

DELTA DIABLO SALARY RANGES (Effective July 5, 2026)

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	\$3,423.71	\$3,594.90	\$3,774.64	\$3,963.37	\$4,161.54	\$42.80	\$44.94	\$47.18	\$49.54	\$52.02
O 124	Maintenance Mechanic Trainee; Maintenance Worker; WWTP Operator-In-Training	\$3,584.96	\$3,764.21	\$3,952.42	\$4,150.04	\$4,357.54	\$44.81	\$47.05	\$49.41	\$51.88	\$54.47
O 126	Electrical/Instrumentation Technician Trainee	\$3,682.35	\$3,866.47	\$4,059.79	\$4,262.78	\$4,475.92	\$46.03	\$48.33	\$50.75	\$53.28	\$55.95
O 130	Warehouse Technician I	\$3,766.10	\$3,954.40	\$4,152.12	\$4,359.73	\$4,577.71	\$47.08	\$49.43	\$51.90	\$54.50	\$57.22
O 134	Collection System Worker I; Maintenance Mechanic I; WWTP Operator I; Household Hazardous Waste Technician I	\$3,943.46	\$4,140.64	\$4,347.67	\$4,565.05	\$4,793.31	\$49.29	\$51.76	\$54.35	\$57.06	\$59.92
O 140	Electrical/Instrumentation Technician I	\$4,050.58	\$4,253.11	\$4,465.76	\$4,689.05	\$4,923.50	\$50.63	\$53.16	\$55.82	\$58.61	\$61.54
O 142	Collection System Worker II; Maintenance Mechanic II; Warehouse Technician II; WWTP Operator II; Household Hazardous Waste Technician II	\$4,337.83	\$4,554.72	\$4,782.45	\$5,021.58	\$5,272.65	\$54.22	\$56.93	\$59.78	\$62.77	\$65.91
O 150	Electrical/Instrumentation Technician II	\$4,455.21	\$4,677.97	\$4,911.87	\$5,157.46	\$5,415.33	\$55.69	\$58.47	\$61.40	\$64.47	\$67.69
O 152	Collection System Worker III; Maintenance Mechanic III; WWTP Operator III; Household Hazardous Waste Technician III	\$4,771.65	\$5,010.23	\$5,260.74	\$5,523.78	\$5,799.97	\$59.65	\$62.63	\$65.76	\$69.05	\$72.50
O 156	Electrical/Instrumentation Technician III; Control Systems Specialist	\$4,901.21	\$5,146.27	\$5,403.58	\$5,673.76	\$5,957.45	\$61.27	\$64.33	\$67.54	\$70.92	\$74.47
O 158	WWTP Senior Operator	\$5,010.21	\$5,260.72	\$5,523.76	\$5,799.95	\$6,089.95	\$62.63	\$65.76	\$69.05	\$72.50	\$76.12
O 160	Maintenance Planner/Scheduler	\$5,160.55	\$5,418.57	\$5,689.50	\$5,973.98	\$6,272.68	\$64.51	\$67.73	\$71.12	\$74.67	\$78.41

Approved: 
 Shanelle Scales-Preston, Board Secretary

Date: July 1, 2026

DELTA DIABLO SALARY RANGES (Effective July 5, 2026)
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	\$3,423.71	\$3,594.90	\$3,774.64	\$3,963.37	\$4,161.54	\$42.80	\$44.94	\$47.18	\$49.54	\$52.02
O 124	Maintenance Mechanic Trainee; Maintenance Worker; WWTP Operator-In-Training	\$3,584.96	\$3,764.21	\$3,952.42	\$4,150.04	\$4,357.54	\$44.81	\$47.05	\$49.41	\$51.88	\$54.47
O 126	Electrical/Instrumentation Technician Trainee	\$3,682.35	\$3,866.47	\$4,059.79	\$4,262.78	\$4,475.92	\$46.03	\$48.33	\$50.75	\$53.28	\$55.95
O 130	Warehouse Technician I	\$3,766.10	\$3,954.40	\$4,152.12	\$4,359.73	\$4,577.71	\$47.08	\$49.43	\$51.90	\$54.50	\$57.22
O 134	Collection System Worker I; Maintenance Mechanic I; WWTP Operator I; Household Hazardous Waste Technician I	\$3,943.46	\$4,140.64	\$4,347.67	\$4,565.05	\$4,793.31	\$49.29	\$51.76	\$54.35	\$57.06	\$59.92
O 140	Electrical/Instrumentation Technician I	\$4,050.58	\$4,253.11	\$4,465.76	\$4,689.05	\$4,923.50	\$50.63	\$53.16	\$55.82	\$58.61	\$61.54
O 142	Collection System Worker II; Maintenance Mechanic II; Warehouse Technician II; WWTP Operator II; Household Hazardous Waste Technician II	\$4,337.83	\$4,554.72	\$4,782.45	\$5,021.58	\$5,272.65	\$54.22	\$56.93	\$59.78	\$62.77	\$65.91
O 150	Electrical/Instrumentation Technician II	\$4,455.21	\$4,677.97	\$4,911.87	\$5,157.46	\$5,415.33	\$55.69	\$58.47	\$61.40	\$64.47	\$67.69
O 152	Collection System Worker III; Maintenance Mechanic III; WWTP Operator III; Household Hazardous Waste Technician III	\$4,771.65	\$5,010.23	\$5,260.74	\$5,523.78	\$5,799.97	\$59.65	\$62.63	\$65.76	\$69.05	\$72.50
O 156	Electrical/Instrumentation Technician III; Control Systems Specialist	\$4,901.21	\$5,146.27	\$5,403.58	\$5,673.76	\$5,957.45	\$61.27	\$64.33	\$67.54	\$70.92	\$74.47
O 158	WWTP Senior Operator	\$5,010.21	\$5,260.72	\$5,523.76	\$5,799.95	\$6,089.95	\$62.63	\$65.76	\$69.05	\$72.50	\$76.12
O 160	Maintenance Planner/Scheduler	\$5,160.55	\$5,418.57	\$5,689.50	\$5,973.98	\$6,272.68	\$64.51	\$67.73	\$71.12	\$74.67	\$78.41

Approved: 
 Shanelle Scales-Preston, Board Secretary

Date: July 1, 2026

DELTA DIABLO SALARY RANGES (Effective July 5, 2026)
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	\$3,026.09	\$3,177.40	\$3,336.27	\$3,503.08	\$3,678.24	\$37.83	\$39.72	\$41.70	\$43.79	\$45.98
P 117	Administrative Assistant II	\$3,328.70	\$3,495.13	\$3,669.89	\$3,853.39	\$4,046.05	\$41.61	\$43.69	\$45.87	\$48.17	\$50.58
P 118	Account Clerk I	\$3,381.48	\$3,550.56	\$3,728.08	\$3,914.49	\$4,110.21	\$42.27	\$44.38	\$46.60	\$48.93	\$51.38
P 126	Administrative Assistant III, Account Clerk II	\$3,719.62	\$3,905.60	\$4,100.88	\$4,305.93	\$4,521.22	\$46.50	\$48.82	\$51.26	\$53.82	\$56.52
P 128	Human Resources Assistant	\$3,680.47	\$3,864.49	\$4,057.72	\$4,260.60	\$4,473.63	\$46.01	\$48.31	\$50.72	\$53.26	\$55.92
P 129	Laboratory Technician	\$3,939.09	\$4,136.04	\$4,342.84	\$4,559.99	\$4,787.99	\$49.24	\$51.70	\$54.29	\$57.00	\$59.85
P 130	Senior Admin. Asst./Records Specialist	\$4,091.59	\$4,296.17	\$4,510.98	\$4,736.53	\$4,973.36	\$51.14	\$53.70	\$56.39	\$59.21	\$62.17
P 135	Accounting Technician	\$4,091.71	\$4,296.29	\$4,511.11	\$4,736.66	\$4,973.50	\$51.15	\$53.70	\$56.39	\$59.21	\$62.17
P 141	Engineering Technician	\$4,281.89	\$4,495.98	\$4,720.78	\$4,956.82	\$5,204.66	\$53.52	\$56.20	\$59.01	\$61.96	\$65.06
P 143	Accountant	\$4,501.36	\$4,726.43	\$4,962.75	\$5,210.89	\$5,471.44	\$56.27	\$59.08	\$62.03	\$65.14	\$68.39
P 145	Chemist I, Environ. Compliance Specialist I	\$4,529.94	\$4,756.43	\$4,994.26	\$5,243.97	\$5,506.17	\$56.62	\$59.46	\$62.43	\$65.55	\$68.83
P 146	Junior Engineer	\$4,540.35	\$4,767.37	\$5,005.74	\$5,256.03	\$5,518.83	\$56.75	\$59.59	\$62.57	\$65.70	\$68.99
P 147	Program Analyst I	\$4,748.91	\$4,986.36	\$5,235.67	\$5,497.46	\$5,772.33	\$59.36	\$62.33	\$65.45	\$68.72	\$72.15
P 148	Construction Inspector, Buyer	\$4,553.37	\$4,781.04	\$5,020.09	\$5,271.10	\$5,534.65	\$56.92	\$59.76	\$62.75	\$65.89	\$69.18
P 152	Chemist II, Environ. Compliance Specialist II	\$4,982.98	\$5,232.13	\$5,493.74	\$5,768.42	\$6,056.84	\$62.29	\$65.40	\$68.67	\$72.11	\$75.71
P 153	Senior Construction Inspector	\$5,008.71	\$5,259.15	\$5,522.10	\$5,798.21	\$6,088.12	\$62.61	\$65.74	\$69.03	\$72.48	\$76.10
P 154	Computer Analyst, Program Analyst II	\$5,223.80	\$5,484.99	\$5,759.24	\$6,047.20	\$6,349.56	\$65.30	\$68.56	\$71.99	\$75.59	\$79.37
P 156	Chemist III	\$5,232.13	\$5,493.74	\$5,768.43	\$6,056.85	\$6,359.69	\$65.40	\$68.67	\$72.11	\$75.71	\$79.50
P 158	Purchasing Supervisor	\$5,247.22	\$5,509.58	\$5,785.06	\$6,074.31	\$6,378.03	\$65.59	\$68.87	\$72.31	\$75.93	\$79.73
P 160	Recycled Water Program Coordinator	\$5,288.93	\$5,553.38	\$5,831.05	\$6,122.60	\$6,428.73	\$66.11	\$69.42	\$72.89	\$76.53	\$80.36
P 164	Assistant Engineer	\$5,600.27	\$5,880.28	\$6,174.29	\$6,483.01	\$6,807.16	\$70.00	\$73.50	\$77.18	\$81.04	\$85.09

DELTA DIABLO SALARY RANGES (Effective July 5, 2026)
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	\$5,746.19	\$6,033.50	\$6,335.17	\$6,651.93	\$6,984.53	\$71.83	\$75.42	\$79.19	\$83.15	\$87.31
P 168	Systems Administrator, Software Developer	\$5,850.65	\$6,143.19	\$6,450.35	\$6,772.86	\$7,111.51	\$73.13	\$76.79	\$80.63	\$84.66	\$88.89
P 170	Operations Supervisor, Maintenance Supervisor	\$6,214.66	\$6,525.39	\$6,851.66	\$7,194.24	\$7,553.96	\$77.68	\$81.57	\$85.65	\$89.93	\$94.42
P 176	Associate Engineer	\$6,494.60	\$6,819.33	\$7,160.30	\$7,518.32	\$7,894.23	\$81.18	\$85.24	\$89.50	\$93.98	\$98.68

Approved: 
 Shanelle Scales-Preston, Board Secretary

Date: 7/1/2026

DELTA DIABLO SALARY RANGES (Effective July 5, 2026)

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	\$4,727.28	\$4,963.65	\$5,211.83	\$5,472.42	\$5,746.04	\$59.09	\$62.05	\$65.15	\$68.41	\$71.83
M 160	Human Resources Analyst II	\$5,267.60	\$5,530.98	\$5,807.53	\$6,097.90	\$6,402.80	\$65.84	\$69.14	\$72.59	\$76.22	\$80.03
M 165	Senior Accountant	\$5,605.44	\$5,885.72	\$6,180.00	\$6,489.00	\$6,813.45	\$70.07	\$73.57	\$77.25	\$81.11	\$85.17
M 168	Safety Manager; Purchasing Manager	\$5,731.91	\$6,018.50	\$6,319.43	\$6,635.40	\$6,967.17	\$71.65	\$75.23	\$78.99	\$82.94	\$87.09
M 176	Public Information Manager	\$6,356.34	\$6,674.16	\$7,007.87	\$7,358.26	\$7,726.17	\$79.45	\$83.43	\$87.60	\$91.98	\$96.58
M 178	Finance Manager	\$7,080.01	\$7,434.01	\$7,805.71	\$8,195.99	\$8,605.79	\$88.50	\$92.93	\$97.57	\$102.45	\$107.57
M 179	Environmental Programs Manager	\$6,841.25	\$7,183.32	\$7,542.48	\$7,919.61	\$8,315.59	\$85.52	\$89.79	\$94.28	\$99.00	\$103.94
M 180	Laboratory Manager	\$6,828.85	\$7,170.29	\$7,528.81	\$7,905.25	\$8,300.51	\$85.36	\$89.63	\$94.11	\$98.82	\$103.76
M 181	Information Technology Manager	\$7,269.24	\$7,632.70	\$8,014.34	\$8,415.05	\$8,835.81	\$90.87	\$95.41	\$100.18	\$105.19	\$110.45
M 182	Operations Manager	\$7,409.77	\$7,780.26	\$8,169.27	\$8,577.73	\$9,006.62	\$92.62	\$97.25	\$102.12	\$107.22	\$112.58
M 182	Maintenance Manager	\$7,337.12	\$7,703.98	\$8,089.18	\$8,493.64	\$8,918.32	\$91.71	\$96.30	\$101.11	\$106.17	\$111.48
M 188	Senior Engineer	\$7,667.96	\$8,051.36	\$8,453.92	\$8,876.62	\$9,320.45	\$95.85	\$100.64	\$105.67	\$110.96	\$116.51
M 198	Government Affairs Manager	\$7,821.08	\$8,212.14	\$8,622.75	\$9,053.88	\$9,506.58	\$97.76	\$102.65	\$107.78	\$113.17	\$118.83
M 200	Principal Engineer	\$8,409.79	\$8,830.28	\$9,271.80	\$9,735.39	\$10,222.16	\$105.12	\$110.38	\$115.90	\$121.69	\$127.78

Approved: 
 Shanelle Scales-Preston, Board Secretary

Date: 7/1/26

DELTA DIABLO SALARY RANGES (Effective July 5, 2026)

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	-	-	-	-	\$13,825.83	-	-	-	-	\$172.82
DGM	Deputy General Manager	\$10,483.80	\$11,007.99	\$11,558.38	\$12,136.30	\$12,743.12	\$131.05	\$137.60	\$144.48	\$151.70	\$159.29
BSD	Business Services Director	\$9,309.10	\$9,774.55	\$10,263.28	\$10,776.44	\$11,315.26	\$116.36	\$122.18	\$128.29	\$134.71	\$141.44
ESD	Engineering Services Director	\$9,309.10	\$9,774.55	\$10,263.28	\$10,776.44	\$11,315.26	\$116.36	\$122.18	\$128.29	\$134.71	\$141.44
OSD	Resource Recovery Services Director	\$9,309.10	\$9,774.55	\$10,263.28	\$10,776.44	\$11,315.26	\$116.36	\$122.18	\$128.29	\$134.71	\$141.44
HRM	Human Resources & Risk Manager	\$6,588.41	\$6,917.83	\$7,263.72	\$7,626.91	\$8,008.26	\$82.36	\$86.47	\$90.80	\$95.34	\$100.10
OMSB	Office Mgr./Secretary to the Board	\$5,731.99	\$6,018.58	\$6,319.51	\$6,635.49	\$6,967.26	\$71.65	\$75.23	\$78.99	\$82.94	\$87.09

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

Approved: 
Shanelle Scales-Preston, Board Secretary

Date: 7/1/2020

DELTA DIABLO SALARY RANGES (Effective July 5, 2026)

Section V - Unrepresented Part-time and Temporary Classifications

RANGE	CLASSIFICATIONS	Hourly Salary at Step Level				
		A	B	C	D	E
CLAB	Co-Op Laboratory	\$18.74	-	-	-	\$22.78
HRIN	Human Resources Intern	\$18.74	-	-	-	\$22.78
RRSA	Temporary Resource Recovery Services Assistant	\$18.74	-	-	-	\$22.78
EINT	Engineering Intern	\$18.74	-	-	-	\$22.78
LMRA	Laboratory Management Professional	\$86.88	\$91.22	\$95.78	\$100.57	\$105.60
FPRA	Finance Professional/Retired Annuitant	\$84.37	\$88.59	\$93.02	\$97.67	\$102.55
HRRA	Human Resources and Risk Management Professional/Retired Annuitant	\$82.20	\$86.31	\$90.63	\$95.16	\$99.92
OSRA	Operations Support and Construction Coordinator/Retired Annuitant	\$59.07	\$62.02	\$65.12	\$68.38	\$71.80

Approved: 
Shanelle Scales-Preston, Board Secretary

Date: 7/1/2020