

SALARY SCHEDULE

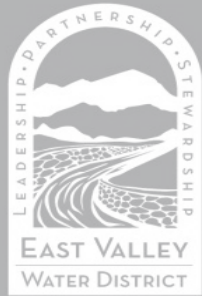
Effective July 6, 2019

Class Title	Tier	Range	Hourly Salary Range					Monthly Salary Range					Annual Salary Range				
			Steps					Steps					Steps				
			A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
Accountant	G	31	37.92	38.88	39.85	40.85	41.87	6,573	6,739	6,907	7,081	7,257	78,874	80,870	82,888	84,968	87,090
Accounting Technician	H	19	28.22	28.91	29.62	30.35	31.15	4,891	5,011	5,134	5,261	5,399	58,698	60,133	61,610	63,128	64,792
Administrative Assistant	H	22	30.35	31.15	31.91	32.72	33.53	5,261	5,399	5,531	5,671	5,812	63,128	64,792	66,373	68,058	69,742
Business Services Manager	M	46	54.95	56.31	57.72	59.15	60.66	9,525	9,760	10,005	10,253	10,514	114,296	117,125	120,058	123,032	126,173
Chief Financial Officer	E	66	90.02	92.27	94.57	96.94	99.36	15,603	15,993	16,392	16,803	17,222	187,242	191,922	196,706	201,635	206,669
Conservation Coordinator	G	35	41.87	42.92	43.99	45.09	46.23	7,257	7,439	7,625	7,816	8,013	87,090	89,274	91,499	93,787	96,158
Creative Services Representative	H	19	28.22	28.91	29.62	30.35	31.15	4,891	5,011	5,134	5,261	5,399	58,698	60,133	61,610	63,128	64,792
Customer Services Representative	PT	N/A			15.00					2,600					31,200		
Customer Service Representative I	H	11	23.15	23.73	24.33	24.94	25.55	4,013	4,113	4,217	4,323	4,429	48,152	49,358	50,606	51,875	53,144
Customer Service Representative II	H	16	26.19	26.84	27.51	28.21	28.91	4,540	4,652	4,768	4,890	5,011	54,475	55,827	57,221	58,677	60,133
Customer Service Representative III	H	19	28.22	28.91	29.62	30.35	31.15	4,891	5,011	5,134	5,261	5,399	58,698	60,133	61,610	63,128	64,792
Director of Engineering & Operations	A	66	90.02	92.27	94.57	96.94	99.36	15,603	15,993	16,392	16,803	17,222	187,242	191,922	196,706	201,635	206,669
Director of Strategic Services	E	57	72.08	73.89	75.74	77.63	79.57	12,494	12,808	13,128	13,456	13,792	149,926	153,691	157,539	161,470	165,506
District Clerk	S	41	48.54	49.78	51.02	52.29	53.59	8,414	8,629	8,843	9,064	9,289	100,963	103,542	106,122	108,763	111,467
*District Clerk	S	N/A			56.63					9,816					117,790		
Engineering Technician II	H	26	33.53	34.36	35.24	36.11	37.01	5,812	5,956	6,108	6,259	6,415	69,742	71,469	73,299	75,109	76,981
Equipment Mechanic III	H	27	34.36	35.24	36.11	37.01	37.92	5,956	6,108	6,259	6,415	6,573	71,469	73,299	75,109	76,981	78,874
Facilities Maintenance Coordinator	H	34	40.85	41.87	42.92	43.99	45.09	7,081	7,257	7,439	7,625	7,816	84,968	87,090	89,274	91,499	93,787
Facilities Maintenance Worker I	H	14	24.94	25.55	26.19	26.84	27.51	4,323	4,429	4,540	4,652	4,768	51,875	53,144	54,475	55,827	57,221
Field Service Representative	H	22	30.35	31.15	31.91	32.72	33.53	5,261	5,399	5,531	5,671	5,812	63,128	64,792	66,373	68,058	69,742
Field Service Supervisor	G	39	46.23	47.37	48.54	49.78	51.02	8,013	8,211	8,414	8,629	8,843	96,158	98,530	100,963	103,542	106,122
Field Service Worker	PT	N/A			22.00					3,813					45,760		
Field Service Worker I	H	17	26.84	27.51	28.21	28.91	29.62	4,652	4,768	4,890	5,011	5,134	55,827	57,221	58,677	60,133	61,610

A = At-Will
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* = Y-Rate (Due to results of 2014 Compensation Analysis, base salary is set above the maximum for the range assigned)



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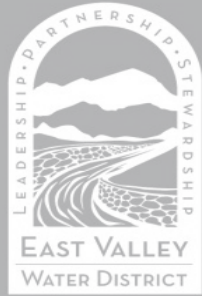
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Class Title	Tier	Range	Hourly Salary Range					Monthly Salary Range					Annual Salary Range				
			Steps					Steps					Steps				
			A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
Field Service Worker II	H	22	30.35	31.15	31.91	32.72	33.53	5,261	5,399	5,531	5,671	5,812	63,128	64,792	66,373	68,058	69,742
Field Service Worker III	H	25	32.70	33.53	34.36	35.24	36.11	5,668	5,812	5,956	6,108	6,259	68,016	69,742	71,469	73,299	75,109
General Manager/CEO	A	N/A	135.33					23,457					281,486				
HR, Risk & Safety Manager	S	49	59.15	60.66	62.16	63.71	65.31	10,253	10,514	10,774	11,043	11,320	123,032	126,173	129,293	132,517	135,845
Information Systems Technician	G	26	33.53	34.36	35.24	36.11	37.01	5,812	5,956	6,108	6,259	6,415	69,742	71,469	73,299	75,109	76,981
Information Technology Manager	S	49	59.15	60.66	62.16	63.71	65.31	10,253	10,514	10,774	11,043	11,320	123,032	126,173	129,293	132,517	135,845
Meter Reader I	H	14	24.94	25.55	26.19	26.84	27.51	4,323	4,429	4,540	4,652	4,768	51,875	53,144	54,475	55,827	57,221
Meter Reader II	H	18	27.51	28.21	28.91	29.62	30.35	4,768	4,890	5,011	5,134	5,261	57,221	58,677	60,133	61,610	63,128
Network Administrator	P	38	45.09	46.23	47.37	48.54	49.78	7,816	8,013	8,211	8,414	8,629	93,787	96,158	98,530	100,963	103,542
Operations Manager	S	51	62.16	63.71	65.31	66.93	68.61	10,774	11,043	11,320	11,601	11,892	129,293	132,517	135,845	139,214	142,709
Public Affairs Events Coordinator	PT	N/A	14.00					2,427					29,120				
Public Affairs Specialist	G	36	42.92	43.99	45.09	46.23	47.37	7,439	7,625	7,816	8,013	8,211	89,274	91,499	93,787	96,158	98,530
Receptionist	H	8	21.51	22.04	22.60	23.15	23.73	3,728	3,820	3,917	4,013	4,113	44,741	45,843	47,008	48,152	49,358
*Receptionist	H	N/A	24.57					4,259					51,106				
Senior Accounting Technician	H	23	31.15	31.91	32.72	33.53	34.36	5,399	5,531	5,671	5,812	5,956	64,792	66,373	68,058	69,742	71,469
Senior Administrative Assistant	G	26	33.53	34.36	35.24	36.11	37.01	5,812	5,956	6,108	6,259	6,415	69,742	71,469	73,299	75,109	76,981
Senior Customer Service Representative	H	22	30.35	31.15	31.91	32.72	33.53	5,261	5,399	5,531	5,671	5,812	63,128	64,792	66,373	68,058	69,742
Senior Engineer	M	46	54.95	56.31	57.72	59.15	60.66	9,525	9,760	10,005	10,253	10,514	114,296	117,125	120,058	123,032	126,173
Senior Engineering Technician	H	30	37.01	37.92	38.88	39.86	40.85	6,415	6,573	6,739	6,909	7,081	76,981	78,874	80,870	82,909	84,968
Senior Equipment Mechanic	H	29	36.11	37.01	37.92	38.88	39.86	6,259	6,415	6,573	6,739	6,909	75,109	76,981	78,874	80,870	82,909
Senior Field Service Worker	H	27	34.36	35.24	36.11	37.01	37.92	5,956	6,108	6,259	6,415	6,573	71,469	73,299	75,109	76,981	78,874
Senior Treatment Plant Operator	H	36	42.92	43.99	45.09	46.23	47.37	7,439	7,625	7,816	8,013	8,211	89,274	91,499	93,787	96,158	98,530
Senior Water Production Operator	H	32	38.88	39.86	40.85	41.87	42.92	6,739	6,909	7,081	7,257	7,439	80,870	82,909	84,968	87,090	89,274

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			A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
Storekeeper-Buyer	H	21	29.62	30.35	31.15	31.91	32.72	5,134	5,261	5,399	5,531	5,671	61,610	63,128	64,792	66,373	68,058
Water Production Operator I	H	22	30.35	31.15	31.91	32.72	33.53	5,261	5,399	5,531	5,671	5,812	63,128	64,792	66,373	68,058	69,742
Water Production Operator II	H	26	33.53	34.36	35.24	36.11	37.01	5,812	5,956	6,108	6,259	6,415	69,742	71,469	73,299	75,109	76,981
Water Production Operator III	H	30	37.01	37.92	38.88	39.86	40.85	6,415	6,573	6,739	6,909	7,081	76,981	78,874	80,870	82,909	84,968
Water Production Supervisor	G	41	48.54	49.78	51.02	52.29	53.59	8,414	8,629	8,843	9,064	9,289	100,963	103,542	106,122	108,763	111,467
Water Quality Coordinator	H	34	40.85	41.87	42.92	43.99	45.09	7,081	7,257	7,439	7,625	7,816	84,968	87,090	89,274	91,499	93,787
Water Quality Technician	H	23	31.15	31.91	32.72	33.53	34.36	5,399	5,531	5,671	5,812	5,956	64,792	66,373	68,058	69,742	71,469

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