

Truckee Donner Public Utility District
Unrepresented Employees (Management, Engineering and Technical) Wage Ranges
Effective 1/1/2026 4.0% Increase (3.0% COLA + 1.0% GWI)

2026

Position		Range	Hourly Wage	Monthly Wage
General Manager <i>No Step specific rate of pay, this employee position has a contract.</i>	Range Max	M68	\$ 174,324	\$ 30,216
	Range Min		\$ 143,417	\$ 24,859
General Manager employment contract includes 2.5% COLA plus performance incentive July 1, 2026				
Assistant General Manager/Chief Information Officer	Step 5	M59	\$ 139,798	\$ 24,232
	Step 4		\$ 133,140	\$ 23,078
	Step 3		\$ 126,794	\$ 21,978
	Step 2		\$ 120,760	\$ 20,932
	Step 1		\$ 115,012	\$ 19,935
Chief Financial Officer	Step 5	M56	\$ 129,893	\$ 22,515
	Step 4		\$ 123,706	\$ 21,442
	Step 3		\$ 117,810	\$ 20,420
	Step 2		\$ 112,203	\$ 19,449
	Step 1		\$ 106,862	\$ 18,523
Water Utility Director Director of Electric Engineering and Operations	Step 5	M55	\$ 126,799	\$ 21,978
	Step 4		\$ 120,755	\$ 20,931
	Step 3		\$ 115,005	\$ 19,934
	Step 2		\$ 109,524	\$ 18,984
	Step 1		\$ 104,318	\$ 18,082
	Step 5	M54	\$ 123,706	\$ 21,442
	Step 4		\$ 117,810	\$ 20,420
	Step 3		\$ 112,203	\$ 19,449
	Step 2		\$ 106,862	\$ 18,523
	Step 1		\$ 101,771	\$ 17,640
Water System Engineer Electric Engineering Manager Director of Human Resources and Risk Management Public Information & Strategic Affairs Director	Step 5	M51	\$ 115,006	\$ 19,934
	Step 4		\$ 109,529	\$ 18,985
	Step 3		\$ 104,317	\$ 18,082
	Step 2		\$ 99,347	\$ 17,220
	Step 1		\$ 94,618	\$ 16,401
Electric Operations Manager IT Operations Manager	Step 5	M50	\$ 112,203	\$ 19,449
	Step 4		\$ 106,862	\$ 18,523
	Step 3		\$ 101,771	\$ 17,640
	Step 2		\$ 96,922	\$ 16,800
	Step 1		\$ 92,306	\$ 16,000
	Step 5	M49	\$ 109,529	\$ 18,985
	Step 4		\$ 104,317	\$ 18,082
	Step 3		\$ 99,347	\$ 17,220
	Step 2		\$ 94,618	\$ 16,401
	Step 1		\$ 90,115	\$ 15,620
Asst. Electric Operations Manager Senior Electric Engineer	Step 5	M46	\$ 101,771	\$ 17,640
	Step 4		\$ 96,922	\$ 16,800
	Step 3		\$ 92,306	\$ 16,000
	Step 2		\$ 87,916	\$ 15,239
	Step 1		\$ 83,727	\$ 14,513

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Position		Range	Hourly Wage	Monthly Wage
Electric Engineer	Step 5	M44	\$ 96.922	\$ 16,800
	Step 4		\$ 92.306	\$ 16,000
	Step 3		\$ 87.916	\$ 15,239
	Step 2		\$ 83.727	\$ 14,513
	Step 1		\$ 79.740	\$ 13,822
Finance / Accounting Manager Utilities Resource Strategies Manager	Step 5	M42	\$ 92.314	\$ 16,001
	Step 4		\$ 87.916	\$ 15,239
	Step 3		\$ 83.732	\$ 14,514
	Step 2		\$ 79.738	\$ 13,821
	Step 1		\$ 75.942	\$ 13,163
Water Operations Manager District Clerk/Executive Assistant	Step 5	M41	\$ 90.115	\$ 15,620
	Step 4		\$ 85.822	\$ 14,876
	Step 3		\$ 81.738	\$ 14,168
	Step 2		\$ 77.839	\$ 13,492
	Step 1		\$ 74.134	\$ 12,850
Associate Electric Engineer Senior Network and Systems Administrator GIS Solutions Engineer/Project Manager	Step 5	M39	\$ 85.822	\$ 14,876
	Step 4		\$ 81.738	\$ 14,168
	Step 3		\$ 77.839	\$ 13,492
	Step 2		\$ 74.134	\$ 12,850
	Step 1		\$ 70.605	\$ 12,238
IT/SCADA Engineer Special Projects Administrator Network and Systems Administrator	Step 5	M37	\$ 81.738	\$ 14,168
	Step 4		\$ 77.839	\$ 13,492
	Step 3		\$ 74.134	\$ 12,850
	Step 2		\$ 70.605	\$ 12,238
	Step 1		\$ 67.246	\$ 11,656
Customer Services Manager General Services Manager Business Intelligence (BI) Architect Vegetation Program Manager	Step 5	M36	\$ 79.740	\$ 13,822
	Step 4		\$ 75.946	\$ 13,164
	Step 3		\$ 72.329	\$ 12,537
	Step 2		\$ 68.881	\$ 11,939
	Step 1		\$ 65.603	\$ 11,371
GIS Coordinator Senior Accountant/Analyst Water Engineer	Step 5	M35	\$ 77.839	\$ 13,492
	Step 4		\$ 74.134	\$ 12,850
	Step 3		\$ 70.605	\$ 12,238
	Step 2		\$ 67.246	\$ 11,656
	Step 1		\$ 64.040	\$ 11,100
Conservation & Customer Service Sr Analyst Data Analyst & Administrator	Step 5	M31	\$ 70.605	\$ 12,238
	Step 4		\$ 67.246	\$ 11,656
	Step 3		\$ 64.040	\$ 11,100
	Step 2		\$ 60.995	\$ 10,573
	Step 1		\$ 58.087	\$ 10,068

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Position		Range	Hourly Wage	Monthly Wage
Communications Program Manager	Step 5	M29	\$ 67.243	\$ 11,655
	Step 4		\$ 64.046	\$ 11,101
	Step 3		\$ 60.992	\$ 10,572
	Step 2		\$ 58.091	\$ 10,069
	Step 1		\$ 55.325	\$ 9,590
Risk and Compliance Program Manager	Step 5	M27	\$ 64.040	\$ 11,100
	Step 4		\$ 60.995	\$ 10,573
	Step 3		\$ 58.087	\$ 10,068
	Step 2		\$ 55.324	\$ 9,590
	Step 1		\$ 52.690	\$ 9,133
IT/GIS Analyst Management Analyst I	Step 5	M26	\$ 62.477	\$ 10,829
	Step 4		\$ 59.505	\$ 10,314
	Step 3		\$ 56.669	\$ 9,823
	Step 2		\$ 53.971	\$ 9,355
	Step 1		\$ 51.401	\$ 8,910

Signed by:

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4/9/2026

Approved by Board, Board President Signature

Date