

NORTH COAST COUNTY WATER DISTRICT

Salary Schedule for Fiscal Year 2026-2027

3.3% Adjustment and 4% Adjustment to General Manager Classification, effective July 1, 2026

	Title	Hourly Range Bottom (S)	A	B	C	D	Hourly Top Range (E)
1	Temporary Assistance	28.01	29.41	30.88	32.42	34.05	35.75
2	Customer Service Rep. I	35.34	37.10	38.96	40.91	42.95	45.10
3	Customer Service Rep. II	37.75	39.63	41.62	43.70	45.88	48.18
3A	Utility Billing Specialist	43.42	45.59	47.87	50.26	52.77	55.41
4	Management Analyst I	46.43	48.75	51.19	53.75	56.44	59.26
5	Management Analyst II	55.17	57.93	60.82	63.87	67.06	70.41
6	Secretary to the Board	51.15	53.70	56.39	59.21	62.17	65.28
7	Customer Service Supervisor	57.46	60.33	63.34	66.51	69.84	73.33
8	Administrative Services Manager Accountant	73.38	77.05	80.90	84.95	89.19	93.65
9	Utility Maintenance Worker I	34.01	35.71	37.49	39.37	41.33	43.40
10	Utility Maintenance Worker II	41.35	43.42	45.59	47.87	50.26	52.77
11	Utility Maintenance Worker III	44.76	47.00	49.35	51.81	54.40	57.12
12	Mechanic/Fleet	42.83	44.97	47.21	49.58	52.05	54.66
13	GIS Technician	36.42	38.24	40.16	42.16	44.27	46.49
14	Plant Technician Lead Water Operator	51.81	54.40	57.12	59.98	62.98	66.13
15	Lab Technician	48.27	50.69	53.22	55.88	58.67	61.61
16	Field Supervisor Plant and Mechanical Supervisor	62.67	65.80	69.09	72.54	76.17	79.98
17	Superintendent	83.68	87.86	92.26	96.87	101.71	106.80
18	Asst. Gen Manager - Operations	90.22	94.73	99.47	104.44	109.66	115.15

19	General Manager	Low	128.91
		High	161.14

Time base = hourly.

All employees are paid bi-weekly.

Employees who are eligible for Certification and License Incentive Pay shall be paid an additional percentage of the base pay shown for each step, or an additional flat dollar amount, as in accordance with the North Coast County Water District's Personnel Manual.

Employees who are eligible for Longevity Pay shall be paid an additional percentage of their then current salary, including any previously earned Longevity Pay increase and excluding any Certification and License Incentive Pay, as in accordance with the North Coast County Water District's Personnel Manual.