

Central Coast Water Authority
Salary Plan
Approved 4/25/2019

Effective July 1, 2019 to June 30, 2020

FACTORS
Range 12, Max, Annual \$74,828.21
Spread 22.00%
Range Increase 2.17%
Pay Periods per Year 26
Hours per Year 2,080

Salaries established annually by CCWA Board of Directors			
Annually	Monthly	Hourly	Meeting Date of Approval: June 27, 2019
\$ 274,934.40	\$22,911.20	\$132.18	Executive Director
\$ 192,691.20	\$16,057.60	\$ 92.64	Deputy Director

Salary Range	Annually		Monthly		Per Pay Period		Hourly		Positions Currently in Range
	Min	Max	Min	Max	Min	Max	Min	Max	
1	48,434	59,089	4,036	4,924	1,862.84	2,272.66	23.29	28.41	
2	49,485	60,371	4,124	5,031	1,903.26	2,321.98	23.79	29.02	
3	50,559	61,681	4,213	5,140	1,944.56	2,372.36	24.31	29.65	
4	51,656	63,020	4,305	5,252	1,986.76	2,423.85	24.83	30.30	
5	52,777	64,388	4,398	5,366	2,029.87	2,476.44	25.37	30.96	
6	53,922	65,785	4,493	5,482	2,073.92	2,530.18	25.92	31.63	
7	55,092	67,212	4,591	5,601	2,118.92	2,585.09	26.49	32.31	
8	56,287	68,671	4,691	5,723	2,164.90	2,641.18	27.06	33.01	
9	57,509	70,161	4,792	5,847	2,211.88	2,698.50	27.65	33.73	
10	58,757	71,683	4,896	5,974	2,259.88	2,757.05	28.25	34.46	
11	60,032	73,239	5,003	6,103	2,308.92	2,816.88	28.86	35.21	Administrative Assistant
12	61,335	74,828	5,111	6,236	2,359.02	2,878.01	29.49	35.98	Accounting Technician
13	62,666	76,452	5,222	6,371	2,410.21	2,940.46	30.13	36.76	
14	64,025	78,111	5,335	6,509	2,462.52	3,004.27	30.78	37.55	Laboratory Analyst
15	65,415	79,806	5,451	6,650	2,515.95	3,069.46	31.45	38.37	
16	66,834	81,538	5,570	6,795	2,570.55	3,136.07	32.13	39.20	
17	68,285	83,307	5,690	6,942	2,626.33	3,204.12	32.83	40.05	
18	69,766	85,115	5,814	7,093	2,683.32	3,273.65	33.54	40.92	
19	71,280	86,962	5,940	7,247	2,741.55	3,344.69	34.27	41.81	Distribution Technician, Plant Maintenance Technician
20	72,827	88,849	6,069	7,404	2,801.04	3,417.27	35.01	42.72	
21	74,407	90,777	6,201	7,565	2,861.82	3,491.42	35.77	43.64	Water Treatment Plant Operator, Engineering Technician
22	76,022	92,747	6,335	7,729	2,923.92	3,567.19	36.55	44.59	
23	77,672	94,759	6,473	7,897	2,987.37	3,644.60	37.34	45.56	
24	79,357	96,816	6,613	8,068	3,052.20	3,723.68	38.15	46.55	
25	81,079	98,917	6,757	8,243	3,118.43	3,804.49	38.98	47.56	Senior Accountant
26	82,839	101,063	6,903	8,422	3,186.10	3,887.04	39.83	48.59	Maintenance/Instrumentation Calibration and Repair Technician, Maintenance Foreman
27	84,636	103,256	7,053	8,605	3,255.24	3,971.39	40.69	49.64	IT/Instrumentation and Control Specialist
28	86,473	105,497	7,206	8,791	3,325.88	4,057.57	41.57	50.72	
29	88,349	107,786	7,362	8,982	3,398.05	4,145.62	42.48	51.82	Senior Chemist, Safety and Environmental Specialist
30	90,266	110,125	7,522	9,177	3,471.79	4,235.58	43.40	52.94	Distribution Supervisor
31	92,225	112,515	7,685	9,376	3,547.13	4,327.49	44.34	54.09	Office Manager
32	94,227	114,956	7,852	9,580	3,624.10	4,421.40	45.30	55.27	
33	96,271	117,451	8,023	9,788	3,702.74	4,517.34	46.28	56.47	Deputy Controller
34	98,360	120,000	8,197	10,000	3,783.09	4,615.37	47.29	57.69	
35	100,495	122,604	8,375	10,217	3,865.18	4,715.52	48.31	58.94	Maintenance Superintendent
36	102,676	125,264	8,556	10,439	3,949.06	4,817.85	49.36	60.22	
37	104,904	127,982	8,742	10,665	4,034.75	4,922.40	50.43	61.53	Water Treatment Plant Supervisor
38	107,180	130,760	8,932	10,897	4,122.31	5,029.22	51.53	62.87	
39	109,506	133,597	9,125	11,133	4,211.76	5,138.35	52.65	64.23	
40	111,882	136,496	9,324	11,375	4,303.16	5,249.85	53.79	65.62	
41	114,310	139,458	9,526	11,622	4,396.54	5,363.77	54.96	67.05	
42	116,790	142,484	9,733	11,874	4,491.94	5,480.17	56.15	68.50	
43	119,325	145,576	9,944	12,131	4,589.42	5,599.09	57.37	69.99	Controller
44	121,914	148,735	10,160	12,395	4,689.01	5,720.59	58.61	71.51	
45	124,560	151,963	10,380	12,664	4,790.76	5,844.72	59.88	73.06	
46	127,263	155,260	10,605	12,938	4,894.72	5,971.55	61.18	74.64	
47	130,024	158,630	10,835	13,219	5,000.93	6,101.14	62.51	76.26	
48	132,846	162,072	11,070	13,506	5,109.45	6,233.53	63.87	77.92	
49	135,729	165,589	11,311	13,799	5,220.33	6,368.80	65.25	79.61	
50	138,674	169,182	11,556	14,099	5,333.61	6,507.00	66.67	81.34	
51	141,683	172,853	11,807	14,404	5,449.35	6,648.20	68.12	83.10	
52	144,758	176,604	12,063	14,717	5,567.60	6,792.47	69.59	84.91	
53	147,899	180,437	12,325	15,036	5,688.42	6,939.87	71.11	86.75	
54	151,108	184,352	12,592	15,363	5,811.85	7,090.46	72.65	88.63	
55	154,387	188,352	12,866	15,696	5,937.97	7,244.32	74.22	90.55	
56	157,737	192,440	13,145	16,037	6,066.83	7,401.53	75.84	92.52	
57	161,160	196,616	13,430	16,385	6,198.48	7,562.14	77.48	94.53	
58	164,658	200,882	13,721	16,740	6,332.98	7,726.24	79.16	96.58	
59	168,231	205,241	14,019	17,103	6,470.41	7,893.90	80.88	98.67	
60	171,881	209,695	14,323	17,475	6,610.82	8,065.20	82.64	100.81	