COLA 2019: 2.5%

	It's the Water!		STEP %	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%				
RANGE	IOD DECEDIBATION	CLASS						HOU	IRLY						MOM	NTHLY	ANNU	JALLY
KANGE	JOB DESCRIPTION	CLASS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	MIN	MAX	MIN	MAX
1			\$14.343	\$14.701	\$15.069	\$15.446	\$15.832	\$16.228	\$16.633	\$17.049	\$17.475	\$17.912	\$18.360	\$18.819	\$2,486.09	\$3,261.96	\$29,833.07	\$39,143.57
2			\$14.701	\$15.069	\$15.446	\$15.832	\$16.228	\$16.633	\$17.049	\$17.475	\$17.912	\$18.360	\$18.819	\$19.290	\$2,548.24	\$3,343.51	\$30,578.90	\$40,122.16
3			\$15.069	\$15.446	\$15.832	\$16.228	\$16.633	\$17.049	\$17.475	\$17.912	\$18.360	\$18.819	\$19.290	\$19.772	\$2,611.95	\$3,427.10	\$31,343.37	\$41,125.22
4			\$15.446	\$15.832	\$16.228	\$16.633	\$17.049	\$17.475	\$17.912	\$18.360	\$18.819	\$19.290	\$19.772	\$20.266	\$2,677.25	\$3,512.78	\$32,126.95	\$42,153.35
5			\$15.832	\$16.228	\$16.633	\$17.049	\$17.475	\$17.912	\$18.360	\$18.819	\$19.290	\$19.772	\$20.266	\$20.773	\$2,744.18	\$3,600.60	\$32,930.13	\$43,207.18
6			\$16.228	\$16.633	\$17.049	\$17.475	\$17.912	\$18.360	\$18.819	\$19.290	\$19.772	\$20.266	\$20.773	\$21.292	\$2,812.78	\$3,690.61	\$33,753.38	\$44,287.36
7	PART TIME GENERAL OFFICE ASSISTANT	AFSCME	\$16.633	\$17.049	\$17.475	\$17.912	\$18.360	\$18.819	\$19.290	\$19.772	\$20.266	\$20.773	\$21.292	\$21.824	\$2,883.10	\$3,782.88	\$34,597.21	\$45,394.54
8			\$17.049	\$17.475	\$17.912	\$18.360	\$18.819	\$19.290	\$19.772	\$20.266	\$20.773	\$21.292	\$21.824	\$22.370	\$2,955.18	\$3,877.45	\$35,462.15	\$46,529.41
9			\$17.475	\$17.912	\$18.360	\$18.819	\$19.290	\$19.772	\$20.266	\$20.773	\$21.292	\$21.824	\$22.370	\$22.929	\$3,029.06	\$3,974.39	\$36,348.70	\$47,692.64
10	ODED ATIONIC TECHNICIANI		\$17.912	\$18.360	\$18.819	\$19.290	\$19.772	\$20.266	\$20.773	\$21.292	\$21.824	\$22.370	\$22.929	\$23.502	\$3,104.78	\$4,073.75	\$37,257.42	\$48,884.96
11	OPERATIONS TECHNICIAN CIRP LABORER		\$18.360	\$18.819	\$19.290	\$19.772	\$20.266	\$20.773	\$21.292	\$21.824	\$22.370	\$22.929	\$23.502	\$24.090	\$3,182.40	\$4,175.59	\$38,188.85	\$50,107.08
12	CHI BIOGRAM		\$18.819	\$19.290	\$19.772	\$20.266	\$20.773	\$21.292	\$21.824	\$22.370	\$22.929	\$23.502	\$24.090	\$24.692	\$3,261.96	\$4,279.98	\$39,143.57	\$51,359.76
13	CUSTOMER SERVICE REPRESENTATIVE	AFSCME	\$19.290	\$19.772	\$20.266	\$20.773	\$21.292	\$21.824	\$22.370	\$22.929	\$23.502	\$24.090	\$24.692	\$25.309	\$3,343.51	\$4,386.98	\$40,122.16	\$52,643.75
14			\$19.772	\$20.266	\$20.773	\$21.292	\$21.824	\$22.370	\$22.929	\$23.502	\$24.090	\$24.692	\$25.309	\$25.942	\$3,427.10	\$4,496.65	\$41,125.22	\$53,959.85
15	ACCOUNTS RECEIVABLE TECHNICIAN	AFSCME	\$20.266	\$20.773	\$21.292	\$21.824	\$22.370	\$22.929	\$23.502	\$24.090	\$24.692	\$25.309	\$25.942	\$26.591	\$3,512.78	\$4,609.07	\$42,153.35	\$55,308.84
	CIRP PIPELAYER I																	
16 17	CONSTRUCTION & MAINTENANCE I	AFSCME	\$20.773 \$21.292	\$21.292 \$21.824	\$21.824 \$22.370	\$22.370 \$22.929	\$22.929 \$23.502	\$23.502 \$24.090	\$24.090 \$24.692	\$24.692 \$25.309	\$25.309 \$25.942	\$25.942 \$26.591	\$26.591 \$27.256	\$27.256 \$27.937	\$3,600.60 \$3,690.61	\$4,724.30 \$4,842.40	\$43,207.18 \$44,287.36	\$56,691.57 \$58,108.85
	FIELD SERVICE TECHNICIAN																	
18	WATER PRODUCTION OPERATOR I	AFSCME	\$21.824	\$22.370	\$22.929	\$23.502	\$24.090	\$24.692	\$25.309	\$25.942	\$26.591	\$27.256	\$27.937	\$28.635	\$3,782.88	\$4,963.46	\$45,394.54	\$59,561.58
19	ACCOUNTING TECHNICIAN LEAD CUSTOMER SERVICE REPRESENTATIVE SENIOR ADMINISTRATIVE ASSISTANT	AFSCME	\$22.370	\$22.929	\$23.502	\$24.090	\$24.692	\$25.309	\$25.942	\$26.591	\$27.256	\$27.937	\$28.635	\$29.351	\$3,877.45	\$5,087.55	\$46,529.41	\$61,050.61
20			\$22.929	\$23.502	\$24.090	\$24.692	\$25.309	\$25.942	\$26.591	\$27.256	\$27.937	\$28.635	\$29.351	\$30.085	\$3,974.39	\$5,214.74	\$47,692.64	\$62,576.88
21			\$23.502	\$24.090	\$24.692	\$25.309	\$25.942	\$26.591	\$27.256	\$27.937	\$28.635	\$29.351	\$30.085	\$30.837	\$4,073.75	\$5,345.11	\$48,884.96	\$64,141.30
22	CONSTRUCTION & MAINTENANCE II	AFSCME	\$24.090	\$24.692	\$25.309	\$25.942	\$26.591	\$27.256	\$27.937	\$28.635	\$29.351	\$30.085	\$30.837	\$31.608	\$4,175.59	\$5,478.74	\$50,107.08	\$65,744.83
23	CIRP PIPELAYER II		\$24.692	\$25.309	\$25.942	\$26.591	\$27.256	\$27.937	\$28.635	\$29.351	\$30.085	\$30.837	\$31.608	\$32.398	\$4,279.98	\$5,615.70	\$51,359.76	\$67,388.46
24	WATER PRODUCTION OPERATOR II	AFSCME	\$25.309	\$25.942	\$26.591	\$27.256	\$27.937	\$28.635	\$29.351	\$30.085	\$30.837	\$31.608	\$32.398	\$33.208	\$4,386.98	\$5,756.10	\$52,643.75	\$69,073.17
25			\$25.942	\$26.591	\$27.256	\$27.937	\$28.635	\$29.351	\$30.085	\$30.837	\$31.608	\$32.398	\$33.208	\$34.038	\$4,496.65	\$5,900.00	\$53,959.85	\$70,800.00
26	REGULATORY COMPLIANCE ADMINISTRATIVE ANALYST	AFSCME	\$26.591	\$27.256	\$27.937	\$28.635	\$29.351	\$30.085	\$30.837	\$31.608	\$32.398	\$33.208	\$34.038	\$34.889	\$4,609.07	\$6,047.50	\$55,308.84	\$72,570.00
27			\$27.256	\$27.937	\$28.635	\$29.351	\$30.085	\$30.837	\$31.608	\$32.398	\$33.208	\$34.038	\$34.889	\$35.762	\$4,724.30	\$6,198.69	\$56,691.57	\$74,384.25
28	CONSTRUCTION & MAINTENANCE LEAD CIRP EQUIPMENT OPERATOR LEAD WATER QUALITY SPECIALIST	AFSCME	\$27.937	\$28.635	\$29.351	\$30.085	\$30.837	\$31.608	\$32.398	\$33.208	\$34.038	\$34.889	\$35.762	\$36.656	\$4,842.40	\$6,353.65	\$58,108.85	\$76,243.85
29	WATER PRODUCTION OPERATOR LEAD	AFSCME	\$28.635	\$29.351	\$30.085	\$30.837	\$31.608	\$32.398	\$33.208	\$34.038	\$34.889	\$35.762	\$36.656	\$37.572	\$4,963.46	\$6,512.50	\$59,561.58	\$78,149.95
30	DEVELOPMENT COORDINATOR	MSC	\$29.351	\$30.085	\$30.837	\$31.608	\$32.398	\$33.208	\$34.038	\$34.889	\$35.762	\$36.656	\$37.572	\$38.511	\$5,087.55	\$6,675.31	\$61,050.61	\$80,103.70
31	PURCHASING & CONTRACTS ADMINISTRATOR	MSC	\$30.085	\$30.837	\$31.608	\$32.398	\$33.208	\$34.038	\$34.889	\$35.762	\$36.656	\$37.572	\$38.511	\$39.474	\$5,214.74	\$6,842.19	\$62,576.88	\$82,106.29
32			\$30.837	\$31.608	\$32.398	\$33.208	\$34.038	\$34.889	\$35.762	\$36.656	\$37.572	\$38.511	\$39.474	\$40.461	\$5,345.11	\$7,013.25	\$64,141.30	\$84,158.95
33	ACCOUNTANT	MSC	\$31.608	\$32.398	\$33.208	\$34.038	\$34.889	\$35.762	\$36.656	\$37.572	\$38.511	\$39.474	\$40.461	\$41.473	\$5,478.74	\$7,188.58	\$65,744.83	\$86,262.92
34 35	EXECUTIVE ASSISTANT HUMAN RESOURCES MANAGER/CONTRACT ADMINISTRATOR	MSC	\$32.398 \$33.208	\$33.208 \$34.038	\$34.038 \$34.889	\$34.889 \$35.762	\$35.762 \$36.656	\$36.656 \$37.572	\$37.572 \$38.511	\$38.511 \$39.474	\$39.474 \$40.461	\$40.461 \$41.473	\$41.473 \$42.509	\$42.509 \$43.572	\$5,615.70 \$5,756.10	\$7,368.29 \$7,552.50	\$67,388.46 \$69,073.17	\$88,419.49 \$90,629.98
36	HOWAN RESOURCES MANAGEN/CONTRACT ADMINISTRATOR	IVISC	\$34.038	\$34.889	\$35.762	\$36.656	\$37.572	\$38.511	\$39.474	\$40.461	\$41.473	\$42.509	\$43.572	\$44.661	\$5,900.00	\$7,741.31	\$70,800.00	\$92,895.73
37			\$34.889	\$35.762	\$36.656	\$37.572	\$38.511	\$39.474	\$40.461	\$41.473	\$42.509	\$43.572	\$44.661	\$45.778	\$6,047.50	\$7,934.84	\$72,570.00	\$95,218.12
38			\$35.762	\$36.656	\$37.572	\$38.511	\$39.474	\$40.461	\$41.473	\$42.509	\$43.572	\$44.661	\$45.778	\$46.922	\$6,198.69	\$8,133.21	\$74,384.25	\$97,598.58
39			\$36.656	\$37.572	\$38.511	\$39.474	\$40.461	\$41.473	\$42.509	\$43.572	\$44.661	\$45.778	\$46.922	\$48.095	\$6,353.65	\$8,336.55	\$76,243.85	\$100,038.54
40	WATER PRODUCTION SUPERVISOR	MSC	\$37.572	\$38.511	\$39.474	\$40.461	\$41.473	\$42.509	\$43.572	\$44.661	\$45.778	\$46.922	\$48.095	\$49.298	\$6,512.50	\$8,544.96	\$78,149.95	\$102,539.50
41			\$38.511	\$39.474	\$40.461	\$41.473	\$42.509	\$43.572	\$44.661	\$45.778	\$46.922	\$48.095	\$49.298	\$50.530	\$6,675.31	\$8,758.58	\$80,103.70	\$105,102.99
42 43	DISTRIBUTION SUIDEDVISOR	MSC	\$39.474	\$40.461 \$41.473	\$41.473 \$42.509	\$42.509 \$43.572	\$43.572 \$44.661	\$44.661 \$45.778	\$45.778 \$46.922	\$46.922 \$48.095	\$48.095 \$49.298	\$49.298	\$50.530 \$51.794	\$51.794	\$6,842.19	\$8,977.55	\$82,106.29 \$84,158.95	\$107,730.57 \$110,423.83
44	DISTRIBUTION SUPERVISOR	IVIOL	\$40.461 \$41.473	\$41.473	\$42.509	\$43.572	\$45.778	\$45.778	\$48.095	\$48.095	\$49.298	\$50.530 \$51.794	\$51.794	\$53.088 \$54.416	\$7,013.25 \$7,188.58	\$9,201.99 \$9,432.04	\$84,158.95	\$110,423.83
45			\$42.509	\$43.572	\$44.661	\$45.778	\$46.922	\$48.095	\$49.298	\$50.530	\$51.794	\$53.088	\$54.416	\$55.776	\$7,368.29	\$9,667.84	\$88,419.49	\$116,014.04
46			\$43.572	\$44.661	\$45.778	\$46.922	\$48.095	\$49.298	\$50.530	\$51.794	\$53.088	\$54.416	\$55.776	\$57.170	\$7,552.50	\$9,909.53	\$90,629.98	\$118,914.39
47			\$44.661	\$45.778	\$46.922	\$48.095	\$49.298	\$50.530	\$51.794	\$53.088	\$54.416	\$55.776	\$57.170	\$58.600	\$7,741.31	\$10,157.27	\$92,895.73	\$121,887.25
48			\$45.778	\$46.922	\$48.095	\$49.298	\$50.530	\$51.794	\$53.088	\$54.416	\$55.776	\$57.170	\$58.600	\$60.065	\$7,934.84	\$10,411.20	\$95,218.12	\$124,934.43
49			\$46.922	\$48.095	\$49.298	\$50.530	\$51.794	\$53.088	\$54.416	\$55.776	\$57.170	\$58.600	\$60.065	\$61.566	\$8,133.21	\$10,671.48	\$97,598.58	\$128,057.79
50			\$48.095	\$49.298	\$50.530	\$51.794	\$53.088	\$54.416	\$55.776	\$57.170	\$58.600	\$60.065	\$61.566	\$63.105	\$8,336.55	\$10,938.27	\$100,038.54	\$131,259.24
51			\$49.298	\$50.530	\$51.794	\$53.088	\$54.416	\$55.776	\$57.170	\$58.600	\$60.065	\$61.566	\$63.105	\$64.683	\$8,544.96	\$11,211.73	\$102,539.50	\$134,540.72
52 53			\$50.530 \$51.794	\$51.794 \$53.088	\$53.088 \$54.416	\$54.416 \$55.776	\$55.776 \$57.170	\$57.170 \$58.600	\$58.600 \$60.065	\$60.065 \$61.566	\$61.566 \$63.105	\$63.105 \$64.683	\$64.683 \$66.300	\$66.300 \$67.958	\$8,758.58 \$8,977.55	\$11,492.02 \$11,779.32	\$105,102.99 \$107,730.57	\$137,904.23 \$141,351.84
54			\$53.088	\$54.416	\$55.776	\$57.170	\$58.600	\$60.065	\$61.566	\$63.105	\$64.683	\$66.300	\$67.958	\$69.657	\$9,201.99	\$12,073.80	\$107,730.37	\$144,885.64
55			\$54.416	\$55.776	\$57.170	\$58.600	\$60.065	\$61.566	\$63.105	\$64.683	\$66.300	\$67.958	\$69.657	\$71.398	\$9,432.04	\$12,375.65	\$113,184.43	\$148,507.78
56			\$55.776	\$57.170	\$58.600	\$60.065	\$61.566	\$63.105	\$64.683	\$66.300	\$67.958	\$69.657	\$71.398	\$73.183	\$9,667.84	\$12,685.04	\$116,014.04	\$152,220.47
57			\$57.170	\$58.600	\$60.065	\$61.566	\$63.105	\$64.683	\$66.300	\$67.958	\$69.657	\$71.398	\$73.183	\$75.012	\$9,909.53	\$13,002.17	\$118,914.39	\$156,025.98
58	ASSISTANT GENERAL MANAGER - CONTROLLER ASSISTANT GENERAL MANAGER - OPERATIONS	MSC	\$58.600	\$60.065	\$61.566	\$63.105	\$64.683	\$66.300	\$67.958	\$69.657	\$71.398	\$73.183	\$75.012	\$76.888	\$10,157.27	\$13,327.22	\$121,887.25	\$159,926.63
59 60			\$60.065 \$61.566	\$61.566 \$63.105	\$63.105 \$64.683	\$64.683 \$66.300	\$66.300 \$67.958	\$67.958 \$69.657	\$69.657 \$71.398	\$71.398 \$73.183	\$73.183 \$75.012	\$75.012 \$76.888	\$76.888 \$78.810	\$78.810 \$80.780	\$10,411.20 \$10,671.48	\$13,660.40 \$14,001.91	\$124,934.43 \$128,057.79	\$163,924.80 \$168,022.92