

Resolution No. SVCW 23-38 at the Commission Meeting of September 11, 2023

Silicon Valley Clean Water Negotiated Pay Scale
Stationary Engineers Local 39**Fiscal Year: 2023-24**
Cost-of-Living Adjustment: 4.5%**General Represented Employees (hourly)**

Class 0 Positions	Codes	A0	B0	C0	D0	E0	F0	G0
Senior Operator	D130	\$ 55.49	\$ 58.27	\$ 61.15	\$ 64.23	\$ 68.12	\$ 70.82	\$ 74.35
Operator	D400	\$ 44.35	\$ 46.59	\$ 48.89	\$ 51.36	\$ 53.97	\$ 56.66	\$ 59.45
Senior Plant Mechanic	D200	\$ 53.48	\$ 56.17	\$ 58.96	\$ 61.88	\$ 65.01	\$ 68.25	\$ 71.68
Senior Plant Mechanic - Electrician	D250	\$ 57.17	\$ 60.03	\$ 63.02	\$ 66.16	\$ 69.51	\$ 72.98	\$ 76.63
Senior Instrumentation Technician	D230	\$ 57.17	\$ 60.03	\$ 63.02	\$ 66.16	\$ 69.51	\$ 72.98	\$ 76.63
Senior Plant Mechanic - Control Systems Technician	D260	\$ 60.02	\$ 63.05	\$ 66.17	\$ 69.46	\$ 72.99	\$ 76.62	\$ 80.46
Plant Mechanic	D450	\$ 41.13	\$ 43.20	\$ 45.37	\$ 47.67	\$ 50.07	\$ 52.55	\$ 55.16
Plant Mechanic - Electrician	D460	\$ 41.13	\$ 43.20	\$ 45.37	\$ 47.67	\$ 50.07	\$ 52.55	\$ 55.16
Instrumentation Technician	D440	\$ 41.13	\$ 43.20	\$ 45.37	\$ 47.67	\$ 50.07	\$ 52.55	\$ 55.16
Plant Mechanic - Control Systems Technician	D470	\$ 43.19	\$ 45.36	\$ 47.64	\$ 50.05	\$ 52.58	\$ 55.18	\$ 57.92
Planner / Scheduler Assistant	D852	\$ 41.13	\$ 43.20	\$ 45.37	\$ 47.67	\$ 50.07	\$ 52.55	\$ 55.16
Facilities Maintenance Technician	D870	\$ 41.13	\$ 43.20	\$ 45.37	\$ 47.67	\$ 50.07	\$ 52.55	\$ 55.16
Water Quality Specialist *	D360	\$ 51.73	\$ 54.89	\$ 58.30	\$ 61.83	\$ 65.63	\$ 69.66	\$ 73.15
Senior Laboratory Analyst **	D305	\$ 60.18	\$ 63.20	\$ 66.35	\$ 69.66	\$ 73.15	-	-
Laboratory Analyst II	D303	\$ 54.72	\$ 57.46	\$ 60.33	\$ 63.35	\$ 66.50	-	-
Laboratory Analyst I	D301	\$ 49.74	\$ 52.22	\$ 54.83	\$ 57.58	\$ 60.46	-	-
Senior Environmental Compliance Inspector *	D351	\$ 54.58	\$ 57.32	\$ 60.18	\$ 63.20	\$ 66.35	-	-
Environmental Compliance Inspector	D353	\$ 49.63	\$ 52.11	\$ 54.72	\$ 57.46	\$ 60.33	-	-
Pollution Prevention Specialist	D355	\$ 49.63	\$ 52.11	\$ 54.72	\$ 57.46	\$ 60.33	-	-
Materials Specialist	D703	\$ 52.99	\$ 55.71	\$ 58.55	\$ 61.42	\$ 64.49	-	-
Utility Worker	D850	\$ 38.08	\$ 40.18	\$ 42.37	\$ 44.72	\$ 47.17	-	-

Class 1 Positions	Codes	A1	B1	C1	D1	E1	F1	G1
Senior Operator	D131	\$ 56.61	\$ 59.41	\$ 62.37	\$ 65.52	\$ 69.48	\$ 72.24	\$ 75.83
Operator	D401	\$ 45.24	\$ 47.53	\$ 49.86	\$ 52.38	\$ 55.06	\$ 57.78	\$ 60.65
Senior Plant Mechanic	D201	\$ 54.55	\$ 57.30	\$ 60.14	\$ 63.11	\$ 66.32	\$ 69.62	\$ 73.11
Senior Plant Mechanic - Electrician	D251	\$ 58.31	\$ 61.24	\$ 64.27	\$ 67.48	\$ 70.90	\$ 74.43	\$ 78.16
Senior Instrumentation Technician	D231	\$ 58.31	\$ 61.24	\$ 64.27	\$ 67.48	\$ 70.90	\$ 74.43	\$ 78.16
Senior Plant Mechanic - Control Systems Technician	D261	\$ 61.22	\$ 64.30	\$ 67.49	\$ 70.86	\$ 74.45	\$ 78.15	\$ 82.07
Plant Mechanic	D451	\$ 41.95	\$ 44.07	\$ 46.28	\$ 48.61	\$ 51.08	\$ 53.61	\$ 56.27
Plant Mechanic - Electrician	D461	\$ 41.95	\$ 44.07	\$ 46.28	\$ 48.61	\$ 51.08	\$ 53.61	\$ 56.27
Instrumentation Technician	D441	\$ 41.95	\$ 44.07	\$ 46.28	\$ 48.61	\$ 51.08	\$ 53.61	\$ 56.27
Plant Mechanic - Control Systems Technician	D471	\$ 44.06	\$ 46.27	\$ 48.59	\$ 51.05	\$ 53.63	\$ 56.29	\$ 59.08
Planner / Scheduler Assistant	D853	\$ 41.95	\$ 44.07	\$ 46.28	\$ 48.61	\$ 51.08	\$ 53.61	\$ 56.27
Facilities Maintenance Technician	D871	\$ 41.95	\$ 44.07	\$ 46.28	\$ 48.61	\$ 51.08	\$ 53.61	\$ 56.27
Water Quality Specialist *	D361	\$ 52.77	\$ 55.98	\$ 59.48	\$ 63.08	\$ 66.95	\$ 71.05	\$ 74.61
Senior Laboratory Analyst **	D306	\$ 61.39	\$ 64.45	\$ 67.67	\$ 71.05	\$ 74.61	-	-
Laboratory Analyst II	D304	\$ 55.81	\$ 58.60	\$ 61.53	\$ 64.60	\$ 67.83	-	-
Laboratory Analyst I	D302	\$ 50.74	\$ 53.28	\$ 55.93	\$ 58.74	\$ 61.67	-	-
Senior Environmental Compliance Inspector *	D352	\$ 55.66	\$ 58.47	\$ 61.39	\$ 64.45	\$ 67.67	-	-
Environmental Compliance Inspector	D354	\$ 50.63	\$ 53.15	\$ 55.81	\$ 58.60	\$ 61.53	-	-
Pollution Prevention Specialist	D356	\$ 50.63	\$ 53.15	\$ 55.81	\$ 58.60	\$ 61.53	-	-
Materials Specialist	D704	\$ 54.05	\$ 56.82	\$ 59.72	\$ 62.65	\$ 65.79	-	-
Utility Worker	D851	\$ 38.84	\$ 40.98	\$ 43.23	\$ 45.61	\$ 48.12	-	-

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	\$ 24.60	\$ 25.81	\$ 27.11	\$ 28.48	\$ 29.90
Engineering Intern	E505	\$ 24.60	\$ 25.81	\$ 27.11	\$ 28.48	\$ 29.90
General Intern	E508	\$ 24.60	\$ 25.81	\$ 27.11	\$ 28.48	\$ 29.90

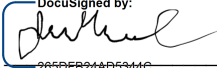
Confidential General Employees (hourly)	Codes	A	B	C	D	E	F	G
Accountant	E250	\$ 55.08	\$ 57.84	\$ 60.73	\$ 63.77	\$ 66.96	\$ 70.31	\$ 73.82
Accounting Technician	E200	\$ 40.73	\$ 42.76	\$ 44.90	\$ 47.15	\$ 49.52	\$ 51.98	\$ 54.58
Administrative Assistant	E100	\$ 48.91	\$ 51.36	\$ 53.94	\$ 56.63	\$ 59.45	\$ 62.43	\$ 65.54
Administrative Clerk	E175	\$ 34.24	\$ 35.95	\$ 37.77	\$ 39.65	\$ 41.63	-	-
Office Assistant	E150	\$ 29.22	\$ 30.68	\$ 32.22	\$ 33.85	\$ 35.53	-	-
Procurement Specialist	E702	\$ 52.99	\$ 55.64	\$ 58.42	\$ 61.34	\$ 64.41	\$ 67.63	\$ 70.58
Information System Analyst	E510	\$ 66.19	\$ 69.51	\$ 72.99	\$ 76.63	\$ 80.47	-	-
Information System Technician	E520	\$ 46.82	\$ 49.21	\$ 51.74	\$ 54.42	\$ 57.21	-	-

Professional Employees (monthly)	Codes	Minimum	Maximum
Senior Engineer	E500	\$ 16,910	\$ 20,555
Engineer	E501	\$ 13,849	\$ 16,827
Associate Engineer	E503	\$ 12,121	\$ 14,732
Senior Capital Improvement Manager	C902	\$ 16,910	\$ 20,555
Capital Improvement Program Manager	C903	\$ 13,529	\$ 16,445
Senior Information System Analyst	E530	\$ 12,748	\$ 15,495
Financial Analyst	E300	\$ 11,934	\$ 15,995
Business Analyst	E325	\$ 11,934	\$ 15,995
Business Operations Associate	E330	\$ 11,934	\$ 15,995
Laboratory Quality Assurance Officer	E400	\$ 11,934	\$ 15,995
Process Control Specialist	E450	\$ 11,934	\$ 15,995

Management Employees (monthly)	Codes	Minimum	Maximum
Manager	C100	\$34,485	
Authority Engineer	C110	\$ 23,840	\$ 28,975
Chief Operating Officer	C120	\$ 24,482	\$ 29,758
Assistant Manager / Chief Financial Officer	C205	\$ 23,840	\$ 28,975
Maintenance Director	C261	\$ 18,795	\$ 22,845
Operations Director	C271	\$ 18,795	\$ 22,845
Engineering/Environmental Services Director	C181	\$ 18,795	\$ 22,845
Laboratory Director (Current)	C500	\$ 18,795	\$ 22,845
Environmental Services Director	C411	\$ 17,550	\$ 21,332
Laboratory Director (Vacant) ***	C501	\$ 17,550	\$ 21,332
Information Systems Director	C511	\$ 17,550	\$ 21,332
Administrative Services Director	C201	\$ 16,225	\$ 19,832
Human Resources Director	C208	\$ 16,225	\$ 19,832
Health and Safety Director	C191	\$ 16,225	\$ 19,832
Maintenance Supervisor	C300	\$ 14,211	\$ 17,273
Operations Supervisor	C400	\$ 14,211	\$ 17,273
Accounting Supervisor	C405	\$ 14,211	\$ 17,273
Laboratory Supervisor	C512	\$ 14,211	\$ 17,273
Environmental Services Supervisor	C420	\$ 14,211	\$ 17,273

*** This position applies to new hires on or after 7/1/2022.

DocuSigned by:

 Alicia Aguirre, Chair
 Silicon Valley Clean Water Commission

DocuSigned by:

 Jessica Mangual, Secretary Pro Tem
 Silicon Valley Clean Water