

**United Water Conservation District**  
**Position Titles with Annual Salary Ranges FY 23-24**

FTE	TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
0.75	Accountant - Part Time (Hourly) ***	19.00	36.40	38.21	40.12	42.13	44.24
6.00	Accountant	19.00	75,705.29	79,484.46	83,458.69	87,627.96	92,016.68
0.00	Accounting Technician	13.50	57,687.19	60,564.23	63,587.57	66,757.20	70,097.49
0.00	Administrative Assistant I	12.50	54,907.67	57,662.81	60,539.85	63,563.19	66,732.81
0.00	Administrative Assistant II	13.50	57,687.19	60,564.23	63,587.57	66,757.20	70,097.49
3.00	Administrative Assistant III	14.50	60,613.00	63,636.33	66,830.34	70,170.64	73,681.61
1.00	Assistant General Manager *	T2	201,344.38	211,414.04	221,995.72	233,089.41	244,743.88
0.00	Associate Control Systems Programmer	19.00	75,705.29	79,484.46	83,458.69	87,627.96	92,016.68
0.00	Associate Control Systems Technician	20.00	79,557.61	83,531.83	87,701.11	92,089.82	96,697.97
0.00	Associate Engineer	23.50	94,601.14	99,331.20	104,305.07	109,522.76	115,008.65
0.00	Associate Environmental Scientist	19.00	75,705.29	79,484.46	83,458.69	87,627.96	92,016.68
0.00	Associate Hydrogeologist	20.50	81,556.91	85,628.66	89,919.85	94,406.09	99,136.14
1.00	Associate Hydrologist	20.00	79,557.61	83,531.83	87,701.11	92,089.82	96,697.97
0.00	Associate Water Resources Engineer	23.50	94,601.14	99,331.20	104,305.07	109,522.76	115,008.65
1.00	Chief Engineer *	T3.5	157,030.58	164,893.69	173,146.90	181,802.42	190,896.81
		T3	168,014.55	176,426.25	185,252.44	194,517.50	204,245.81
		T2.5	184,679.46	193,920.15	203,624.07	213,803.45	224,494.84
1.00	Chief Financial Officer *	T3.5	157,030.58	164,893.69	173,146.90	181,802.42	190,896.81
		T3	168,014.55	176,426.25	185,252.44	194,517.50	204,245.81
		T2.5	184,679.46	193,920.15	203,624.07	213,803.45	224,494.84
1.00	Chief Human Resources Officer *	T3.5	157,030.58	164,893.69	173,146.90	181,802.42	190,896.81
		T3	168,014.55	176,426.25	185,252.44	194,517.50	204,245.81
		T2.5	184,679.46	193,920.15	203,624.07	213,803.45	224,494.84
1.00	Chief Operations Officer *****	T3.5	157,030.58	164,893.69	173,146.90	181,802.42	190,896.81
		T3	168,014.55	176,426.25	185,252.44	194,517.50	204,245.81
		T2.5	184,679.46	193,920.15	203,624.07	213,803.45	224,494.84
0.00	Chief Park Ranger *	T6	116,169.22	121,977.68	128,076.56	134,480.39	141,204.41
		T5.5	122,623.07	128,757.88	135,196.38	141,958.03	149,050.45
		T5	129,076.92	135,538.08	142,316.20	149,435.67	156,896.48
0.00	Chief Water Treatment Operator	28.00	118,105.13	124,005.51	130,198.48	136,708.40	143,535.29
1.00	Control Systems Programmer ****	21.00	83,604.98	87,774.25	92,162.97	96,771.11	101,598.70
1.00	Controls Systems Supervisor	27.00	112,424.19	118,056.37	123,956.75	130,149.71	136,659.64
1.00	Controls Systems Technician	24.00	96,966.17	101,818.13	106,913.92	112,253.52	117,861.32
1.00	Dam Operator	22.50	90,041.75	94,552.38	99,282.43	104,256.31	109,474.00
2.00	Engineer ****	27.00	112,424.19	118,056.37	123,956.75	130,149.71	136,659.64
0.47	Engineer - Part Time (Hourly) ***		78.77	82.71	86.85	91.19	95.75
0.00	Engineering Assistant	19.00	75,705.29	79,484.46	83,458.69	87,627.96	92,016.68
1.00	Engineering Manager *	T4.5	137,561.76	144,449.60	151,678.78	159,261.50	167,222.14
		T4	146,046.60	153,361.13	161,041.37	169,087.35	177,547.81
2.00	Environmental Scientist	23.00	92,284.87	96,893.02	101,744.99	106,840.77	112,180.37
1.50	Environmental Services Field Assistants (Hourly) ***		16.50	17.33	18.20	19.11	20.07
2.00	Environmental Services Field Technician	14.00	59,125.71	62,075.90	65,172.38	68,439.54	71,852.98
1.00	Environmental Services Lead Field Technician	16.50	66,903.49	70,243.78	73,754.75	77,436.40	81,313.09
1.00	Environmental Services Manager *	T4.5	137,561.76	144,449.60	151,678.78	159,261.50	167,222.14
		T4	146,046.60	153,361.13	161,041.37	169,087.35	177,547.81
0.00	Executive Assistant	21.50	85,701.81	89,992.99	94,503.61	99,233.67	104,207.54
1.00	Executive Assistant/Clerk of the Board *****	T6	116,169.22	121,977.68	128,076.56	134,480.39	141,204.41
		T5.5	122,623.07	128,757.88	135,196.38	141,958.03	149,050.45
		T5	129,076.92	135,538.08	142,316.20	149,435.67	156,896.48
0.00	Facilities Maintenance Worker I	10.50	49,738.74	52,225.68	54,834.53	57,565.28	60,442.33
2.00	Facilities Maintenance Worker II	12.50	54,907.67	57,662.81	60,539.85	63,563.19	66,732.81
0.00	Finance Manager *	T6	116,169.22	121,977.68	128,076.56	134,480.39	141,204.41
		T5.5	122,623.07	128,757.88	135,196.38	141,958.03	149,050.45
		T5	129,076.92	135,538.08	142,316.20	149,435.67	156,896.48
0.00	Finance Supervisor	24.00	96,966.17	101,818.13	106,913.92	112,253.52	117,861.32
1.00	General Manager **	T1	292,390.33	307,779.30	323,978.21	340,177.12	357,185.97
0.00	GIS Analyst	19.00	75,705.29	79,484.46	83,458.69	87,627.96	92,016.68
0.00	Human Resources Analyst	19.00	75,705.29	79,484.46	83,458.69	87,627.96	92,016.68
0.00	Human Resources Generalist	16.00	65,269.91	68,537.06	71,974.89	75,583.38	79,362.55
1.00	Human Resources Specialist ****	21.00	83,604.98	87,774.25	92,162.97	96,771.11	101,598.70
1.00	Hydrogeologist	23.50	94,601.14	99,331.20	104,305.07	109,522.76	115,008.65
1.00	Hydrologist	23.50	94,601.14	99,331.20	104,305.07	109,522.76	115,008.65
1.00	Hydrologist Supervisor*	T4.5	137,561.76	144,449.60	151,678.78	159,261.50	167,222.14
		T4	146,046.60	153,361.13	161,041.37	169,087.35	177,547.81
0.38	Intern (Hourly) ***		16.50	17.33	18.20	19.11	20.07
1.00	Lead Recharge O&M Worker	22.50	90,041.75	94,552.38	99,282.43	104,256.31	109,474.00
0.00	O & M Program Supervisor*****	T6	116,169.22	121,977.68	128,076.56	134,480.39	141,204.41

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**Position Titles with Annual Salary Ranges FY 23-24**

FTE	TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
		<b>T5.5</b>	122,623.07	128,757.88	135,196.38	141,958.03	149,050.45
		<b>T5</b>	129,076.92	135,538.08	142,316.20	149,435.67	156,896.48
0.60	O & M Supervisor-Treatment	<b>T6</b>	116,169.22	121,977.68	128,076.56	134,480.39	141,204.41
		<b>T5.5</b>	122,623.07	128,757.88	135,196.38	141,958.03	149,050.45
		<b>T5</b>	129,076.92	135,538.08	142,316.20	149,435.67	156,896.48
		<b>T4.5</b>	137,561.76	144,449.60	151,678.78	159,261.50	167,222.14
0.60	O & M Supervisor- Water Supply and Distribution	<b>T6</b>	116,169.22	121,977.68	128,076.56	134,480.39	141,204.41
		<b>T5.5</b>	122,623.07	128,757.88	135,196.38	141,958.03	149,050.45
		<b>T5</b>	129,076.92	135,538.08	142,316.20	149,435.67	156,896.48
		<b>T4.5</b>	137,561.76	144,449.60	151,678.78	159,261.50	167,222.14
0.00	Park Ranger I	<b>12.50</b>	54,907.67	57,662.81	60,539.85	63,563.19	66,732.81
0.00	Park Ranger II	<b>15.00</b>	62,124.67	65,221.15	68,488.30	71,901.74	75,485.86
0.00	Park Ranger III	<b>19.00</b>	75,705.29	79,484.46	83,458.69	87,627.96	92,016.68
1.00	Park Ranger IV	<b>21.00</b>	83,604.98	87,774.25	92,162.97	96,771.11	101,598.70
4.00	Park Ranger Cadet	<b>7.00</b>	41,839.06	43,935.89	46,130.25	48,446.51	50,860.30
1.00	Principal Engineer ****	<b>31.00</b>	136,952.22	143,803.49	150,996.10	158,554.44	166,478.50
1.00	Principal Environmental Scientist	<b>30.00</b>	130,344.77	136,854.69	143,705.96	150,898.57	158,432.53
0.00	Principal Human Resources Specialist	<b>25.00</b>	101,866.90	106,962.68	112,302.28	117,910.08	123,810.46
0.00	Principal Hydrogeologist	<b>31.00</b>	136,952.22	143,803.49	150,996.10	158,554.44	166,478.50
0.00	Principal Hydrologist	<b>30.00</b>	130,344.77	136,854.69	143,705.96	150,898.57	158,432.53
1.00	Receptionist	<b>7.00</b>	41,839.06	43,935.89	46,130.25	48,446.51	50,860.30
6.00	Recharge O&M Worker I	<b>17.00</b>	68,585.83	72,023.65	75,632.15	79,411.32	83,385.54
2.00	Recharge O&M Worker II	<b>19.50</b>	77,607.07	81,483.77	85,555.52	89,822.32	94,308.56
1.00	Reservations Coordinator	<b>7.00</b>	41,839.06	43,935.89	46,130.25	48,446.51	50,860.30
1.00	Risk and Safety Manager	<b>T6</b>	116,169.22	121,977.68	128,076.56	134,480.39	141,204.41
		<b>T5.5</b>	122,623.07	128,757.88	135,196.38	141,958.03	149,050.45
		<b>T5</b>	129,076.92	135,538.08	142,316.20	149,435.67	156,896.48
0.00	Safety and Security Program Coordinator	<b>24.50</b>	99,379.96	104,353.83	109,571.53	115,057.42	120,811.51
4.76	Seasonal Park Ranger Assistant (Hourly) ***		16.50	17.33	18.20	19.11	20.07
1.00	Senior Accountant	<b>22.50</b>	90,041.75	94,552.38	99,282.43	104,256.31	109,474.00
0.00	Senior Accounting Technician	<b>17.50</b>	70,292.55	73,803.52	77,485.16	81,361.86	85,433.61
0.00	Senior Administrative Assistant	<b>17.00</b>	68,585.83	72,023.65	75,632.15	79,411.32	83,385.54
0.00	Senior Control Systems Programmer	<b>26.00</b>	107,011.44	112,351.04	117,958.84	123,859.22	130,052.19
1.00	Senior Engineer	<b>30.00</b>	130,344.77	136,854.69	143,705.96	150,898.57	158,432.53
1.00	Senior Environmental Scientist	<b>27.00</b>	112,424.19	118,056.37	123,956.75	130,149.71	136,659.64
0.00	Senior Human Resources Specialist	<b>22.00</b>	87,847.40	92,236.11	96,844.26	101,696.23	106,792.01
2.00	Senior Hydrogeologist	<b>27.00</b>	112,424.19	118,056.37	123,956.75	130,149.71	136,659.64
1.00	Senior Hydrologist	<b>27.00</b>	112,424.19	118,056.37	123,956.75	130,149.71	136,659.64
0.00	Senior Park Ranger	<b>25.00</b>	101,866.90	106,962.68	112,302.28	117,910.08	123,810.46
0.00	Senior Technology Systems Specialist	<b>24.50</b>	99,379.96	104,353.83	109,571.53	115,057.42	120,811.51
0.00	Senior Water Treatment Operator	<b>24.00</b>	96,966.17	101,818.13	106,913.92	112,253.52	117,861.32
1.00	Supervisory Water Resources Engineer	<b>T4.5</b>	137,561.76	144,449.60	151,678.78	159,261.50	167,222.14
		<b>T4</b>	146,046.60	153,361.13	161,041.37	169,087.35	177,547.81
1.00	Technology Systems Manager *	<b>T6</b>	116,169.22	121,977.68	128,076.56	134,480.39	141,204.41
		<b>T5.5</b>	122,623.07	128,757.88	135,196.38	141,958.03	149,050.45
		<b>T5</b>	129,076.92	135,538.08	142,316.20	149,435.67	156,896.48
1.00	Technology Systems Specialist	<b>21.00</b>	83,604.98	87,774.25	92,162.97	96,771.11	101,598.70
1.00	Water Resources Engineer ****	<b>27.00</b>	112,424.19	118,056.37	123,956.75	130,149.71	136,659.64
0.00	Water Resources Manager *	<b>T4.5</b>	137,561.76	144,449.60	151,678.78	159,261.50	167,222.14
		<b>T4</b>	146,046.60	153,361.13	161,041.37	169,087.35	177,547.81
1.00	Water Resources Supervisor *	<b>T4.5</b>	137,561.76	144,449.60	151,678.78	159,261.50	167,222.14
		<b>T4</b>	146,046.60	153,361.13	161,041.37	169,087.35	177,547.81
1.00	Water Resources Technician	<b>16.50</b>	66,903.49	70,243.78	73,754.75	77,436.40	81,313.09
0.00	Water Treatment Operator I	<b>17.00</b>	68,585.83	72,023.65	75,632.15	79,411.32	83,385.54
1.00	Water Treatment Operator II	<b>19.00</b>	75,705.29	79,484.46	83,458.69	87,627.96	92,016.68
1.00	Water Treatment Operator III	<b>20.00</b>	79,557.61	83,531.83	87,701.11	92,089.82	96,697.97
2.00	Water Treatment Operator IV	<b>22.00</b>	87,847.40	92,236.11	96,844.26	101,696.23	106,792.01
	Board Member Per Diem Rate			260.00			

Employees are paid at an hourly rate calculated by dividing their annual salary by 2,080, rounded to the nearest \$0.01. Salaries shown in this table are rounded to the nearest dollar.

\* Position for up to annual 5% merit pay, which may be applicable to PERS.

\*\* Position for up to annual 7% merit pay, which may be applicable to PERS.

\*\*\* Temporary, part-time or seasonal positions, as needed

**United Water Conservation District**  
**Position Titles with Annual Salary Ranges FY 23-24**

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<b>FTE</b>	<b>TITLE</b>	<b>RANGE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>
	**** To be filled via Internal Promotional opportunity						
	***** Planned Retirement						
	*****Vacant						

Updated as of October 27, 2023