

Silicon Valley Clean Water Negotiated Pay Scale
Stationary Engineers Local 39

Fiscal Year: 2025-26
 Cost-of-Living Adjustment: 4.0%

General Represented Employees (hourly)

Class 0 Positions	Codes	A0	B0	C0	D0	E0	F0	G0
Senior Operator	D130	\$ 60.31	\$ 63.33	\$ 66.46	\$ 69.80	\$ 74.04	\$ 76.97	\$ 80.81
Operator	D400	\$ 48.20	\$ 50.64	\$ 53.13	\$ 55.82	\$ 58.66	\$ 61.58	\$ 64.62
Senior Plant Mechanic	D200	\$ 58.13	\$ 61.05	\$ 64.07	\$ 67.25	\$ 70.66	\$ 74.17	\$ 77.91
Senior Plant Mechanic - Electrician	D250	\$ 62.13	\$ 65.24	\$ 68.49	\$ 71.91	\$ 75.55	\$ 79.31	\$ 83.28
Senior Instrumentation Technician	D230	\$ 62.13	\$ 65.24	\$ 68.49	\$ 71.91	\$ 75.55	\$ 79.31	\$ 83.28
Senior Plant Mechanic - Control Systems Technician	D260	\$ 65.23	\$ 68.53	\$ 71.92	\$ 75.49	\$ 79.32	\$ 83.27	\$ 87.44
Plant Mechanic	D450	\$ 44.70	\$ 46.95	\$ 49.31	\$ 51.81	\$ 54.41	\$ 57.11	\$ 59.95
Plant Mechanic - Electrician	D460	\$ 44.70	\$ 46.95	\$ 49.31	\$ 51.81	\$ 54.41	\$ 57.11	\$ 59.95
Instrumentation Technician	D440	\$ 44.70	\$ 46.95	\$ 49.31	\$ 51.81	\$ 54.41	\$ 57.11	\$ 59.95
Plant Mechanic - Control Systems Technician	D470	\$ 46.94	\$ 49.30	\$ 51.77	\$ 54.39	\$ 57.15	\$ 59.97	\$ 62.95
Planner / Scheduler Assistant	D852	\$ 44.70	\$ 46.95	\$ 49.31	\$ 51.81	\$ 54.41	\$ 57.11	\$ 59.95
Facilities Maintenance Technician	D870	\$ 44.70	\$ 46.95	\$ 49.31	\$ 51.81	\$ 54.41	\$ 57.11	\$ 59.95
Water Quality Specialist *	D360	\$ 56.22	\$ 59.65	\$ 63.36	\$ 67.19	\$ 71.32	\$ 75.70	\$ 79.50
Senior Laboratory Analyst	D305	\$ 65.41	\$ 68.68	\$ 72.11	\$ 75.70	\$ 79.50	-	-
Laboratory Analyst II	D303	\$ 59.47	\$ 62.45	\$ 65.56	\$ 68.85	\$ 72.27	-	-
Laboratory Analyst I	D301	\$ 54.06	\$ 56.75	\$ 59.59	\$ 62.58	\$ 65.71	-	-
Senior Environmental Compliance Specialist *	D351	\$ 59.32	\$ 62.30	\$ 65.41	\$ 68.68	\$ 72.11	-	-
Environmental Compliance Specialist	D353	\$ 53.93	\$ 56.63	\$ 59.47	\$ 62.45	\$ 65.56	-	-
Pollution Prevention Specialist	D355	\$ 53.93	\$ 56.63	\$ 59.47	\$ 62.45	\$ 65.56	-	-
Materials Specialist	D703	\$ 57.58	\$ 60.55	\$ 63.63	\$ 66.75	\$ 70.09	-	-
Utility Worker	D850	\$ 41.38	\$ 43.67	\$ 46.05	\$ 48.60	\$ 51.26	-	-
Operator-In-Training	D860	\$ 43.38	\$ 45.58					

Class 1 Positions	Codes	A1	B1	C1	D1	E1	F1	G1
Senior Operator	D131	\$ 61.53	\$ 64.56	\$ 67.79	\$ 71.21	\$ 75.51	\$ 78.51	\$ 82.41
Operator	D401	\$ 49.17	\$ 51.66	\$ 54.18	\$ 56.93	\$ 59.84	\$ 62.80	\$ 65.92
Senior Plant Mechanic	D201	\$ 59.28	\$ 62.28	\$ 65.36	\$ 68.59	\$ 72.07	\$ 75.66	\$ 79.46
Senior Plant Mechanic - Electrician	D251	\$ 63.37	\$ 66.56	\$ 69.85	\$ 73.34	\$ 77.05	\$ 80.89	\$ 84.95
Senior Instrumentation Technician	D231	\$ 63.37	\$ 66.56	\$ 69.85	\$ 73.34	\$ 77.05	\$ 80.89	\$ 84.95
Senior Plant Mechanic - Control Systems Technician	D261	\$ 66.53	\$ 69.88	\$ 73.35	\$ 77.01	\$ 80.91	\$ 84.94	\$ 89.19
Plant Mechanic	D451	\$ 45.59	\$ 47.89	\$ 50.29	\$ 52.83	\$ 55.52	\$ 58.26	\$ 61.15
Plant Mechanic - Electrician	D461	\$ 45.59	\$ 47.89	\$ 50.29	\$ 52.83	\$ 55.52	\$ 58.26	\$ 61.15
Instrumentation Technician	D441	\$ 45.59	\$ 47.89	\$ 50.29	\$ 52.83	\$ 55.52	\$ 58.26	\$ 61.15
Plant Mechanic - Control Systems Technician	D471	\$ 47.88	\$ 50.28	\$ 52.81	\$ 55.48	\$ 58.28	\$ 61.17	\$ 64.21
Planner / Scheduler Assistant	D853	\$ 45.59	\$ 47.89	\$ 50.29	\$ 52.83	\$ 55.52	\$ 58.26	\$ 61.15
Facilities Maintenance Technician	D871	\$ 45.59	\$ 47.89	\$ 50.29	\$ 52.83	\$ 55.52	\$ 58.26	\$ 61.15
Water Quality Specialist *	D361	\$ 57.35	\$ 60.84	\$ 64.65	\$ 68.56	\$ 72.76	\$ 77.22	\$ 81.09
Senior Laboratory Analyst	D306	\$ 66.72	\$ 70.04	\$ 73.55	\$ 77.22	\$ 81.09	-	-
Laboratory Analyst II	D304	\$ 60.65	\$ 63.69	\$ 66.87	\$ 70.21	\$ 73.72	-	-
Laboratory Analyst I	D302	\$ 55.14	\$ 57.91	\$ 60.79	\$ 63.84	\$ 67.03	-	-
Senior Environmental Compliance Specialist *	D352	\$ 60.49	\$ 63.54	\$ 66.72	\$ 70.04	\$ 73.55	-	-
Environmental Compliance Specialist	D354	\$ 55.03	\$ 57.76	\$ 60.65	\$ 63.69	\$ 66.87	-	-
Pollution Prevention Specialist	D356	\$ 55.03	\$ 57.76	\$ 60.65	\$ 63.69	\$ 66.87	-	-
Materials Specialist	D704	\$ 58.74	\$ 61.76	\$ 64.91	\$ 68.09	\$ 71.50	-	-
Utility Worker	D851	\$ 42.21	\$ 44.53	\$ 46.99	\$ 49.57	\$ 52.30	-	-

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.

General Non-Represented Employees (hourly)	Codes	A	B	C	D	E
Lab Assistant	D550	\$ 26.74	\$ 28.05	\$ 29.46	\$ 30.95	\$ 32.50
Engineering Intern	E505	\$ 26.74	\$ 28.05	\$ 29.46	\$ 30.95	\$ 32.50
General Intern	E508	\$ 26.74	\$ 28.05	\$ 29.46	\$ 30.95	\$ 32.50
Junior Intern **	E515	\$ 18.65				

** City of Redwood City minimum wage

Confidential General Employees (hourly)	Codes	A	B	C	D	E	F	G
Accountant	E250	\$ 59.86	\$ 62.86	\$ 66.00	\$ 69.31	\$ 72.77	\$ 76.41	\$ 80.23
Accounting Technician	E200	\$ 44.26	\$ 46.47	\$ 48.80	\$ 51.24	\$ 53.82	\$ 56.49	\$ 59.32
Administrative Assistant	E100	\$ 53.15	\$ 55.82	\$ 58.62	\$ 61.55	\$ 64.62	\$ 67.85	\$ 71.23
Administrative Clerk	E175	\$ 37.21	\$ 39.07	\$ 41.05	\$ 43.09	\$ 45.24	-	-
Office Assistant	E150	\$ 31.75	\$ 33.34	\$ 35.02	\$ 36.78	\$ 38.62	-	-
Procurement Specialist	E702	\$ 57.58	\$ 60.47	\$ 63.49	\$ 66.66	\$ 70.00	\$ 73.50	\$ 76.71
Asset Management Specialist	E730	\$ 57.58	\$ 60.47	\$ 63.49	\$ 66.66	\$ 70.00	\$ 73.50	\$ 76.71
Planner / Scheduler	E740	\$ 57.58	\$ 60.47	\$ 63.49	\$ 66.66	\$ 70.00	\$ 73.50	\$ 76.71
Information System Analyst	E510	\$ 71.94	\$ 75.55	\$ 79.32	\$ 83.28	\$ 87.45	-	-
Information System Technician	E520	\$ 50.89	\$ 53.48	\$ 56.23	\$ 59.14	\$ 62.17	-	-

Professional Employees (monthly)	Codes	Minimum	Maximum
Senior Engineer	E500	\$ 18,378	\$ 22,339
Engineer	E501	\$ 15,051	\$ 18,287
Associate Engineer	E503	\$ 13,173	\$ 16,011
Senior Capital Improvement Manager	C902	\$ 18,378	\$ 22,339
Capital Improvement Program Manager	C903	\$ 14,704	\$ 17,872
Regulatory Compliance Specialist	E410	\$ 14,704	\$ 17,872
Senior Information System Analyst	E530	\$ 13,855	\$ 16,840
Financial Analyst	E300	\$ 12,970	\$ 17,384
Business Analyst	E325	\$ 12,970	\$ 17,384
Business Operations Associate	E330	\$ 12,970	\$ 17,384
Laboratory Technical and Quality Assurance Officer	E400	\$ 12,970	\$ 17,384
Process Control Specialist	E450	\$ 12,970	\$ 17,384

Management Employees (monthly)	Codes	Minimum	Maximum
Manager	C100	\$ 34,206	\$ 34,206
Authority Engineer	C110	\$ 25,910	\$ 31,490
Chief Operating Officer	C120	\$ 26,607	\$ 32,341
Assistant Manager / Chief Financial Officer	C205	\$ 25,910	\$ 31,490
Maintenance Director	C261	\$ 20,427	\$ 24,828
Operations Director	C271	\$ 20,427	\$ 24,828
Engineering Director	C181	\$ 20,427	\$ 24,828
Environmental Services Director	C411	\$ 19,074	\$ 23,184
Laboratory Director	C501	\$ 19,074	\$ 23,184
Information Systems Director	C511	\$ 19,074	\$ 23,184
Human Resources Director	C208	\$ 19,074	\$ 23,184
Health and Safety Director	C191	\$ 19,074	\$ 23,184
Information Systems Supervisor	C509	\$ 15,444	\$ 18,772
Maintenance Supervisor	C300	\$ 15,444	\$ 18,772
Operations Supervisor	C400	\$ 15,444	\$ 18,772
Accounting Supervisor	C405	\$ 15,444	\$ 18,772
Laboratory Supervisor	C512	\$ 15,444	\$ 18,772
Environmental Services Supervisor	C420	\$ 15,444	\$ 18,772

George Otte

George Otte (Dec 23, 2025 11:29:10 PST)

Thomas McCune

Thomas McCune (Dec 23, 2025 11:33:05 PST)

George Otte, Chair
Silicon Valley Clean Water Commission

Tom McCune, Secretary
Silicon Valley Clean Water Commission