

FACTORS
 Range E8, Max, Annual
\$80,208
 Spread
22.00%
 Range Increase
2.17%
 Pay Periods per Year
26
 Hours per Year
2,080

Annually	Monthly	Hourly	Executive Director and Deputy Director Salaries established annually by CCWA Board of Directors
\$ 321,582.88	\$ 26,798.57	\$ 154.61	Executive Director
\$ 219,359.21	\$ 18,279.93	\$ 105.46	Deputy Director

Meeting Date of Approval: **April 27, 2023**
 Salaries are effective July 1 following the Board approval date.

Salary Range	Annual		Monthly		Biweekly		Hourly		Positions Currently in Range
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
1	56,571	69,016	4,714	5,751	2,175.80	2,654.47	27.197	33.181	
2	57,798	70,514	4,817	5,876	2,223.01	2,712.08	27.788	33.901	
3	59,053	72,044	4,921	6,004	2,271.25	2,770.93	28.391	34.637	
4	60,334	73,607	5,028	6,134	2,320.54	2,831.06	29.007	35.388	
5	61,643	75,205	5,137	6,267	2,370.89	2,892.49	29.636	36.156	
6	62,981	76,837	5,248	6,403	2,422.34	2,955.26	30.279	36.941	
7	64,348	78,504	5,362	6,542	2,474.91	3,019.39	30.936	37.742	
8	65,744	80,208	5,479	6,684	2,528.61	3,084.91	31.608	38.561	
9	67,171	81,948	5,598	6,829	2,583.48	3,151.85	32.294	39.398	
10	68,628	83,726	5,719	6,977	2,639.55	3,220.25	32.994	40.253	
11	70,117	85,543	5,843	7,129	2,696.82	3,290.13	33.710	41.127	Administrative Assistant
12	71,639	87,400	5,970	7,283	2,755.34	3,361.52	34.442	42.019	Accounting Technician
13	73,194	89,296	6,099	7,441	2,815.14	3,434.47	35.189	42.931	
14	74,782	91,234	6,232	7,603	2,876.22	3,508.99	35.953	43.862	
15	76,405	93,214	6,367	7,768	2,938.64	3,585.14	36.733	44.814	
16	78,063	95,236	6,505	7,936	3,002.41	3,662.94	37.530	45.787	
17	79,757	97,303	6,646	8,109	3,067.56	3,742.42	38.344	46.780	
18	81,487	99,414	6,791	8,285	3,134.13	3,823.63	39.177	47.795	
19	83,256	101,572	6,938	8,464	3,202.14	3,906.61	40.027	48.833	Distribution Technician, Laboratory Analyst, Plant Maint. Technician
20	85,062	103,776	7,089	8,648	3,271.62	3,991.38	40.895	49.892	
21	86,908	106,028	7,242	8,836	3,342.62	4,077.99	41.783	50.975	Engineering Technician, Lead Plant Maintenance Technician
22	88,794	108,329	7,399	9,027	3,415.15	4,166.48	42.689	52.081	
23	90,721	110,679	7,560	9,223	3,489.26	4,256.90	43.616	53.211	Water Treatment Plant Operator
24	92,689	113,081	7,724	9,423	3,564.98	4,349.27	44.562	54.366	
25	94,701	115,535	7,892	9,628	3,642.34	4,443.65	45.529	55.546	Senior Accountant
26	96,756	118,042	8,063	9,837	3,721.38	4,540.08	46.517	56.751	Maint./Instrumentation Calibration and Repair Tech.
27	98,855	120,604	8,238	10,050	3,802.13	4,638.60	47.527	57.982	
28	101,001	123,221	8,417	10,268	3,884.64	4,739.26	48.558	59.241	IT/Instrumentation and Control Specialist
29	103,192	125,895	8,599	10,491	3,968.93	4,842.10	49.612	60.526	Senior Chemist
30	105,432	128,626	8,786	10,719	4,055.06	4,947.17	50.688	61.840	
31	107,719	131,418	8,977	10,951	4,143.05	5,054.52	51.788	63.182	
32	110,057	134,269	9,171	11,189	4,232.96	5,164.21	52.912	64.553	
33	112,445	137,183	9,370	11,432	4,324.81	5,276.27	54.060	65.953	
34	114,885	140,160	9,574	11,680	4,418.66	5,390.77	55.233	67.385	Distribution Supervisor
35	117,378	143,201	9,782	11,933	4,514.55	5,507.75	56.432	68.847	Office Manager
36	119,925	146,309	9,994	12,192	4,612.51	5,627.26	57.656	70.341	
37	122,528	149,484	10,211	12,457	4,712.60	5,749.37	58.908	71.867	
38	125,187	152,728	10,432	12,727	4,814.87	5,874.14	60.186	73.427	Maintenance Superintendent, Water Treatment Plant Supervisor, Safety Officer
39	127,903	156,042	10,659	13,003	4,919.35	6,001.61	61.492	75.020	
40	130,679	159,428	10,890	13,286	5,026.10	6,131.84	62.826	76.648	
41	133,514	162,887	11,126	13,574	5,135.16	6,264.90	64.190	78.311	
42	136,412	166,422	11,368	13,869	5,246.60	6,400.85	65.582	80.011	
43	139,372	170,033	11,614	14,169	5,360.45	6,539.75	67.006	81.747	
44	142,396	173,723	11,866	14,477	5,476.77	6,681.66	68.460	83.521	
45	145,486	177,493	12,124	14,791	5,595.62	6,826.65	69.945	85.333	
46	148,643	181,345	12,387	15,112	5,717.04	6,974.79	71.463	87.185	Operations Manager
47	151,869	185,280	12,656	15,440	5,841.10	7,126.14	73.014	89.077	Controller (2023)
48	155,164	189,300	12,930	15,775	5,967.85	7,280.78	74.598	91.010	
49	158,531	193,408	13,211	16,117	6,097.36	7,438.77	76.217	92.985	Controller (2024)
50	161,971	197,605	13,498	16,467	6,229.67	7,600.20	77.871	95.002	