

STAFF REPORT

To: Coastside County Water District Board of Directors

From: Jeffrey Schneider, Assistant General Manager – Finance & Administration

Agenda: June 10, 2025

Report Date: June 6, 2025

Agenda Title: Approval of Salary Schedule with a Cost-of-Living Adjustment for FY2025-2026, effective July 1, 2025

Recommendation / Motion:

Approve Salary Schedule with a cost-of-living adjustment for FY2025-2026, effective July 1, 2025.

Background:

CALPERS requires Board approval of the District's salary schedule. The proposed schedule reflects a 2.70% Cost-of-Living Adjustment (COLA) based upon the change in the Consumer Price Index – Urban Wage Earners and Clerical Workers – San Francisco-Oakland-San Jose, CA from February to February.

The COLA-adjusted pay rates will be effective with the first pay period ending in July, 2025.

Attachment: Salary Schedule for Fiscal Year 2025-2026

COASTSIDE COUNTY WATER DISTRICT
SALARY SCHEDULE FOR FISCAL YEAR 2025-2026 *
EFFECTIVE: First Pay Period Ending in July, 2025
Approved at Board Meeting: _____

JOB TITLE	HOURLY RANGE BOTTOM	ANNUAL	HOURLY RANGE TOP	ANNUAL
MANAGEMENT				
GENERAL MANAGER				\$ 283,425
ASSISTANT GENERAL MANAGER - FINANCE / ADMINISTRATION		\$ 192,927		\$ 235,064
OPERATIONS MANAGER (TREATMENT AND DISTRIBUTION)		\$ 176,657		\$ 215,240
ADMINISTRATIVE				
ADMINISTRATIVE ANALYST	\$ 52.550	\$ 109,304	\$ 64.026	\$ 133,174
ADMINISTRATIVE SERVICES MANAGER	\$ 61.822	\$ 128,590	\$ 75.325	\$ 156,676
ACCOUNTING MANAGER/UTILITY BILLING MANAGER	\$ 61.822	\$ 128,590	\$ 75.325	\$ 156,676
TEMPORARY - CUSTOMER SERVICE	\$ 35.808		\$ 43.630	
CUSTOMER SUPPORT SPECIALIST	\$ 46.504	\$ 96,728	\$ 56.661	\$ 117,855
CUSTOMER SERVICE SPECIALIST I	\$ 35.808	\$ 74,481	\$ 43.630	\$ 90,750
CUSTOMER SERVICE SPECIALIST II	\$ 39.504	\$ 82,168	\$ 48.132	\$ 100,115
WATER RESOURCE ANALYST	\$ 61.822	\$ 128,590	\$ 75.325	\$ 156,676
OPERATIONS				
DISTRIBUTION SUPERVISOR	\$ 63.157	\$ 131,367	\$ 76.952	\$ 160,060
TREATMENT PLANT SUPERVISOR	\$ 71.452	\$ 148,620	\$ 87.059	\$ 181,083
TEMPORARY - MAINTENANCE WORKER	\$ 35.808	\$ 74,481	\$ 43.630	\$ 90,750
MAINTENANCE WORKER	\$ 35.808	\$ 74,481	\$ 43.630	\$ 90,750
MAINTENANCE WORKER II	\$ 37.599	\$ 78,206	\$ 45.810	\$ 95,285
TREATMENT/DISTRIBUTION OPERATOR (ASSIGNED TO DISTRIBUTION)	\$ 43.268	\$ 89,997	\$ 52.717	\$ 109,651
TREATMENT/DISTRIBUTION OPERATOR (ASSIGNED TO TREATMENT)	\$ 47.861	\$ 99,551	\$ 58.315	\$ 121,295
SENIOR DISTRIBUTION OPERATOR	\$ 51.919	\$ 107,992	\$ 63.258	\$ 131,577
SENIOR TREATMENT OPERATOR	\$ 58.644	\$ 121,980	\$ 71.452	\$ 148,620

* Reflects CPI-W - San Francisco-Oakland-Hayward - Feb 2024 to Feb 2025