

Diablo Water District - Employee Compensation Schedule

Effective 6/27/2026



Job Title / Classification	Hourly						Total Employees
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
General Manager*	\$27,898.71 / month						1
Administrative Assistant	\$ 39.76	\$ 41.75	\$ 43.84	\$ 46.03	\$ 48.33	\$ 50.75	0
Administrative Technician	\$ 46.03	\$ 48.33	\$ 50.75	\$ 53.30	\$ 55.97	\$ 58.77	1
Board Secretary / Executive Assistant	\$ 53.30	\$ 55.97	\$ 58.77	\$ 61.71	\$ 64.80	\$ 68.04	1
Utility Billing Clerk	\$ 34.35	\$ 36.07	\$ 37.87	\$ 39.76	\$ 41.75	\$ 43.84	0
Utility Billing Representative	\$ 39.76	\$ 41.75	\$ 43.84	\$ 46.03	\$ 48.33	\$ 50.75	3
Senior Utility Billing Representative	\$ 46.03	\$ 48.33	\$ 50.75	\$ 53.30	\$ 55.97	\$ 58.77	0
Utility Billing Supervisor	\$ 53.30	\$ 55.97	\$ 58.77	\$ 61.71	\$ 64.80	\$ 68.04	1
Accounting Specialist	\$ 56.20	\$ 59.01	\$ 61.96	\$ 65.06	\$ 68.31	\$ 71.73	1
Accounting Analyst - Confidential	\$ 59.06	\$ 62.01	\$ 65.11	\$ 68.37	\$ 71.79	\$ 75.38	1
Finance & Accounting Manager (E)	\$ 94.68	\$ 99.41	\$ 104.38	\$ 109.60	\$ 115.08	\$ 120.83	1
Advanced Planning Analyst	\$ 57.62	\$ 60.50	\$ 63.53	\$ 66.71	\$ 70.05	\$ 73.55	2
Senior Advanced Planning Analyst	\$ 66.71	\$ 70.05	\$ 73.55	\$ 77.23	\$ 81.09	\$ 85.14	1
Human Resources Analyst - Confidential	\$ 59.06	\$ 62.01	\$ 65.11	\$ 68.37	\$ 71.79	\$ 75.38	0
Human Resources Manager (E)	\$ 81.14	\$ 85.20	\$ 89.46	\$ 93.93	\$ 98.63	\$ 103.56	1
Water Efficiency Specialist	\$ 52.39	\$ 55.01	\$ 57.76	\$ 60.65	\$ 63.68	\$ 66.86	0
Senior Water Efficiency Specialist	\$ 60.65	\$ 63.68	\$ 66.86	\$ 70.20	\$ 73.71	\$ 77.40	0
Public Relations Specialist	\$ 52.39	\$ 55.01	\$ 57.76	\$ 60.65	\$ 63.68	\$ 66.86	1
Senior Public Relations Specialist	\$ 60.65	\$ 63.68	\$ 66.86	\$ 70.20	\$ 73.71	\$ 77.40	0
District & Community Relations Manager (E)	\$ 80.09	\$ 84.09	\$ 88.29	\$ 92.70	\$ 97.34	\$ 102.21	1
Water System Trainee	\$ 38.62	\$ 40.55	\$ 42.58	\$ 44.71	\$ 46.95	\$ 49.30	0
Water System Worker I	\$ 44.71	\$ 46.95	\$ 49.30	\$ 51.77	\$ 54.36	\$ 57.08	3
Water System Worker II	\$ 51.77	\$ 54.36	\$ 57.08	\$ 59.93	\$ 62.93	\$ 66.08	5
Maintenance & Construction Leadworker	\$ 59.93	\$ 62.93	\$ 66.08	\$ 69.38	\$ 72.85	\$ 76.49	1
Water Operations Leadworker	\$ 59.93	\$ 62.93	\$ 66.08	\$ 69.38	\$ 72.85	\$ 76.49	2
Maintenance & Construction Supervisor	\$ 69.38	\$ 72.85	\$ 76.49	\$ 80.31	\$ 84.33	\$ 88.55	1
Water Operations Supervisor	\$ 69.38	\$ 72.85	\$ 76.49	\$ 80.31	\$ 84.33	\$ 88.55	0
Advanced Planning & Construction Manager (E)	\$ 94.68	\$ 99.41	\$ 104.38	\$ 109.60	\$ 115.08	\$ 120.83	1
Water Operations Manager (E)	\$ 94.68	\$ 99.41	\$ 104.38	\$ 109.60	\$ 115.08	\$ 120.83	1
Intern (Part-Time)	\$ 20.00	\$-	\$-	\$-	\$-	\$-	2
Total Budgeted Employees**							32

*General Manager is contracted at a monthly rate

**Number of employees budgeted by classification

(E) = Exempt Status

Position allocation may be adjusted at the General Manager's discretion to meet operational needs, but the total number of FTEs will remain as budgeted.

Merit and promotion increases, except for the General Manager, are subject to District Regulation 129.