

ELK GROVE WATER DISTRICT

Non-Exempt Positions Annual, Bi-Weekly & Hourly Wage As of July 1, 2025 (1.90% COLA)

Position	Grade	Step I	Step II	Step III	Step IV	Step V
Administrative Assistant I	40	\$ 58,801.60	\$ 61,734.40	\$ 64,833.60	\$ 68,120.00	\$ 71,489.60
		\$ 2,261.60	\$ 2,374.40	\$ 2,493.60	\$ 2,620.00	\$ 2,749.60
		\$ 28.27	\$ 29.68	\$ 31.17	\$ 32.75	\$ 34.37
Administrative Assistant II	44	\$ 64,833.60	\$ 68,120.00	\$ 71,489.60	\$ 75,046.40	\$ 78,832.00
		\$ 2,493.60	\$ 2,620.00	\$ 2,749.60	\$ 2,886.40	\$ 3,032.00
		\$ 31.17	\$ 32.75	\$ 34.37	\$ 36.08	\$ 37.90
Engineering Technician I	55	\$ 84,780.80	\$ 89,024.00	\$ 93,475.20	\$ 98,155.20	\$ 103,043.20
		\$ 3,260.80	\$ 3,424.00	\$ 3,595.20	\$ 3,775.20	\$ 3,963.20
		\$ 40.76	\$ 42.80	\$ 44.94	\$ 47.19	\$ 49.54
Engineering Technician II	59	\$ 93,475.20	\$ 98,155.20	\$ 103,043.20	\$ 108,222.40	\$ 113,651.20
		\$ 3,595.20	\$ 3,775.20	\$ 3,963.20	\$ 4,162.40	\$ 4,371.20
		\$ 44.94	\$ 47.19	\$ 49.54	\$ 52.03	\$ 54.64
Engineering Technician III	63	\$ 103,043.20	\$ 108,222.40	\$ 113,651.20	\$ 119,308.80	\$ 125,236.80
		\$ 3,963.20	\$ 4,162.40	\$ 4,371.20	\$ 4,588.80	\$ 4,816.80
		\$ 49.54	\$ 52.03	\$ 54.64	\$ 57.36	\$ 60.21
Human Resources Technician	52	\$ 78,832.00	\$ 82,763.20	\$ 86,944.00	\$ 91,208.00	\$ 95,804.80
		\$ 3,032.00	\$ 3,183.20	\$ 3,344.00	\$ 3,508.00	\$ 3,684.80
		\$ 37.90	\$ 39.79	\$ 41.80	\$ 43.85	\$ 46.06
Operator in Training	45	\$ 66,435.20	\$ 69,763.20	\$ 73,236.80	\$ 76,918.40	\$ 80,724.80
		\$ 2,555.20	\$ 2,683.20	\$ 2,816.80	\$ 2,958.40	\$ 3,104.80
		\$ 31.94	\$ 33.54	\$ 35.21	\$ 36.98	\$ 38.81
Senior Utility Billing Specialist	56	\$ 86,944.00	\$ 91,208.00	\$ 95,804.80	\$ 100,609.60	\$ 105,684.80
		\$ 3,344.00	\$ 3,508.00	\$ 3,684.80	\$ 3,869.60	\$ 4,064.80
		\$ 41.80	\$ 43.85	\$ 46.06	\$ 48.37	\$ 50.81
Utility Billing Specialist I	36	\$ 53,352.00	\$ 56,035.20	\$ 58,801.60	\$ 61,734.40	\$ 64,833.60
		\$ 2,052.00	\$ 2,155.20	\$ 2,261.60	\$ 2,374.40	\$ 2,493.60
		\$ 25.65	\$ 26.94	\$ 28.27	\$ 29.68	\$ 31.17
Utility Billing Specialist II	40	\$ 58,801.60	\$ 61,734.40	\$ 64,833.60	\$ 68,120.00	\$ 71,489.60
		\$ 2,261.60	\$ 2,374.40	\$ 2,493.60	\$ 2,620.00	\$ 2,749.60
		\$ 28.27	\$ 29.68	\$ 31.17	\$ 32.75	\$ 34.37
Utility Billing Specialist III	46	\$ 68,120.00	\$ 71,489.60	\$ 75,046.40	\$ 78,832.00	\$ 82,763.20
		\$ 2,620.00	\$ 2,749.60	\$ 2,886.40	\$ 3,032.00	\$ 3,183.20
		\$ 32.75	\$ 34.37	\$ 36.08	\$ 37.90	\$ 39.79

ELK GROVE WATER DISTRICT

Non-Exempt Positions Annual, Bi-Weekly & Hourly Wage As of July 1, 2025 (1.90% COLA)

Position	Grade	Step I	Step II	Step III	Step IV	Step V
Water Distribution Supervisor	66	\$ 110,905.60	\$ 116,438.40	\$ 122,262.40	\$ 128,398.40	\$ 134,846.40
		\$ 4,265.60	\$ 4,478.40	\$ 4,702.40	\$ 4,938.40	\$ 5,186.40
		\$ 53.32	\$ 55.98	\$ 58.78	\$ 61.73	\$ 64.83
Water Distribution Operator I	49	\$ 73,236.80	\$ 76,918.40	\$ 80,724.80	\$ 84,780.80	\$ 89,024.00
		\$ 2,816.80	\$ 2,958.40	\$ 3,104.80	\$ 3,260.80	\$ 3,424.00
		\$ 35.21	\$ 36.98	\$ 38.81	\$ 40.76	\$ 42.80
Water Distribution Operator II	53	\$ 80,724.80	\$ 84,780.80	\$ 89,024.00	\$ 93,475.20	\$ 98,155.20
		\$ 3,104.80	\$ 3,260.80	\$ 3,424.00	\$ 3,595.20	\$ 3,775.20
		\$ 38.81	\$ 40.76	\$ 42.80	\$ 44.94	\$ 47.19
Water Distribution Operator III	57	\$ 89,024.00	\$ 93,475.20	\$ 98,155.20	\$ 103,043.20	\$ 108,222.40
		\$ 3,424.00	\$ 3,595.20	\$ 3,775.20	\$ 3,963.20	\$ 4,162.40
		\$ 42.80	\$ 44.94	\$ 47.19	\$ 49.54	\$ 52.03
Water Treatment Supervisor	66	\$ 110,905.60	\$ 116,438.40	\$ 122,262.40	\$ 128,398.40	\$ 134,846.40
		\$ 4,265.60	\$ 4,478.40	\$ 4,702.40	\$ 4,938.40	\$ 5,186.40
		\$ 53.32	\$ 55.98	\$ 58.78	\$ 61.73	\$ 64.83
Water Treatment Operator I	49	\$ 73,236.80	\$ 76,918.40	\$ 80,724.80	\$ 84,780.80	\$ 89,024.00
		\$ 2,816.80	\$ 2,958.40	\$ 3,104.80	\$ 3,260.80	\$ 3,424.00
		\$ 35.21	\$ 36.98	\$ 38.81	\$ 40.76	\$ 42.80
Water Treatment Operator II	53	\$ 80,724.80	\$ 84,780.80	\$ 89,024.00	\$ 93,475.20	\$ 98,155.20
		\$ 3,104.80	\$ 3,260.80	\$ 3,424.00	\$ 3,595.20	\$ 3,775.20
		\$ 38.81	\$ 40.76	\$ 42.80	\$ 44.94	\$ 47.19
Water Treatment Operator III	57	\$ 89,024.00	\$ 93,475.20	\$ 98,155.20	\$ 103,043.20	\$ 108,222.40
		\$ 3,424.00	\$ 3,595.20	\$ 3,775.20	\$ 3,963.20	\$ 4,162.40
		\$ 42.80	\$ 44.94	\$ 47.19	\$ 49.54	\$ 52.03

ELK GROVE WATER DISTRICT

Exempt Positions Annual, Bi-Weekly & Hourly Wage As of July 1, 2025 (1.90% COLA)

Position	Grade	Step I	Step II	Step III	Step IV	Step V
Finance Manager	88	\$ 189,675.20	\$ 199,222.40	\$ 209,144.00	\$ 219,606.40	\$ 230,568.00
		\$ 7,295.20	\$ 7,662.40	\$ 8,044.00	\$ 8,446.40	\$ 8,868.00
		\$ 91.19	\$ 95.78	\$ 100.55	\$ 105.58	\$ 110.85
Senior Civil Engineer	77	\$ 145,038.40	\$ 152,256.00	\$ 159,868.80	\$ 167,835.20	\$ 176,259.20
		\$ 5,578.40	\$ 5,856.00	\$ 6,148.80	\$ 6,455.20	\$ 6,779.20
		\$ 69.73	\$ 73.20	\$ 76.86	\$ 80.69	\$ 84.74
Finance Supervisor	71	\$ 125,236.80	\$ 131,497.60	\$ 138,070.40	\$ 145,038.40	\$ 152,256.00
		\$ 4,816.80	\$ 5,057.60	\$ 5,310.40	\$ 5,578.40	\$ 5,856.00
		\$ 60.21	\$ 63.22	\$ 66.38	\$ 69.73	\$ 73.20
Associate Civil Engineer	71	\$ 125,236.80	\$ 131,497.60	\$ 138,070.40	\$ 145,038.40	\$ 152,256.00
		\$ 4,816.80	\$ 5,057.60	\$ 5,310.40	\$ 5,578.40	\$ 5,856.00
		\$ 60.21	\$ 63.22	\$ 66.38	\$ 69.73	\$ 73.20
Human Resources Administrator	70	\$ 122,262.40	\$ 128,398.40	\$ 134,846.40	\$ 141,523.20	\$ 148,636.80
		\$ 4,702.40	\$ 4,938.40	\$ 5,186.40	\$ 5,443.20	\$ 5,716.80
		\$ 58.78	\$ 61.73	\$ 64.83	\$ 68.04	\$ 71.46
Program Manager	69	\$ 119,308.80	\$ 125,236.80	\$ 131,497.60	\$ 138,070.40	\$ 145,038.40
		\$ 4,588.80	\$ 4,816.80	\$ 5,057.60	\$ 5,310.40	\$ 5,578.40
		\$ 57.36	\$ 60.21	\$ 63.22	\$ 66.38	\$ 69.73
Associate Engineer	65	\$ 108,222.40	\$ 113,651.20	\$ 119,308.80	\$ 125,236.80	\$ 131,497.60
		\$ 4,162.40	\$ 4,371.20	\$ 4,588.80	\$ 4,816.80	\$ 5,057.60
		\$ 52.03	\$ 54.64	\$ 57.36	\$ 60.21	\$ 63.22

ELK GROVE WATER DISTRICT

General Manager Annual, Bi-Weekly & Hourly Wage As of July 1, 2025 (1.90% COLA)

Position	Grade	Minimum	Current	-	-	Maximum
General Manager	103	\$ 281,639.90	\$ 291,580.64			\$ 342,312.67
		\$ 10,832.30	\$ 11,214.64			\$ 13,165.87
		\$ 135.40	\$ 140.18			\$ 164.57