

FACTORS
Range E8, Max, Annual
\$88,419
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
\$ 325,000.00	\$ 27,083.33	\$ 156.25	Executive Director -Meeting date of Approval 12/18/2025

Meeting Date of Approval: **April 23, 2026**
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	62,362	76,082	5,197	6,340	2,398.54	2,926.22	29.982	36.578	
2	63,715	77,733	5,310	6,478	2,450.59	2,989.72	30.632	37.371	
3	65,098	79,419	5,425	6,618	2,503.77	3,054.59	31.297	38.182	
4	66,511	81,143	5,543	6,762	2,558.10	3,120.88	31.976	39.011	
5	67,954	82,904	5,663	6,909	2,613.61	3,188.60	32.670	39.858	
6	69,428	84,703	5,786	7,059	2,670.32	3,257.79	33.379	40.722	
7	70,935	86,541	5,911	7,212	2,728.27	3,328.49	34.103	41.606	
8	72,474	88,419	6,040	7,368	2,787.47	3,400.72	34.843	42.509	
9	74,047	90,337	6,171	7,528	2,847.96	3,474.51	35.600	43.431	
10	75,654	92,298	6,304	7,691	2,909.76	3,549.91	36.372	44.374	
11	77,295	94,300	6,441	7,858	2,972.90	3,626.94	37.161	45.337	Administrative Assistant
12	78,973	96,347	6,581	8,029	3,037.42	3,705.65	37.968	46.321	Accounting Technician
13	80,687	98,438	6,724	8,203	3,103.33	3,786.06	38.792	47.326	
14	82,437	100,574	6,870	8,381	3,170.67	3,868.22	39.633	48.353	
15	84,226	102,756	7,019	8,563	3,239.47	3,952.16	40.493	49.402	
16	86,054	104,986	7,171	8,749	3,309.77	4,037.92	41.372	50.474	
17	87,921	107,264	7,327	8,939	3,381.59	4,125.54	42.270	51.569	
18	89,829	109,592	7,486	9,133	3,454.97	4,215.07	43.187	52.688	
19	91,779	111,970	7,648	9,331	3,529.95	4,306.53	44.124	53.832	Distribution Technician, Laboratory Analyst, Plant Maint. Technician
20	93,770	114,400	7,814	9,533	3,606.54	4,399.98	45.082	55.000	
21	95,805	116,882	7,984	9,740	3,684.81	4,495.46	46.060	56.193	Engineering Technician
22	97,884	119,418	8,157	9,952	3,764.77	4,593.02	47.060	57.413	
23	100,008	122,010	8,334	10,167	3,846.46	4,692.68	48.081	58.659	Water Treatment Plant Operator
24	102,178	124,657	8,515	10,388	3,929.93	4,794.52	49.124	59.931	
25	104,395	127,362	8,700	10,614	4,015.21	4,898.56	50.190	61.232	Senior Accountant
26	106,661	130,126	8,888	10,844	4,102.34	5,004.86	51.279	62.561	Maint./Instrumentation Calibration & Repair Tech., Maintenance Foreman
27	108,975	132,950	9,081	11,079	4,191.36	5,113.46	52.392	63.918	
28	111,340	135,835	9,278	11,320	4,282.31	5,224.42	53.529	65.305	IT/Instrumentation and Control Specialist
29	113,756	138,783	9,480	11,565	4,375.24	5,337.79	54.691	66.722	Senior Chemist
30	116,225	141,794	9,685	11,816	4,470.18	5,453.62	55.877	68.170	
31	118,747	144,871	9,896	12,073	4,567.19	5,571.97	57.090	69.650	
32	121,324	148,015	10,110	12,335	4,666.29	5,692.88	58.329	71.161	
33	123,956	151,227	10,330	12,602	4,767.55	5,816.41	59.594	72.705	
34	126,646	154,508	10,554	12,876	4,871.01	5,942.63	60.888	74.283	Distribution Supervisor
35	129,394	157,861	10,783	13,155	4,976.71	6,071.58	62.209	75.895	Office Manager
36	132,202	161,287	11,017	13,441	5,084.70	6,203.34	63.559	77.542	
37	135,071	164,787	11,256	13,732	5,195.04	6,337.95	64.938	79.224	
38	138,002	168,363	11,500	14,030	5,307.77	6,475.48	66.347	80.944	Maintenance Superintendent, Water Treatment Plant Supervisor, Safety Officer
39	140,997	172,016	11,750	14,335	5,422.95	6,616.00	67.787	82.700	
40	144,056	175,749	12,005	14,646	5,540.63	6,759.57	69.258	84.495	
41	147,182	179,563	12,265	14,964	5,660.86	6,906.25	70.761	86.328	
42	150,376	183,459	12,531	15,288	5,783.70	7,056.12	72.296	88.201	
43	153,639	187,440	12,803	15,620	5,909.21	7,209.24	73.865	90.115	Engineering Manager
44	156,973	191,508	13,081	15,959	6,037.44	7,365.68	75.468	92.071	
45	160,380	195,663	13,365	16,305	6,168.45	7,525.51	77.106	94.069	
46	163,860	199,909	13,655	16,659	6,302.31	7,688.81	78.779	96.110	
47	167,416	204,247	13,951	17,021	6,439.07	7,855.66	80.488	98.196	
48	171,049	208,679	14,254	17,390	6,578.80	8,026.13	82.235	100.327	
49	174,760	213,208	14,563	17,767	6,721.55	8,200.30	84.019	102.504	Controller
50	178,553	217,834	14,879	18,153	6,867.41	8,378.24	85.843	104.728	
51	182,427	222,561	15,202	18,547	7,016.44	8,560.05	87.705	107.001	
52	186,386	227,391	15,532	18,949	7,168.69	8,745.80	89.609	109.323	
53	190,431	232,325	15,869	19,360	7,324.25	8,935.59	91.553	111.695	
54	194,563	237,367	16,214	19,781	7,483.19	9,129.49	93.540	114.119	
55	198,785	242,518	16,565	20,210	7,645.57	9,327.60	95.570	116.595	
56	203,099	247,780	16,925	20,648	7,811.48	9,530.01	97.644	119.125	
57	207,506	253,157	17,292	21,096	7,980.99	9,736.81	99.762	121.710	
58	212,009	258,651	17,667	21,554	8,154.18	9,948.10	101.927	124.351	
59	216,609	264,263	18,051	22,022	8,331.13	10,163.97	104.139	127.050	
60	221,310	269,998	18,442	22,500	8,511.91	10,384.53	106.399	129.807	
61	226,112	275,857	18,843	22,988	8,696.62	10,609.88	108.708	132.623	
62	231,019	281,843	19,252	23,487	8,885.34	10,840.11	111.067	135.501	Deputy Director