



31111 Greenspot Road
Highland, CA 92346
(909) 889-9501
eastvalleywater.gov

SALARY SCHEDULE

Effective July 1, 2026

Class Title	Tier	Range	Hourly Salary Range Steps					Monthly Salary Range Steps					Annual Salary Range Steps				
			A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
Accounting Technician	H	20	35.82	37.61	39.49	41.46	43.53	6,209	6,519	6,845	7,186	7,545	74,506	78,229	82,139	86,237	90,542
Administrative Specialist	G/C	31	47.00	49.35	51.82	54.40	57.12	8,147	8,554	8,982	9,429	9,901	97,760	102,648	107,786	113,152	118,810
Administrative Specialist	G/C	G-Rate			61.34					10,632					127,587		
Customer Service Representative I	H	15	31.66	33.24	34.90	36.65	38.48	5,488	5,762	6,049	6,353	6,670	65,853	69,139	72,592	76,232	80,038
Customer Service Representative II	H	19	34.94	36.70	38.52	40.46	42.47	6,056	6,361	6,677	7,013	7,362	72,675	76,336	80,122	84,157	88,338
* Customer Service Supervisor	P	39	57.26	60.12	63.13	66.29	69.59	9,925	10,421	10,943	11,490	12,062	119,101	125,050	131,310	137,883	144,747
* Director of Engineering and Operations	E	67	114.31	120.03	126.03	132.33	138.95	19,814	20,805	21,845	22,937	24,085	237,765	249,662	262,142	275,246	289,016
Director of External Affairs and Customer Experience	E	61	98.57	103.50	108.68	114.11	119.82	17,086	17,940	18,838	19,779	20,769	205,026	215,280	226,054	237,349	249,226
Director of Finance	E	66	111.53	117.11	122.96	129.11	135.56	19,332	20,299	21,313	22,379	23,497	231,982	243,589	255,757	268,549	281,965
Director of Human Resources	E	61	98.57	103.50	108.68	114.11	119.82	17,086	17,940	18,838	19,779	20,769	205,026	215,280	226,054	237,349	249,226
District Clerk	S	45	66.40	69.72	73.21	76.87	80.71	11,509	12,085	12,690	13,324	13,990	138,112	145,018	152,277	159,890	167,877
Engineering Manager	S	59	93.83	98.51	103.45	108.61	114.04	16,264	17,075	17,931	18,826	19,767	195,166	204,901	215,176	225,909	237,203
Environmental Compliance Supervisor	P	46	68.06	71.46	75.04	78.79	82.73	11,797	12,386	13,007	13,657	14,340	141,565	148,637	156,083	163,883	172,078
Environmental Compliance Technician I	H	26	41.54	43.62	45.80	48.09	50.49	7,200	7,561	7,939	8,336	8,752	86,403	90,730	95,264	100,027	105,019
* Environmental Compliance Technician II	H	30	45.85	48.14	50.55	53.08	55.73	7,947	8,344	8,762	9,201	9,660	95,368	100,131	105,144	110,406	115,918
Facilities and Fleet Supervisor	G/C	40	58.70	61.62	64.71	67.95	71.34	10,175	10,681	11,216	11,778	12,366	122,096	128,170	134,597	141,336	148,387
* Facilities Maintenance Technician II	H	25	40.53	42.56	44.68	46.91	49.26	7,025	7,377	7,745	8,131	8,538	84,302	88,525	92,934	97,573	102,461
Field Customer Service Representative	H	23	38.58	40.50	42.53	44.66	46.88	6,687	7,020	7,372	7,741	8,126	80,246	84,240	88,462	92,893	97,510
Finance Coordinator	G/C	30	45.85	48.14	50.55	53.08	55.73	7,947	8,344	8,762	9,201	9,660	95,368	100,131	105,144	110,406	115,918
Finance Coordinator	G/C	G-Rate			56.97					9,875					118,498		
* Finance Manager	M	55	85.00	89.25	93.71	98.40	103.32	14,733	15,470	16,243	17,056	17,909	176,800	185,640	194,917	204,672	214,906
Fleet Maintenance Coordinator	H	29	44.73	46.97	49.32	51.79	54.37	7,753	8,142	8,549	8,977	9,424	93,038	97,698	102,586	107,723	113,090
General Manager/CEO	E	N/A			157.60					27,317					327,808		
Human Resources Coordinator	G/C	30	45.85	48.14	50.55	53.08	55.73	7,947	8,344	8,762	9,201	9,660	95,368	100,131	105,144	110,406	115,918
Human Resources Coordinator	G/C	G-Rate			56.97					9,875					118,498		
Information Technology Analyst	G/C	35	51.88	54.47	57.19	60.05	63.05	8,993	9,442	9,913	10,409	10,929	107,910	113,298	118,955	124,904	131,144
* Information Technology Manager	S	55	85.00	89.25	93.71	98.40	103.32	14,733	15,470	16,243	17,056	17,909	176,800	185,640	194,917	204,672	214,906
* Information Technology Technician	H	26	41.54	43.62	45.80	48.09	50.49	7,200	7,561	7,939	8,336	8,752	86,403	90,730	95,264	100,027	105,019
* Metering Systems Specialist	H	25	40.53	42.56	44.68	46.91	49.26	7,025	7,377	7,745	8,131	8,538	84,302	88,525	92,934	97,573	102,461
Network Administrator	P	41	60.15	63.17	66.33	69.64	73.12	10,426	10,950	11,497	12,071	12,674	125,112	131,394	137,966	144,851	152,090
* Operations Manager	S	59	93.83	98.51	103.45	108.61	114.04	16,264	17,075	17,931	18,826	19,767	195,166	204,901	215,176	225,909	237,203
Principal Engineer	M	54	82.93	87.08	91.42	96.00	100.80	14,375	15,094	15,846	16,640	17,472	172,494	181,126	190,154	199,680	209,664
Public Affairs Coordinator	G/C	30	45.85	48.14	50.55	53.08	55.73	7,947	8,344	8,762	9,201	9,660	95,368	100,131	105,144	110,406	115,918
Public Affairs Coordinator	G/C	G-Rate			56.97					9,875					118,498		
Public Affairs Specialist I	G/C	28	43.64	45.82	48.11	50.52	53.05	7,564	7,942	8,339	8,757	9,195	90,771	95,306	100,069	105,082	110,344
Public Affairs Specialist II	G/C	32	48.17	50.58	53.11	55.77	58.55	8,350	8,767	9,206	9,667	10,149	100,194	105,206	110,469	116,002	121,784
* Public Affairs Supervisor	P	43	63.20	66.36	69.68	73.16	76.83	10,955	11,502	12,078	12,681	13,317	131,456	138,029	144,934	152,173	159,806

E = Executive Management/At-Will (Exempt)

P = Professional/Supervisory (Exempt)

G-Rate = Grandfathered Placement due to results of the 2026 Compensation Study. The base salary is set above the maximum for the range assigned.

G/C = General/Confidential (Non-Exempt)

PT = Part-Time

H = Hourly-EVWDEP Represented (Non-Exempt)

S = Senior Management (Exempt)

M = Management (Exempt)

* = Employees assigned to classifications with this notation are currently in year 1 of a 2-year compensation implementation plan. Employees will reach the full range of their classification in year 2, effective July 1, 2027. Current range information is available in Finance or Human Resources.



31111 Greenspot Road
Highland, CA 92346
(909) 889-9501
eastvalleywater.gov

SALARY SCHEDULE

Effective July 1, 2026

Class Title	Tier	Range	Hourly Salary Range Steps					Monthly Salary Range Steps					Annual Salary Range Steps				
			A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
* Purchasing/Warehouse Technician	H	25	40.53	42.56	44.68	46.91	49.26	7,025	7,377	7,745	8,131	8,538	84,302	88,525	92,934	97,573	102,461
Senior Accountant	G/C	37	54.51	57.23	60.09	63.09	66.24	9,448	9,920	10,416	10,936	11,482	113,381	119,038	124,987	131,227	137,779
Senior Accounting Technician	H	24	39.54	41.52	43.59	45.77	48.06	6,854	7,197	7,556	7,934	8,330	82,243	86,362	90,667	95,202	99,965
Senior Administrative Assistant	G/C	25	40.53	42.56	44.68	46.91	49.26	7,025	7,377	7,745	8,131	8,538	84,302	88,525	92,934	97,573	102,461
Senior Customer Service Representative	H	23	38.58	40.50	42.53	44.66	46.88	6,687	7,020	7,372	7,741	8,126	80,246	84,240	88,462	92,893	97,510
Senior Engineer	M	51	77.01	80.86	84.90	89.15	93.60	13,348	14,016	14,716	15,453	16,224	160,181	168,189	176,592	185,432	194,688
* Senior Utility Maintenance Technician	H	32	48.17	50.58	53.11	55.77	58.55	8,350	8,767	9,206	9,667	10,149	100,194	105,206	110,469	116,002	121,784
* Senior Water Production Operator	H	38	55.86	58.65	61.59	64.67	67.90	9,682	10,166	10,676	11,210	11,769	116,189	121,992	128,107	134,514	141,232
* Senior Water Treatment Plant Operator	H	40	58.70	61.62	64.71	67.95	71.34	10,175	10,681	11,216	11,778	12,366	122,096	128,170	134,597	141,336	148,387
Senior Wastewater Treatment Plant Operator	H	38	55.86	58.65	61.59	64.67	67.90	9,682	10,166	10,676	11,210	11,769	116,189	121,992	128,107	134,514	141,232
Utility Maintenance Superintendent	P	47	69.76	73.25	76.91	80.77	84.80	12,092	12,697	13,331	14,000	14,699	145,101	152,360	159,973	168,002	176,384
* Utility Maintenance Technician I	H	20	35.82	37.61	39.49	41.46	43.53	6,209	6,519	6,845	7,186	7,545	74,506	78,229	82,139	86,237	90,542
* Utility Maintenance Technician II	H	24	39.54	41.52	43.59	45.77	48.06	6,854	7,197	7,556	7,934	8,330	82,243	86,362	90,667	95,202	99,965
* Utility Maintenance Technician III	H	28	43.64	45.82	48.11	50.52	53.05	7,564	7,942	8,339	8,757	9,195	90,771	95,306	100,069	105,082	110,344
Wastewater Operator in Training	PT	9	27.30	28.67	30.10	31.61	33.18	4,732	4,970	5,217	5,479	5,751	56,784	59,634	62,608	65,749	69,014
Wastewater Treatment Plant Operator I	H	26	41.54	43.62	45.80	48.09	50.49	7,200	7,561	7,939	8,336	8,752	86,403	90,730	95,264	100,027	105,019
Wastewater Treatment Plant Operator II	H	30	45.85	48.14	50.55	53.08	55.73	7,947	8,344	8,762	9,201	9,660	95,368	100,131	105,144	110,406	115,918
Wastewater Treatment Plant Operator III	H	34	50.61	53.14	55.80	58.59	61.52	8,772	9,211	9,672	10,156	10,664	105,269	110,531	116,064	121,867	127,962
Water Production Operator II	H	30	45.85	48.14	50.55	53.08	55.73	7,947	8,344	8,762	9,201	9,660	95,368	100,131	105,144	110,406	115,918
Water Production Operator III	H	34	50.61	53.14	55.80	58.59	61.52	8,772	9,211	9,672	10,156	10,664	105,269	110,531	116,064	121,867	127,962
* Water Reclamation Manager	S	56	87.13	91.49	96.05	100.86	105.90	15,103	15,858	16,649	17,482	18,356	181,230	190,299	199,784	209,789	220,272
Water Reclamation Supervisor	G/C	43	63.20	66.36	69.68	73.16	76.83	10,955	11,502	12,078	12,681	13,317	131,456	138,029	144,934	152,173	159,806
* Water Treatment and Production Supervisor	P	47	69.76	73.25	76.91	80.77	84.80	12,092	12,697	13,331	14,000	14,699	145,101	152,360	159,973	168,002	176,384
Water Use Efficiency Coordinator	G/C	33	49.37	51.85	54.43	57.16	60.02	8,558	8,987	9,435	9,908	10,404	102,690	107,848	113,214	118,893	124,842

E = Executive Management/At-Will (Exempt)

G/C = General/Confidential (Non-Exempt)

H = Hourly-EVWDEP Represented (Non-Exempt)

M = Management (Exempt)

P = Professional/Supervisory (Exempt)

PT = Part-Time

S = Senior Management (Exempt)

G-Rate = Grandfathered Placement due to results of the 2026 Compensation Study. The base salary is set above the maximum for the range assigned.

* = Employees assigned to classifications with this notation are currently in year 1 of a 2-year compensation implementation plan. Employees will reach the full range of their classification in year 2, effective July 1, 2027. Current range information is available in Finance or Human Resources.