

FACTORS

Range E8, Max, Annual
\$82,993
 Spread
22.00%
 Range Increase
2.17%
 Pay Periods per Year
26
 Hours per Year
2,080

Annually	Monthly	Hourly	Executive Director Salary established annually by CCWA Board of Directors
\$ 334,446.20	\$ 27,870.52	\$ 160.79	Executive Director

Meeting Date of Approval: **April 25, 2024**
 Salary 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	58,535	71,413	4,878	5,951	2,251.36	2,746.66	28.142	34.333	
2	59,806	72,963	4,984	6,080	2,300.22	2,806.27	28.753	35.078	
3	61,103	74,546	5,092	6,212	2,350.13	2,867.16	29.377	35.840	
4	62,429	76,164	5,202	6,347	2,401.13	2,929.38	30.014	36.617	
5	63,784	77,817	5,315	6,485	2,453.24	2,992.95	30.665	37.412	
6	65,168	79,505	5,431	6,625	2,506.47	3,057.89	31.331	38.224	
7	66,582	81,231	5,549	6,769	2,560.86	3,124.25	32.011	39.053	
8	68,027	82,993	5,669	6,916	2,616.43	3,192.05	32.705	39.901	
9	69,503	84,794	5,792	7,066	2,673.21	3,261.31	33.415	40.766	
10	71,012	86,634	5,918	7,220	2,731.22	3,332.08	34.140	41.651	
11	72,553	88,514	6,046	7,376	2,790.48	3,404.39	34.881	42.555	Administrative Assistant
12	74,127	90,435	6,177	7,536	2,851.04	3,478.27	35.638	43.478	Accounting Technician
13	75,736	92,397	6,311	7,700	2,912.91	3,553.74	36.411	44.422	
14	77,379	94,402	6,448	7,867	2,976.12	3,630.86	37.201	45.386	
15	79,058	96,451	6,588	8,038	3,040.70	3,709.65	38.009	46.371	
16	80,774	98,544	6,731	8,212	3,106.68	3,790.15	38.833	47.377	
17	82,526	100,682	6,877	8,390	3,174.09	3,872.40	39.676	48.405	
18	84,317	102,867	7,026	8,572	3,242.97	3,956.43	40.537	49.455	
19	86,147	105,099	7,179	8,758	3,313.35	4,042.28	41.417	50.529	Distribution Technician, Laboratory Analyst, Plant Maint. Techniciar
20	88,016	107,380	7,335	8,948	3,385.24	4,130.00	42.316	51.625	
21	89,926	109,710	7,494	9,143	3,458.70	4,219.62	43.234	52.745	Engineering Technician
22	91,878	112,091	7,656	9,341	3,533.76	4,311.19	44.172	53.890	
23	93,871	114,523	7,823	9,544	3,610.44	4,404.74	45.131	55.059	Water Treatment Plant Operator
24	95,908	117,008	7,992	9,751	3,688.79	4,500.32	46.110	56.254	
25	97,990	119,547	8,166	9,962	3,768.83	4,597.98	47.110	57.475	Senior Accountant
26	100,116	122,142	8,343	10,178	3,850.62	4,697.75	48.133	58.722	Maint./Instrumentation Calibration and Repair Tech., Maintenance Foreman
27	102,289	124,792	8,524	10,399	3,934.18	4,799.70	49.177	59.996	
28	104,508	127,500	8,709	10,625	4,019.55	4,903.85	50.244	61.298	IT/Instrumentation and Control Specialist
29	106,776	130,267	8,898	10,856	4,106.77	5,010.26	51.335	62.628	Senior Chemist
30	109,093	133,094	9,091	11,091	4,195.89	5,118.98	52.449	63.987	
31	111,460	135,982	9,288	11,332	4,286.94	5,230.07	53.587	65.376	
32	113,879	138,933	9,490	11,578	4,379.97	5,343.56	54.750	66.794	
33	116,350	141,947	9,696	11,829	4,475.01	5,459.51	55.938	68.244	
34	118,875	145,028	9,906	12,086	4,572.12	5,577.99	57.151	69.725	Distribution Supervisor
35	121,455	148,175	10,121	12,348	4,671.33	5,699.03	58.392	71.238	Office Manager
36	124,090	151,390	10,341	12,616	4,772.70	5,822.70	59.659	72.784	
37	126,783	154,675	10,565	12,890	4,876.27	5,949.05	60.953	74.363	
38	129,534	158,032	10,795	13,169	4,982.09	6,078.14	62.276	75.977	Maintenance Superintendent, Water Treatment Plant Supervisor, Safety Officer
39	132,345	161,461	11,029	13,455	5,090.20	6,210.04	63.627	77.625	
40	135,217	164,965	11,268	13,747	5,200.65	6,344.80	65.008	79.310	
41	138,151	168,544	11,513	14,045	5,313.51	6,482.48	66.419	81.031	
42	141,149	172,202	11,762	14,350	5,428.81	6,623.15	67.860	82.789	
43	144,212	175,939	12,018	14,662	5,546.62	6,766.87	69.333	84.586	
44	147,341	179,757	12,278	14,980	5,666.98	6,913.71	70.837	86.421	
45	150,539	183,657	12,545	15,305	5,789.95	7,063.74	72.374	88.297	
46	153,805	187,643	12,817	15,637	5,915.59	7,217.02	73.945	90.213	Operations Manager
47	157,143	191,714	13,095	15,976	6,043.96	7,373.63	75.550	92.170	
48	160,553	195,875	13,379	16,323	6,175.12	7,533.64	77.189	94.171	
49	164,037	200,125	13,670	16,677	6,309.12	7,697.12	78.864	96.214	Controller
50	167,597	204,468	13,966	17,039	6,446.02	7,864.15	80.575	98.302	
51	171,233	208,905	14,269	17,409	6,585.90	8,034.80	82.324	100.435	
52	174,949	213,438	14,579	17,787	6,728.82	8,209.16	84.110	102.614	
53	178,746	218,070	14,895	18,172	6,874.83	8,387.29	85.935	104.841	
54	182,624	222,802	15,219	18,567	7,024.02	8,569.30	87.800	107.116	
55	186,587	227,637	15,549	18,970	7,176.44	8,755.25	89.705	109.441	
56	190,636	232,576	15,886	19,381	7,332.17	8,945.24	91.652	111.816	
57	194,773	237,623	16,231	19,802	7,491.27	9,139.35	93.641	114.242	
58	199,000	242,780	16,583	20,232	7,653.83	9,337.68	95.673	116.721	
59	203,318	248,048	16,943	20,671	7,819.92	9,540.30	97.749	119.254	
60	207,730	253,431	17,311	21,119	7,989.61	9,747.33	99.870	121.842	
61	212,238	258,930	17,686	21,578	8,162.99	9,958.85	102.037	124.486	
62	216,843	264,549	18,070	22,046	8,340.13	10,174.95	104.252	127.187	Deputy Director of Operations and Engineering