| SOSHUA BASIN | SALARY SCHEDULE ADOPTION DATE: 12/20, | | | | | | |
|--------------------------------|--|--|--|--|--|--|--|
| JOSHUA PASIN WATER DISTRICT | SALARY SCHEDULE EFFECTIVE DATE : 01/05/1 | | | | | | |

(Salary schedule approved by Resolutions 17-973 and 17-974 and by BOD approval on July 5, 2017)

| | Try the Witter: COLA APPLIED: 2.50% | | | | | | STEP % | 2.50% | 2.50% | 2.50% | 2.50% | 2.50% 2.50% 2.50% | | | 2.50% | 2.50% | 2.50% | 2.50% |
|----------|--|----------|--------------------------|----------------------------|------------------------------|----------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| RANGE# | JOB DESCRIPTION | MONTHLY | | | ANNU | JALLY | | | | | | HOURLY | | | | | | |
| NAINGE# | JOB DESCRIPTION | CLASS | MIN | MAX | MIN | MAX | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 | STEP 11 | STEP 12 |
| 1 | | | \$2,425.49 | \$3,182.45 | \$29,105.88 | \$38,189.43 | \$13.993 | \$14.343 | \$14.702 | \$15.069 | \$15.446 | \$15.832 | \$16.228 | \$16.634 | \$17.049 | \$17.476 | \$17.912 | \$18.360 |
| 2 | | | \$2,486.13 | \$3,262.01 | \$29,833.53 | \$39,144.17 | \$14.343 | \$14.702 | \$15.069 | \$15.446 | \$15.832 | \$16.228 | \$16.634 | \$17.049 | \$17.476 | \$17.912 | \$18.360 | \$18.819 |
| 3 | | | \$2,548.28 | \$3,343.56 | \$30,579.36 | \$40,122.77 | \$14.702 | \$15.069 | \$15.446 | \$15.832 | \$16.228 | \$16.634 | \$17.049 | \$17.476 | \$17.912 | \$18.360 | \$18.819 | \$19.290 |
| 4 | | | \$2,611.99 | \$3,427.15 | \$31,343.85 | \$41,125.84 | \$15.069 | \$15.446 | \$15.832 | \$16.228 | \$16.634 | \$17.049 | \$17.476 | \$17.912 | \$18.360 | \$18.819 | \$19.290 | \$19.772 |
| 5 | | | \$2,677.29 | \$3,512.83 | \$32,127.44 | \$42,153.99 | \$15.446 | \$15.832 | \$16.228 | \$16.634 | \$17.049 | \$17.476 | \$17.912 | \$18.360 | \$18.819 | \$19.290 | \$19.772 | \$20.266 |
| 6 | | | \$2,744.22 | \$3,600.65 | \$32,930.63 | \$43,207.84 | \$15.832 | \$16.228 | \$16.634 | \$17.049 | \$17.476 | \$17.912 | \$18.360 | \$18.819 | \$19.290 | \$19.772 | \$20.266 | \$20.773 |
| 7 | PART TIME GENERAL OFFICE | AFSCME | \$2,812.82 | \$3,690.67 | \$33,753.90 | \$44,288.04 | \$16.228 | \$16.634 | \$17.049 | \$17.476 | \$17.912 | \$18.360 | \$18.819 | \$19.290 | \$19.772 | \$20.266 | \$20.773 | \$21.292 |
| 8 | | | \$2,883.15 | \$3,782.94 | \$34,597.74 | \$45,395.24 | \$16.634 | \$17.049 | \$17.476 | \$17.912 | \$18.360 | \$18.819 | \$19.290 | \$19.772 | \$20.266 | \$20.773 | \$21.292 | \$21.825 |
| 9 | | - | \$2,955.22 | \$3,877.51 | \$35,462.69 | \$46,530.12 | \$17.049 | \$17.476 | \$17.912 | \$18.360 | \$18.819 | \$19.290 | \$19.772 | \$20.266 | \$20.773 | \$21.292 | \$21.825 | \$22.370 |
| 10 | | | \$3,029.10 | \$3,974.45 | \$36,349.25 | \$47,693.37 | \$17.476 | \$17.912 | \$18.360 | \$18.819 | \$19.290 | \$19.772 | \$20.266 | \$20.773 | \$21.292 | \$21.825 | \$22.370 | \$22.930 |
| 11 12 | | | \$3,104.83 | \$4,073.81 | \$37,257.99 | \$48,885.71 | \$17.912 | \$18.360 | \$18.819 | \$19.290 | \$19.772 | \$20.266 | \$20.773 | \$21.292 | \$21.825 | \$22.370 | \$22.930 | \$23.503 |
| 13 | CUSTOMER SERVICE REPRESENTATIVE | AFSCME | \$3,182.45 \$3,262.01 | \$4,175.65 \$4,280.05 | \$38,189.43 \$39,144.17 | \$50,107.85 \$51,360.54 | \$18.360 \$18.819 | \$18.819 \$19.290 | \$19.290 \$19.772 | \$19.772 \$20.266 | \$20.266 \$20.773 | \$20.773 \$21.292 | \$21.292 \$21.825 | \$21.825 \$22.370 | \$22.370 \$22.930 | \$22.930 \$23.503 | \$23.503 \$24.090 | \$24.090 \$24.693 |
| 14 | COSTOMER SERVICE REPRESENTATIVE | AFSCIVIE | \$3,343.56 | \$4,387.05 | \$40,122.77 | \$52,644.56 | \$19.290 | \$19.772 | \$20.266 | \$20.773 | \$20.773 | \$21.825 | \$22.370 | \$22.930 | \$23.503 | \$24.090 | \$24.693 | \$25.310 |
| 15 | ACCOUNTS RECEIVABLE TECHNICIAN | AFSCME | \$3,427.15 | \$4,496.72 | \$41,125.84 | \$53,960.67 | \$19.772 | \$20.266 | \$20.773 | \$21.292 | \$21.825 | \$22.370 | \$22.930 | \$23.503 | \$24.090 | \$24.693 | \$25.310 | \$25.943 |
| 16 | CONSTRUCTION & MAINTENANCE I | AFSCME | \$3,512.83 | \$4,609.14 | \$42,153.99 | \$55,309.69 | \$20.266 | \$20.773 | \$21.292 | \$21.825 | \$22.370 | \$22.930 | \$23.503 | \$24.090 | \$24.693 | \$25.310 | \$25.943 | \$26.591 |
| 17 | CONSTRUCTION & MAINTENANCE ! | AISCIVIE | \$3,600.65 | \$4,724.37 | \$43,207.84 | \$56,692.43 | \$20.773 | \$21.292 | \$21.825 | \$22.370 | \$22.930 | \$23.503 | \$24.090 | \$24.693 | \$25.310 | \$25.943 | \$26.591 | \$27.256 |
| | FIELD SERVICE TECHNICIAN | | | | | | | | | | | | | | | | | |
| 18 | WATER PRODUCTION OPERATOR I | AFSCME | \$3,690.67 | \$4,842.48 | \$44,288.04 | \$58,109.74 | \$21.292 | \$21.825 | \$22.370 | \$22.930 | \$23.503 | \$24.090 | \$24.693 | \$25.310 | \$25.943 | \$26.591 | \$27.256 | \$27.937 |
| | ACCOUNTING TECHNICIAN | | | | İ | | | | | | | | | | | | | 1 |
| 19 | LEAD CUSTOMER SERVICE REPRESENTATIVE | AFSCME | \$3,782.94 | \$4,963.54 | \$45,395.24 | \$59,562.48 | \$21.825 | \$22.370 | \$22.930 | \$23.503 | \$24.090 | \$24.693 | \$25.310 | \$25.943 | \$26.591 | \$27.256 | \$27.937 | \$28.636 |
| | SENIOR ADMINISTRATIVE ASSISTANT | | | | | | | | | | | | | | | | | |
| 20 | | | \$3,877.51 | \$5,087.63 | \$46,530.12 | \$61,051.55 | \$22.370 | \$22.930 | \$23.503 | \$24.090 | \$24.693 | \$25.310 | \$25.943 | \$26.591 | \$27.256 | \$27.937 | \$28.636 | \$29.352 |
| 21 | | | \$3,974.45 | \$5,214.82 | \$47,693.37 | \$62,577.84 | \$22.930 | \$23.503 | \$24.090 | \$24.693 | \$25.310 | \$25.943 | \$26.591 | \$27.256 | \$27.937 | \$28.636 | \$29.352 | \$30.085 |
| 22 | CONSTRUCTION & MAINTENANCE II | AFSCME | \$4,073.81 | \$5,345.19 | \$48,885.71 | \$64,142.28 | \$23.503 | \$24.090 | \$24.693 | \$25.310 | \$25.943 | \$26.591 | \$27.256 | \$27.937 | \$28.636 | \$29.352 | \$30.085 | \$30.838 |
| 23 | | | \$4,175.65 | \$5,478.82 | \$50,107.85 | \$65,745.84 | \$24.090 | \$24.693 | \$25.310 | \$25.943 | \$26.591 | \$27.256 | \$27.937 | \$28.636 | \$29.352 | \$30.085 | \$30.838 | \$31.609 |
| 24 | WATER PRODUCTION OPERATOR II | AFSCME | \$4,280.05 | \$5,615.79 | \$51,360.54 | \$67,389.48 | \$24.693 | \$25.310 | \$25.943 | \$26.591 | \$27.256 | \$27.937 | \$28.636 | \$29.352 | \$30.085 | \$30.838 | \$31.609 | \$32.399 |
| 25 | | | \$4,387.05 | \$5,756.19 | \$52,644.56 | \$69,074.22 | \$25.310 | \$25.943 | \$26.591 | \$27.256 | \$27.937 | \$28.636 | \$29.352 | \$30.085 | \$30.838 | \$31.609 | \$32.399 | \$33.209 |
| 26 | REGULATORY COMPLIANCE ADMINISTRATIVE ANALYST | AFSCME | \$4,496.72 | \$5,900.09 | \$53,960.67 | \$70,801.08 | \$25.943 | \$26.591 | \$27.256 | \$27.937 | \$28.636 | \$29.352 | \$30.085 | \$30.838 | \$31.609 | \$32.399 | \$33.209 | \$34.039 |
| 27 | | | \$4,609.14 | \$6,047.59 | \$55,309.69 | \$72,571.10 | \$26.591 | \$27.256 | \$27.937 | \$28.636 | \$29.352 | \$30.085 | \$30.838 | \$31.609 | \$32.399 | \$33.209 | \$34.039 | \$34.890 |
| 28 | CONSTRUCTION & MAINTENANCE LEAD | AFSCME | \$4,724.37 | \$6,198.78 | \$56,692.43 | \$74,385.38 | \$27.256 | \$27.937 | \$28.636 | \$29.352 | \$30.085 | \$30.838 | \$31.609 | \$32.399 | \$33.209 | \$34.039 | \$34.890 | \$35.762 |
| 29 | WATER REQUISITION OFFI ATOR LEAD | 4.500.45 | \$4,842.48 | \$6,353.75 | \$58,109.74 | \$76,245.02 | \$27.937 | \$28.636 | \$29.352 | \$30.085 | \$30.838 | \$31.609 | \$32.399 | \$33.209 | \$34.039 | \$34.890 | \$35.762 | \$36.656 |
| 30 | WATER PRODUCTION OPERATOR LEAD | AFSCME | \$4,963.54 | \$6,512.60 | \$59,562.48 | \$78,151.14 | \$28.636 | \$29.352 | \$30.085 | \$30.838 | \$31.609 | \$32.399 | \$33.209 | \$34.039 | \$34.890 | \$35.762 | \$36.656 | \$37.573 |
| 31 32 | | _ | \$5,087.63 \$5,214.82 | \$6,675.41 \$6,842.30 | \$61,051.55 \$62,577.84 | \$80,104.92 \$82,107.54 | \$29.352 \$30.085 | \$30.085 \$30.838 | \$30.838 \$31.609 | \$31.609 \$32.399 | \$32.399 \$33.209 | \$33.209 \$34.039 | \$34.039 \$34.890 | \$34.890 \$35.762 | \$35.762 \$36.656 | \$36.656 \$37.573 | \$37.573 \$38.512 | \$38.512 \$39.475 |
| 33 | ACCOUNTANT | MSC | \$5,345.19 | \$7,013.35 | \$64,142.28 | \$84,160.23 | \$30.838 | \$31.609 | \$32.399 | \$33.209 | \$33.209 | \$34.890 | \$35.762 | \$36.656 | \$37.573 | \$37.573 | \$39.475 | \$40.462 |
| 34 | EXECUTIVE ASSISTANT | MSC | \$5,478.82 | \$7,013.33 | \$65,745.84 | \$86,264.24 | \$30.636 | \$32.399 | \$33.209 | \$34.039 | \$34.890 | \$35.762 | \$36.656 | \$37.573 | \$37.573 | \$39.475 | \$40.462 | \$41.473 |
| 35 | HUMAN RESOURCES MANAGER/CONTRACT ADMINISTRATOR | MSC | \$5,615.79 | \$7,368.40 | \$67,389.48 | \$88,420.84 | \$32.399 | \$33.209 | \$34.039 | \$34.890 | \$35.762 | \$36.656 | \$37.573 | \$38.512 | \$39.475 | \$40.462 | \$41.473 | \$42.510 |
| 36 | TOWAY RESOURCES MANAGETY CONTINUE TADMINISTRATOR | IVISC | \$5,756.19 | \$7,552.61 | \$69,074.22 | \$90,631.36 | \$33.209 | \$34.039 | \$34.890 | \$35.762 | \$36.656 | \$37.573 | \$38.512 | \$39.475 | \$40.462 | \$41.473 | \$42.510 | \$43.573 |
| 37 | GIS COORDINATOR | MSC | \$5,900.09 | \$7,741.43 | \$70,801.08 | \$92,897.15 | \$34.039 | \$34.890 | \$35.762 | \$36.656 | \$37.573 | \$38.512 | \$39.475 | \$40.462 | \$41.473 | \$42.510 | \$43.573 | \$44.662 |
| 38 | DISTRIBUTION SUPERVISOR | MSC | \$6,047.59 | \$7,934.96 | \$72,571.10 | \$95,219.58 | \$34.890 | \$35.762 | \$36.656 | \$37.573 | \$38.512 | \$39.475 | \$40.462 | \$41.473 | \$42.510 | \$43.573 | \$44.662 | \$45.779 |
| 39 | | | \$6,198.78 | \$8,133.34 | \$74,385.38 | \$97,600.07 | \$35.762 | \$36.656 | \$37.573 | \$38.512 | \$39.475 | \$40.462 | \$41.473 | \$42.510 | \$43.573 | \$44.662 | \$45.779 | \$46.923 |
| 40 | WATER PRODUCTION SUPERVISOR | MSC | \$6,353.75 | \$8,336.67 | \$76,245.02 | \$100,040.07 | \$36.656 | \$37.573 | \$38.512 | \$39.475 | \$40.462 | \$41.473 | \$42.510 | \$43.573 | \$44.662 | \$45.779 | \$46.923 | \$48.096 |
| 41 | | | \$6,512.60 | \$8,545.09 | \$78,151.14 | \$102,541.07 | \$37.573 | \$38.512 | \$39.475 | \$40.462 | \$41.473 | \$42.510 | \$43.573 | \$44.662 | \$45.779 | \$46.923 | \$48.096 | \$49.299 |
| 42 | | | \$6,675.41 | \$8,758.72 | \$80,104.92 | \$105,104.60 | \$38.512 | \$39.475 | \$40.462 | \$41.473 | \$42.510 | \$43.573 | \$44.662 | \$45.779 | \$46.923 | \$48.096 | \$49.299 | \$50.531 |
| 43 | | | \$6,842.30 | \$8,977.68 | \$82,107.54 | \$107,732.21 | \$39.475 | \$40.462 | \$41.473 | \$42.510 | \$43.573 | \$44.662 | \$45.779 | \$46.923 | \$48.096 | \$49.299 | \$50.531 | \$51.794 |
| 44 | | | \$7,013.35 | \$9,202.13 | \$84,160.23 | \$110,425.52 | \$40.462 | \$41.473 | \$42.510 | \$43.573 | \$44.662 | \$45.779 | \$46.923 | \$48.096 | \$49.299 | \$50.531 | \$51.794 | \$53.089 |
| 45 | | | \$7,188.69 | \$9,432.18 | \$86,264.24 | \$113,186.15 | \$41.473 | \$42.510 | \$43.573 | \$44.662 | \$45.779 | \$46.923 | \$48.096 | \$49.299 | \$50.531 | \$51.794 | \$53.089 | \$54.416 |
| 46 | | | \$7,368.40 | \$9,667.98 | \$88,420.84 | \$116,015.81 | \$42.510 | \$43.573 | \$44.662 | \$45.779 | \$46.923 | \$48.096 | \$49.299 | \$50.531 | \$51.794 | \$53.089 | \$54.416 | \$55.777 |
| 47 | | | \$7,552.61 | \$9,909.68 | \$90,631.36 | \$118,916.20 | \$43.573 | \$44.662 | \$45.779 | \$46.923 | \$48.096 | \$49.299 | \$50.531 | \$51.794 | \$53.089 | \$54.416 | \$55.777 | \$57.171 |
| 48 | | | \$7,741.43 | \$10,157.43 | \$92,897.15 | \$121,889.11 | \$44.662 | \$45.779 | \$46.923 | \$48.096 | \$49.299 | \$50.531 | \$51.794 | \$53.089 | \$54.416 | \$55.777 | \$57.171 | \$58.601 |
| 49 | | | \$7,934.96 | \$10,411.36 | \$95,219.58 | \$124,936.34 | \$45.779 | \$46.923 | \$48.096 | \$49.299 | \$50.531 | \$51.794 | \$53.089 | \$54.416 | \$55.777 | \$57.171 | \$58.601 | \$60.066 |
| 50 | | | \$8,133.34 | \$10,671.65 | \$97,600.07 | \$128,059.75 | \$46.923 | \$48.096 | \$49.299 | \$50.531 | \$51.794 | \$53.089 | \$54.416 | \$55.777 | \$57.171 | \$58.601 | \$60.066 | \$61.567 |
| 51 | DIRECTOR OF WATER OPEN TROPS | | \$8,336.67 | \$10,938.44 | \$100,040.07 | \$131,261.24 | \$48.096 | \$49.299 | \$50.531 | \$51.794 | \$53.089 | \$54.416 | \$55.777 | \$57.171 | \$58.601 | \$60.066 | \$61.567 | \$63.106 |
| | DIRECTOR OF WATER OPERATIONS & RESOURCES | MSC | \$8,545.09 | | \$102,541.07 | | \$49.299 | \$50.531 | \$51.794 | \$53.089 | \$54.416 | \$55.777 | \$57.171 | \$58.601 | \$60.066 | \$61.567 | \$63.106 | \$64.684 |
| 53 | | - | \$8,758.72 | | \$105,104.60 | | | \$51.794 | \$53.089 | \$54.416 | \$55.777 | \$57.171 | \$58.601 | \$60.066 | \$61.567 | \$63.106 | \$64.684 | \$66.301 |
| 54 | | | \$8,977.68 | | | | \$51.794 | \$53.089 | \$54.416 | \$55.777 | \$57.171 | \$58.601 | \$60.066 | \$61.567 | \$63.106 | \$64.684 | \$66.301 | \$67.959 |
| 55 | | | \$9,202.13 | \$12,073.99 | | | \$53.089 | \$54.416 | \$55.777 | \$57.171 | \$58.601 | \$60.066 | \$61.567 | \$63.106 | \$64.684 | \$66.301 | \$67.959 | \$69.658 |
| 56 57 | | | \$9,432.18 \$9,667.98 | | \$113,186.15 \$116,015.81 | | \$54.416 \$55.777 | \$55.777 \$57.171 | \$57.171 \$58.601 | \$58.601 \$60.066 | \$60.066 \$61.567 | \$61.567 \$63.106 | \$63.106 \$64.684 | \$64.684 \$66.301 | \$66.301 \$67.959 | \$67.959 \$69.658 | \$69.658 | \$71.399 \$73.184 |
| | ASSISTANT GENERAL MANAGER/CONTROLLER | MSC | \$9,667.98 | \$12,685.23 \$13,002.36 | | \$152,222.79 | \$55.777 | \$57.171 | \$60.066 | \$61.567 | \$63.106 | \$64.684 | \$66.301 | \$67.959 | \$69.658 | \$69.658 | \$71.399 \$73.184 | _ |
| 59 | ADDIDITARY GENERAL WANAGERY CONTROLLER | IVISC | \$9,909.68 | | \$118,916.20 | | \$57.171 | \$60.066 | \$61.567 | \$63.106 | \$64.684 | \$66.301 | \$67.959 | \$67.959 | \$71.399 | \$71.399 | \$75.014 | \$75.014 \$76.889 |
| 60 | | | \$10,137.43 | | | | \$60.066 | \$61.567 | \$63.106 | \$64.684 | \$66.301 | \$67.959 | \$69.658 | \$71.399 | \$73.184 | \$75.014 | \$76.889 | \$78.811 |
| 00 | | | ÿ±0,411.30 | 313,000.01 | 7124,730.34 | 7103,327.30 | J00.000 | JU1.307 | 203.100 | JU4.004 | λ00.201 | JU1.333 | ٥٥٥.و٥٠ | 711.377 | 7/3.104 | 0.014 راد | 710.007 | 7/0.011 |
| GM | GENERAL MANAGER | MSC | \$11.872.00 | \$14.240 15 | \$142,464.00 | \$170,881.85 | \$68.492 | \$70.205 | \$71.960 | \$73.759 | \$75.603 | \$77.493 | \$79.430 | \$80.151 | \$82.155 | 1 | | |
| Ç.,, | | .4150 | 711,072.00 | 717,240.13 | 7172,404.00 | MONTHLY | \$11,872.00 | | | | \$13,104.47 | \$13,432.08 | | \$13,892.83 | \$14,240.15 | 1 | | |
| | | | | | | | | | | | | | | | | l | | |
| | | | | | | ANNUAL | 5142,464.00 | 5146,025.60 | \$149,676.24 | \$153,418.15 | \$157,253.60 | \$161,184.94 | 5165,214.56 | 5166,714.00 | S170.881.85 | | | |