

Silicon Valley Clean Water Salary Schedule for Fiscal Year 2024-2025  
 Resolution No. 24-54 at the Commission Meeting of December 9, 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.

The Water Quality Specialist classification not available to new hires after June 30, 2013.

<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

<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
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
Regulatory Compliance Officer	E410	\$ 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 Technical and 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
Administrative Services Director	C201	\$ 16,955	\$ 20,724
Human Resources Director	C208	\$ 16,955	\$ 20,724
Health and Safety Director	C191	\$ 16,955	\$ 20,724
Information Systems Supervisor	C509	\$ 14,850	\$ 18,050
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.

George Otte  
George Otte (Dec 17, 2024 20:53 PST)  
George Otte, Chair  
Silicon Valley Clean Water Commission

Jessica Mangual  
Jessica Mangual (Dec 18, 2024 07:54 PST)  
Jessica Mangual, Secretary Pro Tem  
Silicon Valley Clean Water Commission