

ELK GROVE WATER DISTRICT

Non-Exempt Positions Annual, Bi-Weekly & Hourly Wage As of July 1, 2026 (3.70% COLA)

| Position | Grade | Step I | Step II | Step III | Step IV | Step V |
|-----------------------------------|-------|---------------|---------------|---------------|---------------|---------------|
| Administrative Assistant I | 40 | \$ 60,985.60 | \$ 64,022.40 | \$ 67,225.60 | \$ 70,636.80 | \$ 74,131.20 |
| | | \$ 2,345.60 | \$ 2,462.40 | \$ 2,585.60 | \$ 2,716.80 | \$ 2,851.20 |
| | | \$ 29.32 | \$ 30.78 | \$ 32.32 | \$ 33.96 | \$ 35.64 |
| Administrative Assistant II | 44 | \$ 67,225.60 | \$ 70,636.80 | \$ 74,131.20 | \$ 77,812.80 | \$ 81,744.00 |
| | | \$ 2,585.60 | \$ 2,716.80 | \$ 2,851.20 | \$ 2,992.80 | \$ 3,144.00 |
| | | \$ 32.32 | \$ 33.96 | \$ 35.64 | \$ 37.41 | \$ 39.30 |
| Engineering Technician I | 55 | \$ 87,921.60 | \$ 92,310.40 | \$ 96,928.00 | \$ 101,795.20 | \$ 106,849.60 |
| | | \$ 3,381.60 | \$ 3,550.40 | \$ 3,728.00 | \$ 3,915.20 | \$ 4,109.60 |
| | | \$ 42.27 | \$ 44.38 | \$ 46.60 | \$ 48.94 | \$ 51.37 |
| Engineering Technician II | 59 | \$ 96,928.00 | \$ 101,795.20 | \$ 106,849.60 | \$ 112,236.80 | \$ 117,852.80 |
| | | \$ 3,728.00 | \$ 3,915.20 | \$ 4,109.60 | \$ 4,316.80 | \$ 4,532.80 |
| | | \$ 46.60 | \$ 48.94 | \$ 51.37 | \$ 53.96 | \$ 56.66 |
| Engineering Technician III | 63 | \$ 106,849.60 | \$ 112,236.80 | \$ 117,852.80 | \$ 123,718.40 | \$ 129,875.20 |
| | | \$ 4,109.60 | \$ 4,316.80 | \$ 4,532.80 | \$ 4,758.40 | \$ 4,995.20 |
| | | \$ 51.37 | \$ 53.96 | \$ 56.66 | \$ 59.48 | \$ 62.44 |
| Human Resources Technician | 52 | \$ 81,744.00 | \$ 85,820.80 | \$ 90,168.00 | \$ 94,577.60 | \$ 99,340.80 |
| | | \$ 3,144.00 | \$ 3,300.80 | \$ 3,468.00 | \$ 3,637.60 | \$ 3,820.80 |
| | | \$ 39.30 | \$ 41.26 | \$ 43.35 | \$ 45.47 | \$ 47.76 |
| Operator in Training | 45 | \$ 68,889.60 | \$ 72,342.40 | \$ 75,940.80 | \$ 79,768.00 | \$ 83,720.00 |
| | | \$ 2,649.60 | \$ 2,782.40 | \$ 2,920.80 | \$ 3,068.00 | \$ 3,220.00 |
| | | \$ 33.12 | \$ 34.78 | \$ 36.51 | \$ 38.35 | \$ 40.25 |
| Senior Utility Billing Specialist | 56 | \$ 90,168.00 | \$ 94,577.60 | \$ 99,340.80 | \$ 104,332.80 | \$ 109,595.20 |
| | | \$ 3,468.00 | \$ 3,637.60 | \$ 3,820.80 | \$ 4,012.80 | \$ 4,215.20 |
| | | \$ 43.35 | \$ 45.47 | \$ 47.76 | \$ 50.16 | \$ 52.69 |
| Utility Billing Specialist I | 36 | \$ 55,328.00 | \$ 58,115.20 | \$ 60,985.60 | \$ 64,022.40 | \$ 67,225.60 |
| | | \$ 2,128.00 | \$ 2,235.20 | \$ 2,345.60 | \$ 2,462.40 | \$ 2,585.60 |
| | | \$ 26.60 | \$ 27.94 | \$ 29.32 | \$ 30.78 | \$ 32.32 |
| Utility Billing Specialist II | 40 | \$ 60,985.60 | \$ 64,022.40 | \$ 67,225.60 | \$ 70,636.80 | \$ 74,131.20 |
| | | \$ 2,345.60 | \$ 2,462.40 | \$ 2,585.60 | \$ 2,716.80 | \$ 2,851.20 |
| | | \$ 29.32 | \$ 30.78 | \$ 32.32 | \$ 33.96 | \$ 35.64 |
| Utility Billing Specialist III | 46 | \$ 70,636.80 | \$ 74,131.20 | \$ 77,812.80 | \$ 81,744.00 | \$ 85,820.80 |
| | | \$ 2,716.80 | \$ 2,851.20 | \$ 2,992.80 | \$ 3,144.00 | \$ 3,300.80 |
| | | \$ 33.96 | \$ 35.64 | \$ 37.41 | \$ 39.30 | \$ 41.26 |

ELK GROVE WATER DISTRICT

Non-Exempt Positions Annual, Bi-Weekly & Hourly Wage As of July 1, 2026 (3.70% COLA)

| Position | Grade | Step I | Step II | Step III | Step IV | Step V |
|---------------------------------|-------|---------------|---------------|---------------|---------------|---------------|
| Water Distribution Supervisor | 66 | \$ 115,003.20 | \$ 120,744.00 | \$ 126,776.00 | \$ 133,140.80 | \$ 139,838.40 |
| | | \$ 4,423.20 | \$ 4,644.00 | \$ 4,876.00 | \$ 5,120.80 | \$ 5,378.40 |
| | | \$ 55.29 | \$ 58.05 | \$ 60.95 | \$ 64.01 | \$ 67.23 |
| Water Distribution Operator I | 49 | \$ 75,940.80 | \$ 79,768.00 | \$ 83,720.00 | \$ 87,921.60 | \$ 92,310.40 |
| | | \$ 2,920.80 | \$ 3,068.00 | \$ 3,220.00 | \$ 3,381.60 | \$ 3,550.40 |
| | | \$ 36.51 | \$ 38.35 | \$ 40.25 | \$ 42.27 | \$ 44.38 |
| Water Distribution Operator II | 53 | \$ 83,720.00 | \$ 87,921.60 | \$ 92,310.40 | \$ 96,928.00 | \$ 101,795.20 |
| | | \$ 3,220.00 | \$ 3,381.60 | \$ 3,550.40 | \$ 3,728.00 | \$ 3,915.20 |
| | | \$ 40.25 | \$ 42.27 | \$ 44.38 | \$ 46.60 | \$ 48.94 |
| Water Distribution Operator III | 57 | \$ 92,310.40 | \$ 96,928.00 | \$ 101,795.20 | \$ 106,849.60 | \$ 112,236.80 |
| | | \$ 3,550.40 | \$ 3,728.00 | \$ 3,915.20 | \$ 4,109.60 | \$ 4,316.80 |
| | | \$ 44.38 | \$ 46.60 | \$ 48.94 | \$ 51.37 | \$ 53.96 |
| Water Treatment Supervisor | 66 | \$ 115,003.20 | \$ 120,744.00 | \$ 126,776.00 | \$ 133,140.80 | \$ 139,838.40 |
| | | \$ 4,423.20 | \$ 4,644.00 | \$ 4,876.00 | \$ 5,120.80 | \$ 5,378.40 |
| | | \$ 55.29 | \$ 58.05 | \$ 60.95 | \$ 64.01 | \$ 67.23 |
| Water Treatment Operator I | 49 | \$ 75,940.80 | \$ 79,768.00 | \$ 83,720.00 | \$ 87,921.60 | \$ 92,310.40 |
| | | \$ 2,920.80 | \$ 3,068.00 | \$ 3,220.00 | \$ 3,381.60 | \$ 3,550.40 |
| | | \$ 36.51 | \$ 38.35 | \$ 40.25 | \$ 42.27 | \$ 44.38 |
| Water Treatment Operator II | 53 | \$ 83,720.00 | \$ 87,921.60 | \$ 92,310.40 | \$ 96,928.00 | \$ 101,795.20 |
| | | \$ 3,220.00 | \$ 3,381.60 | \$ 3,550.40 | \$ 3,728.00 | \$ 3,915.20 |
| | | \$ 40.25 | \$ 42.27 | \$ 44.38 | \$ 46.60 | \$ 48.94 |
| Water Treatment Operator III | 57 | \$ 92,310.40 | \$ 96,928.00 | \$ 101,795.20 | \$ 106,849.60 | \$ 112,236.80 |
| | | \$ 3,550.40 | \$ 3,728.00 | \$ 3,915.20 | \$ 4,109.60 | \$ 4,316.80 |
| | | \$ 44.38 | \$ 46.60 | \$ 48.94 | \$ 51.37 | \$ 53.96 |

ELK GROVE WATER DISTRICT

Exempt Positions Annual, Bi-Weekly & Hourly Wage As of July 1, 2026 (3.70% COLA)

| Position | Grade | Step I | Step II | Step III | Step IV | Step V |
|-------------------------------|-------|---------------|---------------|---------------|---------------|---------------|
| Finance Manager | 88 | \$ 196,684.80 | \$ 206,585.60 | \$ 216,881.60 | \$ 227,739.20 | \$ 239,096.00 |
| | | \$ 7,564.80 | \$ 7,945.60 | \$ 8,341.60 | \$ 8,759.20 | \$ 9,196.00 |
| | | \$ 94.56 | \$ 99.32 | \$ 104.27 | \$ 109.49 | \$ 114.95 |
| Senior Civil Engineer | 77 | \$ 150,404.80 | \$ 157,892.80 | \$ 165,776.00 | \$ 174,054.40 | \$ 182,790.40 |
| | | \$ 5,784.80 | \$ 6,072.80 | \$ 6,376.00 | \$ 6,694.40 | \$ 7,030.40 |
| | | \$ 72.31 | \$ 75.91 | \$ 79.70 | \$ 83.68 | \$ 87.88 |
| Finance Supervisor | 71 | \$ 129,875.20 | \$ 136,364.80 | \$ 143,187.20 | \$ 150,404.80 | \$ 157,892.80 |
| | | \$ 4,995.20 | \$ 5,244.80 | \$ 5,507.20 | \$ 5,784.80 | \$ 6,072.80 |
| | | \$ 62.44 | \$ 65.56 | \$ 68.84 | \$ 72.31 | \$ 75.91 |
| Associate Civil Engineer | 71 | \$ 129,875.20 | \$ 136,364.80 | \$ 143,187.20 | \$ 150,404.80 | \$ 157,892.80 |
| | | \$ 4,995.20 | \$ 5,244.80 | \$ 5,507.20 | \$ 5,784.80 | \$ 6,072.80 |
| | | \$ 62.44 | \$ 65.56 | \$ 68.84 | \$ 72.31 | \$ 75.91 |
| Human Resources Administrator | 70 | \$ 126,776.00 | \$ 133,140.80 | \$ 139,838.40 | \$ 146,764.80 | \$ 154,128.00 |
| | | \$ 4,876.00 | \$ 5,120.80 | \$ 5,378.40 | \$ 5,644.80 | \$ 5,928.00 |
| | | \$ 60.95 | \$ 64.01 | \$ 67.23 | \$ 70.56 | \$ 74.10 |
| Program Manager | 69 | \$ 123,718.40 | \$ 129,875.20 | \$ 136,364.80 | \$ 143,187.20 | \$ 150,404.80 |
| | | \$ 4,758.40 | \$ 4,995.20 | \$ 5,244.80 | \$ 5,507.20 | \$ 5,784.80 |
| | | \$ 59.48 | \$ 62.44 | \$ 65.56 | \$ 68.84 | \$ 72.31 |
| Associate Engineer | 65 | \$ 112,236.80 | \$ 117,852.80 | \$ 123,718.40 | \$ 129,875.20 | \$ 136,364.80 |
| | | \$ 4,316.80 | \$ 4,532.80 | \$ 4,758.40 | \$ 4,995.20 | \$ 5,244.80 |
| | | \$ 53.96 | \$ 56.66 | \$ 59.48 | \$ 62.44 | \$ 65.56 |

ELK GROVE WATER DISTRICT

General Manager Annual, Bi-Weekly & Hourly Wage As of July 1, 2026 (3.70% COLA)

| Position | Grade | Minimum | Current | - | - | Maximum |
|-----------------|-------|---------------|---------------|---|---|---------------|
| General Manager | 103 | \$ 283,545.60 | \$ 302,369.60 | | | \$ 344,635.20 |
| | | \$ 10,905.60 | \$ 11,629.60 | | | \$ 13,255.20 |
| | | \$ 136.32 | \$ 145.37 | | | \$ 165.69 |