

Silicon Valley Clean Water Negotiated Pay Scale
Stationary Engineers Local 39

Fiscal Year: 2026-27

Cost-of-Living Adjustment for Represented Employees Only: 3.50%

General Represented Employees (hourly)

Class 0 Positions	Codes	A0	B0	C0	D0	E0	F0	G0
Senior Operator	D130	\$ 62.42	\$ 65.55	\$ 68.79	\$ 72.24	\$ 76.63	\$ 79.66	\$ 83.64
Operator	D400	\$ 49.89	\$ 52.41	\$ 54.99	\$ 57.77	\$ 60.71	\$ 63.74	\$ 66.88
Senior Plant Mechanic	D200	\$ 60.16	\$ 63.19	\$ 66.31	\$ 69.60	\$ 73.13	\$ 76.77	\$ 80.64
Senior Plant Mechanic - Electrician	D250	\$ 64.30	\$ 67.52	\$ 70.89	\$ 74.43	\$ 78.19	\$ 82.09	\$ 86.19
Senior Instrumentation Technician	D230	\$ 64.30	\$ 67.52	\$ 70.89	\$ 74.43	\$ 78.19	\$ 82.09	\$ 86.19
Senior Plant Mechanic - Control Systems Technician	D260	\$ 67.51	\$ 70.93	\$ 74.44	\$ 78.13	\$ 82.10	\$ 86.18	\$ 90.50
Plant Mechanic	D450	\$ 46.26	\$ 48.59	\$ 51.04	\$ 53.62	\$ 56.31	\$ 59.11	\$ 62.05
Plant Mechanic - Electrician	D460	\$ 46.26	\$ 48.59	\$ 51.04	\$ 53.62	\$ 56.31	\$ 59.11	\$ 62.05
Instrumentation Technician	D440	\$ 46.26	\$ 48.59	\$ 51.04	\$ 53.62	\$ 56.31	\$ 59.11	\$ 62.05
Plant Mechanic - Control Systems Technician	D470	\$ 48.58	\$ 51.03	\$ 53.58	\$ 56.29	\$ 59.15	\$ 62.07	\$ 65.15
Planner / Scheduler Assistant	D852	\$ 46.26	\$ 48.59	\$ 51.04	\$ 53.62	\$ 56.31	\$ 59.11	\$ 62.05
Facilities Maintenance Technician	D870	\$ 46.26	\$ 48.59	\$ 51.04	\$ 53.62	\$ 56.31	\$ 59.11	\$ 62.05
Water Quality Specialist *	D360	\$ 58.19	\$ 61.74	\$ 65.58	\$ 69.54	\$ 73.82	\$ 78.35	\$ 82.28
Senior Laboratory Analyst	D305	\$ 67.70	\$ 71.08	\$ 74.63	\$ 78.35	\$ 82.28	-	-
Laboratory Analyst II	D303	\$ 61.55	\$ 64.64	\$ 67.85	\$ 71.26	\$ 74.80	-	-
Laboratory Analyst I	D301	\$ 55.95	\$ 58.74	\$ 61.68	\$ 64.77	\$ 68.01	-	-
Senior Environmental Compliance Specialist *	D351	\$ 61.40	\$ 64.48	\$ 67.70	\$ 71.08	\$ 74.63	-	-
Environmental Compliance Specialist	D353	\$ 55.82	\$ 58.61	\$ 61.55	\$ 64.64	\$ 67.85	-	-
Pollution Prevention Specialist	D355	\$ 55.82	\$ 58.61	\$ 61.55	\$ 64.64	\$ 67.85	-	-
Materials Specialist	D703	\$ 59.60	\$ 62.67	\$ 65.86	\$ 69.09	\$ 72.54	-	-
Utility Worker	D850	\$ 42.83	\$ 45.20	\$ 47.66	\$ 50.30	\$ 53.05	-	-
Operator-In-Training	D860	\$ 44.90	\$ 47.18					

Class 1 Positions	Codes	A1	B1	C1	D1	E1	F1	G1
Senior Operator	D131	\$ 63.68	\$ 66.82	\$ 70.16	\$ 73.70	\$ 78.15	\$ 81.26	\$ 85.29
Operator	D401	\$ 50.89	\$ 53.47	\$ 56.08	\$ 58.92	\$ 61.93	\$ 65.00	\$ 68.23
Senior Plant Mechanic	D201	\$ 61.35	\$ 64.46	\$ 67.65	\$ 70.99	\$ 74.59	\$ 78.31	\$ 82.24
Senior Plant Mechanic - Electrician	D251	\$ 65.59	\$ 68.89	\$ 72.29	\$ 75.91	\$ 79.75	\$ 83.72	\$ 87.92
Senior Instrumentation Technician	D231	\$ 65.59	\$ 68.89	\$ 72.29	\$ 75.91	\$ 79.75	\$ 83.72	\$ 87.92
Senior Plant Mechanic - Control Systems Technician	D261	\$ 68.86	\$ 72.33	\$ 75.92	\$ 79.71	\$ 83.74	\$ 87.91	\$ 92.31
Plant Mechanic	D451	\$ 47.19	\$ 49.57	\$ 52.05	\$ 54.68	\$ 57.46	\$ 60.30	\$ 63.29
Plant Mechanic - Electrician	D461	\$ 47.19	\$ 49.57	\$ 52.05	\$ 54.68	\$ 57.46	\$ 60.30	\$ 63.29
Instrumentation Technician	D441	\$ 47.19	\$ 49.57	\$ 52.05	\$ 54.68	\$ 57.46	\$ 60.30	\$ 63.29
Plant Mechanic - Control Systems Technician	D471	\$ 49.56	\$ 52.04	\$ 54.66	\$ 57.42	\$ 60.32	\$ 63.31	\$ 66.46
Planner / Scheduler Assistant	D853	\$ 47.19	\$ 49.57	\$ 52.05	\$ 54.68	\$ 57.46	\$ 60.30	\$ 63.29
Facilities Maintenance Technician	D871	\$ 47.19	\$ 49.57	\$ 52.05	\$ 54.68	\$ 57.46	\$ 60.30	\$ 63.29
Water Quality Specialist *	D361	\$ 59.36	\$ 62.97	\$ 66.91	\$ 70.96	\$ 75.31	\$ 79.92	\$ 83.93
Senior Laboratory Analyst	D306	\$ 69.06	\$ 72.49	\$ 76.12	\$ 79.92	\$ 83.93	-	-
Laboratory Analyst II	D304	\$ 62.77	\$ 65.92	\$ 69.21	\$ 72.67	\$ 76.30	-	-
Laboratory Analyst I	D302	\$ 57.07	\$ 59.94	\$ 62.92	\$ 66.07	\$ 69.38	-	-
Senior Environmental Compliance Specialist *	D352	\$ 62.61	\$ 65.76	\$ 69.06	\$ 72.49	\$ 76.12	-	-
Environmental Compliance Specialist	D354	\$ 56.96	\$ 59.78	\$ 62.77	\$ 65.92	\$ 69.21	-	-
Pollution Prevention Specialist	D356	\$ 56.96	\$ 59.78	\$ 62.77	\$ 65.92	\$ 69.21	-	-
Materials Specialist	D704	\$ 60.80	\$ 63.92	\$ 67.18	\$ 70.47	\$ 74.00	-	-
Utility Worker	D851	\$ 43.69	\$ 46.09	\$ 48.63	\$ 51.30	\$ 54.13	-	-

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	\$ 46.16	\$ 48.46	\$ 50.89	\$ 53.44	\$ 56.13	\$ 58.91	\$ 61.86
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	\$ 58.85	\$ 61.81	\$ 64.89	\$ 68.13	\$ 71.55	\$ 75.12	\$ 78.41
Information System Analyst	E510	\$ 72.30	\$ 75.93	\$ 79.72	\$ 83.70	\$ 87.89		
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	\$ 13,924	\$ 16,924
Financial Analyst	E300	\$ 12,970	\$ 17,384
Business Analyst	E325	\$ 13,226	\$ 17,726
Business Operations Associate	E330	\$ 12,974	\$ 17,389
Business Operations Specialist	E335	\$ 10,417	\$ 13,960
Laboratory Technical and Quality Assurance Officer	E400	\$ 12,970	\$ 17,384
Process Control Specialist	E450	\$ 13,359	\$ 17,906

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	\$ 20,409	\$ 24,807
Human Resources Director	C208	\$ 20,028	\$ 24,343
Health and Safety Director	C191	\$ 19,074	\$ 23,184
Administrative Services Director	C215	\$ 19,074	\$ 23,184
Business Operations Supervisor	C415	\$ 15,780	\$ 19,167
Information Systems Supervisor	C509	\$ 15,444	\$ 18,772
Maintenance Supervisor	C300	\$ 15,444	\$ 18,772
Operations Supervisor	C400	\$ 15,444	\$ 21,567
Accounting Supervisor	C405	\$ 15,719	\$ 19,106
Laboratory Supervisor	C512	\$ 15,444	\$ 18,772
Environmental Services Supervisor	C420	\$ 15,793	\$ 19,196


Neil Layton (Jun 23, 2026 10:20:40 PDT)

Neil Layton, Chair
Silicon Valley Clean Water Commission


Thomas McCune (Jun 23, 2026 11:56:59 PDT)

Tom McCune, Secretary
Silicon Valley Clean Water Commission