

2026

Position		Range	Hourly Wage	Monthly Wage
General Manager	Range Max	M68	\$ 174.324	\$ 30,216
No Step specific rate of pay, this employee position has a contract		General Manager employment contract includes 2.5% COLA plus performance incentive July 1, 2026		
	Range Min		\$ 143.417	\$ 24,859
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	Step 5	M55	\$ 126.799	\$ 21,978
Director of Electric Engineering and Operations	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	Step 5	M51	\$ 115.006	\$ 19,934
Electric Engineering Manager	Step 4		\$ 109.529	\$ 18,985
Director of Human Resources and Risk Management	Step 3		\$ 104.317	\$ 18,082
Public Information & Strategic Affairs Director	Step 2		\$ 99.347	\$ 17,220
	Step 1		\$ 94.618	\$ 16,401
Electric Operations Manager	Step 5	M50	\$ 112.203	\$ 19,449
IT Operations Manager	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	Step 5	M46	\$ 101.771	\$ 17,640
Senior Electric Engineer	Step 4		\$ 96.922	\$ 16,800
	Step 3		\$ 92.306	\$ 16,000
	Step 2		\$ 87.916	\$ 15,239
	Step 1		\$ 83.727	\$ 14,513

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)

Attachment 1

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

Attachment 1

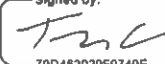
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Truckee Donner Public Utility District
 Unrepresented Employees (Management, Engineering and Technical) Wage Ranges
 Effective 1/1/2026 4.0% Increase (3.0% COLA + 1.0% GWI)

Attachment 1
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2026

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: 
 79D4A2D29E9740F
 Approved by Board, Board President Signature

8/6/2026
 Date