



SCHEDULE EFFECTIVE DATE : July 1, 2020 COLA 2019 : 2.50% SCHEDULE ADOPTED BY RESOLUTIONS 19-1010 and 19-1012

RANGE	JOB DESCRIPTION	CLASS	STEP %												MONTHLY		ANNUALLY	
			HOURLY												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			\$15.18	\$15.56	\$15.94	\$16.34	\$16.75	\$17.17	\$17.60	\$18.04	\$18.49	\$18.95	\$19.43	\$19.91	\$2,630.58	\$3,451.55	\$31,566.98	\$41,418.61
2			\$15.56	\$15.94	\$16.34	\$16.75	\$17.17	\$17.60	\$18.04	\$18.49	\$18.95	\$19.43	\$19.91	\$20.41	\$2,696.35	\$3,537.84	\$32,356.16	\$42,454.08
3			\$15.94	\$16.34	\$16.75	\$17.17	\$17.60	\$18.04	\$18.49	\$18.95	\$19.43	\$19.91	\$20.41	\$20.92	\$2,763.75	\$3,626.29	\$33,165.06	\$43,515.43
4			\$16.34	\$16.75	\$17.17	\$17.60	\$18.04	\$18.49	\$18.95	\$19.43	\$19.91	\$20.41	\$20.92	\$21.44	\$2,832.85	\$3,716.94	\$33,994.19	\$44,603.32
5			\$16.75	\$17.17	\$17.60	\$18.04	\$18.49	\$18.95	\$19.43	\$19.91	\$20.41	\$20.92	\$21.44	\$21.98	\$2,903.67	\$3,809.87	\$34,844.04	\$45,718.40
6			\$17.17	\$17.60	\$18.04	\$18.49	\$18.95	\$19.43	\$19.91	\$20.41	\$20.92	\$21.44	\$21.98	\$22.53	\$2,976.26	\$3,905.11	\$35,715.14	\$46,861.36
7	OFFICE ASSISTANT (PART-TIME)	AFSCME	\$17.60	\$18.04	\$18.49	\$18.95	\$19.43	\$19.91	\$20.41	\$20.92	\$21.44	\$21.98	\$22.53	\$23.09	\$3,050.67	\$4,002.74	\$36,608.02	\$48,032.89
8			\$18.04	\$18.49	\$18.95	\$19.43	\$19.91	\$20.41	\$20.92	\$21.44	\$21.98	\$22.53	\$23.09	\$23.67	\$3,126.94	\$4,102.81	\$37,523.22	\$49,233.72
9			\$18.49	\$18.95	\$19.43	\$19.91	\$20.41	\$20.92	\$21.44	\$21.98	\$22.53	\$23.09	\$23.67	\$24.26	\$3,205.11	\$4,205.38	\$38,461.30	\$50,464.56
10			\$18.95	\$19.43	\$19.91	\$20.41	\$20.92	\$21.44	\$21.98	\$22.53	\$23.09	\$23.67	\$24.26	\$24.87	\$3,285.24	\$4,310.51	\$39,422.83	\$51,726.17
11	OPERATIONS TECHNICIAN LABORER (CIRP)	AFSCME	\$19.43	\$19.91	\$20.41	\$20.92	\$21.44	\$21.98	\$22.53	\$23.09	\$23.67	\$24.26	\$24.87	\$25.49	\$3,367.37	\$4,418.28	\$40,408.40	\$53,019.33
12			\$19.91	\$20.41	\$20.92	\$21.44	\$21.98	\$22.53	\$23.09	\$23.67	\$24.26	\$24.87	\$25.49	\$26.13	\$3,451.55	\$4,528.73	\$41,418.61	\$54,344.81
13	CUSTOMER SERVICE REPRESENTATIVE	AFSCME	\$20.41	\$20.92	\$21.44	\$21.98	\$22.53	\$23.09	\$23.67	\$24.26	\$24.87	\$25.49	\$26.13	\$26.78	\$3,537.84	\$4,641.95	\$42,454.08	\$55,703.43
14			\$20.92	\$21.44	\$21.98	\$22.53	\$23.09	\$23.67	\$24.26	\$24.87	\$25.49	\$26.13	\$26.78	\$27.45	\$3,626.29	\$4,758.00	\$43,515.43	\$57,096.02
15	ACCOUNTS RECEIVABLE TECHNICIAN PIPELAYER I (CIRP)	AFSCME	\$21.44	\$21.98	\$22.53	\$23.09	\$23.67	\$24.26	\$24.87	\$25.49	\$26.13	\$26.78	\$27.45	\$28.14	\$3,716.94	\$4,876.95	\$44,603.32	\$58,523.42
16	CONSTRUCTION & MAINTENANCE I	AFSCME	\$21.98	\$22.53	\$23.09	\$23.67	\$24.26	\$24.87	\$25.49	\$26.13	\$26.78	\$27.45	\$28.14	\$28.84	\$3,809.87	\$4,998.88	\$45,718.40	\$59,986.50
17			\$22.53	\$23.09	\$23.67	\$24.26	\$24.87	\$25.49	\$26.13	\$26.78	\$27.45	\$28.14	\$28.84	\$29.56	\$3,905.11	\$5,123.85	\$46,861.36	\$61,486.17
18	FIELD SERVICE TECHNICIAN WATER PRODUCTION OPERATOR I	AFSCME	\$23.09	\$23.67	\$24.26	\$24.87	\$25.49	\$26.13	\$26.78	\$27.45	\$28.14	\$28.84	\$29.56	\$30.30	\$4,002.74	\$5,251.94	\$48,032.89	\$63,023.32
19	ACCOUNTING TECHNICIAN LEAD CUSTOMER SERVICE REPRESENTATIVE	AFSCME	\$23.67	\$24.26	\$24.87	\$25.49	\$26.13	\$26.78	\$27.45	\$28.14	\$28.84	\$29.56	\$30.30	\$31.06	\$4,102.81	\$5,383.24	\$49,233.72	\$64,598.90
20			\$24.26	\$24.87	\$25.49	\$26.13	\$26.78	\$27.45	\$28.14	\$28.84	\$29.56	\$30.30	\$31.06	\$31.83	\$4,205.38	\$5,517.82	\$50,464.56	\$66,213.87
21			\$24.87	\$25.49	\$26.13	\$26.78	\$27.45	\$28.14	\$28.84	\$29.56	\$30.30	\$31.06	\$31.83	\$32.63	\$4,310.51	\$5,655.77	\$51,726.17	\$67,869.22
22	CONSTRUCTION & MAINTENANCE II PIPELAYER II (CIRP)	AFSCME	\$25.49	\$26.13	\$26.78	\$27.45	\$28.14	\$28.84	\$29.56	\$30.30	\$31.06	\$31.83	\$32.63	\$33.45	\$4,418.28	\$5,797.16	\$53,019.33	\$69,565.95
23			\$26.13	\$26.78	\$27.45	\$28.14	\$28.84	\$29.56	\$30.30	\$31.06	\$31.83	\$32.63	\$33.45	\$34.28	\$4,528.73	\$5,942.09	\$54,344.81	\$71,305.10
24	WATER PRODUCTION OPERATOR II	AFSCME	\$26.78	\$27.45	\$28.14	\$28.84	\$29.56	\$30.30	\$31.06	\$31.83	\$32.63	\$33.45	\$34.28	\$35.14	\$4,641.95	\$6,090.64	\$55,703.43	\$73,087.73
25			\$27.45	\$28.14	\$28.84	\$29.56	\$30.30	\$31.06	\$31.83	\$32.63	\$33.45	\$34.28	\$35.14	\$36.02	\$4,758.00	\$6,242.91	\$57,096.02	\$74,914.92
26			\$28.14	\$28.84	\$29.56	\$30.30	\$31.06	\$31.83	\$32.63	\$33.45	\$34.28	\$35.14	\$36.02	\$36.92	\$4,876.95	\$6,398.98	\$58,523.42	\$76,787.79
27			\$28.84	\$29.56	\$30.30	\$31.06	\$31.83	\$32.63	\$33.45	\$34.28	\$35.14	\$36.02	\$36.92	\$37.84	\$4,998.88	\$6,558.96	\$59,986.50	\$78,707.49
28	LEAD CONSTRUCTION & MAINTENANCE LEAD LEAD EQUIPMENT OPERATOR (CIRP) WATER QUALITY SPECIALIST	AFSCME	\$29.56	\$30.30	\$31.06	\$31.83	\$32.63	\$33.45	\$34.28	\$35.14	\$36.02	\$36.92	\$37.84	\$38.79	\$5,123.85	\$6,722.93	\$61,486.17	\$80,675.18
29			\$30.30	\$31.06	\$31.83	\$32.63	\$33.45	\$34.28	\$35.14	\$36.02	\$36.92	\$37.84	\$38.79	\$39.76	\$5,251.94	\$6,891.00	\$63,023.32	\$82,692.06
30	LEAD WATER PRODUCTION OPERATOR SAFETY COORDINATOR PUBLIC INFORMATION ASSOCIATE DEVELOPMENT COORDINATOR	AFSCME MSC MSC MSC	\$31.06	\$31.83	\$32.63	\$33.45	\$34.28	\$35.14	\$36.02	\$36.92	\$37.84	\$38.79	\$39.76	\$40.75	\$5,383.24	\$7,063.28	\$64,598.90	\$84,759.36
31	PURCHASING & CONTRACTS ADMINISTRATOR	MSC	\$31.83	\$32.63	\$33.45	\$34.28	\$35.14	\$36.02	\$36.92	\$37.84	\$38.79	\$39.76	\$40.75	\$41.77	\$5,517.82	\$7,239.86	\$66,213.87	\$86,878.34
32			\$32.63	\$33.45	\$34.28	\$35.14	\$36.02	\$36.92	\$37.84	\$38.79	\$39.76	\$40.75	\$41.77	\$42.81	\$5,655.77	\$7,420.86	\$67,869.22	\$89,050.30
33	ACCOUNTANT	MSC	\$33.45	\$34.28	\$35.14	\$36.02	\$36.92	\$37.84	\$38.79	\$39.76	\$40.75	\$41.77	\$42.81	\$43.88	\$5,797.16	\$7,606.38	\$69,565.95	\$91,276.56
34	EXECUTIVE ASSISTANT	MSC	\$34.28	\$35.14	\$36.02	\$36.92	\$37.84	\$38.79	\$39.76	\$40.75	\$41.77	\$42.81	\$43.88	\$44.98	\$5,942.09	\$7,796.54	\$71,305.10	\$93,558.47
35			\$35.14	\$36.02	\$36.92	\$37.84	\$38.79	\$39.76	\$40.75	\$41.77	\$42.81	\$43.88	\$44.98	\$46.10	\$6,090.64	\$7,991.45	\$73,087.73	\$95,897.43
36			\$36.02	\$36.92	\$37.84	\$38.79	\$39.76	\$40.75	\$41.77	\$42.81	\$43.88	\$44.98	\$46.10	\$47.26	\$6,242.91	\$8,191.24	\$74,914.92	\$98,294.87
37			\$36.92	\$37.84	\$38.79	\$39.76	\$40.75	\$41.77	\$42.81	\$43.88	\$44.98	\$46.10	\$47.26	\$48.44	\$6,398.98	\$8,396.02	\$76,787.79	\$100,752.24
38			\$37.84	\$38.79	\$39.76	\$40.75	\$41.77	\$42.81	\$43.88	\$44.98	\$46.10	\$47.26	\$48.44	\$49.65	\$6,558.96	\$8,605.92	\$78,707.49	\$103,271.05
39			\$38.79	\$39.76	\$40.75	\$41.77	\$42.81	\$43.88	\$44.98	\$46.10	\$47.26	\$48.44	\$49.65	\$50.89	\$6,722.93	\$8,821.07	\$80,675.18	\$105,852.82
40	WATER PRODUCTION SUPERVISOR	MSC	\$39.76	\$40.75	\$41.77	\$42.81	\$43.88	\$44.98	\$46.10	\$47.26	\$48.44	\$49.65	\$50.89	\$52.16	\$6,891.00	\$9,041.60	\$82,692.06	\$108,499.14
41			\$40.75	\$41.77	\$42.81	\$43.88	\$44.98	\$46.10	\$47.26	\$48.44	\$49.65	\$50.89	\$52.16	\$53.47	\$7,063.28	\$9,267.64	\$84,759.36	\$111,211.62
42			\$41.77	\$42.81	\$43.88	\$44.98	\$46.10	\$47.26	\$48.44	\$49.65	\$50.89	\$52.16	\$53.47	\$54.80	\$7,239.86	\$9,499.33	\$86,878.34	\$113,991.91
43	DISTRIBUTION SUPERVISOR	MSC	\$42.81	\$43.88	\$44.98	\$46.10	\$47.26	\$48.44	\$49.65	\$50.89	\$52.16	\$53.47	\$54.80	\$56.17	\$7,420.86	\$9,736.81	\$89,050.30	\$116,841.71
44			\$43.88	\$44.98	\$46.10	\$47.26	\$48.44	\$49.65	\$50.89	\$52.16	\$53.47	\$54.80	\$56.17	\$57.58	\$7,606.38	\$9,980.23	\$91,276.56	\$119,762.75
45			\$44.98	\$46.10	\$47.26	\$48.44	\$49.65	\$50.89	\$52.16	\$53.47	\$54.80	\$56.17	\$57.58	\$59.02	\$7,796.54	\$10,229.74	\$93,558.47	\$122,756.82
46			\$46.10	\$47.26	\$48.44	\$49.65	\$50.89	\$52.16	\$53.47	\$54.80	\$56.17	\$57.58	\$59.02	\$60.49	\$7,991.45	\$10,485.48	\$95,897.43	\$125,825.74
47			\$47.26	\$48.44	\$49.65	\$50.89	\$52.16	\$53.47	\$54.80	\$56.17	\$57.58	\$59.02	\$60.49	\$62.01	\$8,191.24	\$10,747.62	\$98,294.87	\$128,971.39
48			\$48.44	\$49.65	\$50.89	\$52.16	\$53.47	\$54.80	\$56.17	\$57.58	\$59.02	\$60.49	\$62.01	\$63.56	\$8,396.02	\$11,016.31	\$100,752.24	\$132,195.67
49			\$49.65	\$50.89	\$52.16	\$53.47	\$54.80	\$56.17	\$57.58	\$59.02	\$60.49	\$62.01	\$63.56	\$65.14	\$8,605.92	\$11,291.71	\$103,271.05	\$135,500.56
50			\$50.89	\$52.16	\$53.47	\$54.80	\$56.17	\$57.58	\$59.02	\$60.49	\$62.01	\$63.56	\$65.14	\$66.77	\$8,821.07	\$11,574.01	\$105,852.82	\$138,888.08
51			\$52.16	\$53.47	\$54.80	\$56.17	\$57.58	\$59.02	\$60.49	\$62.01	\$63.56	\$65.14	\$66.77	\$68.44	\$9,041.60	\$11,863.36	\$108,499.14	\$142,360.28
52			\$53.47	\$54.80	\$56.17	\$57.58	\$59.02	\$60.49	\$62.01	\$63.56	\$65.14	\$66.77	\$68.44	\$70.15	\$9,267.64	\$12,159.94	\$111,211.62	\$145,919.29
53	DIRECTOR OF ADMINISTRATION DIRECTOR OF FINANCE	MSC	\$54.80	\$56.17	\$57.58	\$59.02	\$60.49	\$62.01	\$63.56	\$65.14	\$66.77	\$68.44	\$70.15	\$71.91	\$9,499.33	\$12,463.94	\$113,991.91	\$149,567.27
54			\$56.17	\$57.58	\$59.02	\$60.49	\$62.01	\$63.56	\$65.14	\$66.77	\$68.44	\$70.15	\$71.91	\$73.71	\$9,736.81	\$12,775.54	\$116,841.71	\$153,306.45
55			\$57.58	\$59.02	\$60.49	\$62.01	\$63.56	\$65.14	\$66.77	\$68.44	\$70.15	\$71.91	\$73.71	\$75.55	\$9,980.23	\$13,094.93	\$119,762.75	\$157,139.11
56			\$59.02	\$60.49	\$62.01	\$63.56	\$65.14	\$66.77	\$68.44	\$70.15	\$71.91	\$73.71	\$75.55	\$77.44	\$10,229.74	\$13,422.30	\$122,756.82	\$161,067.59
57			\$60.49	\$62.01	\$63.56	\$65.14	\$66.77	\$68.44	\$70.15	\$71.91	\$73.71	\$75.55	\$77.44	\$79.37	\$10,485.48	\$13,757.86	\$125,825.74	\$165,094.28
58	ASSISTANT GENERAL MANAGER - CONTROLLER ASSISTANT GENERAL MANAGER - OPERATIONS	MSC	\$62.01	\$63.56	\$65.14	\$66.77	\$68.44	\$70.15	\$71.91	\$73.71	\$75.55	\$77.44	\$79.37	\$81.36	\$10,747.62	\$14,101.80	\$128,971.39	\$169,221.64
59			\$63.56	\$65.14	\$66.77	\$68.44	\$70.15	\$71.91	\$73.71	\$75.55	\$77.44	\$79.37	\$81.36	\$83.39	\$11,016.31	\$14,454.35	\$132,195.67	\$173,452.18
60			\$65.14	\$66.77	\$68.44	\$70.15	\$71.91	\$73.71	\$75.55	\$77.44	\$79.37	\$81.36	\$83.39	\$85.48	\$11,291.71	\$14,8		