

**Rio Linda/Elverta Community Water District**  
**Publicly Available Pay Schedule per CCR Section 570.5**  
**Effective Date: 11/28/21**

Classification/Position Title	Contract Salary	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Time Basis
Admin Assistant		\$25.47	\$26.49	\$27.55	\$28.65	\$29.80	\$30.99	Hourly
Accounting Specialist		\$28.92	\$30.08	\$31.28	\$32.53	\$33.83	\$35.19	Hourly
Conservation Coordinator/Customer Service Tech 1		\$22.04	\$22.92	\$23.84	\$24.79	\$25.78	\$26.82	Hourly
Customer Service Tech 1		\$22.04	\$22.92	\$23.84	\$24.79	\$25.78	\$26.82	Hourly
Customer Service Tech 2		\$25.40	\$26.42	\$27.47	\$28.57	\$29.71	\$30.90	Hourly
Distribution System Operator 1		\$19.73	\$20.52	\$21.34	\$22.19	\$23.08	\$24.00	Hourly
Distribution System Operator 2		\$23.17	\$24.10	\$25.06	\$26.06	\$27.11	\$28.19	Hourly
Distribution System Operator 3		\$27.79	\$28.90	\$30.06	\$31.26	\$32.51	\$33.81	Hourly
Distribution System Operator 3/Foreman		\$31.22	\$32.47	\$33.77	\$35.12	\$36.52	\$37.98	Hourly
Laborer		\$15.16	\$15.77	\$16.40	\$17.05	\$17.74	\$18.44	Hourly
Operations Superintendent (Salaried Position)		\$83,550.03	\$86,892.03	\$90,367.71	\$93,982.42	\$97,741.72	\$101,651.39	Annual
Utility Worker		\$17.46	\$18.16	\$18.88	\$19.64	\$20.43	\$21.24	Hourly
General Manager (Salaried Position)	119,537.22							Annual

Bi-Weekly Salary							
Classification/Position Title	Salary No Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Operations Superintendent (Salaried Position)		3,213.46	3,342.00	3,475.68	3,614.71	3,759.30	3,909.67
General Manager (Salaried Position)	4,597.59						

**Rio Linda/Elverta Community Water District**  
**Publicly Available Pay Schedule per CCR Section 570.5**  
**COLA 1.2% Effective Date: 11/29/2020**

Classification/Position Title	Contract Salary	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Time Basis
Admin Assistant		\$25.47	\$26.49	\$27.55	\$28.65	\$29.80	\$30.99	Hourly
Accounting Specialist		\$28.92	\$30.08	\$31.28	\$32.53	\$33.84	\$35.19	Hourly
Conservation Coordinator/Customer Service Tech 1		\$22.04	\$22.92	\$23.84	\$24.79	\$25.79	\$26.82	Hourly
Customer Service Tech 1		\$22.04	\$22.92	\$23.84	\$24.79	\$25.79	\$26.82	Hourly
Customer Service Tech 2		\$25.40	\$26.42	\$27.47	\$28.57	\$29.72	\$30.90	Hourly
Distribution System Operator 1		\$19.73	\$20.52	\$21.34	\$22.20	\$23.09	\$24.01	Hourly
Distribution System Operator 2		\$23.17	\$24.10	\$25.07	\$26.07	\$27.11	\$28.20	Hourly
Distribution System Operator 3		\$27.79	\$28.90	\$30.06	\$31.26	\$32.51	\$33.81	Hourly
Distribution System Operator 3/Foreman		\$31.22	\$32.47	\$33.77	\$35.12	\$36.52	\$37.98	Hourly
Laborer		\$15.16	\$15.77	\$16.40	\$17.05	\$17.73	\$18.44	Hourly
Operations Superintendent (Salaried Position)		\$83,550.03	\$86,892.03	\$90,367.71	\$93,982.42	\$97,741.72	\$101,651.39	Annual
Utility Worker		\$17.46	\$18.16	\$18.88	\$19.64	\$20.42	\$21.24	Hourly
General Manager (Salaried Position)	117,448.22							Annual

Classification/Position Title	Bi-Weekly Salary						
	Salary No Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Operations Superintendent (Salaried Position)		3,213.46	3,342.00	3,475.68	3,614.71	3,759.30	3,909.67
General Manager (Salaried Position)	4,517.24						

**Rio Linda/Elverta Community Water District**  
**Publicly Available Pay Schedule per CCR Section 570.5**  
**Effective Date 07/1/11**

Attachment 1

<b>Classification/Position Title</b>	<b>Base Wage</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Time Basis</b>
Accounting Clerk		\$12.15	\$12.75	\$13.37	\$14.04	Hourly
Bookkeeper		\$17.44	\$18.31	\$19.21	\$20.16	Hourly
Lead Water Utility Operater		\$27.32	\$28.00	\$29.43	\$30.92	Hourly
Secretary/Receptionist		\$17.44	\$18.33	\$19.24	\$20.20	Hourly
Water Utility Worker		\$16.62	\$17.45	\$18.31	\$19.22	Hourly
Water Utility Operator		\$32.54	\$34.17	\$35.87	\$37.66	Hourly
General Manager (by Contract)	\$80,000.00					Annual

**Rio Linda/Elverta Community Water District**  
**Publicly Available Pay Schedule per CCR Section 570.5**  
**Effective Date 12/01/11**

Attachment 2

<b>Classification/Position Title</b>	<b>Base Wage</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Time Basis</b>
Bookkeeper		\$20.18	\$21.17	\$22.22	\$23.34	Hourly
Clerk/Receptionist		\$17.44	\$18.31	\$19.22	\$20.18	Hourly
Laborer		\$10.00	\$10.50	\$11.30	\$11.58	Hourly
Lead Water Utility Operater		\$32.54	\$34.16	\$35.87	\$37.66	Hourly
Secretary/Receptionist		\$17.44	\$18.31	\$19.22	\$20.18	Hourly
Water Utility Worker		\$16.62	\$17.45	\$18.31	\$19.22	Hourly
Water Utility Operator		\$20.32	\$21.34	\$22.43	\$23.58	Hourly
General Manager (by Contract)	\$80,000.00					Annual

**Rio Linda/Elverta Community Water District**  
**Publicly Available Pay Schedule per CCR Section 570.5**  
**Effective Date 12/01/12**

Attachment 3

<b>Classification/Position Title</b>	<b>Base Wage</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Time Basis</b>
Bookkeeper		\$20.62	\$21.64	\$22.69	\$23.85	Hourly
Conservation Coordinator/Receptionist		\$15.00	\$15.75	\$16.54	\$17.36	Hourly
Clerk/Receptionist		\$17.82	\$18.71	\$19.64	\$20.62	Hourly
Laborer		\$10.22	\$10.73	\$11.55	\$11.83	Hourly
Lead Water Utility Operater		\$33.26	\$34.91	\$36.66	\$38.49	Hourly
Secretary/Receptionist		\$17.82	\$18.71	\$19.64	\$20.62	Hourly
Water Utility Worker		\$16.99	\$17.83	\$18.71	\$19.64	Hourly
Water Utility Operator		\$20.77	\$21.81	\$22.92	\$24.10	Hourly
General Manager (by Contract)	\$85,680.00					Annual

**Rio Linda/Elverta Community Water District**  
**Publicly Available Pay Schedule per CCR Section 570.5**  
**Effective Date 12/01/13**

Attachment 4

<b>Classification/Position Title</b>	<b>Base Wage</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Time Basis</b>
Bookkeeper		\$20.83	\$21.86	\$22.92	\$24.09	Hourly
Conservation Coordinator/Receptionist		\$15.15	\$15.91	\$16.71	\$17.53	Hourly
Clerk/Receptionist		\$18.00	\$18.90	\$19.84	\$20.83	Hourly
Laborer		\$10.32	\$10.84	\$11.67	\$11.95	Hourly
Lead Water Utility Operater		\$33.59	\$35.26	\$37.03	\$38.88	Hourly
Secretary/Receptionist		\$18.00	\$18.90	\$19.84	\$20.83	Hourly
Water Utility Worker		\$17.16	\$18.01	\$18.90	\$19.84	Hourly
Water Utility Operator		\$20.98	\$22.03	\$23.15	\$24.34	Hourly
General Manager (by Contract)	\$85,680.00					Annual

**Rio Linda/Elverta Community Water District**  
**Publicly Available Pay Schedule per CCR Section 570.5**  
**Effective Date 07/01/14**

<b>Classification/Position Title</b>	<b>Base Wage</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Time Basis</b>
Bookkeeper		\$20.83	\$21.86	\$22.92	\$24.09	Hourly
Conservation Coordinator/Receptionist		\$15.15	\$15.91	\$16.71	\$17.53	Hourly
Clerk/Receptionist		\$18.00	\$18.90	\$19.84	\$20.83	Hourly
Laborer		\$10.32	\$10.84	\$11.67	\$11.95	Hourly
Lead Water Operater		\$33.59	\$35.26	\$37.03	\$38.88	Hourly
Secretary/Receptionist		\$18.00	\$18.90	\$19.84	\$20.83	Hourly
Water Utility Worker		\$17.16	\$18.01	\$18.90	\$19.84	Hourly
Water Utility Operator		\$20.98	\$22.03	\$23.15	\$24.34	Hourly
General Manager (by Contract)	\$95,000.00					Annual









**Rio Linda/Elverta Community Water District**  
**Publicly Available Pay Schedule per CCR Section 570.5**  
**Effective Date 12/01/2016**

<b>Classification/Position Title</b>	<b>Base Wage</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Time Basis</b>
Admin Assistant		\$21.74	\$22.61	\$23.52	\$24.46	\$25.44	\$26.45	Hourly
Bookkeeper		\$24.85	\$25.85	\$26.88	\$27.95	\$29.07	\$30.24	Hourly
Conservation Coordinator/Customer Service Tech 1		\$18.64	\$19.39	\$20.16	\$20.97	\$21.81	\$22.68	Hourly
Customer Service Tech 1		\$18.64	\$19.39	\$20.16	\$20.97	\$21.81	\$22.68	Hourly
Customer Service Tech 2		\$19.67	\$20.46	\$21.27	\$22.13	\$23.01	\$23.93	Hourly
Distribution System Operator 1		\$16.56	\$17.22	\$17.91	\$18.63	\$19.37	\$20.15	Hourly
Distribution System Operator 2		\$19.67	\$20.46	\$21.27	\$22.13	\$23.01	\$23.93	Hourly
Distribution System Operator 3		\$23.82	\$24.77	\$25.76	\$26.79	\$27.86	\$28.97	Hourly
Distribution System Operator 3/Foreman		\$24.33	\$25.31	\$26.32	\$27.37	\$28.47	\$29.61	Hourly
Laborer		\$12.42	\$12.91	\$13.43	\$13.97	\$14.52	\$15.11	Hourly
Operations Superintendent (Hourly Position)		\$36.24	\$37.69	\$39.20	\$40.77	\$42.40	\$44.09	Hourly
Operations Superintendent (Salaried Position)		\$75,383.24	\$78,398.57	\$81,534.51	\$84,795.89	\$88,187.73	\$91,715.23	Annual
Utility Worker		\$14.50	\$15.08	\$15.68	\$16.31	\$16.96	\$17.64	Hourly
General Manager (by Contract)	\$105,000.00							Annual

<b>Annual COLA Increase 1.6%</b>	<b>101.60%</b>
<b>Step Increase 4 Percent</b>	<b>104.00%</b>

**Rio Linda/Elverta Community Water District**  
**Publicly Available Pay Schedule per CCR Section 570.5**  
**Effective Date 12/01/2017**

<b>Classification/Position Title</b>	<b>Base Wage</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Time Basis</b>
Admin Assistant		\$22.17	\$23.06	\$23.98	\$24.94	\$25.94	\$26.98	Hourly
Bookkeeper		\$25.35	\$26.36	\$27.42	\$28.51	\$29.65	\$30.84	Hourly
Conservation Coordinator/Customer Service Tech 1		\$19.01	\$19.77	\$20.56	\$21.39	\$22.24	\$23.13	Hourly
Customer Service Tech 1		\$19.01	\$19.77	\$20.56	\$21.39	\$22.24	\$23.13	Hourly
Customer Service Tech 2		\$20.06	\$20.87	\$21.70	\$22.57	\$23.47	\$24.41	Hourly
Distribution System Operator 1		\$16.89	\$17.57	\$18.27	\$19.00	\$19.76	\$20.55	Hourly
Distribution System Operator 2		\$20.06	\$20.87	\$21.70	\$22.57	\$23.47	\$24.41	Hourly
Distribution System Operator 3		\$24.30	\$25.27	\$26.28	\$27.33	\$28.42	\$29.56	Hourly
Distribution System Operator 3/Foreman		\$24.82	\$25.81	\$26.84	\$27.92	\$29.03	\$30.19	Hourly
Laborer		\$12.67	\$13.18	\$13.70	\$14.25	\$14.82	\$15.41	Hourly
Operations Superintendent (Hourly Position)		\$36.96	\$38.44	\$39.98	\$41.58	\$43.24	\$44.97	Hourly
Operations Superintendent (Salaried Position)		\$76,890.90	\$79,966.54	\$83,165.20	\$86,491.81	\$89,951.48	\$93,549.54	Annual
Utility Worker		\$14.79	\$15.38	\$16.00	\$16.64	\$17.30	\$17.99	Hourly
General Manager (by Contract)	127,500.00							Annual

<b>Annual COLA Increase 2.0%</b>	<b>102.00%</b>
<b>Step Increase 4 Percent</b>	<b>104.00%</b>





**Rio Linda/Elverta Community Water District**  
**Publicly Available Pay Schedule per CCR Section 570.5**  
**COLA 2.8% Effective Date: 12/1/2019**

Classification/Position Title	Contract Salary	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Time Basis
Admin Assistant		\$25.17	\$26.17	\$27.22	\$28.31	\$29.44	\$30.62	Hourly
Accounting Specialist		\$28.58	\$29.72	\$30.91	\$32.15	\$33.43	\$34.77	Hourly
Conservation Coordinator/Customer Service Tech 1		\$21.78	\$22.65	\$23.56	\$24.50	\$25.48	\$26.50	Hourly
Customer Service Tech 1		\$21.78	\$22.65	\$23.56	\$24.50	\$25.48	\$26.50	Hourly
Customer Service Tech 2		\$22.90	\$23.82	\$24.77	\$25.76	\$26.79	\$27.87	Hourly
Distribution System Operator 1		\$19.50	\$20.28	\$21.09	\$21.94	\$22.81	\$23.73	Hourly
Distribution System Operator 2		\$22.90	\$23.82	\$24.77	\$25.76	\$26.79	\$27.87	Hourly
Distribution System Operator 3		\$27.46	\$28.56	\$29.70	\$30.89	\$32.12	\$33.41	Hourly
Distribution System Operator 3/Foreman		\$28.01	\$29.13	\$30.30	\$31.51	\$32.77	\$34.08	Hourly
Laborer		\$14.98	\$15.58	\$16.20	\$16.85	\$17.52	\$18.22	Hourly
Operations Superintendent (Salaried Position)		\$82,559.32	\$85,861.69	\$89,296.16	\$92,868.00	\$96,582.72	\$100,446.03	Annual
Utility Worker		\$17.25	\$17.94	\$18.66	\$19.40	\$20.18	\$20.99	Hourly
General Manager (Salaried Position)	116,055.55							Annual

Classification/Position Title	Bi-Weekly Salary						
	Salary No Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Operations Superintendent (Salaried Position)		3,175.36	3,302.37	3,434.47	3,571.85	3,714.72	3,863.31
General Manager (Salaried Position)	4,463.67						

**Rio Linda/Elverta Community Water District**  
**Publicly Available Pay Schedule per CCR Section 570.5**  
**Effective Date: 03/16/2020**

Classification/Position Title	Contract Salary	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Time Basis
Admin Assistant		\$25.17	\$26.17	\$27.22	\$28.31	\$29.44	\$30.62	Hourly
Accounting Specialist		\$28.58	\$29.72	\$30.91	\$32.15	\$33.43	\$34.77	Hourly
Conservation Coordinator/Customer Service Tech 1		\$21.78	\$22.65	\$23.56	\$24.50	\$25.48	\$26.50	Hourly
Customer Service Tech 1		\$21.78	\$22.65	\$23.56	\$24.50	\$25.48	\$26.50	Hourly
Customer Service Tech 2		\$22.90	\$23.82	\$24.77	\$25.76	\$26.79	\$27.87	Hourly
Distribution System Operator 1		\$19.50	\$20.28	\$21.09	\$21.94	\$22.81	\$23.73	Hourly
Distribution System Operator 2		\$22.90	\$23.82	\$24.77	\$25.76	\$26.79	\$27.87	Hourly
Distribution System Operator 3		\$27.46	\$28.56	\$29.70	\$30.89	\$32.12	\$33.41	Hourly
Distribution System Operator 3/Foreman		\$30.85	\$32.08	\$33.37	\$34.70	\$36.09	\$37.53	Hourly
Laborer		\$14.98	\$15.58	\$16.20	\$16.85	\$17.52	\$18.22	Hourly
Operations Superintendent (Salaried Position)		\$82,559.32	\$85,861.69	\$89,296.16	\$92,868.00	\$96,582.72	\$100,446.03	Annual
Utility Worker		\$17.25	\$17.94	\$18.66	\$19.40	\$20.18	\$20.99	Hourly
General Manager (Salaried Position)	116,055.55							Annual

Classification/Position Title	Bi-Weekly Salary						
	Salary No Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Operations Superintendent (Salaried Position)		3,175.36	3,302.37	3,434.47	3,571.85	3,714.72	3,863.31
General Manager (Salaried Position)	4,463.67						