

Full-Time Position Salary Schedule 10-28-2025

Classification: Operator III

Years of Service	Minimum Qualification		Additional Water Certificates ¹	Cross Connection Control		Class A/B License	Hazmat Certificate	Operator III Range		Water Department Manager Range		CPO Range	
	Sewer 3 Water T2D2 Backflow Collection System			Prevention Certificate									
0-1	\$ 6,300.00	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 6,300.00	\$ 6,820.50	\$ 6,930.00	\$ 7,502.55	\$ 7,371.00	\$ 7,979.99	
2-5	\$ 6,394.50	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 6,394.50	\$ 6,915.00	\$ 7,033.95	\$ 7,606.50	\$ 7,481.57	\$ 8,090.55	
5-10	\$ 6,522.39	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 6,522.39	\$ 7,042.89	\$ 7,174.63	\$ 7,747.18	\$ 7,631.20	\$ 8,240.18	
10-20	\$ 6,652.84	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 6,652.84	\$ 7,173.34	\$ 7,318.12	\$ 7,890.67	\$ 7,783.82	\$ 8,392.81	
20+	\$ 6,785.89	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 6,785.89	\$ 7,306.39	\$ 7,464.48	\$ 8,037.03	\$ 7,939.50	\$ 8,548.48	

¹ Up to D3 T3

Classification: Operator II

Years of Service	Minimum Qualification		Additional Water Certificates ¹	Cross Connection Control		Class A/B License	Hazmat Certificate	Operator II Range		Water Department Manager Range	
	Sewer 2 Water T1D1 Backflow Collection System			Prevention Certificate							
0-1	\$ 5,519.00	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 5,519.00	\$ 6,039.50	\$ 6,181.28	\$ 6,643.45	
2-5	\$ 5,601.79	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 5,601.79	\$ 6,122.29	\$ 6,274.00	\$ 6,734.51	
5-10	\$ 5,713.82	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 5,713.82	\$ 6,234.32	\$ 6,399.48	\$ 6,857.75	
10-20	\$ 5,828.10	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 5,828.10	\$ 6,348.60	\$ 6,527.47	\$ 6,983.46	
20+	\$ 5,944.66	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 5,944.66	\$ 6,465.16	\$ 6,658.02	\$ 7,111.67	

¹ Up to D2 T2

Classification: Operator I

Years of Service	Minimum Qualification		Additional Water Certificates ¹	Cross Connection Control		Class A/B License	Hazmat Certificate	Operator I Range	
	Sewer 1 Water T1D1 Backflow Collection System			Prevention Certificate					
0-1	\$ 4,752.50	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 4,752.50	\$ 5,273.00	
2-5	\$ 4,823.79	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 4,823.79	\$ 5,344.29	
5-10	\$ 4,920.26	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 4,920.26	\$ 5,440.76	
10-20	\$ 5,018.67	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 5,018.67	\$ 5,539.17	
20+	\$ 5,119.04	\$ 86.75		\$ 173.50	\$ 86.75	\$ 86.75	\$ 5,119.04	\$ 5,639.54	

¹ Up to D2 T2

Classification ECI

Years of Service	Minimum Qualification:		Additional Water Certificates ¹	ECI Certificate Grade ²	Class A/B License	Hazmat Certificate	Additional Sewer Certificate ³	ECI Range	
	ECI Sewer 1 Water T1D1								
0-1	\$ 4,087.50	\$ 86.75		\$ 650.25	\$ 86.75	\$ 86.75	\$ 173.50	\$ 4,087.50	\$ 5,908.50
2-5	\$ 4,148.81	\$ 86.75		\$ 650.25	\$ 86.75	\$ 86.75	\$ 173.50	\$ 4,148.81	\$ 5,969.81
5-10	\$ 4,231.79	\$ 86.75		\$ 650.25	\$ 86.75	\$ 86.75	\$ 173.50	\$ 4,231.79	\$ 6,052.79
10-20	\$ 4,316.42	\$ 86.75		\$ 650.25	\$ 86.75	\$ 86.75	\$ 173.50	\$ 4,316.42	\$ 6,137.42
20+	\$ 4,402.75	\$ 86.75		\$ 650.25	\$ 86.75	\$ 86.75	\$ 173.50	\$ 4,402.75	\$ 6,223.75

¹ Up to D2 T2

² Up to ECI III

³ Up to wastewater 2

Classification: District Clerk/Secretary

				CSDA				Quickbooks	
				Secretary	Training ¹	Bilingual	Certificate		
		Notary							
0-1	\$	4,328.22	\$	86.75	\$ 260.25	\$ 86.75	\$ 86.75	\$ 4,328.22	\$ 4,848.72
2-5	\$	4,544.63	\$	86.75	\$ 260.25	\$ 86.75	\$ 86.75	\$ 4,544.63	\$ 4,891.63
5-10	\$	4,908.20	\$	86.75	\$ 260.25	\$ 86.75	\$ 86.75	\$ 4,908.20	\$ 5,255.20
10-20	\$	5,006.37	\$	86.75	\$ 260.25	\$ 86.75	\$ 86.75	\$ 5,006.37	\$ 5,353.37
20+	\$	5,106.49	\$	86.75	\$ 260.25	\$ 86.75	\$ 86.75	\$ 5,106.49	\$ 5,453.49

¹ As determined by the Board including but not limited to AB 1234, Sexual Harassment Prevention Training, Brown Act Training, Public Records Act, General Finance, and HR.

Classification: Accounting Clerk

				Certificate ¹	Certificate ²	Notary	Bilingual	Certificate ³		
0-1	\$	4,375.26	\$	86.75	\$ 173.50	\$ 86.75	\$ 86.75	\$ 347.00	\$ 4,375.26	\$ 4,895.76
2-5	\$	4,594.02	\$	86.75	\$ 173.50	\$ 86.75	\$ 86.75	\$ 347.00	\$ 4,594.02	\$ 5,114.52
5-10	\$	4,961.54	\$	86.75	\$ 173.50	\$ 86.75	\$ 86.75	\$ 347.00	\$ 4,961.54	\$ 5,482.04
10-20	\$	5,060.78	\$	86.75	\$ 173.50	\$ 86.75	\$ 86.75	\$ 347.00	\$ 5,060.78	\$ 5,581.28
20+	\$	5,161.99	\$	86.75	\$ 173.50	\$ 86.75	\$ 86.75	\$ 347.00	\$ 5,161.99	\$ 5,682.49

¹ Quickbooks certificate.

² Bookkeeping Certification from AIPB, NACPB or other approved organization.

³ Bookkeeping Certificate from Fresno City College or other approved institution. Only the highest salary enhancement will apply.