

FACTORS
 Range E8, Max, Annual
\$85,831
 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
\$ 351,168.51	\$ 29,264.04	\$ 168.83	Executive Director

Meeting Date of Approval: **April 24, 2025**
 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	60,537	73,855	5,045	6,155	2,328.35	2,840.59	29.104	35.507	
2	61,851	75,458	5,154	6,288	2,378.88	2,902.23	29.736	36.278	
3	63,193	77,096	5,266	6,425	2,430.50	2,965.21	30.381	37.065	
4	64,564	78,768	5,380	6,564	2,483.24	3,029.56	31.041	37.869	
5	65,965	80,478	5,497	6,706	2,537.13	3,095.30	31.714	38.691	
6	67,397	82,224	5,616	6,852	2,592.19	3,162.47	32.402	39.531	
7	68,859	84,008	5,738	7,001	2,648.44	3,231.09	33.105	40.389	
8	70,354	85,831	5,863	7,153	2,705.91	3,301.21	33.824	41.265	
9	71,880	87,694	5,990	7,308	2,764.62	3,372.84	34.558	42.161	
10	73,440	89,597	6,120	7,466	2,824.62	3,446.03	35.308	43.075	
11	75,034	91,541	6,253	7,628	2,885.91	3,520.81	36.074	44.010	Administrative Assistant
12	76,662	93,528	6,388	7,794	2,948.54	3,597.21	36.857	44.965	Accounting Technician
13	78,325	95,557	6,527	7,963	3,012.52	3,675.27	37.656	45.941	
14	80,025	97,631	6,669	8,136	3,077.89	3,755.03	38.474	46.938	
15	81,762	99,749	6,813	8,312	3,144.68	3,836.51	39.309	47.956	
16	83,536	101,914	6,961	8,493	3,212.92	3,919.76	40.162	48.997	
17	85,349	104,125	7,112	8,677	3,282.64	4,004.82	41.033	50.060	
18	87,201	106,385	7,267	8,865	3,353.87	4,091.73	41.923	51.147	
19	89,093	108,693	7,424	9,058	3,426.65	4,180.52	42.833	52.256	Distribution Technician, Laboratory Analyst, Plant Maint. Technician
20	91,026	111,052	7,586	9,254	3,501.01	4,271.23	43.763	53.390	
21	93,002	113,462	7,750	9,455	3,576.98	4,363.92	44.712	54.549	Engineering Technician
22	95,020	115,924	7,918	9,660	3,654.60	4,458.62	45.683	55.733	
23	97,082	118,440	8,090	9,870	3,733.91	4,555.37	46.674	56.942	Water Treatment Plant Operator
24	99,188	121,010	8,266	10,084	3,814.93	4,654.22	47.687	58.178	
25	101,341	123,636	8,445	10,303	3,897.72	4,755.22	48.721	59.440	Senior Accountant
26	103,540	126,319	8,628	10,527	3,982.30	4,858.41	49.779	60.730	Maint./Instrumentation Calibration and Repair Tech., Maintenance Foreman
27	105,787	129,060	8,816	10,755	4,068.72	4,963.83	50.859	62.048	
28	108,082	131,860	9,007	10,988	4,157.01	5,071.55	51.963	63.394	IT/Instrumentation and Control Specialist
29	110,428	134,722	9,202	11,227	4,247.21	5,181.60	53.090	64.770	Senior Chemist
30	112,824	137,645	9,402	11,470	4,339.38	5,294.04	54.242	66.176	
31	115,272	140,632	9,606	11,719	4,433.54	5,408.92	55.419	67.612	
32	117,774	143,684	9,814	11,974	4,529.75	5,526.30	56.622	69.079	
33	120,329	146,802	10,027	12,233	4,628.05	5,646.22	57.851	70.578	
34	122,940	149,987	10,245	12,499	4,728.47	5,768.74	59.106	72.109	Distribution Supervisor
35	125,608	153,242	10,467	12,770	4,831.08	5,893.92	60.389	73.674	Office Manager
36	128,334	156,567	10,694	13,047	4,935.92	6,021.82	61.699	75.273	
37	131,119	159,965	10,927	13,330	5,043.03	6,152.49	63.038	76.906	
38	133,964	163,436	11,164	13,620	5,152.46	6,286.00	64.406	78.575	Maintenance Superintendent, Water Treatment Plant Supervisor, Safety Officer
39	136,871	166,983	11,406	13,915	5,264.27	6,422.41	65.803	80.280	
40	139,841	170,606	11,653	14,217	5,378.50	6,561.77	67.231	82.022	
41	142,876	174,308	11,906	14,526	5,495.22	6,704.16	68.690	83.802	
42	145,976	178,091	12,165	14,841	5,614.46	6,849.64	70.181	85.621	
43	149,144	181,955	12,429	15,163	5,736.30	6,998.28	71.704	87.479	
44	152,380	185,904	12,698	15,492	5,860.77	7,150.14	73.260	89.377	
45	155,687	189,938	12,974	15,828	5,987.95	7,305.30	74.849	91.316	
46	159,065	194,060	13,255	16,172	6,117.89	7,463.83	76.474	93.298	Operations Manager
47	162,517	198,271	13,543	16,523	6,250.65	7,625.79	78.133	95.322	
48	166,044	202,573	13,837	16,881	6,386.29	7,791.27	79.829	97.391	
49	169,647	206,969	14,137	17,247	6,524.87	7,960.34	81.561	99.504	Controller
50	173,328	211,460	14,444	17,622	6,666.46	8,133.08	83.331	101.664	
51	177,089	216,049	14,757	18,004	6,811.12	8,309.57	85.139	103.870	
52	180,932	220,737	15,078	18,395	6,958.92	8,489.89	86.987	106.124	
53	184,858	225,527	15,405	18,794	7,109.93	8,674.12	88.874	108.426	
54	188,870	230,421	15,739	19,202	7,264.22	8,862.35	90.803	110.779	
55	192,968	235,421	16,081	19,618	7,421.85	9,054.66	92.773	113.183	
56	197,156	240,530	16,430	20,044	7,582.91	9,251.15	94.786	115.639	
57	201,434	245,749	16,786	20,479	7,747.46	9,451.90	96.843	118.149	
58	205,805	251,082	17,150	20,924	7,915.58	9,657.00	98.945	120.713	
59	210,271	256,531	17,523	21,378	8,087.34	9,866.56	101.092	123.332	
60	214,834	262,097	17,903	21,841	8,262.84	10,080.66	103.285	126.008	
61	219,496	267,785	18,291	22,315	8,442.14	10,299.41	105.527	128.743	
62	224,259	273,596	18,688	22,800	8,625.34	10,522.91	107.817	131.536	Deputy Director of Operations and Engineering