

Silicon Valley Clean Water Salary Schedule for Fiscal Year 2024-2025  
Resolution No. SVCW 24-29 at the Commission Meeting of June 10, 2024

**Silicon Valley Clean Water Negotiated Pay Scale**  
**Stationary Engineers Local 39**

**Fiscal Year: 2024-25**  
Cost-of-Living Adjustment: 4.5%

**General Represented Employees (hourly)**

<b>Class 0 Positions</b>	<b>Codes</b>	<b>A0</b>	<b>B0</b>	<b>C0</b>	<b>D0</b>	<b>E0</b>	<b>F0</b>	<b>G0</b>
Senior Operator	D130	\$ 57.99	\$ 60.89	\$ 63.90	\$ 67.12	\$ 71.19	\$ 74.01	\$ 77.70
Operator	D400	\$ 46.35	\$ 48.69	\$ 51.09	\$ 53.67	\$ 56.40	\$ 59.21	\$ 62.13
Senior Plant Mechanic	D200	\$ 55.89	\$ 58.70	\$ 61.61	\$ 64.66	\$ 67.94	\$ 71.32	\$ 74.91
Senior Plant Mechanic - Electrician	D250	\$ 59.74	\$ 62.73	\$ 65.86	\$ 69.14	\$ 72.64	\$ 76.26	\$ 80.08
Senior Instrumentation Technician	D230	\$ 59.74	\$ 62.73	\$ 65.86	\$ 69.14	\$ 72.64	\$ 76.26	\$ 80.08
Senior Plant Mechanic - Control Systems Technician	D260	\$ 62.72	\$ 65.89	\$ 69.15	\$ 72.59	\$ 76.27	\$ 80.07	\$ 84.08
Plant Mechanic	D450	\$ 42.98	\$ 45.14	\$ 47.41	\$ 49.82	\$ 52.32	\$ 54.91	\$ 57.64
Plant Mechanic - Electrician	D460	\$ 42.98	\$ 45.14	\$ 47.41	\$ 49.82	\$ 52.32	\$ 54.91	\$ 57.64
Instrumentation Technician	D440	\$ 42.98	\$ 45.14	\$ 47.41	\$ 49.82	\$ 52.32	\$ 54.91	\$ 57.64
Plant Mechanic - Control Systems Technician	D470	\$ 45.13	\$ 47.40	\$ 49.78	\$ 52.30	\$ 54.95	\$ 57.66	\$ 60.53
Planner / Scheduler Assistant	D852	\$ 42.98	\$ 45.14	\$ 47.41	\$ 49.82	\$ 52.32	\$ 54.91	\$ 57.64
Facilities Maintenance Technician	D870	\$ 42.98	\$ 45.14	\$ 47.41	\$ 49.82	\$ 52.32	\$ 54.91	\$ 57.64
Water Quality Specialist *	D360	\$ 54.06	\$ 57.36	\$ 60.92	\$ 64.61	\$ 68.58	\$ 72.79	\$ 76.44
Senior Laboratory Analyst **	D305	\$ 62.89	\$ 66.04	\$ 69.34	\$ 72.79	\$ 76.44	-	-
Laboratory Analyst II	D303	\$ 57.18	\$ 60.05	\$ 63.04	\$ 66.20	\$ 69.49	-	-
Laboratory Analyst I	D301	\$ 51.98	\$ 54.57	\$ 57.30	\$ 60.17	\$ 63.18	-	-
Senior Environmental Compliance Inspector *	D351	\$ 57.04	\$ 59.90	\$ 62.89	\$ 66.04	\$ 69.34	-	-
Environmental Compliance Inspector	D353	\$ 51.86	\$ 54.45	\$ 57.18	\$ 60.05	\$ 63.04	-	-
Pollution Prevention Specialist	D355	\$ 51.86	\$ 54.45	\$ 57.18	\$ 60.05	\$ 63.04	-	-
Materials Specialist	D703	\$ 55.37	\$ 58.22	\$ 61.18	\$ 64.18	\$ 67.39	-	-
Utility Worker	D850	\$ 39.79	\$ 41.99	\$ 44.28	\$ 46.73	\$ 49.29	-	-

<b>Class 1 Positions</b>	<b>Codes</b>	<b>A1</b>	<b>B1</b>	<b>C1</b>	<b>D1</b>	<b>E1</b>	<b>F1</b>	<b>G1</b>
Senior Operator	D131	\$ 59.16	\$ 62.08	\$ 65.18	\$ 68.47	\$ 72.61	\$ 75.49	\$ 79.24
Operator	D401	\$ 47.28	\$ 49.67	\$ 52.10	\$ 54.74	\$ 57.54	\$ 60.38	\$ 63.38
Senior Plant Mechanic	D201	\$ 57.00	\$ 59.88	\$ 62.85	\$ 65.95	\$ 69.30	\$ 72.75	\$ 76.40
Senior Plant Mechanic - Electrician	D251	\$ 60.93	\$ 64.00	\$ 67.16	\$ 70.52	\$ 74.09	\$ 77.78	\$ 81.68
Senior Instrumentation Technician	D231	\$ 60.93	\$ 64.00	\$ 67.16	\$ 70.52	\$ 74.09	\$ 77.78	\$ 81.68
Senior Plant Mechanic - Control Systems Technician	D261	\$ 63.97	\$ 67.19	\$ 70.53	\$ 74.05	\$ 77.80	\$ 81.67	\$ 85.76
Plant Mechanic	D451	\$ 43.84	\$ 46.05	\$ 48.36	\$ 50.80	\$ 53.38	\$ 56.02	\$ 58.80
Plant Mechanic - Electrician	D461	\$ 43.84	\$ 46.05	\$ 48.36	\$ 50.80	\$ 53.38	\$ 56.02	\$ 58.80
Instrumentation Technician	D441	\$ 43.84	\$ 46.05	\$ 48.36	\$ 50.80	\$ 53.38	\$ 56.02	\$ 58.80
Plant Mechanic - Control Systems Technician	D471	\$ 46.04	\$ 48.35	\$ 50.78	\$ 53.35	\$ 56.04	\$ 58.82	\$ 61.74
Planner / Scheduler Assistant	D853	\$ 43.84	\$ 46.05	\$ 48.36	\$ 50.80	\$ 53.38	\$ 56.02	\$ 58.80
Facilities Maintenance Technician	D871	\$ 43.84	\$ 46.05	\$ 48.36	\$ 50.80	\$ 53.38	\$ 56.02	\$ 58.80
Water Quality Specialist *	D361	\$ 55.14	\$ 58.50	\$ 62.16	\$ 65.92	\$ 69.96	\$ 74.25	\$ 77.97
Senior Laboratory Analyst **	D306	\$ 64.15	\$ 67.35	\$ 70.72	\$ 74.25	\$ 77.97	-	-
Laboratory Analyst II	D304	\$ 58.32	\$ 61.24	\$ 64.30	\$ 67.51	\$ 70.88	-	-
Laboratory Analyst I	D302	\$ 53.02	\$ 55.68	\$ 58.45	\$ 61.38	\$ 64.45	-	-
Senior Environmental Compliance Inspector *	D352	\$ 58.16	\$ 61.10	\$ 64.15	\$ 67.35	\$ 70.72	-	-
Environmental Compliance Inspector	D354	\$ 52.91	\$ 55.54	\$ 58.32	\$ 61.24	\$ 64.30	-	-
Pollution Prevention Specialist	D356	\$ 52.91	\$ 55.54	\$ 58.32	\$ 61.24	\$ 64.30	-	-
Materials Specialist	D704	\$ 56.48	\$ 59.38	\$ 62.41	\$ 65.47	\$ 68.75	-	-
Utility Worker	D851	\$ 40.59	\$ 42.82	\$ 45.18	\$ 47.66	\$ 50.29	-	-

**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.

<b>General Non-Represented Employees (hourly)</b>	<b>Codes</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
Lab Assistant	D550	\$ 25.71	\$ 26.97	\$ 28.33	\$ 29.76	\$ 31.25
Engineering Intern	E505	\$ 25.71	\$ 26.97	\$ 28.33	\$ 29.76	\$ 31.25
General Intern	E508	\$ 25.71	\$ 26.97	\$ 28.33	\$ 29.76	\$ 31.25
Junior Intern ***	E515	\$ 17.70				

\*\*\* City of Redwood City minimum wage

<b>Confidential General Employees (hourly)</b>	<b>Codes</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>
Accountant	E250	\$ 57.56	\$ 60.44	\$ 63.46	\$ 66.64	\$ 69.97	\$ 73.47	\$ 77.14
Accounting Technician	E200	\$ 42.56	\$ 44.68	\$ 46.92	\$ 49.27	\$ 51.75	\$ 54.32	\$ 57.04
Administrative Assistant	E100	\$ 51.11	\$ 53.67	\$ 56.37	\$ 59.18	\$ 62.13	\$ 65.24	\$ 68.49
Administrative Clerk	E175	\$ 35.78	\$ 37.57	\$ 39.47	\$ 41.43	\$ 43.50	-	-
Office Assistant	E150	\$ 30.53	\$ 32.06	\$ 33.67	\$ 35.37	\$ 37.13	-	-
Procurement Specialist	E702	\$ 55.37	\$ 58.14	\$ 61.05	\$ 64.10	\$ 67.31	\$ 70.67	\$ 73.76
Asset Management Specialist	E730	\$ 55.37	\$ 58.14	\$ 61.05	\$ 64.10	\$ 67.31	\$ 70.67	\$ 73.76
Planner / Scheduler	E740	\$ 55.37	\$ 58.14	\$ 61.05	\$ 64.10	\$ 67.31	\$ 70.67	\$ 73.76
Information System Analyst	E510	\$ 69.17	\$ 72.64	\$ 76.27	\$ 80.08	\$ 84.09	-	-
Information System Technician	E520	\$ 48.93	\$ 51.42	\$ 54.07	\$ 56.87	\$ 59.78	-	-

<b>Professional Employees (monthly)</b>	<b>Codes</b>	<b>Minimum</b>	<b>Maximum</b>
Senior Engineer	E500	\$ 17,671	\$ 21,480
Engineer	E501	\$ 14,472	\$ 17,584
Associate Engineer	E503	\$ 12,666	\$ 15,395
Senior Capital Improvement Manager	C902	\$ 17,671	\$ 21,480
Capital Improvement Program Manager	C903	\$ 14,138	\$ 17,185
Senior Information System Analyst	E530	\$ 13,322	\$ 16,192
Financial Analyst	E300	\$ 12,471	\$ 16,715
Business Analyst	E325	\$ 12,471	\$ 16,715
Business Operations Associate	E330	\$ 12,471	\$ 16,715
Laboratory Quality Assurance Officer	E400	\$ 12,471	\$ 16,715
Process Control Specialist	E450	\$ 12,471	\$ 16,715

<b>Management Employees (monthly)</b>	<b>Codes</b>	<b>Minimum</b>	<b>Maximum</b>
Manager	C100	\$ 36,037	\$ 36,037
Authority Engineer	C110	\$ 24,913	\$ 30,279
Chief Operating Officer	C120	\$ 25,584	\$ 31,097
Assistant Manager / Chief Financial Officer	C205	\$ 24,913	\$ 30,279
Maintenance Director	C261	\$ 19,641	\$ 23,873
Operations Director	C271	\$ 19,641	\$ 23,873
Engineering/Environmental Services Director	C181	\$ 19,641	\$ 23,873
Laboratory Director (Current)	C500	\$ 19,641	\$ 23,873
Environmental Services Director	C411	\$ 18,340	\$ 22,292
Laboratory Director (Vacant) ****	C501	\$ 18,340	\$ 22,292
Information Systems Director	C511	\$ 18,340	\$ 22,292
Human Resources Director	C208	\$ 18,340	\$ 22,292
Health and Safety Director	C191	\$ 18,340	\$ 22,292
Maintenance Supervisor	C300	\$ 14,850	\$ 18,050
Operations Supervisor	C400	\$ 14,850	\$ 18,050
Accounting Supervisor	C405	\$ 14,850	\$ 18,050
Laboratory Supervisor	C512	\$ 14,850	\$ 18,050
Environmental Services Supervisor	C420	\$ 14,850	\$ 18,050

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

DocuSigned by:

*Alicia Aguirre*

391D1998B6C29495  
Alicia Aguirre, Chair  
Silicon Valley Clean Water Commission

DocuSigned by:

*Ron Collins*

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Ron Collins, Secretary  
Silicon Valley Clean Water Commission