There is no credit for time served at step 7. The theory behind "credit for time served" is no harm. I.E., to maintain the commitment to move to the next step within a certain amount of time. There is no step 8 so there is no credit to "maintain" and no harm. Y =Y-Rated

=Y-Rated									Sort 1					Sort 2									
A B C D INCUMBENT			E F G H CLASSIFICATION				I J K L M COMPENSA					N O P Q					R S T U				SUPERVISOR		
				FROM*			то		FROM			то											
				Code of Current	Current Class			Current			Biweekly Value for Annual Value Current Step for Current		Scenario A NEW Step			Annual Value for NEW Step	Annual 1 time Range re	Prorated for 6 P/P emaining in	Increase in				
Pos. # 201	Incumbent Name Aryee,Emmanuel	Unit # 385	Unit Name Dams & Pipelines Proj Delivery	Class MA5	Current Class Engineering UM PL6	New Classification Title Engineering Manager	Job Description Capital Engineering Manager	Range #	Step #	Entry Date 05/12/14	# Step # 6,278.40 163,238.40	New range #	Entry Date 05/12/14	NEW Step #	Increase Date	# 167,460.80	Placement 4,222.40	FY16 974.40	the # of Steps	Annual Y-ra	e Name of Supervisor Oven,Katherine M	Title of Supervisor Deputy Operating Officer	
433	Ashktorab,Hossein		Recycled and Purified Water	ME4	Water Use Efficiency UM	Water Resources Manager	Recycled Water Manager	170		06/29/09	6,597.60 171,537.60	48	03/28/16	7	n/a	171,662.40	124.80	28.80	0		Hall,Garth	Deputy Operating Officer	
600	Atmore, Joseph		Revenue Management	MP4	Business Resources UM PL3	Financial Services Manager	Revenue Manager	164	7	11/17/08	5,688.80 147,908.80	46	03/28/16	4	03/28/17	148,116.80	208.00	48.00	3		Chu,Najon	Chief Financial Officer	
371						Water Utility Operations		170	, 			40							0				
	Baker, Aaron		Raw Water Operations	MA5	Engineering UM PL6	Manager	Water Supply Operations Planning and Analysis Manager		5	02/16/15	6,278.40 163,238.40	-	02/16/15	5	08/16/17	163,384.00	145.60	33.60			Hall,Garth	Deputy Operating Officer	
536	Baker,Erin E Berrocal, Nicole		District-wide Asset Management	MA5	Engineering UM PL6	Engineering Manager	Asset Management Manager	170	6	02/03/14	6,436.00 167,336.00	49	02/03/14	5	08/03/16	167,460.80	124.80	28.80	1		Vacant	Deputy Operating Officer	
116	(first day is 4/25/16)	606	Budget and Financial Analysis Unit	MT3	Budget Services Officer	Financial Services Manager	Budget Manager	164	5	04/25/16	5,416.00 140,816.00	46	04/25/16	3	04/25/17	141,065.60	249.60	57.60	2	-	Chu,Najon	Chief Financial Officer	
162	Blank,Rechelle	334	Design & Construction Unit #4	MA5	Engineering UM PL6	Engineering Manager	Capital Engineering Manager	170	5	05/11/15	6,278.40 163,238.40	49	05/11/15	5	11/11/17	167,460.80	4,222.40	974.40	0		Richardson,Melanie	Deputy Operating Officer	
492	Bramer, Timothy	351	Construction Services Unit	MA5	Engineering UM PL6	Engineering Manager	Construction Manager	170	7	05/31/10	6,597.60 171,537.60	49	03/28/16	6	09/28/18	171,662.40	124.80	28.80	1		Oven,Katherine M	Deputy Operating Officer	
480	Brosnan,John M	545	Utility Electrical & Cntrl Sys	MA5	Engineering UM PL6	Engineering Manager	Electrical and Control Systems Engineering Manager	170	7	12/09/13	6,597.60 171,537.60	49	03/28/16	6	09/28/18	171,662.40	124.80	28.80	1		Vacant	Deputy Operating Officer	
543	Burgess,Jonathan K	555	Treatment Plant Maintenance	MW5	Utility Maintenance UM	Water Utility Operations & Maintenance Manager	Utility Maintenance Manager - Treatment	168	4	07/06/15	5,688.80 147,908.80	45	07/06/15	5	01/06/18	151,715.20	3,806.40	878.40	(1)		Cheung,Angela	Deputy Operating Officer	
88	Cabral,Bruce	525	Water Quality	MD4	Water Quality UM	Water Resources Manager	Water Quality Manager	170	7	No record in PeopleSoft	6,597.60 171,537.60	48	03/28/16	7	n/a	171,662.40	124.80	28.80	0		Cheung,Angela	Deputy Operating Officer	
524	Cahen,David W	113	Risk Management Program	MM5	Risk Management Admn	Administrative Services Manager	Risk Manager	168	7	06/11/12	6,278.40 163,238.40	45	03/28/16	Y	n/a	159,411.20	0		0	(3,827.2)) Yamamoto,Stanly T	District Counsel	
711	Caldon,Debra L	412	Water Resources Planning	ML4	Environmental Services Manager	Environmental Services Manager	Environmental Services Manager - Water Utility	168	7	11/03/08	6,278.40 163,238.40	48	03/28/16	5	09/28/18	163,384.00	145.60	33.60	2		Vacant	Deputy Operating Officer	
698	Castillo, Jennifer L	247	Environmental Planning	ML4	Environmental Services Manager	Environmental Services Manager	Environmental Services Manager - Watershed	168	7	08/18/14	6,278.40 163,238.40	48	03/28/16	5	09/28/18	163,384.00	145.60	33.60	2		Lee,Chu Liang	Deputy Operating Officer	
534	Christie,Jason (last day is 5/6/16)	367	Land Surveying & Mapping	MA5	Engineering UM PL6	Engineering Manager	Land Surveying and Mapping Manager	170	7	03/29/04	6,597.60 171,537.60	49	03/28/16	6	Retires before next step increase	171,662.40	124.80		1		Richardson,Melanie	Deputy Operating Officer	
14	Cresap,Michael H	887	Facilities Management Unit	MJ5	Facilities Management UM	General Services Manager	Facilities Manager	165	7	09/20/10	5,832.00 151,632.00	40	03/28/16	Y	n/a	140,878.40	0		0	(10,753.6)) Subramanian, Ravindran	Deputy Administrative Officer	
425	Crowley,James	435	Utility Maintenance Engineering	MA5	Engineering UM PL6	Engineering Manager	Utility Maintenance Engineering Manager	170	7	06/27/11	6,597.60 171,537.60	49	03/28/16	6	09/28/18	171,662.40	124.80	28.80	1		Vacant	Deputy Operating Officer	
78	Cruz,Angelica	927	Empl Recruitment and Benefits	MH4	Employment Services UM	Administrative Services Manager	Employment Services Manager	166	7	11/01/10	6,278.40 155,417.60	45	03/28/16	6	09/28/18	155,521.60	104.00	24.00	1		Vacant	Deputy Administrative Officer	
610	De La Piedra,Gerald J	445	Water Supply Planning & Conserv	ME4	Water Use Efficiency UM	Water Resources Manager	Water Supply Planning and Conservation Manager	170	4	02/15/16	5,977.60 155,417.60	48	02/15/16	4	02/15/17	155,604.80	187.20	43.20	0		Hall,Garth	Deputy Operating Officer	
446	De La Piedra,Vanessa J	465	Groundwater Monitorng & Analys	MB4	Groundwater Mgmt UM	Water Resources Manager	Groundwater Management Manager	170	6	02/02/15	6,436.00 167,336.00	48	02/02/15	6	08/02/17	167,460.80	124.80	28.80	0		Hall,Garth	Deputy Operating Officer	
386	del Rosario,Gloria	673	General Accounting	MT5	Financial Services UM	Financial Services Manager	Accounting Manager	168	1	11/09/15	4,906.40 127,566.40	46	11/09/15	1	11/09/16	127,940.80	374.40	86.40	0		Chu,Najon	Chief Financial Officer	
144	Desai,Hemang	595	Dam Safety Program	MA5	Engineering UM PL6	Engineering Manager	Dam Safety Program Manager	170	6	02/03/14	6,436.00 167,336.00	49	02/03/14	5	08/03/16	167,460.80	124.80	28.80	1	-	Vacant	Deputy Operating Officer	
321	Dharasker,Shree	246	Safe Clean Wtr Implementation	MA5	Engineering UM PL6	Water Resources Manager	Safe/Clean Water Program Manager	170	7	No record in PeopleSoft	6,597.60 171,537.60	48	03/28/16	7	n/a	171,662.40	124.80	28.80	0		Lee,Chu Liang	Deputy Operating Officer	
409	Duffy,Michael	475	Wells & Water Measurement	MT1	Well & Water Svcs UM	Water Utility Operations & Maintenance Manager	Wells and Water Measurement Manager	164	7	No record in PeopleSoft	5,688.80 147,908.80	45	03/28/16	5	09/28/18	151,715.20	3,806.40	878.40	2	-	Hall,Garth	Deputy Operating Officer	
	Ferranti,Stephen		Design & Construction Unit #3	MA5	Engineering UM PL6	Engineering Manager	Capital Engineering Manager	170	7	05/14/12	6,597.60 171,537.60	49	03/28/16	6	09/28/18	171,662.40	124.80	28.80	1		Nguyen,Ngoc	Assistant Officer	
	Fung,Francis		Infrastructure Services	MS5	Info Systems UM PL-5	Information Services Manager	Information Technology Manager	168	7	03/14/16	6,278.40 163,238.40	46	03/28/16	7	n/a	163,384.00	145.60	33.60	0	-	Tikekar,Sudhanshu	Deputy Administrative Officer	
	Grande,Chad		Watershed Field Operations	MW3	Field Operations UM	Watershed Operations &	Watershed Field Operations Manager	164	6	08/31/15	5,552.00 144,352.00	42	08/31/15	6	02/28/18	144,414.40	62.40	14.40	0		Vacant	Deputy Operating Officer	
74	Hakes,Christopher		Design & Construction Unit #2		Engineering UM PL6	Maintenance Manager Engineering Manager	Capital Engineering Manager	170	6	09/28/15	6,436.00 167,336.00	49	09/28/15	5	03/28/18	167,460.80	124.80	28.80			Richardson,Melanie	Deputy Operating Officer	
66	Hosseini,Saeid		Design & Construction Unit #1			Engineering Manager	Capital Engineering Manager	170	7	05/14/12	6,597.60 171,537.60	49	03/28/16	6	09/28/18	171,662.40	124.80	28.80	1		Richardson,Melanie	Deputy Operating Officer	
169				MP9		Administrative Services			5	02/03/14		49	03/20/16	5				878.40					
	Jacques,Dale John, Pam		Security & Emergency Services			Manager Water Utility Operations	Emergency and Security Manager	166	5		5,688.80 147,908.80				08/03/16	151,715.20	3,806.40				Camacho,Norma	Chief Operating Officer	
	(last day is 5/2/16)		North Water Treatment Ops		Utility Treated Water Ops UM	Manager	Utility Operations and Maintenance Manager	168	· · · ·	01/05/15	6,278.40 163,238.40	48	03/28/16	5	09/28/18	163,384.00	145.60	33.60	2		Cheung,Angela	Deputy Operating Officer	
580	Kao,Cindy		Imported Water	MF4	Imported Water UM	Imported Water Manager	Imported Water Manager	172	7	08/08/11	6,932.00 180,232.00	50	03/28/16	7	n/a	180,356.80	124.80	28.80	0		Hall,Garth	Deputy Operating Officer	
	Lopez,Larry R	916	Environmental Health & Safety	MH8	Health & Safety UM	Administrative Services Manager	Environmental, Health & Safety Manager	166	7	06/10/13	5,977.60 155,417.60	45	03/28/16	6	09/28/18	155,521.60	104.00	24.00	1		Vacant	Deputy Administrative Officer	
436	Mendoza,Louisa	775	Business & Customer Support Sv	MP4	Business Resources UM PL3	General Services Manager	Business and Customer Support Manager	164	7	04/15/13	5,688.80 147,908.80	40	03/28/16	Y	n/a	140,878.40	0		0	(7,030.4	0) Subramanian,Ravindran	Deputy Administrative Officer	
393	Mody,Devin	298	O&M Engineering Support	MA5	Engineering UM PL6	Engineering Manager	Operations and Maintenance Engineering Support Manager	170	7	05/25/15	6,597.60 171,537.60	49	03/28/16	6	09/28/18	171,662.40	124.80	28.80	1		Vacant	Deputy Operating Officer	

There is no credit for time served at step 7. The theory behind "credit for time served" is no harm. I.E., to maintain the commitment to move to the next step within a certain amount of time. There is no step 8 so there is no credit to "maintain" and no harm. Y =Y-Rated

A	а в INCUMBENT		C D		е г G H CLASSIFICATION			Sort 1 I J K L M COMPEN			ENSATIO	NOP NSATION			Q	R	s T U CHANGE		U	SUPERVISOR		
				Code of Current			то	Current	Current	FRON Current Step	Biweekly Value for Annual Value Current Step for Current		Scenario A NEW Step			Annual Value for NEW Step	Annual 1 time Range r	Prorated for 6 P/P emaining in	Increase in			
	Incumbent Name Munson,Mike		Unit Name West Side Project Delivery		Current Class Engineering UM PL6	New Classification Title Engineering Manager	Job Description Capital Engineering Manager	Range #	Step #	Entry Date 06/28/11	# Step # 6,597.60 171,537.60	New range #	Entry Date 03/28/16	NEW Step #	09/28/18	# 171,662.40	Placement 124.80	EY16 1	the # of Steps	Annual Y-rate	e Name of Supervisor Oven,Katherine M	Title of Supervisor Deputy Operating Officer
700	Nagaoka,Gary		RW Field Operations & PL Maint			Water Utility Operations & Maintenance Manager	Utility Maintenance Manager - Distribution	168	7	No record in PeopleSoft	6,278.40 163,238.40	45	03/28/16	Y	n/a	159,411.20	0		0	(3,827.2() Cheung,Angela	Deputy Operating Officer
535	Narasimhalu,Venkatesan	336	Design & Construction Unit #5	MA5	Engineering UM PL6	Engineering Manager	Capital Engineering Manager	170	7	05/22/06	6,597.60 171,537.60	49	03/28/16	6	09/28/18	171,662.40	124.80	28.80	1		Richardson,Melanie	Deputy Operating Officer
451	Porcella,Lisa	244	Env Mitigation & Monitoring	ML4	Environmental Services Manager	Environmental Services Manager	Environmental Mitigation and Monitoring Manager	168	5	10/27/14	5,977.60 155,417.60	48	10/27/15	5	04/27/18	163,384.00	7,966.40	1,838.40	0		Lee,Chu Liang	Deputy Operating Officer
696	Redmond,Beth	335	Capital Prog Plan & Analysis	MP8	Technical Support UM	Administrative Services Manager	Capital Program Planning and Analysis Manager	160	7	03/24/08	5,155.20 134,035.20	45	03/28/16	3	03/28/17	137,612.80	3,577.60	825.60	4		Oven,Katherine M	Deputy Operating Officer
785	Rouhani,Afshin	245	Wtr Resources Planning & Policy	MA5	Engineering Unit Manager	Engineering Manager	Water Policy and Planning Manager	170	5	01/04/16	6,278.40 163,238.40	49	01/04/16	5	07/04/18	167,460.80	4,222.40	974.40	0		Lee,Chu Liang	Deputy Operating Officer
878	Scamardo, Dennis	885	Equipment Management	MK5	Equipment Management UM	General Services Manager	Fleet and Equipment Manager	164	2	01/19/16	4,669.60 121,409.60	40	01/19/16	3	01/19/17	121,638.40	228.80	52.80	(1)		Subramanian,Ravindran	Deputy Administrative Officer
288	Scott,James	535	Laboratory Services	ML5	Laboratory Services UM	Water Resources Manager	Laboratory Services Manager	168	7	No record in PeopleSoft	6,278.40 163,238.40	48	03/28/16	5	09/28/18	163,384.00	145.60	33.60	2		Cheung,Angela	Deputy Operating Officer
719	Spin,Lonnie	765	Records and Library Services	MP2	Records & Library UM	General Services Manager	Records and Library Manager	160	7	09/30/13	5,155.20 134,035.20	40	03/28/16	5	09/28/18	134,097.60	62.40	14.40	2		Tikekar,Sudhanshu	Deputy Administrative Officer
540	Sun,Charlene	106	Financial Planning & Mgmt Div	MP4	Business Resources UM PL3	Financial Services Manager	Treasury and Debt Manager	164	5	02/17/14	5,416.00 140,816.00	46	02/17/14	5	02/17/15	155,521.60	14,705.60	3,393.60	0		Chu,Najon	Chief Financial Officer
723	Suto,Michael Y	366	CADD Services	MP8	Technical Support UM	General Services Manager	Engineering Support Manager	160	6	02/16/15	5,029.60 130,769.60	40	02/16/15	5	08/16/17	134,097.60	3,328.00	768.00	1		Oven,Katherine M	Deputy Operating Officer
388	Tippets,Sue	294	Community Projects Review	MA5	Engineering UM PL6	Engineering Manager	Community Projects Review Manager	170	7	No record in PeopleSoft	6,597.60 171,537.60	49	03/28/16	6	09/28/18	171,662.40	124.80	28.80	1		Lee,Chu Liang	Deputy Operating Officer
699	Trieu,Phuong-Nhi	725	Software Services	MS5	Info Systems UM PL5	Information Services Manager	Systems Development and Support Manager	168	7	04/02/12	6,278.40 163,238.40	46	03/28/16	7	n/a	163,384.00	145.60	33.60	0		Tikekar,Sudhanshu	Deputy Administrative Officer
416	Turner,Susan	369	Real Estate Services	MR5	Real Estate Services UM	Administrative Services Manager	Real Estate Services Manager	166	5	09/28/15	5,688.80 147,908.80	45	09/28/15	5	03/28/18	151,715.20	3,806.40	878.40	0		Richardson,Melanie	Deputy Operating Officer
561	Uyeda,Karen	375	East Side Project Delivery	MA5	Engineering UM PL6	Engineering Manager	Capital Engineering Manager	170	7	No record in PeopleSoft	6,597.60 171,537.60	49	03/28/16	6	09/28/18	171,662.40	124.80	28.80	1		Oven,Katherine M	Deputy Operating Officer
246	Vacant	623	Workforce Development Unit	MH5	Human Resources Unit Manager PL-3	Administrative Services Manager	Workforce Development Manager	164	n/a	n/a	n/a n/a	45		n/a	n/a	n/a	n/a	n/a	n/a		Vacant	Deputy Administrative Officer
392	Vacant	297	Stream Maintenance Program Unit	ML4	Environmental Service Manager	Environmental Services Manager	Environmental Services Manager - Watershed	168	n/a	n/a	n/a n/a	48		n/a	n/a	n/a	n/a	n/a	n/a		Vacant	Deputy Operating Officer
534	Vacant	367	Land Surveying & Mapping	n/a	n/a	Engineering Support Services Manager	Land Surveying and Mapping Manager	n/a	n/a	n/a	n/a n/a	45	n/a	n/a	n/a	n/a	n/a	n/a	n/a		Richardson,Melanie	Deputy Operating Officer
500	VanderMarck,Monique (last day is 4/22/16)	566	South Water Treatment Ops	MW2	Utility Treated Water Ops UM	Water Utility Operations Manager	Water Treatment Manager	168	5	02/01/16	5,977.60 155,417.60	48	02/01/16	4	02/01/17	155,604.80	187.20	43.20	1		Cheung,Angela	Deputy Operating Officer
137	Wander,Mark	295	Vegetation Management	MW4	Vegetation UM	Watershed Operations & Maintenance Manager	Integrated Vegetation Manager	164	7	No record in PeopleSoft	5,688.80 147,908.80	42	03/28/16	7	n/a	148,012.80	104.00	24.00	0		Vacant	Deputy Operating Officer
205	Williams,Darryl	820	Purch, Consult & Whse	MP5	Procurement & Inv Mgmt UM	Administrative Services Manager	Purchasing, Contracts, and Warehouse Manager	164	7	10/01/12	5,688.80 147,908.80	45	03/28/16	5	09/28/18	151,715.20	3,806.40	878.40	2		Subramanian,Ravindran	Deputy Administrative Officer
196	Xu,Liang	296	Hydrology, Hydraulics & Geomor	MA5	Engineering UM PL6	Engineering Manager	Hydrology, Hydraulics, and Geomorphology Manager	170	7	06/11/12	6,597.60 171,537.60	49	03/28/16	6	09/28/18	171,662.40	124.80	28.80	1		Lee,Chu Liang	Deputy Operating Officer

* Classes not listed here that are vacant and not being used (no assigned position number) are: Warehouse Services Unit Manager, Water Measurement Unit Manager, Treasury/Debt Finance Officer, Information Security Manager, and Info Systems Unit Manager, PL-2

Lisa Porcella is placed on her new range at step 4 (= \$155,604.80), but with credit for time served she is upgraded immediately to step 5 (= \$163,384.00)

Charlene Sun is placed on her new range at step 3 (= \$141,065.60) but with credit for time served she is upgraded immediately to step 5 (= \$155,521.60)