| SALARY SCHEDULE ADOPTION DATE : 5/03/2017 by Resolutions 17-973 and 17-974 <br> SALARY SCHEDULE EFFECTIVE DATE: 5/12/2017 <br> COLA APPLIED: $\mathbf{2 . 5 0 \%}$ |  |  |  |  |  |  | sTep\% | 250\% |  | 250\% |  |  |  | 250\% |  | 250\% | $250 \%$ |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | JOB DESCRIPTION | CLASS | MONTHLY |  | ANNUALLY |  | HOURLY |  |  |  |  |  |  |  |  |  |  |  |
| RANGE * |  |  | 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 |  |  | \$2,366.29 | \$3,104.78 | \$28,395.50 | \$37,257.36 | \$13.652 | \$13.993 | \$14.343 | \$14.701 | \$15.069 | \$15.446 | \$15.832 | \$16.228 | \$16.633 | \$17.049 | \$17.475 | \$17.912 |
| 2 |  |  | \$2,425.45 | \$3,182.40 | \$29,105.39 | \$38,188.79 | \$13.993 | \$14.343 | \$14.701 | \$15.069 | \$15.446 | \$15.832 | \$16.228 | \$16.633 | \$17.049 | \$17.475 | \$17.912 | \$18.360 |
| 3 |  |  | \$2,486.09 | \$3,261.96 | \$29,833.02 | \$39,143.51 | \$14.343 | \$14.701 | \$15.069 | \$15.446 | \$15.832 | \$16.228 | \$16.633 | \$17.049 | \$17.475 | \$17.912 | \$18.360 | \$18.819 |
| 4 |  |  | \$2,548.24 | \$3,343.51 | \$30,578.85 | \$40,122.10 | \$14.701 | \$15.069 | \$15.446 | \$15.832 | \$16.228 | \$16.633 | \$17.049 | \$17.475 | \$17.912 | \$18.360 | \$18.819 | \$19.289 |
| 5 |  |  | \$2,611.94 | \$3,427.10 | \$31,343.32 | \$41,125.15 | \$15.069 | \$15.446 | \$15.832 | \$16.228 | \$16.633 | \$17.049 | \$17.475 | \$17.912 | \$18.360 | \$18.819 | \$19.289 | \$19.772 |
| 6 |  |  | \$2,677.24 | \$3,512.77 | \$32,126.90 | \$42,153.28 | \$15.446 | \$15.832 | \$16.228 | \$16.633 | \$17.049 | \$17.475 | \$17.912 | \$18.360 | \$18.819 | \$19.289 | \$19.772 | \$20.266 |
| 7 | PART TIME GENERAL OFFICE | AFSCME | \$2,744.17 | \$3,600.59 | \$32,930.07 | \$43,207.11 | \$15.832 | \$16.228 | \$16.633 | \$17.049 | \$17.475 | \$17.912 | \$18.360 | \$18.819 | \$19.289 | \$19.772 | \$20.266 | \$20.773 |
| 8 |  |  | \$2,812.78 | \$3,690.61 | \$33,753.33 | \$44,287.29 | \$16.228 | \$16.633 | \$17.049 | \$17.475 | \$17.912 | \$18.360 | \$18.819 | \$19.289 | \$19.772 | \$20.266 | \$20.773 | \$21.292 |
| 9 |  |  | \$2,883.10 | \$3,782.87 | \$34,597.16 | \$45,394.47 | \$16.633 | \$17.049 | \$17.475 | \$17.912 | \$18.360 | \$18.819 | \$19.289 | \$19.772 | \$20.266 | \$20.773 | \$21.292 | \$21.824 |
| 10 |  |  | \$2,955.17 | \$3,877.44 | \$35,462.09 | \$46,529.33 | \$17.049 | \$17.475 | \$17.912 | \$18.360 | \$18.819 | \$19.289 | \$19.772 | \$20.266 | \$20.773 | \$21.292 | \$21.824 | \$22.370 |
| 11 |  |  | \$3,029.05 | \$3,974.38 | \$36,348.64 | \$47,692.57 | \$17.475 | \$17.912 | \$18.360 | \$18.819 | \$19.289 | \$19.772 | \$20.266 | \$20.773 | \$21.292 | \$21.824 | \$22.370 | \$22.929 |
| 12 |  |  | \$3,104.78 | \$4,073.74 | \$37,257.36 | \$48,884.88 | \$17.912 | \$18.360 | \$18.819 | \$19.289 | \$19.772 | \$20.266 | \$20.773 | \$21.292 | \$21.824 | \$22.370 | \$22.929 | \$23.502 |
| 13 | CUSTOMER SERVICE REPRESENTATIVE | AFSCME | \$3,182.40 | \$4,175.58 | \$38,188.79 | \$50,107.00 | \$18.360 | \$18.819 | \$19.289 | \$19.772 | \$20.266 | \$20.773 | \$21.292 | \$21.824 | \$22.370 | \$22.929 | \$23.502 | \$24.090 |
| 14 |  |  | \$3,261.96 | \$4,279.97 | \$39,143.51 | \$51,359.68 | \$18.819 | \$19.289 | \$19.772 | \$20.266 | \$20.773 | \$21.292 | \$21.824 | \$22.370 | \$22.929 | \$23.502 | \$24.090 | \$24.692 |
| 15 | ACCOUNTS RECEIVABLE TECHNIICIAN | AFSCME | \$3,343.51 | \$4,386.97 | \$40,122.10 | \$52,643.67 | \$19.289 | \$19.772 | \$20.266 | \$20.773 | \$21.292 | \$21.824 | \$22.370 | \$22.929 | \$23.502 | \$24.090 | \$24.692 | \$25.309 |
| 16 | CONSTRUCTION \& MAINTENANCEI | AFSCME | \$3,427.10 | \$4,496.65 | \$41,125.15 | \$53,959.76 | \$19.772 | \$20.266 | \$20.773 | \$21.292 | \$21.824 | \$22.370 | \$22.929 | \$23.502 | \$24.090 | \$24.692 | \$25.309 | \$25.942 |
| 17 |  |  | \$3,512.77 | \$4,609.06 | \$42,153.28 | \$55,308.76 | \$20.266 | \$20.773 | \$21.292 | \$21.824 | \$22.370 | \$22.929 | \$23.502 | \$24.090 | \$24.692 | \$25.309 | \$25.942 | \$26.591 |
| 18 | FIELD SERVICE TECHNICIAN WATER PRODUCTION OPERATOR I | AFSCME | \$3,600.59 | \$4,724.29 | \$43,207.11 | \$56,691.48 | \$20.773 | \$21.292 | \$21.824 | \$22.370 | \$22.929 | \$23.502 | \$24.090 | \$24.692 | \$25.309 | \$25.942 | \$26.591 | \$27.256 |
| 19 | ACCOUNTING TECHNICIAN LeAd customer service representative SENIOR ADMINISTRATIVE ASSISTANT | AFSCME | \$3,690.61 | \$4,842.40 | \$44,287.29 | \$58,108.76 | \$21.292 | \$21.824 | \$22.370 | \$22.929 | \$23.502 | \$24.090 | \$24.692 | \$25.309 | \$25.942 | \$26.591 | \$27.256 | \$27.937 |
| 20 |  |  | \$3,782.87 | \$4,963.46 | \$45,394.47 | \$59,561.48 | \$21.824 | \$22.370 | \$22.929 | \$23.502 | \$24.090 | \$24.692 | \$25.309 | \$25.942 | \$26.591 | \$27.256 | \$27.937 | \$28.635 |
| 21 |  |  | \$3,877.44 | \$5,087.54 | \$46,529.33 | \$61,050.52 | \$22.370 | \$22.929 | \$23.502 | \$24.090 | \$24.692 | \$25.309 | \$25.942 | \$26.591 | \$27.256 | \$27.937 | \$28.635 | \$29.351 |
| 22 | CONSTRUCTION \& MAINTENANCE II | AFSCME | \$3,974.38 | \$5,214.73 | \$47,692.57 | \$62,576.78 | \$22.929 | \$23.502 | \$24.090 | \$24.692 | \$25.309 | \$25.942 | \$26.591 | \$27.256 | \$27.937 | \$28.635 | \$29.351 | \$30.085 |
| 23 |  |  | \$4,073.74 | \$5,345.10 | \$48,884.88 | \$64,141.20 | \$23.502 | \$24.090 | \$24.692 | \$25.309 | \$25.942 | \$26.591 | \$27.256 | \$27.937 | \$28.635 | \$29.351 | \$30.085 | \$30.837 |
| 24 | WATER PRODUCTION OPERATOR II | AFSCME | \$4,175.58 | \$5,478.73 | \$50,107.00 | \$65,744.73 | \$24.090 | \$24.692 | \$25.309 | \$25.942 | \$26.591 | \$27.256 | \$27.937 | \$28.635 | \$29.351 | \$30.085 | \$30.837 | \$31.608 |
| 25 |  |  | \$4,279.97 | \$5,615.70 | \$51,359.68 | \$67,388.35 | \$24.692 | \$25.309 | \$25.942 | \$26.591 | \$27.256 | \$27.937 | \$28.635 | \$29.351 | \$30.085 | \$30.837 | \$31.608 | \$32.398 |
| 26 | Regulatory Complinace Administrative Analyst | AFSCME | \$4,386.97 | \$5,756.09 | \$52,643.67 | \$69,073.06 | \$25.309 | \$25.942 | \$26.591 | \$27.256 | \$27.937 | \$28.635 | \$29.351 | \$30.085 | \$30.837 | \$31.608 | \$32.398 | \$33.208 |
| 27 |  |  | \$4,496.65 | \$5,899.99 | \$53,959.76 | \$70,799.88 | \$25.942 | \$26.591 | \$27.256 | \$27.937 | \$28.635 | \$29.351 | \$30.085 | \$30.837 | \$31.608 | \$32.398 | \$33.208 | \$34.038 |
| 28 | CONSTRUCTION \& MAINTENANCE LEAD | AFSCME | \$4,609.06 | \$6,047.49 | \$55,308.76 | \$72,569.88 | \$26.591 | \$27.256 | \$27.937 | \$28.635 | \$29.351 | \$30.085 | \$30.837 | \$31.608 | \$32.398 | \$33.208 | \$34.038 | \$34.889 |
| 29 |  |  | \$4,724.29 | \$6,198.68 | \$56,691.48 | \$74,384.13 | \$27.256 | \$27.937 | \$28.635 | \$29.351 | \$30.085 | \$30.837 | \$31.608 | \$32.398 | \$33.208 | \$34.038 | \$34.889 | \$35.762 |
| 30 | WATER PRODUCTION OPERATOR LEAD | AFSCME | \$4,842.40 | \$6,353.64 | \$58,108.76 | \$76,243.73 | \$27.937 | \$28.635 | \$29.351 | \$30.085 | \$30.837 | \$31.608 | \$32.398 | \$33.208 | \$34.038 | \$34.889 | \$35.762 | \$36.656 |
| 31 |  |  | \$4,963.46 | \$6,512.49 | \$59,561.48 | \$78,149.82 | \$28.635 | \$29.351 | \$30.085 | \$30.837 | \$31.608 | \$32.398 | \$33.208 | \$34.038 | \$34.889 | \$35.762 | \$36.656 | \$37.572 |
| 32 |  |  | \$5,087.54 | \$6,675.30 | \$61,050.52 | \$80,103.57 | \$29.351 | \$30.085 | \$30.837 | \$31.608 | \$32.398 | \$33.208 | \$34.038 | \$34.889 | \$35.762 | \$36.656 | \$37.572 | \$38.511 |
| 33 | ACCOUNTANT | MSC | \$5,214.73 | \$6,842.18 | \$62,576.78 | \$82,106.16 | \$30.085 | \$30.837 | \$31.608 | \$32.398 | \$33.208 | \$34.038 | \$34.889 | \$35.762 | \$36.656 | \$37.572 | \$38.511 | \$39.474 |
| 34 | EXECUTIVE ASSISTANT | MSC | \$5,345.10 | \$7,013.23 | \$64,141.20 | \$84,158.81 | \$30.837 | \$31.608 | \$32.398 | \$33.208 | \$34.038 | \$34.889 | \$35.762 | \$36.656 | \$37.572 | \$38.511 | \$39.474 | \$40.461 |
| 35 | HUMAN RESOURCES MANAGER/CONTRACT ADMINISTRATOR | MSC | \$5,478.73 | \$7,188.57 | \$65,744.73 | \$86,262.78 | \$31.608 | \$32.398 | \$33.208 | \$34.038 | \$34.889 | \$35.762 | \$36.656 | \$37.572 | \$38.511 | \$39.474 | \$40.461 | \$41.472 |
| 36 |  |  | \$5,615.70 | \$7,368.28 | \$67,388.35 | \$88,419.35 | \$32.398 | \$33.208 | \$34.038 | \$34.889 | \$35.762 | \$36.656 | \$37.572 | \$38.511 | \$39.474 | \$40.461 | \$41.472 | \$42.509 |
| 37 | GIS COORDINATOR | MSC | \$5,756.09 | \$7,552.49 | \$69,073.06 | \$90,629.84 | \$33.208 | \$34.038 | \$34.889 | \$35.762 | \$36.656 | \$37.572 | \$38.511 | \$39.474 | \$40.461 | \$41.472 | \$42.509 | \$43.572 |
| 38 | DISTRIBUTION SUPERVISOR | MSC | \$5,899.99 | \$7,741.30 | \$70,799.88 | \$92,895.58 | \$34.038 | \$34.889 | \$35.762 | \$36.656 | \$37.572 | \$38.511 | \$39.474 | \$40.461 | \$41.472 | \$42.509 | \$43.572 | \$44.661 |
| 39 |  |  | \$6,047.49 | \$7,934.83 | \$72,569.88 | \$95,217.97 | \$34.889 | \$35.762 | \$36.656 | \$37.572 | \$38.511 | \$39.474 | \$40.461 | \$41.472 | \$42.509 | \$43.572 | \$44.661 | \$45.778 |
| 40 | WATER PRODUCTION SUPERVISOR | MSC | \$6,198.68 | \$8,133.20 | \$74,384.13 | \$97,598.42 | \$35.762 | \$36.656 | \$37.572 | \$38.511 | \$39.474 | \$40.461 | \$41.472 | \$42.509 | \$43.572 | \$44.661 | \$45.778 | \$46.922 |
| 41 |  |  | \$6,353.64 | \$8,336.53 | \$76,243.73 | \$100,038.38 | \$36.656 | \$37.572 | \$38.511 | \$39.474 | \$40.461 | \$41.472 | \$42.509 | \$43.572 | \$44.661 | \$45.778 | \$46.922 | \$48.095 |
| 42 |  |  | \$6,512.49 | \$8,544.95 | \$78,149.82 | \$102,539.34 | \$37.572 | \$38.511 | \$39.474 | \$40.461 | \$41.472 | \$42.509 | \$43.572 | \$44.661 | \$45.778 | \$46.922 | \$48.095 | \$49.298 |
| 43 |  |  | \$6,675.30 | \$8,758.57 | \$80,103.57 | \$105,102.83 | \$38.511 | \$39.474 | \$40.461 | \$41.472 | \$42.509 | \$43.572 | \$44.661 | \$45.778 | \$46.922 | \$48.095 | \$49.298 | \$50.530 |
| 44 |  |  | \$6,842.18 | \$8,977.53 | \$82,106.16 | \$107,730.40 | \$39.474 | \$40.461 | \$41.472 | \$42.509 | \$43.572 | \$44.661 | \$45.778 | \$46.922 | \$48.095 | \$49.298 | \$50.530 | \$51.793 |
| 45 |  |  | \$7,013.23 | \$9,201.97 | \$84,158.81 | \$110,423.66 | \$40.461 | \$41.472 | \$42.509 | \$43.572 | \$44.661 | \$45.778 | \$46.922 | \$48.095 | \$49.298 | \$50.530 | \$51.793 | \$53.088 |
| 46 |  |  | \$7,188.57 | \$9,432.02 | \$86,262.78 | \$113,184.25 | \$41.472 | \$42.509 | \$43.572 | \$44.661 | \$45.778 | \$46.922 | \$48.095 | \$49.298 | \$50.530 | \$51.793 | \$53.088 | \$54.416 |
| 47 |  |  | \$7,368.28 | \$9,667.82 | \$88,419.35 | \$116,013.85 | \$42.509 | \$43.572 | \$44.661 | \$45.778 | \$46.922 | \$48.095 | \$49.298 | \$50.530 | \$51.793 | \$53.088 | \$54.416 | \$55.776 |
| 48 |  |  | \$7,552.49 | \$9,909.52 | \$90,629.84 | \$118,914.20 | \$43.572 | \$44.661 | \$45.778 | \$46.922 | \$48.095 | \$49.298 | \$50.530 | \$51.793 | \$53.088 | \$54.416 | \$55.776 | \$57.170 |
| 49 |  |  | \$7,741.30 | \$10,157.25 | \$92,895.58 | \$121,887.06 | \$44.661 | \$45.778 | \$46.922 | \$48.095 | \$49.298 | \$50.530 | \$51.793 | \$53.088 | \$54.416 | \$55.776 | \$57.170 | \$58.600 |
| 50 |  |  | \$7,934.83 | \$10,411.19 | \$95,217.97 | \$124,934.23 | \$45.778 | \$46.922 | \$48.095 | \$49.298 | \$50.530 | \$51.793 | \$53.088 | \$54.416 | \$55.776 | \$57.170 | \$58.600 | \$60.065 |
| 51 |  |  | \$8,133.20 | \$10,671.47 | \$97,598.42 | \$128,057.59 | \$46.922 | \$48.095 | \$49.298 | \$50.530 | \$51.793 | \$53.088 | \$54.416 | \$55.776 | \$57.170 | \$58.600 | \$60.065 | \$61.566 |
| 52 | DIRECTOR OF WATER OPERATIONS \& RESOURCES | MSC | \$8,336.53 | \$10,938.25 | \$100,038.38 | \$131,259.03 | \$48.095 | \$49.298 | \$50.530 | \$51.793 | \$53.088 | \$54.416 | \$55.776 | \$57.170 | \$58.600 | \$60.065 | \$61.566 | \$63.105 |
| 53 |  |  | \$8,544.95 | \$11,211.71 | \$102,539.34 | \$134,540.50 | \$49.298 | \$50.530 | \$51.793 | \$53.088 | \$54.416 | \$55.776 | \$57.170 | \$58.600 | \$60.065 | \$61.566 | \$63.105 | \$64.683 |
| 54 |  |  | \$8,758.57 | \$11,492.00 | \$105,102.83 | \$137,904.02 | \$50.530 | \$51.793 | \$53.088 | \$54.416 | \$55.776 | \$57.170 | \$58.600 | \$60.065 | \$61.566 | \$63.105 | \$64.683 | \$66.300 |
| 55 |  |  | \$8,977.53 | \$11,779.30 | \$107,730.40 | \$141,351.62 | \$51.793 | \$53.088 | \$54.416 | \$55.776 | \$57.170 | \$58.600 | \$60.065 | \$61.566 | \$63.105 | \$64.683 | \$66.300 | \$67.958 |
| 56 |  |  | \$9,201.97 | \$12,073.78 | \$110,423.66 | \$144,885.41 | \$53.088 | \$54.416 | \$55.776 | \$57.170 | \$58.600 | \$60.065 | \$61.566 | \$63.105 | \$64.683 | \$66.300 | \$67.958 | \$69.656 |
| 57 |  |  | \$9,432.02 | \$12,375.63 | \$113,184.25 | \$148,507.54 | \$54.416 | \$55.776 | \$57.170 | \$58.600 | \$60.065 | \$61.566 | \$63.105 | \$64.683 | \$66.300 | \$67.958 | \$69.656 | \$71.398 |
| 58 | ASSISTANT GENERAL MANAGER/CONTROLLER | MSC | \$9,667.82 | \$12,685.02 | \$116,013.85 | \$152,220.23 | \$55.776 | \$57.170 | \$58.600 | \$60.065 | \$61.566 | \$63.105 | \$64.683 | \$66.300 | \$67.958 | \$69.656 | \$71.398 | \$73.183 |
| 59 |  |  | \$9,909.52 | \$13,002.14 | \$118,914.20 | \$156,025.74 | \$57.170 | \$58.600 | \$60.065 | \$61.566 | \$63.105 | \$64.683 | \$66.300 | \$67.958 | \$69.656 | \$71.398 | \$73.183 | \$75.012 |
| 60 |  |  | \$10,157.25 | \$13,327.20 | \$121,887.06 | \$159,926.38 | \$58.600 | \$60.065 | \$61.566 | \$63.105 | \$64.683 | \$66.300 | \$67.958 | \$69.656 | \$71.398 | \$73.183 | \$75.012 | \$76.888 |

