

Full-Time Position Salary Schedule effective January 1, 2026

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

¹ Up to D2 T2

Classification ECI										
Years of Service	Minimum Qualification:		Additional	ECI	Class A/B License	Hazmat Certificate	Additional	ECI Range		
	ECI I Sewer 1 Water T1D1	Water Certificates ¹	Certificate Grade ²	Sewer Certificate ³						
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 Secretary Training ¹		Bilingual		Quickbooks 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.