

**Central Coast Water Authority
Salary Plan
Approved 4/28/2022
Effective for FY 2022/23**

FACTORS
Range E8, Max. Annual \$71,730.00
Spread 22.00%
Range Increase 2.17%
Pay Periods per Year 26
Hours per Year 2,080

	Annually	Monthly	Hourly	Salaries established annually by CCWA Board of Directors Meeting Date of Approval: April 28, 2022
\$	298,849.60	\$ 24,904.13	\$ 143.68	Executive Director
\$	209,052.90	\$ 17,421.08	\$ 100.51	Deputy Director

Salary Range	Annual		Monthly		Biweekly		Hourly		Positions Currently in Range
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
1	50,591	61,722	4,216	5,143	1,945.83	2,373.91	24.323	29.674	
2	51,689	63,061	4,307	5,255	1,988.05	2,425.42	24.851	30.318	
3	52,811	64,429	4,401	5,369	2,031.19	2,478.05	25.390	30.976	
4	53,957	65,827	4,496	5,486	2,075.27	2,531.83	25.941	31.648	
5	55,128	67,256	4,594	5,605	2,120.30	2,586.77	26.504	32.335	
6	56,324	68,715	4,694	5,726	2,166.31	2,642.90	27.079	33.036	
7	57,546	70,207	4,796	5,851	2,213.32	2,700.25	27.667	33.753	
8	58,795	71,730	4,900	5,978	2,261.35	2,758.85	28.267	34.486	
9	60,071	73,287	5,006	6,107	2,310.42	2,818.71	28.880	35.234	
10	61,374	74,877	5,115	6,240	2,360.56	2,879.88	29.507	35.998	
11	62,706	76,502	5,226	6,375	2,411.78	2,942.37	30.147	36.780	Administrative Assistant
12	64,067	78,162	5,339	6,513	2,464.12	3,006.22	30.801	37.578	Accounting Technician
13	65,457	79,858	5,455	6,655	2,517.59	3,071.46	31.470	38.393	
14	66,878	81,591	5,573	6,799	2,572.22	3,138.11	32.153	39.226	
15	68,329	83,361	5,694	6,947	2,628.04	3,206.20	32.850	40.078	
16	69,812	85,170	5,818	7,098	2,685.06	3,275.78	33.563	40.947	
17	71,327	87,018	5,944	7,252	2,743.33	3,346.86	34.292	41.836	
18	72,874	88,907	6,073	7,409	2,802.86	3,419.49	35.036	42.744	
19	74,456	90,836	6,205	7,570	2,863.68	3,493.69	35.796	43.671	Distribution Technician, Laboratory Analyst, Plant Maint. Technician
20	76,071	92,807	6,339	7,734	2,925.83	3,569.51	36.573	44.619	
21	77,722	94,821	6,477	7,902	2,989.32	3,646.97	37.366	45.587	
22	79,409	96,879	6,617	8,073	3,054.18	3,726.10	38.177	46.576	
23	81,132	98,981	6,761	8,248	3,120.46	3,806.96	39.006	47.587	Water Treatment Plant Operator
24	82,893	101,129	6,908	8,427	3,188.17	3,889.57	39.852	48.620	
25	84,691	103,323	7,058	8,610	3,257.36	3,973.98	40.717	49.675	Senior Accountant
26	86,529	105,565	7,211	8,797	3,328.04	4,060.21	41.601	50.753	Maint. Foreman, Maint./Instrumentation Calibration and Repair Tech.
27	88,407	107,856	7,367	8,988	3,400.26	4,148.32	42.503	51.854	
28	90,325	110,197	7,527	9,183	3,474.05	4,238.34	43.426	52.979	IT/Instrumentation and Control Specialist
29	92,285	112,588	7,690	9,382	3,549.43	4,330.31	44.368	54.129	Safety & Environmental Specialist, Senior Chemist
30	94,288	115,031	7,857	9,586	3,626.46	4,424.28	45.331	55.303	
31	96,334	117,527	8,028	9,794	3,705.15	4,520.28	46.314	56.504	
32	98,424	120,078	8,202	10,006	3,785.55	4,618.37	47.319	57.730	
33	100,560	122,683	8,380	10,224	3,867.70	4,718.59	48.346	58.982	
34	102,742	125,346	8,562	10,445	3,951.63	4,820.98	49.395	60.262	Distribution Supervisor
35	104,972	128,066	8,748	10,672	4,037.38	4,925.60	50.467	61.570	Office Manager
36	107,250	130,845	8,937	10,904	4,124.99	5,032.49	51.562	62.906	
37	109,577	133,684	9,131	11,140	4,214.50	5,141.69	52.681	64.271	Water Treatment Plant Supervisor
38	111,955	136,585	9,330	11,382	4,305.95	5,253.26	53.824	65.666	Maintenance Superintendent
39	114,384	139,549	9,532	11,629	4,399.39	5,367.26	54.992	67.091	
40	116,866	142,577	9,739	11,881	4,494.86	5,483.73	56.186	68.547	
41	119,402	145,671	9,950	12,139	4,592.40	5,602.73	57.405	70.034	
42	121,993	148,832	10,166	12,403	4,692.05	5,724.31	58.651	71.554	
43	124,641	152,062	10,387	12,672	4,793.87	5,848.52	59.923	73.107	
44	127,345	155,361	10,612	12,947	4,897.90	5,975.44	61.224	74.693	
45	130,109	158,733	10,842	13,228	5,004.18	6,105.10	62.552	76.314	Controller (2022)
46	132,932	162,177	11,078	13,515	5,112.77	6,237.58	63.910	77.970	
47	135,817	165,696	11,318	13,808	5,223.72	6,372.94	65.297	79.662	Controller (2023)
48	138,764	169,292	11,564	14,108	5,337.08	6,511.23	66.713	81.390	
49	141,775	172,966	11,815	14,414	5,452.89	6,652.53	68.161	83.157	Controller (2024)
50	144,852	176,719	12,071	14,727	5,571.22	6,796.89	69.640	84.961	