ 7,679	\$ 8,060	\$ 8,459
Plant Mechanic - Control Systems Technician	D470	\$ 6,624	\$ 6,957	\$ 7,306	\$ 7,676	\$ 8,063	\$ 8,462	\$ 8,883
Planner / Scheduler Assistant	D852	\$ 6,309	\$ 6,625	\$ 6,958	\$ 7,310	\$ 7,679	\$ 8,060	\$ 8,459
Water Quality Specialist *	D360	\$ 7,933	\$ 8,418	\$ 8,941	\$ 9,483	\$ 10,064	\$ 10,684	\$ 11,217
Senior Laboratory Analyst **	D305	\$ 9,229	\$ 9,691	\$ 10,175	\$ 10,684	\$ 11,217	-	-
Laboratory Analyst II	D303	\$ 8,392	\$ 8,812	\$ 9,252	\$ 9,714	\$ 10,199	-	-
Laboratory Analyst I	D301	\$ 7,629	\$ 8,009	\$ 8,408	\$ 8,831	\$ 9,272	-	-
Senior Environmental Compliance Inspector *	D351	\$ 8,370	\$ 8,790	\$ 9,229	\$ 9,691	\$ 10,175	-	-
Environmental Compliance Inspector	D353	\$ 7,611	\$ 7,991	\$ 8,392	\$ 8,812	\$ 9,252	-	-
Pollution Prevention Specialist	D355	\$ 7,611	\$ 7,991	\$ 8,392	\$ 8,812	\$ 9,252	-	-
Procurement/Materials Specialist	D700	\$ 8,126	\$ 8,543	\$ 8,979	\$ 9,419	\$ 9,890	-	-
Utility Worker	D850	\$ 5,839	\$ 6,162	\$ 6,498	\$ 6,858	\$ 7,234	-	-

Class 1 Positions	Codes	A1	B1	C1	D1	E1	F1	G1
Senior Operator	D131	\$ 8,682	\$ 9,112	\$ 9,564	\$ 10,048	\$ 10,655	\$ 11,078	\$ 11,629
Operator	D401	\$ 6,937	\$ 7,288	\$ 7,647	\$ 8,033	\$ 8,444	\$ 8,862	\$ 9,300
Senior Plant Mechanic	D201	\$ 8,365	\$ 8,787	\$ 9,223	\$ 9,678	\$ 10,171	\$ 10,676	\$ 11,212
Senior Plant Mechanic - Electrician	D251	\$ 8,942	\$ 9,391	\$ 9,856	\$ 10,348	\$ 10,873	\$ 11,414	\$ 11,987
Senior Plant Mechanic - Instrumentation Tech	D231	\$ 8,942	\$ 9,391	\$ 9,856	\$ 10,348	\$ 10,873	\$ 11,414	\$ 11,987
Senior Plant Mechanic - Control Systems Technician	D261	\$ 9,388	\$ 9,861	\$ 10,350	\$ 10,866	\$ 11,416	\$ 11,985	\$ 12,586
Plant Mechanic	D451	\$ 6,434	\$ 6,758	\$ 7,097	\$ 7,455	\$ 7,833	\$ 8,221	\$ 8,629
Plant Mechanic - Electrician	D461	\$ 6,434	\$ 6,758	\$ 7,097	\$ 7,455	\$ 7,833	\$ 8,221	\$ 8,629
Plant Mechanic - Instrumentation Tech	D441	\$ 6,434	\$ 6,758	\$ 7,097	\$ 7,455	\$ 7,833	\$ 8,221	\$ 8,629
Plant Mechanic - Control Systems Technician	D471	\$ 6,757	\$ 7,096	\$ 7,452	\$ 7,828	\$ 8,224	\$ 8,633	\$ 9,060
Planner / Scheduler Assistant	D853	\$ 6,434	\$ 6,758	\$ 7,097	\$ 7,455	\$ 7,833	\$ 8,221	\$ 8,629
Water Quality Specialist *	D361	\$ 8,091	\$ 8,586	\$ 9,121	\$ 9,673	\$ 10,267	\$ 10,897	\$ 11,441
Senior Laboratory Analyst **	D306	\$ 9,414	\$ 9,885	\$ 10,378	\$ 10,897	\$ 11,441	-	-
Laboratory Analyst II	D304	\$ 8,559	\$ 8,987	\$ 9,436	\$ 9,907	\$ 10,403	-	-
Laboratory Analyst I	D302	\$ 7,781	\$ 8,170	\$ 8,577	\$ 9,008	\$ 9,458	-	-
Senior Environmental Compliance Inspector *	D352	\$ 8,537	\$ 8,967	\$ 9,414	\$ 9,885	\$ 10,378	-	-
Environmental Compliance Inspector	D354	\$ 7,764	\$ 8,150	\$ 8,559	\$ 8,987	\$ 9,436	-	-
Pollution Prevention Specialist	D356	\$ 7,764	\$ 8,150	\$ 8,559	\$ 8,987	\$ 9,436	-	-
Procurement/Materials Specialist	D701	\$ 8,289	\$ 8,713	\$ 9,159	\$ 9,608	\$ 10,088	-	-
Utility Worker	D851	\$ 5,956	\$ 6,285	\$ 6,629	\$ 6,995	\$ 7,380	-	-

Class 0 - Employees not eligible for certification pay.

Class 1 - Employees achieving professional certification higher than specified for current classification qualify for certification pay per CLASS 1 salary schedule.

* Salary step "G" available only to Water Quality Specialists in Environmental Compliance Division as of 7/1/2013. Promotions to Snr Environmental Compliance Inspector limited to only one person in the position at any given time. The Water Quality Specialist classification not available to new hires after June 30, 2013.

** There shall be only one person in the position of Senior Laboratory Analyst at any given time.

General Non-Represented Employees (hourly)	Codes	A	B	C	D	E
Lab Assistant	D550	\$ 21.76	\$ 22.84	\$ 23.98	\$ 25.19	\$ 26.45
Engineering Intern	E505	\$ 21.76	\$ 22.84	\$ 23.98	\$ 25.19	\$ 26.45
General Intern	E508	\$ 21.76	\$ 22.84	\$ 23.98	\$ 25.19	\$ 26.45

Confidential General Employees (monthly)	Codes	A	B	C	D	E	F	G
Accountant	E250	\$ 8,448	\$ 8,870	\$ 9,314	\$ 9,779	\$ 10,269	\$ 10,782	\$ 11,320
Accounting Technician	E200	\$ 6,246	\$ 6,557	\$ 6,887	\$ 7,231	\$ 7,594	\$ 7,971	\$ 8,370
Administrative Assistant	E100	\$ 7,500	\$ 7,877	\$ 8,272	\$ 8,685	\$ 9,117	\$ 9,574	\$ 10,051
Administrative Clerk	E175	\$ 5,251	\$ 5,514	\$ 5,792	\$ 6,080	\$ 6,384		
Office Assistant	E150	\$ 4,482	\$ 4,705	\$ 4,940	\$ 5,190	\$ 5,448		
Information System Analyst	E510	\$ 10,151	\$ 10,660	\$ 11,192	\$ 11,751	\$ 12,340		
Information System Technician	E520	\$ 7,180	\$ 7,547	\$ 7,935	\$ 8,345	\$ 8,773		

Professional Employees (monthly)	Codes	Minimum	Maximum
Senior Engineer	E500	\$ 14,962	\$ 18,186
Associate Engineer	E503	\$ 10,724	\$ 13,035
Senior Capital Improvement Manager	C902	\$ 14,962	\$ 18,186
Capital Improvement Program Manager (Vacant) ***	C903	\$ 11,969	\$ 14,550
Senior Information System Analyst	E530	\$ 11,279	\$ 13,710
Financial Analyst	E300	\$ 10,559	\$ 14,151
Business Analyst	E325	\$ 10,559	\$ 14,151

*** This position applies to new hires on or after 1/1/2018.

Management Employees (monthly)	Codes	Minimum	Maximum
Manager ****	C100	\$ 29,400	\$ 29,400
Authority Engineer	C110	\$ 20,379	\$ 24,769
Chief Operating Officer	C120	\$ 21,661	\$ 26,329
Assistant Manager / Chief Financial Officer	C205	\$ 21,092	\$ 25,636
Maintenance Director	C261	\$ 16,629	\$ 20,212
Operations Director	C271	\$ 16,629	\$ 20,212
Engineering Director	C181	\$ 16,629	\$ 20,212
Laboratory/Environmental Services Director	C490	\$ 16,629	\$ 20,212
Laboratory Director	C500	\$ 15,527	\$ 18,873
Environmental Services Director	C411	\$ 15,527	\$ 18,873
Information Systems Director	C511	\$ 15,527	\$ 18,873
Administrative Services Director	C201	\$ 14,355	\$ 17,546
Human Resources Director	C208	\$ 14,355	\$ 17,546
Health and Safety Director	C191	\$ 14,355	\$ 17,546
Maintenance Supervisor	C300	\$ 12,573	\$ 15,282
Operations Supervisor	C400	\$ 12,573	\$ 15,282
Planner / Scheduler Supervisor	C401	\$ 12,573	\$ 15,282
Materials Services Supervisor	C210	\$ 12,573	\$ 15,282
Accounting Supervisor	C405	\$ 12,573	\$ 15,282
Laboratory Supervisor	C512	\$ 12,573	\$ 15,282
Environmental Services Supervisor	C420	\$ 12,573	\$ 15,282
Capital Improvement Program Manager (Current)	C901	\$ 11,969	\$ 14,550
Executive Assistant to the Manager	C215	\$ 8,249	\$ 11,054

**** Manager Salary - Approved by Resolution 20-27 at the Commission Meeting of July 20, 2020

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Alicia Aguirre
 CHAIR, Silicon Valley Clean Water Commission

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Mark Olbert
 SECRETARY, Silicon Valley Clean Water Commission