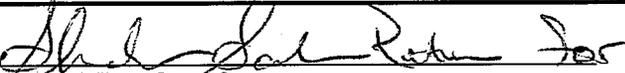


**DELTA DIABLO SALARY RANGES (Effective July 6, 2025)**  
**Section I - Operations and Maintenance Bargaining Unit**

RANGE	CLASSIFICATIONS	Biweekly Salary at Step Level					Hourly Salary at Step Level				
		A	B	C	D	E	A	B	C	D	E
O 120	Utility Laborer	\$3,314.34	\$3,480.06	\$3,654.06	\$3,836.76	\$4,028.60	\$41.43	\$43.50	\$45.68	\$47.96	\$50.36
O 124	Maintenance Mechanic Trainee; Maintenance Worker; WWTP Operator-In-Training	\$3,470.44	\$3,643.96	\$3,826.16	\$4,017.46	\$4,218.34	\$43.38	\$45.55	\$47.83	\$50.22	\$52.73
O 126	Electrical/Instrumentation Technician Trainee	\$3,564.71	\$3,742.95	\$3,930.10	\$4,126.60	\$4,332.93	\$44.56	\$46.79	\$49.13	\$51.58	\$54.16
O 130	Warehouse Technician I	\$3,645.78	\$3,828.07	\$4,019.48	\$4,220.45	\$4,431.47	\$45.57	\$47.85	\$50.24	\$52.76	\$55.39
O 134	Collection System Worker I; Maintenance Mechanic I; WWTP Operator I; Household Hazardous Waste Technician I	\$3,817.49	\$4,008.36	\$4,208.78	\$4,419.22	\$4,640.18	\$47.72	\$50.10	\$52.61	\$55.24	\$58.00
O 140	Electrical/Instrumentation Technician I	\$3,921.18	\$4,117.24	\$4,323.10	\$4,539.25	\$4,766.22	\$49.01	\$51.47	\$54.04	\$56.74	\$59.58
O 142	Collection System Worker II; Maintenance Mechanic II; Warehouse Technician II; WWTP Operator II; Household Hazardous Waste Technician II	\$4,199.25	\$4,409.21	\$4,629.67	\$4,861.16	\$5,104.22	\$52.49	\$55.12	\$57.87	\$60.76	\$63.80
O 150	Electrical/Instrumentation Technician II	\$4,312.88	\$4,528.53	\$4,754.95	\$4,992.70	\$5,242.34	\$53.91	\$56.61	\$59.44	\$62.41	\$65.53
O 152	Collection System Worker III; Maintenance Mechanic III; WWTP Operator III; Household Hazardous Waste Technician III	\$4,619.21	\$4,850.17	\$5,092.68	\$5,347.32	\$5,614.68	\$57.74	\$60.63	\$63.66	\$66.84	\$70.18
O 156	Electrical/Instrumentation Technician III; Control Systems Specialist	\$4,744.64	\$4,981.87	\$5,230.96	\$5,492.51	\$5,767.13	\$59.31	\$62.27	\$65.39	\$68.66	\$72.09
O 158	WWTP Senior Operator	\$4,850.16	\$5,092.67	\$5,347.30	\$5,614.67	\$5,895.40	\$60.63	\$63.66	\$66.84	\$70.18	\$73.69
O 160	Maintenance Planner/Scheduler	\$4,995.69	\$5,245.47	\$5,507.75	\$5,783.13	\$6,072.29	\$62.45	\$65.57	\$68.85	\$72.29	\$75.90

Approved:   
 Monica Wilson, Board Secretary

Date: 7/19/2025

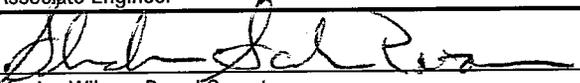
**DELTA DIABLO SALARY RANGES (Effective July 6, 2025)**

**Section II - Professional & Technical Bargaining Unit**

RANGE	CLASSIFICATIONS	Biweekly Salary at Step Level					Hourly Salary at Step Level				
		A	B	C	D	E	A	B	C	D	E
P 109	Administrative Assistant I	\$2,929.42	\$3,075.89	\$3,229.69	\$3,391.17	\$3,560.73	\$36.62	\$38.45	\$40.37	\$42.39	\$44.51
P 117	Administrative Assistant II	\$3,222.36	\$3,383.48	\$3,552.65	\$3,730.29	\$3,916.80	\$40.28	\$42.29	\$44.41	\$46.63	\$48.96
P 118	Account Clerk I	\$3,273.46	\$3,437.13	\$3,608.99	\$3,789.44	\$3,978.91	\$40.92	\$42.96	\$45.11	\$47.37	\$49.74
P 126	Administrative Assistant III, Account Clerk II	\$3,600.80	\$3,780.83	\$3,969.88	\$4,168.37	\$4,376.79	\$45.01	\$47.26	\$49.62	\$52.10	\$54.71
P 128	Human Resources Assistant	\$3,562.89	\$3,741.04	\$3,928.09	\$4,124.50	\$4,330.72	\$44.54	\$46.76	\$49.10	\$51.56	\$54.13
P 129	Laboratory Technician	\$3,813.25	\$4,003.91	\$4,204.11	\$4,414.31	\$4,635.03	\$47.67	\$50.05	\$52.55	\$55.18	\$57.94
P 130	Senior Admin. Asst./Records Specialist	\$3,960.88	\$4,158.93	\$4,366.87	\$4,585.22	\$4,814.48	\$49.51	\$51.99	\$54.59	\$57.32	\$60.18
P 135	Accounting Technician	\$3,960.99	\$4,159.04	\$4,367.00	\$4,585.35	\$4,814.61	\$49.51	\$51.99	\$54.59	\$57.32	\$60.18
P 141	Engineering Technician	\$4,145.10	\$4,352.35	\$4,569.97	\$4,798.47	\$5,038.39	\$51.81	\$54.40	\$57.12	\$59.98	\$62.98
P 143	Accountant	\$4,357.57	\$4,575.44	\$4,804.22	\$5,044.43	\$5,296.65	\$54.47	\$57.19	\$60.05	\$63.06	\$66.21
P 145	Chemist I, Environ. Compliance Specialist I	\$4,385.22	\$4,604.49	\$4,834.71	\$5,076.45	\$5,330.27	\$54.82	\$57.56	\$60.43	\$63.46	\$66.63
P 146	Junior Engineer	\$4,395.31	\$4,615.07	\$4,845.83	\$5,088.12	\$5,342.53	\$54.94	\$57.69	\$60.57	\$63.60	\$66.78
P 147	Program Analyst I	\$4,597.20	\$4,827.06	\$5,068.42	\$5,321.84	\$5,587.93	\$57.47	\$60.34	\$63.36	\$66.52	\$69.85
P 148	Construction Inspector, Buyer	\$4,407.91	\$4,628.31	\$4,859.72	\$5,102.71	\$5,357.84	\$55.10	\$57.85	\$60.75	\$63.78	\$66.97
P 152	Chemist II, Environ. Compliance Specialist II	\$4,823.80	\$5,064.98	\$5,318.23	\$5,584.15	\$5,863.35	\$60.30	\$63.31	\$66.48	\$69.80	\$73.29
P 153	Senior Construction Inspector	\$4,848.70	\$5,091.14	\$5,345.70	\$5,612.98	\$5,893.63	\$60.61	\$63.64	\$66.82	\$70.16	\$73.67
P 154	Computer Analyst, Program Analyst II	\$5,056.92	\$5,309.77	\$5,575.26	\$5,854.02	\$6,146.72	\$63.21	\$66.37	\$69.69	\$73.18	\$76.83
P 156	Chemist III	\$5,064.99	\$5,318.24	\$5,584.15	\$5,863.36	\$6,156.53	\$63.31	\$66.48	\$69.80	\$73.29	\$76.96
P 158	Purchasing Supervisor	\$5,079.59	\$5,333.57	\$5,600.25	\$5,880.26	\$6,174.28	\$63.49	\$66.67	\$70.00	\$73.50	\$77.18
P 160	Recycled Water Program Coordinator	\$5,119.97	\$5,375.97	\$5,644.77	\$5,927.01	\$6,223.36	\$64.00	\$67.20	\$70.56	\$74.09	\$77.79
P 164	Assistant Engineer	\$5,421.36	\$5,692.43	\$5,977.05	\$6,275.90	\$6,589.70	\$67.77	\$71.16	\$74.71	\$78.45	\$82.37

**DELTA DIABLO SALARY RANGES (Effective July 6, 2025)**  
**Section II - Professional & Technical Bargaining Unit (continued)**

RANGE	CLASSIFICATIONS	Biweekly Salary at Step Level					Hourly Salary at Step Level				
		A	B	C	D	E	A	B	C	D	E
P 165	Program Analyst III	\$5,562.62	\$5,840.75	\$6,132.79	\$6,439.43	\$6,761.40	\$69.53	\$73.01	\$76.66	\$80.49	\$84.52
P 168	Systems Administrator, Software Developer	\$5,663.75	\$5,946.94	\$6,244.29	\$6,556.50	\$6,884.32	\$70.80	\$74.34	\$78.05	\$81.96	\$86.05
P 170	Operations Supervisor, Maintenance Supervisor	\$6,016.13	\$6,316.93	\$6,632.78	\$6,964.42	\$7,312.64	\$75.20	\$78.96	\$82.91	\$87.06	\$91.41
P 176	Associate Engineer	\$6,287.13	\$6,601.49	\$6,931.56	\$7,278.14	\$7,642.05	\$78.59	\$82.52	\$86.64	\$90.98	\$95.53

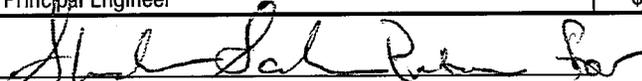
Approved:   
 Monica Wilson, Board Secretary

Date: 7/9/25

**DELTA DIABLO SALARY RANGES (Effective July 6, 2025)**

**Section III - Management Association Bargaining Unit**

RANGE	CLASSIFICATIONS	Biweekly Salary at Step Level					Hourly Salary at Step Level				
		A	B	C	D	E	A	B	C	D	E
M 152	Human Resources Analyst I	\$4,567.42	\$4,795.79	\$5,035.58	\$5,287.36	\$5,551.73	\$57.09	\$59.95	\$62.94	\$66.09	\$69.40
M 160	Human Resources Analyst II	\$5,089.47	\$5,343.94	\$5,611.14	\$5,891.69	\$6,186.28	\$63.62	\$66.80	\$70.14	\$73.65	\$77.33
M 165	Senior Accountant	\$5,415.89	\$5,686.68	\$5,971.02	\$6,269.57	\$6,583.05	\$67.70	\$71.08	\$74.64	\$78.37	\$82.29
M 168	Safety Manager; Purchasing Manager	\$5,538.07	\$5,814.98	\$6,105.73	\$6,411.01	\$6,731.56	\$69.23	\$72.69	\$76.32	\$80.14	\$84.14
M 176	Public Information Manager	\$6,141.39	\$6,448.46	\$6,770.89	\$7,109.43	\$7,464.90	\$76.77	\$80.61	\$84.64	\$88.87	\$93.31
M 178	Finance Manager	\$6,840.59	\$7,182.62	\$7,541.75	\$7,918.83	\$8,314.78	\$85.51	\$89.78	\$94.27	\$98.99	\$103.93
M 179	Environmental Programs Manager	\$6,609.91	\$6,940.40	\$7,287.42	\$7,651.79	\$8,034.38	\$82.62	\$86.76	\$91.09	\$95.65	\$100.43
M 180	Laboratory Manager	\$6,597.92	\$6,927.82	\$7,274.21	\$7,637.92	\$8,019.82	\$82.47	\$86.60	\$90.93	\$95.47	\$100.25
M 181	Information Technology Manager	\$7,023.42	\$7,374.59	\$7,743.32	\$8,130.49	\$8,537.01	\$87.79	\$92.18	\$96.79	\$101.63	\$106.71
M 182	Operations Manager	\$7,159.20	\$7,517.16	\$7,893.01	\$8,287.67	\$8,702.05	\$89.49	\$93.96	\$98.66	\$103.60	\$108.78
M 182	Maintenance Manager	\$7,089.01	\$7,443.46	\$7,815.63	\$8,206.41	\$8,616.73	\$88.61	\$93.04	\$97.70	\$102.58	\$107.71
M 188	Senior Engineer	\$7,408.66	\$7,779.09	\$8,168.04	\$8,576.44	\$9,005.27	\$92.61	\$97.24	\$102.10	\$107.21	\$112.57
M 198	Government Affairs Manager	\$7,556.60	\$7,934.43	\$8,331.16	\$8,747.71	\$9,185.10	\$94.46	\$99.18	\$104.14	\$109.35	\$114.81
M 200	Principal Engineer	\$8,125.40	\$8,531.67	\$8,958.26	\$9,406.17	\$9,876.48	\$101.57	\$106.65	\$111.98	\$117.58	\$123.46

Approved:   
 Monica Wilson, Board Secretary

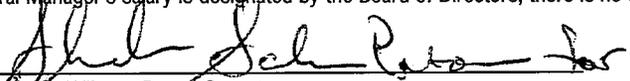
Date: 7/9/25

**DELTA DIABLO SALARY RANGES (Effective July 6, 2025)**

**Section IV - Unrepresented Managers**

RANGE	CLASSIFICATIONS	Biweekly Salary at Step Level					Hourly Salary at Step Level				
		A	B	C	D	E	A	B	C	D	E
GM	General Manager	-	-	-	-	\$13,358.29	-	-	-	-	\$166.98
DGM	Deputy General Manager	\$10,129.27	\$10,635.73	\$11,167.52	\$11,725.90	\$12,312.19	\$126.62	\$132.95	\$139.59	\$146.57	\$153.90
BSD	Business Services Director	\$8,994.30	\$9,444.01	\$9,916.21	\$10,412.02	\$10,932.62	\$112.43	\$118.05	\$123.95	\$130.15	\$136.66
ESD	Engineering Services Director	\$8,994.30	\$9,444.01	\$9,916.21	\$10,412.02	\$10,932.62	\$112.43	\$118.05	\$123.95	\$130.15	\$136.66
OSD	Resource Recovery Services Director	\$8,994.30	\$9,444.01	\$9,916.21	\$10,412.02	\$10,932.62	\$112.43	\$118.05	\$123.95	\$130.15	\$136.66
HRM	Human Resources & Risk Manager	\$6,365.62	\$6,683.90	\$7,018.09	\$7,369.00	\$7,737.45	\$79.57	\$83.55	\$87.73	\$92.11	\$96.72
OMSB	Office Mgr./Secretary to the Board	\$5,538.15	\$5,815.06	\$6,105.81	\$6,411.10	\$6,731.66	\$69.23	\$72.69	\$76.32	\$80.14	\$84.15

Note: The General Manager's salary is designated by the Board of Directors; there is no established range

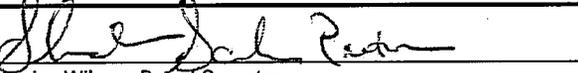
Approved:   
Monica Wilson, Board Secretary

Date: 7/9/2025

**DELTA DIABLO SALARY RANGES (Effective July 6, 2025)**

**Section V - Unrepresented Part-time and Temporary Classifications**

RANGE	CLASSIFICATIONS	Hourly Salary at Step Level				
		A	B	C	D	E
CLAB	Co-Op Laboratory	\$18.14	-	-	-	\$22.05
HRIN	Human Resources Intern	\$18.14	-	-	-	\$22.05
RRSA	Temporary Resource Recovery Services Assistant	\$18.14	-	-	-	\$22.05
EINT	Engineering Intern	\$18.14	-	-	-	\$22.05
LMRA	Laboratory Management Professional	\$83.29	\$87.45	\$91.83	\$96.42	\$102.23
FPRA	Finance Professional/Retired Annuitant	\$81.68	\$85.76	\$90.05	\$94.55	\$99.28
HRRA	Human Resources and Risk Management Professional/Retired Annuitant	\$79.58	\$83.56	\$87.73	\$92.12	\$96.73
OSRA	Operations Support and Construction Coordinator/Retired Annuitant	\$57.18	\$60.04	\$63.04	\$66.19	\$69.50

Approved:   
Monica Wilson, Board Secretary

Date: 7/9/2025