

**BOARD OF DIRECTORS  
SANTA CLARA VALLEY WATER DISTRICT**

**RESOLUTION NO. 22-**

**ADOPTING EMPLOYEE SALARY SCHEDULE –  
EFFECTIVE PAY PERIOD 14 OF CALENDAR YEAR 2022**

WHEREAS, California Code Regulations (CCR), Title 2, Section 570.5, was adopted by CalPERS to provide specific requirements on how public agencies should document pay rates for public employees; and

WHEREAS, at its regular meeting on November 23, 2021, the Board approved Resolution 21-93 which approved the terms of a Memorandum of Understanding between the Santa Clara Valley Water District (Valley Water) and Employees Association, AFSCME Local 101 for the period of January 1, 2022, through December 31, 2025 (EA 2022-2025 MOU); and

WHEREAS, the EA 2022-2025 MOU set forth agreed upon salary ranges for all Employees Association represented classes and agreed upon Across the Board Salary Adjustments for these classes, including a 3 percent increase effective pay period 14 in year 2022; and

WHEREAS, at its regular meeting on November 23, 2021, the Board approved Resolution 21-94 which approved the terms of a Memorandum of Understanding between Valley Water and Engineers Society, IFPTE Local 21 for the period of January 1, 2022, through December 31, 2025 (ES 2022-2025 MOU); and

WHEREAS, the ES 2022-2025 MOU set forth agreed upon salary ranges for all Engineers Society represented classes and agreed upon Across the Board Salary Adjustments for these classes, including a 3 percent increase effective pay period 14 in year 2022; and

WHEREAS, at its regular meeting on November 23, 2021, the Board approved Resolution 21-95 which approved the terms of a Memorandum of Understanding between Valley Water and Professional Managers Association, IFPTE Local 21 for the period of January 1, 2022, through December 31, 2025 (PMA 2022-2025 MOU); and

WHEREAS, the PMA 2022-2025 MOU set forth agreed upon salary ranges for all Professional Managers Association represented classes and agreed upon Across the Board Salary Adjustments for these classes, including a 3 percent increase effective pay period 14 in year 2022; and

WHEREAS, the Second Amended Compensation Plan for Unrepresented Employees in the Executive Service (January 1, 2022, through December 31, 2025), was approved by the Board on November 23, 2021 through Resolution 21-96; and

WHEREAS, under the Second Amended Compensation Plan for Unrepresented Employees in the Executive Service, changes to the ranges are established by any annual adjustments to the maximum range for the Supervising Program Administrator (a classification represented by EA) and the maximum range of the highest PMA classification; and

WHEREAS, based upon the EA 2022-2025 MOU, the Supervising Program Administrator classification will have a 3 percent increase to its maximum range effective pay period 14 in

year 2022, and based upon the PMA 2022-2025 MOU, the highest PMA classification will have a 3 percent increase to its maximum range effective pay period 14 in year 2022; and

WHEREAS, based upon the annual adjustments to the Supervising Program Administrator and PMA classifications set forth above, the classifications for Unrepresented Employees should have a corresponding 3 percent increase to their ranges effective pay period 14 in year 2022; and

WHEREAS, despite the ranges outlined in the Second Amended Compensation Plan for Unrepresented Employees in the Executive Service, the actual salaries of the three Board Appointed Officers shall be established separately by the Board of Directors and shall be reflected in their respective employment agreements; and

WHEREAS, to comply with 2 CCR 570.5, Valley Water's salary schedule listing all titles for every employee position, the pay rate for each position, and the time base for each pay rate must be adopted by the Board of Directors; and

WHEREAS, the attached salary schedule (Exhibit A) shall amend and replace the salary schedule adopted on June 8, 2021, through Resolution 21-66, effective as of Payroll Period 14 – June 27, 2022.

NOW, THEREFORE BE IT RESOLVED that the Board of Directors of the Santa Clara Valley Water District does hereby approve and adopt the Salary Schedule attached hereto as Exhibit "A," effective as of Payroll Period 14 – June 27, 2022.

PASSED AND ADOPTED by the Board of Directors of the Santa Clara Valley Water District by the following vote on June 28, 2022:

AYES: Directors

NOES: Directors

ABSENT: Directors

ABSTAIN: Directors

SANTA CLARA VALLEY WATER DISTRICT

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JOHN L. VARELA  
Chair Pro Tem, Board of Directors

ATTEST: MICHELE L. KING, CMC

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Clerk, Board of Directors

# **EXHIBIT A COVERSHEET**

## **SCVWD SALARY SCHEDULE FY 2023**

No. of Pages: 21

Exhibit Attachments: None

Unified Salary Report as of 06/27/2022 with 3% COLA

UNIFIED SALARY REPORT

CEO = BAO  
COB = BAO  
DCL = BAO  
PMA = CLAS  
EA = EAPR  
ES = ESPR  
UNC = UNCL

Effective Date: 06/27/2022 3.0% FLAT- Districtwide  
Effective Date: 06/27/2022 3.0% FLAT- Districtwide  
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Effective Date: 06/27/2022 3.0% FLAT- Districtwide

Class Title	Job Code	Job#	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Min-Pt	Mid-Pt	Max-Pt
Accountant I	VA1	2	EA	145	HR	44.00	46.27	48.56	51.03	53.62	54.96	56.31			
					BW	3,520.00	3,701.60	3,884.80	4,082.40	4,289.60	4,396.80	4,504.80			
					MO	7,626.67	8,020.13	8,417.07	8,845.20	9,294.13	9,526.40	9,760.40			
					YR	91,520.00	96,241.60	101,004.80	106,142.40	111,529.60	114,316.80	117,124.80			
Accountant II	VA5	4	EA	151	HR	51.03	53.62	56.31	59.16	62.17	63.77	65.33			
					BW	4,082.40	4,289.60	4,504.80	4,732.80	4,973.60	5,101.60	5,226.40			
					MO	8,845.20	9,294.13	9,760.40	10,254.40	10,776.13	11,053.47	11,323.87			
					YR	106,142.40	111,529.60	117,124.80	123,052.80	129,313.60	132,641.60	135,886.40			
Accounting Systems Analyst	VA8	5	EA	155	HR	56.31	59.16	62.17	65.33	68.63	70.36	72.08			
					BW	4,504.80	4,732.80	4,973.60	5,226.40	5,490.40	5,628.80	5,766.40			
					MO	9,760.40	10,254.40	10,776.13	11,323.87	11,895.87	12,195.73	12,493.87			
					YR	117,124.80	123,052.80	129,313.60	135,886.40	142,750.40	146,348.80	149,926.40			
Accounting Technician	VC5	7	EA	141	HR	39.86	41.86	44.00	46.27	48.56	49.79	51.03			
					BW	3,188.80	3,348.80	3,520.00	3,701.60	3,884.80	3,983.20	4,082.40			
					MO	6,909.07	7,255.73	7,626.67	8,020.13	8,417.07	8,630.27	8,845.20			
					YR	82,908.80	87,068.80	91,520.00	96,241.60	101,004.80	103,563.20	106,142.40			
Administrative Assistant	TJ5	8	EA	139	HR	37.97	39.86	41.86	44.00	46.27	47.40	48.56			
					BW	3,037.60	3,188.80	3,348.80	3,520.00	3,701.60	3,792.00	3,884.80			
					MO	6,581.47	6,909.07	7,255.73	7,626.67	8,020.13	8,216.00	8,417.07			
					YR	78,977.60	82,908.80	87,068.80	91,520.00	96,241.60	98,592.00	101,004.80			
ASM-Civic Engagement Manager	MA1	10	PMA	145	HR	76.70	80.55	84.57	88.82	93.25	95.57	97.97			
					BW	6,136.00	6,444.00	6,765.60	7,105.60	7,460.00	7,645.60	7,837.60			
					MO	13,294.67	13,962.00	14,658.80	15,395.47	16,163.33	16,565.47	16,981.47			
					YR	159,536.00	167,544.00	175,905.60	184,745.60	193,960.00	198,785.60	203,777.60			
ASM-Communications Manager	MA1	10	PMA	145	HR	76.70	80.55	84.57	88.82	93.25	95.57	97.97			
					BW	6,136.00	6,444.00	6,765.60	7,105.60	7,460.00	7,645.60	7,837.60			
					MO	13,294.67	13,962.00	14,658.80	15,395.47	16,163.33	16,565.47	16,981.47			
					YR	159,536.00	167,544.00	175,905.60	184,745.60	193,960.00	198,785.60	203,777.60			
ASM-Construction Procurement & Contracts Manager	MA1	10	PMA	145	HR	76.70	80.55	84.57	88.82	93.25	95.57	97.97			
					BW	6,136.00	6,444.00	6,765.60	7,105.60	7,460.00	7,645.60	7,837.60			
					MO	13,294.67	13,962.00	14,658.80	15,395.47	16,163.33	16,565.47	16,981.47			
					YR	159,536.00	167,544.00	175,905.60	184,745.60	193,960.00	198,785.60	203,777.60			
ASM-Employment Services Manager	MA1	10	PMA	145	HR	76.70	80.55	84.57	88.82	93.25	95.57	97.97			
					BW	6,136.00	6,444.00	6,765.60	7,105.60	7,460.00	7,645.60	7,837.60			
					MO	13,294.67	13,962.00	14,658.80	15,395.47	16,163.33	16,565.47	16,981.47			
					YR	159,536.00	167,544.00	175,905.60	184,745.60	193,960.00	198,785.60	203,777.60			
ASM-Environmental, Health & Safety Manager	MA1	10	PMA	145	HR	76.70	80.55	84.57	88.82	93.25	95.57	97.97			
					BW	6,136.00	6,444.00	6,765.60	7,105.60	7,460.00	7,645.60	7,837.60			
					MO	13,294.67	13,962.00	14,658.80	15,395.47	16,163.33	16,565.47	16,981.47			
					YR	159,536.00	167,544.00	175,905.60	184,745.60	193,960.00	198,785.60	203,777.60			
ASM-Labor Relations Manager	MA1	10	PMA	145	HR	76.70	80.55	84.57	88.82	93.25	95.57	97.97			
					BW	6,136.00	6,444.00	6,765.60	7,105.60	7,460.00	7,645.60	7,837.60			
					MO	13,294.67	13,962.00	14,658.80	15,395.47	16,163.33	16,565.47	16,981.47			
					YR	159,536.00	167,544.00	175,905.60	184,745.60	193,960.00	198,785.60	203,777.60			
ASM-Purchasing & Contracts Manager	MA1	10	PMA	145	HR	76.70	80.55	84.57	88.82	93.25	95.57	97.97			
					BW	6,136.00	6,444.00	6,765.60	7,105.60	7,460.00	7,645.60	7,837.60			
					MO	13,294.67	13,962.00	14,658.80	15,395.47	16,163.33	16,565.47	16,981.47			
					YR	159,536.00	167,544.00	175,905.60	184,745.60	193,960.00	198,785.60	203,777.60			



Unified Salary Report as of 06/27/2022 with 3% COLA

Class Title	Job Code	Job#	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Min-Pt	Mid-Pt	Max-Pt
ASM-Racial Equity, Diversity & Inclusion Manager	MA1	10	PMA	145	HR	76.70	80.55	84.57	88.82	93.25	95.57	97.97			
					BW	6,136.00	6,444.00	6,765.60	7,105.60	7,460.00	7,645.60	7,837.60			
					MO	13,294.67	13,962.00	14,658.80	15,395.47	16,163.33	16,565.47	16,981.47			
					YR	159,536.00	167,544.00	175,905.60	184,745.60	193,960.00	198,785.60	203,777.60			
ASM-Real Estate Services Manager	MA1	10	PMA	145	HR	76.70	80.55	84.57	88.82	93.25	95.57	97.97			
					BW	6,136.00	6,444.00	6,765.60	7,105.60	7,460.00	7,645.60	7,837.60			
					MO	13,294.67	13,962.00	14,658.80	15,395.47	16,163.33	16,565.47	16,981.47			
					YR	159,536.00	167,544.00	175,905.60	184,745.60	193,960.00	198,785.60	203,777.60			
ASM-Risk Manager	MA1	10	PMA	145	HR	76.70	80.55	84.57	88.82	93.25	95.57	97.97			
					BW	6,136.00	6,444.00	6,765.60	7,105.60	7,460.00	7,645.60	7,837.60			
					MO	13,294.67	13,962.00	14,658.80	15,395.47	16,163.33	16,565.47	16,981.47			
					YR	159,536.00	167,544.00	175,905.60	184,745.60	193,960.00	198,785.60	203,777.60			
Assistant Biologist I	LJ1	19	EA	149	HR	48.56	51.03	53.62	56.31	59.16	60.64	62.17			
					BW	3,884.80	4,082.40	4,289.60	4,504.80	4,732.80	4,851.20	4,973.60			
					MO	8,417.07	8,845.20	9,294.13	9,760.40	10,254.40	10,510.93	10,776.13			
					YR	101,004.80	106,142.40	111,529.60	117,124.80	123,052.80	126,131.20	129,313.60			
Assistant Biologist II	LJ3	20	EA	152	HR	52.32	54.96	57.77	60.64	63.77	65.33	66.94			
					BW	4,185.60	4,396.80	4,621.60	4,851.20	5,101.60	5,226.40	5,355.20			
					MO	9,068.80	9,526.40	10,013.47	10,510.93	11,053.47	11,323.87	11,602.93			
					YR	108,825.60	114,316.80	120,161.60	126,131.20	132,641.60	135,886.40	139,235.20			
Assistant Chief Executive Officer	AA6	21	UNC	ACE	HR								159.22	171.24	183.26
					BW								12,737.60	13,699.20	14,660.80
					MO								27,598.13	29,681.60	31,765.07
					YR								331,177.60	356,179.20	381,180.80
Assistant Deputy Clerk I	TG1	22	EA	139	HR	37.97	39.86	41.86	44.00	46.27	47.40	48.56			
					BW	3,037.60	3,188.80	3,348.80	3,520.00	3,701.60	3,792.00	3,884.80			
					MO	6,581.47	6,909.07	7,255.73	7,626.67	8,020.13	8,216.00	8,417.07			
					YR	78,977.60	82,908.80	87,068.80	91,520.00	96,241.60	98,592.00	101,004.80			
Assistant Deputy Clerk II	TG5	23	EA	143	HR	41.86	44.00	46.27	48.56	51.03	52.32	53.62			
					BW	3,348.80	3,520.00	3,701.60	3,884.80	4,082.40	4,185.60	4,289.60			
					MO	7,255.73	7,626.67	8,020.13	8,417.07	8,845.20	9,068.80	9,294.13			
					YR	87,068.80	91,520.00	96,241.60	101,004.80	106,142.40	108,825.60	111,529.60			
Assistant District Counsel	AH2	24	UNC	ADC	HR								108.76	120.78	132.80
					BW								8,700.80	9,662.40	10,624.00
					MO								18,851.73	20,935.20	23,018.67
					YR								226,220.80	251,222.40	276,224.00
Assistant Engineer I - Civil	ED1	25	ES	148	HR	49.71	52.20	54.85	57.63	60.53	62.06	63.59			
					BW	3,976.80	4,176.00	4,388.00	4,610.40	4,842.40	4,964.80	5,087.20			
					MO	8,616.40	9,048.00	9,507.33	9,989.20	10,491.87	10,757.07	11,022.27			
					YR	103,396.80	108,576.00	114,088.00	119,870.40	125,902.40	129,084.80	132,267.20			
Assistant Engineer I - Control Systems	ET1	26	ES	150	HR	52.20	54.85	57.63	60.53	63.59	65.19	66.85			
					BW	4,176.00	4,388.00	4,610.40	4,842.40	5,087.20	5,215.20	5,348.00			
					MO	9,048.00	9,507.33	9,989.20	10,491.87	11,022.27	11,299.60	11,587.33			
					YR	108,576.00	114,088.00	119,870.40	125,902.40	132,267.20	135,595.20	139,048.00			
Assistant Engineer I - Electrical	EF1	27	ES	150	HR	52.20	54.85	57.63	60.53	63.59	65.19	66.85			
					BW	4,176.00	4,388.00	4,610.40	4,842.40	5,087.20	5,215.20	5,348.00			
					MO	9,048.00	9,507.33	9,989.20	10,491.87	11,022.27	11,299.60	11,587.33			
					YR	108,576.00	114,088.00	119,870.40	125,902.40	132,267.20	135,595.20	139,048.00			
Assistant Engineer I - Mechanical	EN1	28	ES	148	HR	49.71	52.20	54.85	57.63	60.53	62.06	63.59			
					BW	3,976.80	4,176.00	4,388.00	4,610.40	4,842.40	4,964.80	5,087.20			
					MO	8,616.40	9,048.00	9,507.33	9,989.20	10,491.87	10,757.07	11,022.27			
					YR	103,396.80	108,576.00	114,088.00	119,870.40	125,902.40	129,084.80	132,267.20			
Assistant Engineer II - Civil	ED2	29	ES	152	HR	54.85	57.63	60.53	63.59	66.85	68.52	70.22			
					BW	4,388.00	4,610.40	4,842.40	5,087.20	5,348.00	5,481.60	5,617.60			
					MO	9,507.33	9,989.20	10,491.87	11,022.27	11,587.33	11,876.80	12,171.47			
					YR	114,088.00	119,870.40	125,902.40	132,267.20	139,048.00	142,521.60	146,057.60			

Unified Salary Report as of 06/27/2022 with 3% COLA

Class Title	Job Code	Job#	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Min-Pt	Mid-Pt	Max-Pt
Assistant Engineer II - Control Systems	ET2	30	ES	154	HR	57.63	60.53	63.59	66.85	70.22	71.96	73.77			
					BW	4,610.40	4,842.40	5,087.20	5,348.00	5,617.60	5,756.80	5,901.60			
					MO	9,989.20	10,491.87	11,022.27	11,587.33	12,171.47	12,473.07	12,786.80			
					YR	119,870.40	125,902.40	132,267.20	139,048.00	146,057.60	149,676.80	153,441.60			
Assistant Engineer II - Electrical	EF2	31	ES	154	HR	57.63	60.53	63.59	66.85	70.22	71.96	73.77			
					BW	4,610.40	4,842.40	5,087.20	5,348.00	5,617.60	5,756.80	5,901.60			
					MO	9,989.20	10,491.87	11,022.27	11,587.33	12,171.47	12,473.07	12,786.80			
					YR	119,870.40	125,902.40	132,267.20	139,048.00	146,057.60	149,676.80	153,441.60			
Assistant Engineer II - Mechanical	EN2	32	ES	152	HR	54.85	57.63	60.53	63.59	66.85	68.52	70.22			
					BW	4,388.00	4,610.40	4,842.40	5,087.20	5,348.00	5,481.60	5,617.60			
					MO	9,507.33	9,989.20	10,491.87	11,022.27	11,587.33	11,876.80	12,171.47			
					YR	114,088.00	119,870.40	125,902.40	132,267.20	139,048.00	142,521.60	146,057.60			
Assistant Engineering Geologist I	EH1	33	ES	148	HR	49.71	52.20	54.85	57.63	60.53	62.06	63.59			
					BW	3,976.80	4,176.00	4,388.00	4,610.40	4,842.40	4,964.80	5,087.20			
					MO	8,616.40	9,048.00	9,507.33	9,989.20	10,491.87	10,757.07	11,022.27			
					YR	103,396.80	108,576.00	114,088.00	119,870.40	125,902.40	129,084.80	132,267.20			
Assistant Engineering Geologist II	EH2	34	ES	152	HR	54.85	57.63	60.53	63.59	66.85	68.52	70.22			
					BW	4,388.00	4,610.40	4,842.40	5,087.20	5,348.00	5,481.60	5,617.60			
					MO	9,507.33	9,989.20	10,491.87	11,022.27	11,587.33	11,876.80	12,171.47			
					YR	114,088.00	119,870.40	125,902.40	132,267.20	139,048.00	142,521.60	146,057.60			
Assistant Environmental Planner I	PA1	36	EA	149	HR	48.56	51.03	53.62	56.31	59.16	60.64	62.17			
					BW	3,884.80	4,082.40	4,289.60	4,504.80	4,732.80	4,851.20	4,973.60			
					MO	8,417.07	8,845.20	9,294.13	9,760.40	10,254.40	10,510.93	10,776.13			
					YR	101,004.80	106,142.40	111,529.60	117,124.80	123,052.80	126,131.20	129,313.60			
Assistant Environmental Planner II	PA3	37	EA	152	HR	52.32	54.96	57.77	60.64	63.77	65.33	66.94			
					BW	4,185.60	4,396.80	4,621.60	4,851.20	5,101.60	5,226.40	5,355.20			
					MO	9,068.80	9,526.40	10,013.47	10,510.93	11,053.47	11,323.87	11,602.93			
					YR	108,825.60	114,316.80	120,161.60	126,131.20	132,641.60	135,886.40	139,235.20			
Assistant Officer	AB2	46	UNC	AST	HR								103.44	115.46	127.48
					BW								8,275.20	9,236.80	10,198.40
					MO								17,929.60	20,013.07	22,096.53
					YR								215,155.20	240,156.80	265,158.40
Assistant Procurement Specialist	VP2	38	EA	148	HR	47.40	49.79	52.32	54.96	57.77	59.16	60.64			
					BW	3,792.00	3,983.20	4,185.60	4,396.80	4,621.60	4,732.80	4,851.20			
					MO	8,216.00	8,630.27	9,068.80	9,526.40	10,013.47	10,254.40	10,510.93			
					YR	98,592.00	103,563.20	108,825.60	114,316.80	120,161.60	123,052.80	126,131.20			
Assistant Surveyor I	CA1	39	EA	138	HR	37.02	38.90	40.88	42.95	45.10	46.27	47.40			
					BW	2,961.60	3,112.00	3,270.40	3,436.00	3,608.00	3,701.60	3,792.00			
					MO	6,416.80	6,742.67	7,085.87	7,444.67	7,817.33	8,020.13	8,216.00			
					YR	77,001.60	80,912.00	85,030.40	89,336.00	93,808.00	96,241.60	98,592.00			
Assistant Surveyor II	CA2	40	EA	142	HR	40.88	42.95	45.10	47.40	49.79	51.03	52.32			
					BW	3,270.40	3,436.00	3,608.00	3,792.00	3,983.20	4,082.40	4,185.60			
					MO	7,085.87	7,444.67	7,817.33	8,216.00	8,630.27	8,845.20	9,068.80			
					YR	85,030.40	89,336.00	93,808.00	98,592.00	103,563.20	106,142.40	108,825.60			
Assistant Surveyor III	CA5	41	EA	146	HR	45.10	47.40	49.79	52.32	54.96	56.31	57.77			
					BW	3,608.00	3,792.00	3,983.20	4,185.60	4,396.80	4,504.80	4,621.60			
					MO	7,817.33	8,216.00	8,630.27	9,068.80	9,526.40	9,760.40	10,013.47			
					YR	93,808.00	98,592.00	103,563.20	108,825.60	114,316.80	117,124.80	120,161.60			
Assistant Water Plant Operator I	FA1	42	EA	140	HR	38.90	40.88	42.95	45.10	47.40	48.56	49.79			
					BW	3,112.00	3,270.40	3,436.00	3,608.00	3,792.00	3,884.80	3,983.20			
					MO	6,742.67	7,085.87	7,444.67	7,817.33	8,216.00	8,417.07	8,630.27			
					YR	80,912.00	85,030.40	89,336.00	93,808.00	98,592.00	101,004.80	103,563.20			
Assistant Water Plant Operator II	FA2	43	EA	146	HR	45.10	47.40	49.79	52.32	54.96	56.31	57.77			
					BW	3,608.00	3,792.00	3,983.20	4,185.60	4,396.80	4,504.80	4,621.60			
					MO	7,817.33	8,216.00	8,630.27	9,068.80	9,526.40	9,760.40	10,013.47			
					YR	93,808.00	98,592.00	103,563.20	108,825.60	114,316.80	117,124.80	120,161.60			

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Class Title	Job Code	Job#	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Min-Pt	Mid-Pt	Max-Pt
Assistant Water Resources Specialist I	EW1	44	ES	148	HR	49.71	52.20	54.85	57.63	60.53	62.06	63.59			
					BW	3,976.80	4,176.00	4,388.00	4,610.40	4,842.40	4,964.80	5,087.20			
					MO	8,616.40	9,048.00	9,507.33	9,989.20	10,491.87	10,757.07	11,022.27			
					YR	103,396.80	108,576.00	114,088.00	119,870.40	125,902.40	129,084.80	132,267.20			
Assistant Water Resources Specialist II	EW2	45	ES	152	HR	54.85	57.63	60.53	63.59	66.85	68.52	70.22			
					BW	4,388.00	4,610.40	4,842.40	5,087.20	5,348.00	5,481.60	5,617.60			
					MO	9,507.33	9,989.20	10,491.87	11,022.27	11,587.33	11,876.80	12,171.47			
					YR	114,088.00	119,870.40	125,902.40	132,267.20	139,048.00	142,521.60	146,057.60			
Associate Biologist	LJ5	47	EA	155	HR	56.31	59.16	62.17	65.33	68.63	70.36	72.08			
					BW	4,504.80	4,732.80	4,973.60	5,226.40	5,490.40	5,628.80	5,766.40			
					MO	9,760.40	10,254.40	10,776.13	11,323.87	11,895.87	12,195.73	12,493.87			
					YR	117,124.80	123,052.80	129,313.60	135,886.40	142,750.40	146,348.80	149,926.40			
Associate Engineer - Civil	ED5	48	ES	158	HR	63.59	66.85	70.22	73.77	77.50	79.41	81.42			
					BW	5,087.20	5,348.00	5,617.60	5,901.60	6,200.00	6,352.80	6,513.60			
					MO	11,022.27	11,587.33	12,171.47	12,786.80	13,433.33	13,764.40	14,112.80			
					YR	132,267.20	139,048.00	146,057.60	153,441.60	161,200.00	165,172.80	169,353.60			
Associate Engineer - Control Systems	ET5	49	ES	160	HR	66.85	70.22	73.77	77.50	81.42	83.45	85.53			
					BW	5,348.00	5,617.60	5,901.60	6,200.00	6,513.60	6,676.00	6,842.40			
					MO	11,587.33	12,171.47	12,786.80	13,433.33	14,112.80	14,464.67	14,825.20			
					YR	139,048.00	146,057.60	153,441.60	161,200.00	169,353.60	173,576.00	177,902.40			
Associate Engineer - Electrical	EF3	50	ES	160	HR	66.85	70.22	73.77	77.50	81.42	83.45	85.53			
					BW	5,348.00	5,617.60	5,901.60	6,200.00	6,513.60	6,676.00	6,842.40			
					MO	11,587.33	12,171.47	12,786.80	13,433.33	14,112.80	14,464.67	14,825.20			
					YR	139,048.00	146,057.60	153,441.60	161,200.00	169,353.60	173,576.00	177,902.40			
Associate Engineer - Mechanical	EN5	51	ES	158	HR	63.59	66.85	70.22	73.77	77.50	79.41	81.42			
					BW	5,087.20	5,348.00	5,617.60	5,901.60	6,200.00	6,352.80	6,513.60			
					MO	11,022.27	11,587.33	12,171.47	12,786.80	13,433.33	13,764.40	14,112.80			
					YR	132,267.20	139,048.00	146,057.60	153,441.60	161,200.00	165,172.80	169,353.60			
Associate Engineering Geologist	EH5	52	ES	158	HR	63.59	66.85	70.22	73.77	77.50	79.41	81.42			
					BW	5,087.20	5,348.00	5,617.60	5,901.60	6,200.00	6,352.80	6,513.60			
					MO	11,022.27	11,587.33	12,171.47	12,786.80	13,433.33	13,764.40	14,112.80			
					YR	132,267.20	139,048.00	146,057.60	153,441.60	161,200.00	165,172.80	169,353.60			
Associate Environmental Planner	PA5	53	EA	155	HR	56.31	59.16	62.17	65.33	68.63	70.36	72.08			
					BW	4,504.80	4,732.80	4,973.60	5,226.40	5,490.40	5,628.80	5,766.40			
					MO	9,760.40	10,254.40	10,776.13	11,323.87	11,895.87	12,195.73	12,493.87			
					YR	117,124.80	123,052.80	129,313.60	135,886.40	142,750.40	146,348.80	149,926.40			
Associate Real Estate Agent	RA5	54	EA	154	HR	54.96	57.77	60.64	63.77	66.94	68.63	70.36			
					BW	4,396.80	4,621.60	4,851.20	5,101.60	5,355.20	5,490.40	5,628.80			
					MO	9,526.40	10,013.47	10,510.93	11,053.47	11,602.93	11,895.87	12,195.73			
					YR	114,316.80	120,161.60	126,131.20	132,641.60	139,235.20	142,750.40	146,348.80			
Associate Water Resources Specialist	EW5	55	ES	158	HR	63.59	66.85	70.22	73.77	77.50	79.41	81.42			
					BW	5,087.20	5,348.00	5,617.60	5,901.60	6,200.00	6,352.80	6,513.60			
					MO	11,022.27	11,587.33	12,171.47	12,786.80	13,433.33	13,764.40	14,112.80			
					YR	132,267.20	139,048.00	146,057.60	153,441.60	161,200.00	165,172.80	169,353.60			
Carpenter	FX5	70	EA	146	HR	45.10	47.40	49.79	52.32	54.96	56.31	57.77			
					BW	3,608.00	3,792.00	3,983.20	4,185.60	4,396.80	4,504.80	4,621.60			
					MO	7,817.33	8,216.00	8,630.27	9,068.80	9,526.40	9,760.40	10,013.47			
					YR	93,808.00	98,592.00	103,563.20	108,825.60	114,316.80	117,124.80	120,161.60			
Chemist I	LA1	72	EA	149	HR	48.56	51.03	53.62	56.31	59.16	60.64	62.17			
					BW	3,884.80	4,082.40	4,289.60	4,504.80	4,732.80	4,851.20	4,973.60			
					MO	8,417.07	8,845.20	9,294.13	9,760.40	10,254.40	10,510.93	10,776.13			
					YR	101,004.80	106,142.40	111,529.60	117,124.80	123,052.80	126,131.20	129,313.60			
Chemist II	LA3	74	EA	152	HR	52.32	54.96	57.77	60.64	63.77	65.33	66.94			
					BW	4,185.60	4,396.80	4,621.60	4,851.20	5,101.60	5,226.40	5,355.20			
					MO	9,068.80	9,526.40	10,013.47	10,510.93	11,053.47	11,323.87	11,602.93			
					YR	108,825.60	114,316.80	120,161.60	126,131.20	132,641.60	135,886.40	139,235.20			

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Class Title	Job Code	Job#	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Min-Pt	Mid-Pt	Max-Pt
Chemist III	LA5	75	EA	155	HR	56.31	59.16	62.17	65.33	68.63	70.36	72.08			
					BW	4,504.80	4,732.80	4,973.60	5,226.40	5,490.40	5,628.80	5,766.40			
					MO	9,760.40	10,254.40	10,776.13	11,323.87	11,895.87	12,195.73	12,493.87			
					YR	117,124.80	123,052.80	129,313.60	135,886.40	142,750.40	146,348.80	149,926.40			
Chief Construction Inspector	CN9	79	EA	157	HR	59.16	62.17	65.33	68.63	72.08	73.89	75.78			
					BW	4,732.80	4,973.60	5,226.40	5,490.40	5,766.40	5,911.20	6,062.40			
					MO	10,254.40	10,776.13	11,323.87	11,895.87	12,493.87	12,807.60	13,135.20			
					YR	123,052.80	129,313.60	135,886.40	142,750.40	149,926.40	153,691.20	157,622.40			
Chief Executive Officer	AA5	80	UNC	CEO	HR								177.54	189.56	201.58
					BW								14,203.20	15,164.80	16,126.40
					MO								30,773.60	32,857.07	34,940.53
					YR								369,283.20	394,284.80	419,286.40
Chief Financial Officer	AB6	81	UNC	CFO	HR								115.46	131.03	146.60
					BW								9,236.80	10,482.40	11,728.00
					MO								20,013.07	22,711.87	25,410.67
					YR								240,156.80	272,542.40	304,928.00
Chief of External Affairs	AN5	82	UNC	CEA	HR								131.03	146.15	161.26
					BW								10,482.40	11,692.00	12,900.80
					MO								22,711.87	25,332.67	27,951.73
					YR								272,542.40	303,992.00	335,420.80
Chief of Staff	AA7	83	UNC	COS	HR								82.58	92.91	103.23
					BW								6,606.40	7,432.80	8,258.40
					MO								14,313.87	16,104.40	17,893.20
					YR								171,766.40	193,252.80	214,718.40
Chief Operating Officer	AC5	84	UNC	COO	HR								131.03	146.15	161.26
					BW								10,482.40	11,692.00	12,900.80
					MO								22,711.87	25,332.67	27,951.73
					YR								272,542.40	303,992.00	335,420.80
Clerk of the Board	AF5	85	UNC	COB	HR								115.46	131.03	146.60
					BW								9,236.80	10,482.40	11,728.00
					MO								20,013.07	22,711.87	25,410.67
					YR								240,156.80	272,542.40	304,928.00
Construction Inspector I	CN1	87	EA	145	HR	44.00	46.27	48.56	51.03	53.62	54.96	56.31			
					BW	3,520.00	3,701.60	3,884.80	4,082.40	4,289.60	4,396.80	4,504.80			
					MO	7,626.67	8,020.13	8,417.07	8,845.20	9,294.13	9,526.40	9,760.40			
					YR	91,520.00	96,241.60	101,004.80	106,142.40	111,529.60	114,316.80	117,124.80			
Construction Inspector II	CN2	88	EA	149	HR	48.56	51.03	53.62	56.31	59.16	60.64	62.17			
					BW	3,884.80	4,082.40	4,289.60	4,504.80	4,732.80	4,851.20	4,973.60			
					MO	8,417.07	8,845.20	9,294.13	9,760.40	10,254.40	10,510.93	10,776.13			
					YR	101,004.80	106,142.40	111,529.60	117,124.80	123,052.80	126,131.20	129,313.60			
Contracts Administrator I	CP1	89	EA	151	HR	51.03	53.62	56.31	59.16	62.17	63.77	65.33			
					BW	4,082.40	4,289.60	4,504.80	4,732.80	4,973.60	5,101.60	5,226.40			
					MO	8,845.20	9,294.13	9,760.40	10,254.40	10,776.13	11,053.47	11,323.87			
					YR	106,142.40	111,529.60	117,124.80	123,052.80	129,313.60	132,641.60	135,886.40			
Contracts Administrator II	CP5	90	EA	155	HR	56.31	59.16	62.17	65.33	68.63	70.36	72.08			
					BW	4,504.80	4,732.80	4,973.60	5,226.40	5,490.40	5,628.80	5,766.40			
					MO	9,760.40	10,254.40	10,776.13	11,323.87	11,895.87	12,195.73	12,493.87			
					YR	117,124.80	123,052.80	129,313.60	135,886.40	142,750.40	146,348.80	149,926.40			
Corrosion Control Technician I	CK1	94	EA	146	HR	45.10	47.40	49.79	52.32	54.96	56.31	57.77			
					BW	3,608.00	3,792.00	3,983.20	4,185.60	4,396.80	4,504.80	4,621.60			
					MO	7,817.33	8,216.00	8,630.27	9,068.80	9,526.40	9,760.40	10,013.47			
					YR	93,808.00	98,592.00	103,563.20	108,825.60	114,316.80	117,124.80	120,161.60			
Corrosion Control Technician II	CK5	95	EA	150	HR	49.79	52.32	54.96	57.77	60.64	62.17	63.77			
					BW	3,983.20	4,185.60	4,396.80	4,621.60	4,851.20	4,973.60	5,101.60			
					MO	8,630.27	9,068.80	9,526.40	10,013.47	10,510.93	10,776.13	11,053.47			
					YR	103,563.20	108,825.60	114,316.80	120,161.60	126,131.20	129,313.60	132,641.60			

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Class Title	Job Code	Job#	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Min-Pt	Mid-Pt	Max-Pt
Data Base Administrator	XK8	96	EA	160	HR	63.77	66.94	70.36	73.89	77.65	79.62	81.62			
					BW	5,101.60	5,355.20	5,628.80	5,911.20	6,212.00	6,369.60	6,529.60			
					MO	11,053.47	11,602.93	12,195.73	12,807.60	13,459.33	13,800.80	14,147.47			
					YR	132,641.60	139,235.20	146,348.80	153,691.20	161,512.00	165,609.60	169,769.60			
Deputy Administrative Officer	AB4	100	UNC	DAO	HR								115.46	131.03	146.60
					BW								9,236.80	10,482.40	11,728.00
					MO								20,013.07	22,711.87	25,410.67
					YR								240,156.80	272,542.40	304,928.00
Deputy Clerk of the Board	TG9	101	EA	156	HR	57.77	60.64	63.77	66.94	70.36	72.08	73.89			
					BW	4,621.60	4,851.20	5,101.60	5,355.20	5,628.80	5,766.40	5,911.20			
					MO	10,013.47	10,510.93	11,053.47	11,602.93	12,195.73	12,493.87	12,807.60			
					YR	120,161.60	126,131.20	132,641.60	139,235.20	146,348.80	149,926.40	153,691.20			
Deputy Operating Officer	AC4	102	UNC	DOO	HR								115.46	131.03	146.60
					BW								9,236.80	10,482.40	11,728.00
					MO								20,013.07	22,711.87	25,410.67
					YR								240,156.80	272,542.40	304,928.00
District Counsel	AD4	104	UNC	DCL	HR								162.31	168.80	175.29
					BW								12,984.80	13,504.00	14,023.20
					MO								28,133.73	29,258.67	30,383.60
					YR								337,604.80	351,104.00	364,603.20
Document Specialist I	TC1	105	EA	138	HR	37.02	38.90	40.88	42.95	45.10	46.27	47.40			
					BW	2,961.60	3,112.00	3,270.40	3,436.00	3,608.00	3,701.60	3,792.00			
					MO	6,416.80	6,742.67	7,085.87	7,444.67	7,817.33	8,020.13	8,216.00			
					YR	77,001.60	80,912.00	85,030.40	89,336.00	93,808.00	96,241.60	98,592.00			
Document Specialist II	TC5	106	EA	142	HR	40.88	42.95	45.10	47.40	49.79	51.03	52.32			
					BW	3,270.40	3,436.00	3,608.00	3,792.00	3,983.20	4,082.40	4,185.60			
					MO	7,085.87	7,444.67	7,817.33	8,216.00	8,630.27	8,845.20	9,068.80			
					YR	85,030.40	89,336.00	93,808.00	98,592.00	103,563.20	106,142.40	108,825.60			
EGM-Asset Management Manager	ME1	109	PMA	148	HR	82.61	86.77	91.07	95.61	100.43	102.93	105.50			
					BW	6,608.80	6,941.60	7,285.60	7,648.80	8,034.40	8,234.40	8,440.00			
					MO	14,319.07	15,040.13	15,785.47	16,572.40	17,407.87	17,841.20	18,286.67			
					YR	171,828.80	180,481.60	189,425.60	198,868.80	208,894.40	214,094.40	219,440.00			
EGM-Community Projects Review Manager	ME1	109	PMA	148	HR	82.61	86.77	91.07	95.61	100.43	102.93	105.50			
					BW	6,608.80	6,941.60	7,285.60	7,648.80	8,034.40	8,234.40	8,440.00			
					MO	14,319.07	15,040.13	15,785.47	16,572.40	17,407.87	17,841.20	18,286.67			
					YR	171,828.80	180,481.60	189,425.60	198,868.80	208,894.40	214,094.40	219,440.00			
EGM-Electrical & Control Systems Engineering Manager	ME1	109	PMA	148	HR	82.61	86.77	91.07	95.61	100.43	102.93	105.50			
					BW	6,608.80	6,941.60	7,285.60	7,648.80	8,034.40	8,234.40	8,440.00			
					MO	14,319.07	15,040.13	15,785.47	16,572.40	17,407.87	17,841.20	18,286.67			
					YR	171,828.80	180,481.60	189,425.60	198,868.80	208,894.40	214,094.40	219,440.00			
EGM-Engineering CADD Manager	ME1	109	PMA	148	HR	82.61	86.77	91.07	95.61	100.43	102.93	105.50			
					BW	6,608.80	6,941.60	7,285.60	7,648.80	8,034.40	8,234.40	8,440.00			
					MO	14,319.07	15,040.13	15,785.47	16,572.40	17,407.87	17,841.20	18,286.67			
					YR	171,828.80	180,481.60	189,425.60	198,868.80	208,894.40	214,094.40	219,440.00			
EGM-Hydrology, Hydraulics, & Geomorphology Manager	ME1	109	PMA	148	HR	82.61	86.77	91.07	95.61	100.43	102.93	105.50			
					BW	6,608.80	6,941.60	7,285.60	7,648.80	8,034.40	8,234.40	8,440.00			
					MO	14,319.07	15,040.13	15,785.47	16,572.40	17,407.87	17,841.20	18,286.67			
					YR	171,828.80	180,481.60	189,425.60	198,868.80	208,894.40	214,094.40	219,440.00			
EGM-Operations & Maintenance Engineering Support Manager	ME1	109	PMA	148	HR	82.61	86.77	91.07	95.61	100.43	102.93	105.50			
					BW	6,608.80	6,941.60	7,285.60	7,648.80	8,034.40	8,234.40	8,440.00			
					MO	14,319.07	15,040.13	15,785.47	16,572.40	17,407.87	17,841.20	18,286.67			
					YR	171,828.80	180,481.60	189,425.60	198,868.80	208,894.40	214,094.40	219,440.00			
EGM-Utility Maintenance Engineering Manager	ME1	109	PMA	148	HR	82.61	86.77	91.07	95.61	100.43	102.93	105.50			
					BW	6,608.80	6,941.60	7,285.60	7,648.80	8,034.40	8,234.40	8,440.00			
					MO	14,319.07	15,040.13	15,785.47	16,572.40	17,407.87	17,841.20	18,286.67			
					YR	171,828.80	180,481.60	189,425.60	198,868.80	208,894.40	214,094.40	219,440.00			

Unified Salary Report as of 06/27/2022 with 3% COLA

Class Title	Job Code	Job#	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Min-Pt	Mid-Pt	Max-Pt
EGM-Water Policy & Planning Manager	ME1	109	PMA	148	HR	82.61	86.77	91.07	95.61	100.43	102.93	105.50			
					BW	6,608.80	6,941.60	7,285.60	7,648.80	8,034.40	8,234.40	8,440.00			
					MO	14,319.07	15,040.13	15,785.47	16,572.40	17,407.87	17,841.20	18,286.67			
					YR	171,828.80	180,481.60	189,425.60	198,868.80	208,894.40	214,094.40	219,440.00			
EGM-Water Supply Operations Manager	ME1	109	PMA	148	HR	82.61	86.77	91.07	95.61	100.43	102.93	105.50			
					BW	6,608.80	6,941.60	7,285.60	7,648.80	8,034.40	8,234.40	8,440.00			
					MO	14,319.07	15,040.13	15,785.47	16,572.40	17,407.87	17,841.20	18,286.67			
					YR	171,828.80	180,481.60	189,425.60	198,868.80	208,894.40	214,094.40	219,440.00			
ESSM-Land Surveying & Mapping Manager	ME2	110	PMA	145	HR	76.70	80.55	84.57	88.82	93.25	95.57	97.97			
					BW	6,136.00	6,444.00	6,765.60	7,105.60	7,460.00	7,645.60	7,837.60			
					MO	13,294.67	13,962.00	14,658.80	15,395.47	16,163.33	16,565.47	16,981.47			
					YR	159,536.00	167,544.00	175,905.60	184,745.60	193,960.00	198,785.60	203,777.60			
Engineering Technician I	CJ1	112	EA	137	HR	36.13	37.97	39.86	41.86	44.00	45.10	46.27			
					BW	2,890.40	3,037.60	3,188.80	3,348.80	3,520.00	3,608.00	3,701.60			
					MO	6,262.53	6,581.47	6,909.07	7,255.73	7,626.67	7,817.33	8,020.13			
					YR	75,150.40	78,977.60	82,908.80	87,068.80	91,520.00	93,808.00	96,241.60			
Engineering Technician II	CJ2	113	EA	141	HR	39.86	41.86	44.00	46.27	48.56	49.79	51.03			
					BW	3,188.80	3,348.80	3,520.00	3,701.60	3,884.80	3,983.20	4,082.40			
					MO	6,909.07	7,255.73	7,626.67	8,020.13	8,417.07	8,630.27	8,845.20			
					YR	82,908.80	87,068.80	91,520.00	96,241.60	101,004.80	103,563.20	106,142.40			
Engineering Technician III	CJ5	115	EA	145	HR	44.00	46.27	48.56	51.03	53.62	54.96	56.31			
					BW	3,520.00	3,701.60	3,884.80	4,082.40	4,289.60	4,396.80	4,504.80			
					MO	7,626.67	8,020.13	8,417.07	8,845.20	9,294.13	9,526.40	9,760.40			
					YR	91,520.00	96,241.60	101,004.80	106,142.40	111,529.60	114,316.80	117,124.80			
EWRM-Asset Management Manager (PE)	ME5	404	PMA	149	HR	84.68	88.91	93.36	98.01	102.93	105.50	108.13			
					BW	6,774.40	7,112.80	7,468.80	7,840.80	8,234.40	8,440.00	8,650.40			
					MO	14,677.87	15,411.07	16,182.40	16,988.40	17,841.20	18,286.67	18,742.53			
					YR	176,134.40	184,932.80	194,188.80	203,860.80	214,094.40	219,440.00	224,910.40			
EWRM-Capital Engineering Manager (PE)	ME5	404	PMA	149	HR	84.68	88.91	93.36	98.01	102.93	105.50	108.13			
					BW	6,774.40	7,112.80	7,468.80	7,840.80	8,234.40	8,440.00	8,650.40			
					MO	14,677.87	15,411.07	16,182.40	16,988.40	17,841.20	18,286.67	18,742.53			
					YR	176,134.40	184,932.80	194,188.80	203,860.80	214,094.40	219,440.00	224,910.40			
EWRM-Community Projects Review Manager (PE)	ME5	404	PMA	149	HR	84.68	88.91	93.36	98.01	102.93	105.50	108.13			
					BW	6,774.40	7,112.80	7,468.80	7,840.80	8,234.40	8,440.00	8,650.40			
					MO	14,677.87	15,411.07	16,182.40	16,988.40	17,841.20	18,286.67	18,742.53			
					YR	176,134.40	184,932.80	194,188.80	203,860.80	214,094.40	219,440.00	224,910.40			
EWRM-Construction Manager (PE)	ME5	404	PMA	149	HR	84.68	88.91	93.36	98.01	102.93	105.50	108.13			
					BW	6,774.40	7,112.80	7,468.80	7,840.80	8,234.40	8,440.00	8,650.40			
					MO	14,677.87	15,411.07	16,182.40	16,988.40	17,841.20	18,286.67	18,742.53			
					YR	176,134.40	184,932.80	194,188.80	203,860.80	214,094.40	219,440.00	224,910.40			
EWRM-Dam Safety Program Manager (PE)	ME5	404	PMA	149	HR	84.68	88.91	93.36	98.01	102.93	105.50	108.13			
					BW	6,774.40	7,112.80	7,468.80	7,840.80	8,234.40	8,440.00	8,650.40			
					MO	14,677.87	15,411.07	16,182.40	16,988.40	17,841.20	18,286.67	18,742.53			
					YR	176,134.40	184,932.80	194,188.80	203,860.80	214,094.40	219,440.00	224,910.40			
EWRM-Electrical & Control Systems Engineering Manager (PE)	ME5	404	PMA	149	HR	84.68	88.91	93.36	98.01	102.93	105.50	108.13			
					BW	6,774.40	7,112.80	7,468.80	7,840.80	8,234.40	8,440.00	8,650.40			
					MO	14,677.87	15,411.07	16,182.40	16,988.40	17,841.20	18,286.67	18,742.53			
					YR	176,134.40	184,932.80	194,188.80	203,860.80	214,094.40	219,440.00	224,910.40			
EWRM-Engineering CADD Manager (PE)	ME5	404	PMA	149	HR	84.68	88.91	93.36	98.01	102.93	105.50	108.13			
					BW	6,774.40	7,112.80	7,468.80	7,840.80	8,234.40	8,440.00	8,650.40			
					MO	14,677.87	15,411.07	16,182.40	16,988.40	17,841.20	18,286.67	18,742.53			
					YR	176,134.40	184,932.80	194,188.80	203,860.80	214,094.40	219,440.00	224,910.40			
EWRM-Groundwater Management Manager (PE)	ME5	404	PMA	149	HR	84.68	88.91	93.36	98.01	102.93	105.50	108.13			
					BW	6,774.40	7,112.80	7,468.80	7,840.80	8,234.40	8,440.00	8,650.40			
					MO	14,677.87	15,411.07	16,182.40	16,988.40	17,841.20	18,286.67	18,742.53			
					YR	176,134.40	184,932.80	194,188.80	203,860.80	214,094.40	219,440.00	224,910.40			

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Class Title	Job Code	Job#	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Min-Pt	Mid-Pt	Max-Pt
EWRM-Hydrology, Hydraulics, & Geomorphology Manager (PE) ME5		404	PMA	149	HR	84.68	88.91	93.36	98.01	102.93	105.50	108.13			
					BW	6,774.40	7,112.80	7,468.80	7,840.80	8,234.40	8,440.00	8,650.40			
					MO	14,677.87	15,411.07	16,182.40	16,988.40	17,841.20	18,286.67	18,742.53			
					YR	176,134.40	184,932.80	194,188.80	203,860.80	214,094.40	219,440.00	224,910.40			
EWRM-Operations & Maintenance Engineering Support Manag ME5		404	PMA	149	HR	84.68	88.91	93.36	98.01	102.93	105.50	108.13			
					BW	6,774.40	7,112.80	7,468.80	7,840.80	8,234.40	8,440.00	8,650.40			
					MO	14,677.87	15,411.07	16,182.40	16,988.40	17,841.20	18,286.67	18,742.53			
					YR	176,134.40	184,932.80	194,188.80	203,860.80	214,094.40	219,440.00	224,910.40			
EWRM-Pacheco Project Manager (PE)	ME5	404	PMA	149	HR	84.68	88.91	93.36	98.01	102.93	105.50	108.13			
					BW	6,774.40	7,112.80	7,468.80	7,840.80	8,234.40	8,440.00	8,650.40			
					MO	14,677.87	15,411.07	16,182.40	16,988.40	17,841.20	18,286.67	18,742.53			
					YR	176,134.40	184,932.80	194,188.80	203,860.80	214,094.40	219,440.00	224,910.40			
EWRM-Utility Maintenance Engineering Manager (PE)	ME5	404	PMA	149	HR	84.68	88.91	93.36	98.01	102.93	105.50	108.13			
					BW	6,774.40	7,112.80	7,468.80	7,840.80	8,234.40	8,440.00	8,650.40			
					MO	14,677.87	15,411.07	16,182.40	16,988.40	17,841.20	18,286.67	18,742.53			
					YR	176,134.40	184,932.80	194,188.80	203,860.80	214,094.40	219,440.00	224,910.40			
EWRM-Utility Operations & Maintenance Manager (PE)	ME5	404	PMA	149	HR	84.68	88.91	93.36	98.01	102.93	105.50	108.13			
					BW	6,774.40	7,112.80	7,468.80	7,840.80	8,234.40	8,440.00	8,650.40			
					MO	14,677.87	15,411.07	16,182.40	16,988.40	17,841.20	18,286.67	18,742.53			
					YR	176,134.40	184,932.80	194,188.80	203,860.80	214,094.40	219,440.00	224,910.40			
EWRM-Water Policy & Planning Manager (PE)	ME5	404	PMA	149	HR	84.68	88.91	93.36	98.01	102.93	105.50	108.13			
					BW	6,774.40	7,112.80	7,468.80	7,840.80	8,234.40	8,440.00	8,650.40			
					MO	14,677.87	15,411.07	16,182.40	16,988.40	17,841.20	18,286.67	18,742.53			
					YR	176,134.40	184,932.80	194,188.80	203,860.80	214,094.40	219,440.00	224,910.40			
EWRM-Water Quality Manager (PE)	ME5	404	PMA	149	HR	84.68	88.91	93.36	98.01	102.93	105.50	108.13			
					BW	6,774.40	7,112.80	7,468.80	7,840.80	8,234.40	8,440.00	8,650.40			
					MO	14,677.87	15,411.07	16,182.40	16,988.40	17,841.20	18,286.67	18,742.53			
					YR	176,134.40	184,932.80	194,188.80	203,860.80	214,094.40	219,440.00	224,910.40			
EWRM-Water Supply Operations Manager (PE)	ME5	404	PMA	149	HR	84.68	88.91	93.36	98.01	102.93	105.50	108.13			
					BW	6,774.40	7,112.80	7,468.80	7,840.80	8,234.40	8,440.00	8,650.40			
					MO	14,677.87	15,411.07	16,182.40	16,988.40	17,841.20	18,286.67	18,742.53			
					YR	176,134.40	184,932.80	194,188.80	203,860.80	214,094.40	219,440.00	224,910.40			
EWRM-Water Treatment Manager (PE)	ME5	404	PMA	149	HR	84.68	88.91	93.36	98.01	102.93	105.50	108.13			
					BW	6,774.40	7,112.80	7,468.80	7,840.80	8,234.40	8,440.00	8,650.40			
					MO	14,677.87	15,411.07	16,182.40	16,988.40	17,841.20	18,286.67	18,742.53			
					YR	176,134.40	184,932.80	194,188.80	203,860.80	214,094.40	219,440.00	224,910.40			
Environmental, Health & Safety Specialist I	XG1	120	EA	151	HR	51.03	53.62	56.31	59.16	62.17	63.77	65.33			
					BW	4,082.40	4,289.60	4,504.80	4,732.80	4,973.60	5,101.60	5,226.40			
					MO	8,845.20	9,294.13	9,760.40	10,254.40	10,776.13	11,053.47	11,323.87			
					YR	106,142.40	111,529.60	117,124.80	123,052.80	129,313.60	132,641.60	135,886.40			
Environmental, Health & Safety Specialist II	XG5	121	EA	155	HR	56.31	59.16	62.17	65.33	68.63	70.36	72.08			
					BW	4,504.80	4,732.80	4,973.60	5,226.40	5,490.40	5,628.80	5,766.40			
					MO	9,760.40	10,254.40	10,776.13	11,323.87	11,895.87	12,195.73	12,493.87			
					YR	117,124.80	123,052.80	129,313.60	135,886.40	142,750.40	146,348.80	149,926.40			
Environmental, Health & Safety Technician	JD6	122	EA	148	HR	47.40	49.79	52.32	54.96	57.77	59.16	60.64			
					BW	3,792.00	3,983.20	4,185.60	4,396.80	4,621.60	4,732.80	4,851.20			
					MO	8,216.00	8,630.27	9,068.80	9,526.40	10,013.47	10,254.40	10,510.93			
					YR	98,592.00	103,563.20	108,825.60	114,316.80	120,161.60	123,052.80	126,131.20			
ESM-Environmental Mitigation & Monitoring Manager	ME3	125	PMA	148	HR	82.61	86.77	91.07	95.61	100.43	102.93	105.50			
					BW	6,608.80	6,941.60	7,285.60	7,648.80	8,034.40	8,234.40	8,440.00			
					MO	14,319.07	15,040.13	15,785.47	16,572.40	17,407.87	17,841.20	18,286.67			
					YR	171,828.80	180,481.60	189,425.60	198,868.80	208,894.40	214,094.40	219,440.00			
ESM-Environmental Services Manager-Watershed	ME3	125	PMA	148	HR	82.61	86.77	91.07	95.61	100.43	102.93	105.50			
					BW	6,608.80	6,941.60	7,285.60	7,648.80	8,034.40	8,234.40	8,440.00			
					MO	14,319.07	15,040.13	15,785.47	16,572.40	17,407.87	17,841.20	18,286.67			
					YR	171,828.80	180,481.60	189,425.60	198,868.80	208,894.40	214,094.40	219,440.00			

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Class Title	Job Code	Job#	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Min-Pt	Mid-Pt	Max-Pt
Equipment Mechanic I	JG1	127	EA	140	HR	38.90	40.88	42.95	45.10	47.40	48.56	49.79			
					BW	3,112.00	3,270.40	3,436.00	3,608.00	3,792.00	3,884.80	3,983.20			
					MO	6,742.67	7,085.87	7,444.67	7,817.33	8,216.00	8,417.07	8,630.27			
					YR	80,912.00	85,030.40	89,336.00	93,808.00	98,592.00	101,004.80	103,563.20			
Equipment Mechanic II	JG5	129	EA	146	HR	45.10	47.40	49.79	52.32	54.96	56.31	57.77			
					BW	3,608.00	3,792.00	3,983.20	4,185.60	4,396.80	4,504.80	4,621.60			
					MO	7,817.33	8,216.00	8,630.27	9,068.80	9,526.40	9,760.40	10,013.47			
					YR	93,808.00	98,592.00	103,563.20	108,825.60	114,316.80	117,124.80	120,161.60			
Executive Assistant	TJ6	131	EA	146	HR	45.10	47.40	49.79	52.32	54.96	56.31	57.77			
					BW	3,608.00	3,792.00	3,983.20	4,185.60	4,396.80	4,504.80	4,621.60			
					MO	7,817.33	8,216.00	8,630.27	9,068.80	9,526.40	9,760.40	10,013.47			
					YR	93,808.00	98,592.00	103,563.20	108,825.60	114,316.80	117,124.80	120,161.60			
Executive Assistant to the CEO	TJ8	133	EA	150	HR	49.79	52.32	54.96	57.77	60.64	62.17	63.77			
					BW	3,983.20	4,185.60	4,396.80	4,621.60	4,851.20	4,973.60	5,101.60			
					MO	8,630.27	9,068.80	9,526.40	10,013.47	10,510.93	10,776.13	11,053.47			
					YR	103,563.20	108,825.60	114,316.80	120,161.60	126,131.20	129,313.60	132,641.60			
Facility Maintenance Administrator	FT8	134	EA	160	HR	63.77	66.94	70.36	73.89	77.65	79.62	81.62			
					BW	5,101.60	5,355.20	5,628.80	5,911.20	6,212.00	6,369.60	6,529.60			
					MO	11,053.47	11,602.93	12,195.73	12,807.60	13,459.33	13,800.80	14,147.47			
					YR	132,641.60	139,235.20	146,348.80	153,691.20	161,512.00	165,609.60	169,769.60			
Facility Maintenance Technician I	FT1	135	EA	140	HR	38.90	40.88	42.95	45.10	47.40	48.56	49.79			
					BW	3,112.00	3,270.40	3,436.00	3,608.00	3,792.00	3,884.80	3,983.20			
					MO	6,742.67	7,085.87	7,444.67	7,817.33	8,216.00	8,417.07	8,630.27			
					YR	80,912.00	85,030.40	89,336.00	93,808.00	98,592.00	101,004.80	103,563.20			
Facility Maintenance Technician II	FT5	136	EA	144	HR	42.95	45.10	47.40	49.79	52.32	53.62	54.96			
					BW	3,436.00	3,608.00	3,792.00	3,983.20	4,185.60	4,289.60	4,396.80			
					MO	7,444.67	7,817.33	8,216.00	8,630.27	9,068.80	9,294.13	9,526.40			
					YR	89,336.00	93,808.00	98,592.00	103,563.20	108,825.60	111,529.60	114,316.80			
Facility Maintenance Technician III	FT6	138	EA	148	HR	47.40	49.79	52.32	54.96	57.77	59.16	60.64			
					BW	3,792.00	3,983.20	4,185.60	4,396.80	4,621.60	4,732.80	4,851.20			
					MO	8,216.00	8,630.27	9,068.80	9,526.40	10,013.47	10,254.40	10,510.93			
					YR	98,592.00	103,563.20	108,825.60	114,316.80	120,161.60	123,052.80	126,131.20			
Fellowship	CS9	139	FEL	1	HR	48.08									
					BW	-									
					MO	8,333.87									
					YR	100,006.40									
Field Construction Supervisor	JM9	140	EA	159	HR	62.17	65.33	68.63	72.08	75.78	77.65	79.62			
					BW	4,973.60	5,226.40	5,490.40	5,766.40	6,062.40	6,212.00	6,369.60			
					MO	10,776.13	11,323.87	11,895.87	12,493.87	13,135.20	13,459.33	13,800.80			
					YR	129,313.60	135,886.40	142,750.40	149,926.40	157,622.40	161,512.00	165,609.60			
Field Operations Administrator	JN8	141	EA	155	HR	56.31	59.16	62.17	65.33	68.63	70.36	72.08			
					BW	4,504.80	4,732.80	4,973.60	5,226.40	5,490.40	5,628.80	5,766.40			
					MO	9,760.40	10,254.40	10,776.13	11,323.87	11,895.87	12,195.73	12,493.87			
					YR	117,124.80	123,052.80	129,313.60	135,886.40	142,750.40	146,348.80	149,926.40			
FSM-Accounting Manager	MF1	144	PMA	146	HR	78.63	82.56	86.70	91.03	95.57	97.97	100.43			
					BW	6,290.40	6,604.80	6,936.00	7,282.40	7,645.60	7,837.60	8,034.40			
					MO	13,629.20	14,310.40	15,028.00	15,778.53	16,565.47	16,981.47	17,407.87			
					YR	163,550.40	171,724.80	180,336.00	189,342.40	198,785.60	203,777.60	208,894.40			
FSM-Budget Manager	MF1	144	PMA	146	HR	78.63	82.56	86.70	91.03	95.57	97.97	100.43			
					BW	6,290.40	6,604.80	6,936.00	7,282.40	7,645.60	7,837.60	8,034.40			
					MO	13,629.20	14,310.40	15,028.00	15,778.53	16,565.47	16,981.47	17,407.87			
					YR	163,550.40	171,724.80	180,336.00	189,342.40	198,785.60	203,777.60	208,894.40			
FSM-Financial Planning & Revenue Manager	MF1	144	PMA	146	HR	78.63	82.56	86.70	91.03	95.57	97.97	100.43			
					BW	6,290.40	6,604.80	6,936.00	7,282.40	7,645.60	7,837.60	8,034.40			
					MO	13,629.20	14,310.40	15,028.00	15,778.53	16,565.47	16,981.47	17,407.87			
					YR	163,550.40	171,724.80	180,336.00	189,342.40	198,785.60	203,777.60	208,894.40			



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Class Title	Job Code	Job#	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Min-Pt	Mid-Pt	Max-Pt
FSM-Treasury and Debt Manager	MF1	144	PMA	146	HR	78.63	82.56	86.70	91.03	95.57	97.97	100.43			
					BW	6,290.40	6,604.80	6,936.00	7,282.40	7,645.60	7,837.60	8,034.40			
					MO	13,629.20	14,310.40	15,028.00	15,778.53	16,565.47	16,981.47	17,407.87			
					YR	163,550.40	171,724.80	180,336.00	189,342.40	198,785.60	203,777.60	208,894.40			
FSM-Watersheds Business Planning & Analysis Manager	MF1	144	PMA	146	HR	78.63	82.56	86.70	91.03	95.57	97.97	100.43			
					BW	6,290.40	6,604.80	6,936.00	7,282.40	7,645.60	7,837.60	8,034.40			
					MO	13,629.20	14,310.40	15,028.00	15,778.53	16,565.47	16,981.47	17,407.87			
					YR	163,550.40	171,724.80	180,336.00	189,342.40	198,785.60	203,777.60	208,894.40			
Forms Technician I	TD1	145	EA	138	HR	37.02	38.90	40.88	42.95	45.10	46.27	47.40			
					BW	2,961.60	3,112.00	3,270.40	3,436.00	3,608.00	3,701.60	3,792.00			
					MO	6,416.80	6,742.67	7,085.87	7,444.67	7,817.33	8,020.13	8,216.00			
					YR	77,001.60	80,912.00	85,030.40	89,336.00	93,808.00	96,241.60	98,592.00			
Forms Technician II	TD5	147	EA	142	HR	40.88	42.95	45.10	47.40	49.79	51.03	52.32			
					BW	3,270.40	3,436.00	3,608.00	3,792.00	3,983.20	4,082.40	4,185.60			
					MO	7,085.87	7,444.67	7,817.33	8,216.00	8,630.27	8,845.20	9,068.80			
					YR	85,030.40	89,336.00	93,808.00	98,592.00	103,563.20	106,142.40	108,825.60			
GSM-Business Support, Customer Service & Warehouse Manag	MG1	148	PMA	143	HR	73.01	76.65	80.50	84.52	88.76	90.97	93.25			
					BW	5,840.80	6,132.00	6,440.00	6,761.60	7,100.80	7,277.60	7,460.00			
					MO	12,655.07	13,286.00	13,953.33	14,650.13	15,385.07	15,768.13	16,163.33			
					YR	151,860.80	159,432.00	167,440.00	175,801.60	184,620.80	189,217.60	193,960.00			
GSM-Facilities and Fleet Manager	MG1	148	PMA	143	HR	73.01	76.65	80.50	84.52	88.76	90.97	93.25			
					BW	5,840.80	6,132.00	6,440.00	6,761.60	7,100.80	7,277.60	7,460.00			
					MO	12,655.07	13,286.00	13,953.33	14,650.13	15,385.07	15,768.13	16,163.33			
					YR	151,860.80	159,432.00	167,440.00	175,801.60	184,620.80	189,217.60	193,960.00			
GSM-Records & Library Manager	MG1	148	PMA	143	HR	73.01	76.65	80.50	84.52	88.76	90.97	93.25			
					BW	5,840.80	6,132.00	6,440.00	6,761.60	7,100.80	7,277.60	7,460.00			
					MO	12,655.07	13,286.00	13,953.33	14,650.13	15,385.07	15,768.13	16,163.33			
					YR	151,860.80	159,432.00	167,440.00	175,801.60	184,620.80	189,217.60	193,960.00			
Government Relations Advocate	XD8	152	EA	158	HR	60.64	63.77	66.94	70.36	73.89	75.78	77.65			
					BW	4,851.20	5,101.60	5,355.20	5,628.80	5,911.20	6,062.40	6,212.00			
					MO	10,510.93	11,053.47	11,602.93	12,195.73	12,807.60	13,135.20	13,459.33			
					YR	126,131.20	132,641.60	139,235.20	146,348.80	153,691.20	157,622.40	161,512.00			
Heavy Equipment Operator	JN5	156	EA	149	HR	48.56	51.03	53.62	56.31	59.16	60.64	62.17			
					BW	3,884.80	4,082.40	4,289.60	4,504.80	4,732.80	4,851.20	4,973.60			
					MO	8,417.07	8,845.20	9,294.13	9,760.40	10,254.40	10,510.93	10,776.13			
					YR	101,004.80	106,142.40	111,529.60	117,124.80	123,052.80	126,131.20	129,313.60			
Human Resources Technician I	XH2	157	EA	140	HR	38.90	40.88	42.95	45.10	47.40	48.56	49.79			
					BW	3,112.00	3,270.40	3,436.00	3,608.00	3,792.00	3,884.80	3,983.20			
					MO	6,742.67	7,085.87	7,444.67	7,817.33	8,216.00	8,417.07	8,630.27			
					YR	80,912.00	85,030.40	89,336.00	93,808.00	98,592.00	101,004.80	103,563.20			
Human Resources Technician II	XH5	158	EA	144	HR	42.95	45.10	47.40	49.79	52.32	53.62	54.96			
					BW	3,436.00	3,608.00	3,792.00	3,983.20	4,185.60	4,289.60	4,396.80			
					MO	7,444.67	7,817.33	8,216.00	8,630.27	9,068.80	9,294.13	9,526.40			
					YR	89,336.00	93,808.00	98,592.00	103,563.20	108,825.60	111,529.60	114,316.80			
Human Resources Technician III	XH5	403	EA	148	HR	47.40	49.79	52.32	54.96	57.77	59.16	60.64			
					BW	3,792.00	3,983.20	4,185.60	4,396.80	4,621.60	4,732.80	4,851.20			
					MO	8,216.00	8,630.27	9,068.80	9,526.40	10,013.47	10,254.40	10,510.93			
					YR	98,592.00	103,563.20	108,825.60	114,316.80	120,161.60	123,052.80	126,131.20			
HVACR Mechanic	FP5	161	EA	151	HR	51.03	53.62	56.31	59.16	62.17	63.77	65.33			
					BW	4,082.40	4,289.60	4,504.80	4,732.80	4,973.60	5,101.60	5,226.40			
					MO	8,845.20	9,294.13	9,760.40	10,254.40	10,776.13	11,053.47	11,323.87			
					YR	106,142.40	111,529.60	117,124.80	123,052.80	129,313.60	132,641.60	135,886.40			
Hydrographer I	CE1	162	EA	146	HR	45.10	47.40	49.79	52.32	54.96	56.31	57.77			
					BW	3,608.00	3,792.00	3,983.20	4,185.60	4,396.80	4,504.80	4,621.60			
					MO	7,817.33	8,216.00	8,630.27	9,068.80	9,526.40	9,760.40	10,013.47			
					YR	93,808.00	98,592.00	103,563.20	108,825.60	114,316.80	117,124.80	120,161.60			

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Class Title	Job Code	Job#	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Min-Pt	Mid-Pt	Max-Pt
Hydrographer II	CE5	164	EA	150	HR	49.79	52.32	54.96	57.77	60.64	62.17	63.77			
					BW	3,983.20	4,185.60	4,396.80	4,621.60	4,851.20	4,973.60	5,101.60			
					MO	8,630.27	9,068.80	9,526.40	10,013.47	10,510.93	10,776.13	11,053.47			
					YR	103,563.20	108,825.60	114,316.80	120,161.60	126,131.20	129,313.60	132,641.60			
IWM-Imported Water Manager	MI1	167	PMA	150	HR	86.81	91.13	95.70	100.49	105.50	108.13	110.85			
					BW	6,944.80	7,290.40	7,656.00	8,039.20	8,440.00	8,650.40	8,868.00			
					MO	15,047.07	15,795.87	16,588.00	17,418.27	18,286.67	18,742.53	19,214.00			
					YR	180,564.80	189,550.40	199,056.00	209,019.20	219,440.00	224,910.40	230,568.00			
Industrial Coating Specialist I	FV1	168	EA	140	HR	38.90	40.88	42.95	45.10	47.40	48.56	49.79			
					BW	3,112.00	3,270.40	3,436.00	3,608.00	3,792.00	3,884.80	3,983.20			
					MO	6,742.67	7,085.87	7,444.67	7,817.33	8,216.00	8,417.07	8,630.27			
					YR	80,912.00	85,030.40	89,336.00	93,808.00	98,592.00	101,004.80	103,563.20			
Industrial Coating Specialist II	FV5	169	EA	146	HR	45.10	47.40	49.79	52.32	54.96	56.31	57.77			
					BW	3,608.00	3,792.00	3,983.20	4,185.60	4,396.80	4,504.80	4,621.60			
					MO	7,817.33	8,216.00	8,630.27	9,068.80	9,526.40	9,760.40	10,013.47			
					YR	93,808.00	98,592.00	103,563.20	108,825.60	114,316.80	117,124.80	120,161.60			
Industrial Electrician I	FJ1	170	EA	145	HR	44.00	46.27	48.56	51.03	53.62	54.96	56.31			
					BW	3,520.00	3,701.60	3,884.80	4,082.40	4,289.60	4,396.80	4,504.80			
					MO	7,626.67	8,020.13	8,417.07	8,845.20	9,294.13	9,526.40	9,760.40			
					YR	91,520.00	96,241.60	101,004.80	106,142.40	111,529.60	114,316.80	117,124.80			
Industrial Electrician II	FJ5	171	EA	151	HR	51.03	53.62	56.31	59.16	62.17	63.77	65.33			
					BW	4,082.40	4,289.60	4,504.80	4,732.80	4,973.60	5,101.60	5,226.40			
					MO	8,845.20	9,294.13	9,760.40	10,254.40	10,776.13	11,053.47	11,323.87			
					YR	106,142.40	111,529.60	117,124.80	123,052.80	129,313.60	132,641.60	135,886.40			
ISM-Information Technology Projects & Business Operations M	MI2	179	PMA	146	HR	78.63	82.56	86.70	91.03	95.57	97.97	100.43			
					BW	6,290.40	6,604.80	6,936.00	7,282.40	7,645.60	7,837.60	8,034.40			
					MO	13,629.20	14,310.40	15,028.00	15,778.53	16,565.47	16,981.47	17,407.87			
					YR	163,550.40	171,724.80	180,336.00	189,342.40	198,785.60	203,777.60	208,894.40			
ISM-Information Technology Manager	MI2	179	PMA	146	HR	78.63	82.56	86.70	91.03	95.57	97.97	100.43			
					BW	6,290.40	6,604.80	6,936.00	7,282.40	7,645.60	7,837.60	8,034.40			
					MO	13,629.20	14,310.40	15,028.00	15,778.53	16,565.47	16,981.47	17,407.87			
					YR	163,550.40	171,724.80	180,336.00	189,342.40	198,785.60	203,777.60	208,894.40			
ISM-System Development & Support Manager	MI2	179	PMA	146	HR	78.63	82.56	86.70	91.03	95.57	97.97	100.43			
					BW	6,290.40	6,604.80	6,936.00	7,282.40	7,645.60	7,837.60	8,034.40			
					MO	13,629.20	14,310.40	15,028.00	15,778.53	16,565.47	16,981.47	17,407.87			
					YR	163,550.40	171,724.80	180,336.00	189,342.40	198,785.60	203,777.60	208,894.40			
Information Systems Administrator	YA9	181	EA	160	HR	63.77	66.94	70.36	73.89	77.65	79.62	81.62			
					BW	5,101.60	5,355.20	5,628.80	5,911.20	6,212.00	6,369.60	6,529.60			
					MO	11,053.47	11,602.93	12,195.73	12,807.60	13,459.33	13,800.80	14,147.47			
					YR	132,641.60	139,235.20	146,348.80	153,691.20	161,512.00	165,609.60	169,769.60			
Information Systems Analyst I	XJ1	182	EA	150	HR	49.79	52.32	54.96	57.77	60.64	62.17	63.77			
					BW	3,983.20	4,185.60	4,396.80	4,621.60	4,851.20	4,973.60	5,101.60			
					MO	8,630.27	9,068.80	9,526.40	10,013.47	10,510.93	10,776.13	11,053.47			
					YR	103,563.20	108,825.60	114,316.80	120,161.60	126,131.20	129,313.60	132,641.60			
Information Systems Analyst II	XJ2	183	EA	154	HR	54.96	57.77	60.64	63.77	66.94	68.63	70.36			
					BW	4,396.80	4,621.60	4,851.20	5,101.60	5,355.20	5,490.40	5,628.80			
					MO	9,526.40	10,013.47	10,510.93	11,053.47	11,602.93	11,895.87	12,195.73			
					YR	114,316.80	120,161.60	126,131.20	132,641.60	139,235.20	142,750.40	146,348.80			
Information Systems Analyst III	XJ5	184	EA	158	HR	60.64	63.77	66.94	70.36	73.89	75.78	77.65			
					BW	4,851.20	5,101.60	5,355.20	5,628.80	5,911.20	6,062.40	6,212.00			
					MO	10,510.93	11,053.47	11,602.93	12,195.73	12,807.60	13,135.20	13,459.33			
					YR	126,131.20	132,641.60	139,235.20	146,348.80	153,691.20	157,622.40	161,512.00			
Information Systems Technician I	YA1	185	EA	140	HR	38.90	40.88	42.95	45.10	47.40	48.56	49.79			
					BW	3,112.00	3,270.40	3,436.00	3,608.00	3,792.00	3,884.80	3,983.20			
					MO	6,742.67	7,085.87	7,444.67	7,817.33	8,216.00	8,417.07	8,630.27			
					YR	80,912.00	85,030.40	89,336.00	93,808.00	98,592.00	101,004.80	103,563.20			

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Class Title	Job Code	Job#	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Min-Pt	Mid-Pt	Max-Pt
Information Systems Technician II	YA5	186	EA	146	HR	45.10	47.40	49.79	52.32	54.96	56.31	57.77			
					BW	3,608.00	3,792.00	3,983.20	4,185.60	4,396.80	4,504.80	4,621.60			
					MO	7,817.33	8,216.00	8,630.27	9,068.80	9,526.40	9,760.40	10,013.47			
					YR	93,808.00	98,592.00	103,563.20	108,825.60	114,316.80	117,124.80	120,161.60			
Information Systems Technician III	YA4	187	EA	149	HR	48.56	51.03	53.62	56.31	59.16	60.64	62.17			
					BW	3,884.80	4,082.40	4,289.60	4,504.80	4,732.80	4,851.20	4,973.60			
					MO	8,417.07	8,845.20	9,294.13	9,760.40	10,254.40	10,510.93	10,776.13			
					YR	101,004.80	106,142.40	111,529.60	117,124.80	123,052.80	126,131.20	129,313.60			
Information Technology Architect	IT9	193	ES	164	HR	73.77	77.50	81.42	85.53	89.87	92.10	94.43			
					BW	5,901.60	6,200.00	6,513.60	6,842.40	7,189.60	7,368.00	7,554.40			
					MO	12,786.80	13,433.33	14,112.80	14,825.20	15,577.47	15,964.00	16,367.87			
					YR	153,441.60	161,200.00	169,353.60	177,902.40	186,929.60	191,568.00	196,414.40			
Instrumentation & Controls Technician I	FM1	188	EA	145	HR	44.00	46.27	48.56	51.03	53.62	54.96	56.31			
					BW	3,520.00	3,701.60	3,884.80	4,082.40	4,289.60	4,396.80	4,504.80			
					MO	7,626.67	8,020.13	8,417.07	8,845.20	9,294.13	9,526.40	9,760.40			
					YR	91,520.00	96,241.60	101,004.80	106,142.40	111,529.60	114,316.80	117,124.80			
Instrumentation & Controls Technician II	FM5	189	EA	151	HR	51.03	53.62	56.31	59.16	62.17	63.77	65.33			
					BW	4,082.40	4,289.60	4,504.80	4,732.80	4,973.60	5,101.60	5,226.40			
					MO	8,845.20	9,294.13	9,760.40	10,254.40	10,776.13	11,053.47	11,323.87			
					YR	106,142.40	111,529.60	117,124.80	123,052.80	129,313.60	132,641.60	135,886.40			
Inventory Control Technician I	VH1	191	EA	137	HR	36.13	37.97	39.86	41.86	44.00	45.10	46.27			
					BW	2,890.40	3,037.60	3,188.80	3,348.80	3,520.00	3,608.00	3,701.60			
					MO	6,262.53	6,581.47	6,909.07	7,255.73	7,626.67	7,817.33	8,020.13			
					YR	75,150.40	78,977.60	82,908.80	87,068.80	91,520.00	93,808.00	96,241.60			
Inventory Control Technician II	VH5	192	EA	141	HR	39.86	41.86	44.00	46.27	48.56	49.79	51.03			
					BW	3,188.80	3,348.80	3,520.00	3,701.60	3,884.80	3,983.20	4,082.40			
					MO	6,909.07	7,255.73	7,626.67	8,020.13	8,417.07	8,630.27	8,845.20			
					YR	82,908.80	87,068.80	91,520.00	96,241.60	101,004.80	103,563.20	106,142.40			
Labor Relations Specialist I	WA1	195	EA	155	HR	56.31	59.16	62.17	65.33	68.63	70.36	72.08			
					BW	4,504.80	4,732.80	4,973.60	5,226.40	5,490.40	5,628.80	5,766.40			
					MO	9,760.40	10,254.40	10,776.13	11,323.87	11,895.87	12,195.73	12,493.87			
					YR	117,124.80	123,052.80	129,313.60	135,886.40	142,750.40	146,348.80	149,926.40			
Labor Relations Specialist II	WA5	196	EA	158	HR	60.64	63.77	66.94	70.36	73.89	75.78	77.65			
					BW	4,851.20	5,101.60	5,355.20	5,628.80	5,911.20	6,062.40	6,212.00			
					MO	10,510.93	11,053.47	11,602.93	12,195.73	12,807.60	13,135.20	13,459.33			
					YR	126,131.20	132,641.60	139,235.20	146,348.80	153,691.20	157,622.40	161,512.00			
Laboratory Technician I	LG1	197	EA	139	HR	37.97	39.86	41.86	44.00	46.27	47.40	48.56			
					BW	3,037.60	3,188.80	3,348.80	3,520.00	3,701.60	3,792.00	3,884.80			
					MO	6,581.47	6,909.07	7,255.73	7,626.67	8,020.13	8,216.00	8,417.07			
					YR	78,977.60	82,908.80	87,068.80	91,520.00	96,241.60	98,592.00	101,004.80			
Laboratory Technician II	LG5	198	EA	143	HR	41.86	44.00	46.27	48.56	51.03	52.32	53.62			
					BW	3,348.80	3,520.00	3,701.60	3,884.80	4,082.40	4,185.60	4,289.60			
					MO	7,255.73	7,626.67	8,020.13	8,417.07	8,845.20	9,068.80	9,294.13			
					YR	87,068.80	91,520.00	96,241.60	101,004.80	106,142.40	108,825.60	111,529.60			
Legal Analyst I	XB1	202	EA	151	HR	51.03	53.62	56.31	59.16	62.17	63.77	65.33			
					BW	4,082.40	4,289.60	4,504.80	4,732.80	4,973.60	5,101.60	5,226.40			
					MO	8,845.20	9,294.13	9,760.40	10,254.40	10,776.13	11,053.47	11,323.87			
					YR	106,142.40	111,529.60	117,124.80	123,052.80	129,313.60	132,641.60	135,886.40			
Legal Analyst II	XB5	203	EA	155	HR	56.31	59.16	62.17	65.33	68.63	70.36	72.08			
					BW	4,504.80	4,732.80	4,973.60	5,226.40	5,490.40	5,628.80	5,766.40			
					MO	9,760.40	10,254.40	10,776.13	11,323.87	11,895.87	12,195.73	12,493.87			
					YR	117,124.80	123,052.80	129,313.60	135,886.40	142,750.40	146,348.80	149,926.40			
Librarian	XF9	204	EA	150	HR	49.79	52.32	54.96	57.77	60.64	62.17	63.77			
					BW	3,983.20	4,185.60	4,396.80	4,621.60	4,851.20	4,973.60	5,101.60			
					MO	8,630.27	9,068.80	9,526.40	10,013.47	10,510.93	10,776.13	11,053.47			
					YR	103,563.20	108,825.60	114,316.80	120,161.60	126,131.20	129,313.60	132,641.60			

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Class Title	Job Code	Job#	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Min-Pt	Mid-Pt	Max-Pt
Maintenance Liaison	UM6	205	EA	157	HR	59.16	62.17	65.33	68.63	72.08	73.89	75.78			
					BW	4,732.80	4,973.60	5,226.40	5,490.40	5,766.40	5,911.20	6,062.40			
					MO	10,254.40	10,776.13	11,323.87	11,895.87	12,493.87	12,807.60	13,135.20			
					YR	123,052.80	129,313.60	135,886.40	142,750.40	149,926.40	153,691.20	157,622.40			
Maintenance Worker I	JM1	206	EA	137	HR	36.13	37.97	39.86	41.86	44.00	45.10	46.27			
					BW	2,890.40	3,037.60	3,188.80	3,348.80	3,520.00	3,608.00	3,701.60			
					MO	6,262.53	6,581.47	6,909.07	7,255.73	7,626.67	7,817.33	8,020.13			
					YR	75,150.40	78,977.60	82,908.80	87,068.80	91,520.00	93,808.00	96,241.60			
Maintenance Worker II	JM5	207	EA	141	HR	39.86	41.86	44.00	46.27	48.56	49.79	51.03			
					BW	3,188.80	3,348.80	3,520.00	3,701.60	3,884.80	3,983.20	4,082.40			
					MO	6,909.07	7,255.73	7,626.67	8,020.13	8,417.07	8,630.27	8,845.20			
					YR	82,908.80	87,068.80	91,520.00	96,241.60	101,004.80	103,563.20	106,142.40			
Maintenance Worker III	JM6	209	EA	145	HR	44.00	46.27	48.56	51.03	53.62	54.96	56.31			
					BW	3,520.00	3,701.60	3,884.80	4,082.40	4,289.60	4,396.80	4,504.80			
					MO	7,626.67	8,020.13	8,417.07	8,845.20	9,294.13	9,526.40	9,760.40			
					YR	91,520.00	96,241.60	101,004.80	106,142.40	111,529.60	114,316.80	117,124.80			
Management Analyst I	XA2	211	EA	151	HR	51.03	53.62	56.31	59.16	62.17	63.77	65.33			
					BW	4,082.40	4,289.60	4,504.80	4,732.80	4,973.60	5,101.60	5,226.40			
					MO	8,845.20	9,294.13	9,760.40	10,254.40	10,776.13	11,053.47	11,323.87			
					YR	106,142.40	111,529.60	117,124.80	123,052.80	129,313.60	132,641.60	135,886.40			
Management Analyst II	XA5	213	EA	155	HR	56.31	59.16	62.17	65.33	68.63	70.36	72.08			
					BW	4,504.80	4,732.80	4,973.60	5,226.40	5,490.40	5,628.80	5,766.40			
					MO	9,760.40	10,254.40	10,776.13	11,323.87	11,895.87	12,195.73	12,493.87			
					YR	117,124.80	123,052.80	129,313.60	135,886.40	142,750.40	146,348.80	149,926.40			
Microbiologist I	LD1	215	EA	149	HR	48.56	51.03	53.62	56.31	59.16	60.64	62.17			
					BW	3,884.80	4,082.40	4,289.60	4,504.80	4,732.80	4,851.20	4,973.60			
					MO	8,417.07	8,845.20	9,294.13	9,760.40	10,254.40	10,510.93	10,776.13			
					YR	101,004.80	106,142.40	111,529.60	117,124.80	123,052.80	126,131.20	129,313.60			
Microbiologist II	LD3	216	EA	152	HR	52.32	54.96	57.77	60.64	63.77	65.33	66.94			
					BW	4,185.60	4,396.80	4,621.60	4,851.20	5,101.60	5,226.40	5,355.20			
					MO	9,068.80	9,526.40	10,013.47	10,510.93	11,053.47	11,323.87	11,602.93			
					YR	108,825.60	114,316.80	120,161.60	126,131.20	132,641.60	135,886.40	139,235.20			
Microbiologist III	LD5	217	EA	155	HR	56.31	59.16	62.17	65.33	68.63	70.36	72.08			
					BW	4,504.80	4,732.80	4,973.60	5,226.40	5,490.40	5,628.80	5,766.40			
					MO	9,760.40	10,254.40	10,776.13	11,323.87	11,895.87	12,195.73	12,493.87			
					YR	117,124.80	123,052.80	129,313.60	135,886.40	142,750.40	146,348.80	149,926.40			
Network Architect	NT9	218	ES	164	HR	73.77	77.50	81.42	85.53	89.87	92.10	94.43			
					BW	5,901.60	6,200.00	6,513.60	6,842.40	7,189.60	7,368.00	7,554.40			
					MO	12,786.80	13,433.33	14,112.80	14,825.20	15,577.47	15,964.00	16,367.87			
					YR	153,441.60	161,200.00	169,353.60	177,902.40	186,929.60	191,568.00	196,414.40			
Office Specialist I	TA1	219	EA	130	HR	30.39	31.93	33.54	35.25	37.02	37.97	38.90			
					BW	2,431.20	2,554.40	2,683.20	2,820.00	2,961.60	3,037.60	3,112.00			
					MO	5,267.60	5,534.53	5,813.60	6,110.00	6,416.80	6,581.47	6,742.67			
					YR	63,211.20	66,414.40	69,763.20	73,320.00	77,001.60	78,977.60	80,912.00			
Office Specialist II	TA5	220	EA	134	HR	33.54	35.25	37.02	38.90	40.88	41.86	42.95			
					BW	2,683.20	2,820.00	2,961.60	3,112.00	3,270.40	3,348.80	3,436.00			
					MO	5,813.60	6,110.00	6,416.80	6,742.67	7,085.87	7,255.73	7,444.67			
					YR	69,763.20	73,320.00	77,001.60	80,912.00	85,030.40	87,068.80	89,336.00			
Operations Liaison	UT6	221	EA	157	HR	59.16	62.17	65.33	68.63	72.08	73.89	75.78			
					BW	4,732.80	4,973.60	5,226.40	5,490.40	5,766.40	5,911.20	6,062.40			
					MO	10,254.40	10,776.13	11,323.87	11,895.87	12,493.87	12,807.60	13,135.20			
					YR	123,052.80	129,313.60	135,886.40	142,750.40	149,926.40	153,691.20	157,622.40			
Plant/Pipeline Mechanical Technician I	JA1	224	EA	144	HR	42.95	45.10	47.40	49.79	52.32	53.62	54.96			
					BW	3,436.00	3,608.00	3,792.00	3,983.20	4,185.60	4,289.60	4,396.80			
					MO	7,444.67	7,817.33	8,216.00	8,630.27	9,068.80	9,294.13	9,526.40			
					YR	89,336.00	93,808.00	98,592.00	103,563.20	108,825.60	111,529.60	114,316.80			

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Class Title	Job Code	Job#	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Min-Pt	Mid-Pt	Max-Pt
Plant/Pipeline Mechanical Technician II	JA5	225	EA	148	HR	47.40	49.79	52.32	54.96	57.77	59.16	60.64			
					BW	3,792.00	3,983.20	4,185.60	4,396.80	4,621.60	4,732.80	4,851.20			
					MO	8,216.00	8,630.27	9,068.80	9,526.40	10,013.47	10,254.40	10,510.93			
					YR	98,592.00	103,563.20	108,825.60	114,316.80	120,161.60	123,052.80	126,131.20			
Principal Construction Contracts Administrator	CP9	226	EA	165	HR	72.08	75.78	79.62	83.64	87.88	90.05	92.32			
					BW	5,766.40	6,062.40	6,369.60	6,691.20	7,030.40	7,204.00	7,385.60			
					MO	12,493.87	13,135.20	13,800.80	14,497.60	15,232.53	15,608.67	16,002.13			
					YR	149,926.40	157,622.40	165,609.60	173,971.20	182,790.40	187,304.00	192,025.60			
Procurement Specialist	VP5	228	EA	151	HR	51.03	53.62	56.31	59.16	62.17	63.77	65.33			
					BW	4,082.40	4,289.60	4,504.80	4,732.80	4,973.60	5,101.60	5,226.40			
					MO	8,845.20	9,294.13	9,760.40	10,254.40	10,776.13	11,053.47	11,323.87			
					YR	106,142.40	111,529.60	117,124.80	123,052.80	129,313.60	132,641.60	135,886.40			
Procurement Technician	VD1	229	EA	141	HR	39.86	41.86	44.00	46.27	48.56	49.79	51.03			
					BW	3,188.80	3,348.80	3,520.00	3,701.60	3,884.80	3,983.20	4,082.40			
					MO	6,909.07	7,255.73	7,626.67	8,020.13	8,417.07	8,630.27	8,845.20			
					YR	82,908.80	87,068.80	91,520.00	96,241.60	101,004.80	103,563.20	106,142.40			
Program Administrator	XA9	231	EA	159	HR	62.17	65.33	68.63	72.08	75.78	77.65	79.62			
					BW	4,973.60	5,226.40	5,490.40	5,766.40	6,062.40	6,212.00	6,369.60			
					MO	10,776.13	11,323.87	11,895.87	12,493.87	13,135.20	13,459.33	13,800.80			
					YR	129,313.60	135,886.40	142,750.40	149,926.40	157,622.40	161,512.00	165,609.60			
Project Coordinator	XF8	234	EA	153	HR	53.62	56.31	59.16	62.17	65.33	66.94	68.63			
					BW	4,289.60	4,504.80	4,732.80	4,973.60	5,226.40	5,355.20	5,490.40			
					MO	9,294.13	9,760.40	10,254.40	10,776.13	11,323.87	11,602.93	11,895.87			
					YR	111,529.60	117,124.80	123,052.80	129,313.60	135,886.40	139,235.20	142,750.40			
Project Manager	EC3	235	ES	159	HR	65.19	68.52	71.96	75.62	79.41	81.42	83.45			
					BW	5,215.20	5,481.60	5,756.80	6,049.60	6,352.80	6,513.60	6,676.00			
					MO	11,299.60	11,876.80	12,473.07	13,107.47	13,764.40	14,112.80	14,464.67			
					YR	135,595.20	142,521.60	149,676.80	157,289.60	165,172.80	169,353.60	173,576.00			
Public Information Representative I	ZA1	237	EA	149	HR	48.56	51.03	53.62	56.31	59.16	60.64	62.17			
					BW	3,884.80	4,082.40	4,289.60	4,504.80	4,732.80	4,851.20	4,973.60			
					MO	8,417.07	8,845.20	9,294.13	9,760.40	10,254.40	10,510.93	10,776.13			
					YR	101,004.80	106,142.40	111,529.60	117,124.80	123,052.80	126,131.20	129,313.60			
Public Information Representative II	ZA5	238	EA	153	HR	53.62	56.31	59.16	62.17	65.33	66.94	68.63			
					BW	4,289.60	4,504.80	4,732.80	4,973.60	5,226.40	5,355.20	5,490.40			
					MO	9,294.13	9,760.40	10,254.40	10,776.13	11,323.87	11,602.93	11,895.87			
					YR	111,529.60	117,124.80	123,052.80	129,313.60	135,886.40	139,235.20	142,750.40			
Public Information Representative III	ZA6	239	EA	157	HR	59.16	62.17	65.33	68.63	72.08	73.89	75.78			
					BW	4,732.80	4,973.60	5,226.40	5,490.40	5,766.40	5,911.20	6,062.40			
					MO	10,254.40	10,776.13	11,323.87	11,895.87	12,493.87	12,807.60	13,135.20			
					YR	123,052.80	129,313.60	135,886.40	142,750.40	149,926.40	153,691.20	157,622.40			
Real Estate Agent I	RA1	240	EA	144	HR	42.95	45.10	47.40	49.79	52.32	53.62	54.96			
					BW	3,436.00	3,608.00	3,792.00	3,983.20	4,185.60	4,289.60	4,396.80			
					MO	7,444.67	7,817.33	8,216.00	8,630.27	9,068.80	9,294.13	9,526.40			
					YR	89,336.00	93,808.00	98,592.00	103,563.20	108,825.60	111,529.60	114,316.80			
Real Estate Agent II	RA2	241	EA	148	HR	47.40	49.79	52.32	54.96	57.77	59.16	60.64			
					BW	3,792.00	3,983.20	4,185.60	4,396.80	4,621.60	4,732.80	4,851.20			
					MO	8,216.00	8,630.27	9,068.80	9,526.40	10,013.47	10,254.40	10,510.93			
					YR	98,592.00	103,563.20	108,825.60	114,316.80	120,161.60	123,052.80	126,131.20			
Records Management Specialist I	TM1	243	EA	135	HR	34.40	36.13	37.97	39.86	41.86	42.95	44.00			
					BW	2,752.00	2,890.40	3,037.60	3,188.80	3,348.80	3,436.00	3,520.00			
					MO	5,962.67	6,262.53	6,581.47	6,909.07	7,255.73	7,444.67	7,626.67			
					YR	71,552.00	75,150.40	78,977.60	82,908.80	87,068.80	89,336.00	91,520.00			
Records Management Specialist II	TM5	244	EA	139	HR	37.97	39.86	41.86	44.00	46.27	47.40	48.56			
					BW	3,037.60	3,188.80	3,348.80	3,520.00	3,701.60	3,792.00	3,884.80			
					MO	6,581.47	6,909.07	7,255.73	7,626.67	8,020.13	8,216.00	8,417.07			
					YR	78,977.60	82,908.80	87,068.80	91,520.00	96,241.60	98,592.00	101,004.80			

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Class Title	Job Code	Job#	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Min-Pt	Mid-Pt	Max-Pt
Recycled Water Facility Supervisor	FA8	245	EA	157	HR	59.16	62.17	65.33	68.63	72.08	73.89	75.78			
					BW	4,732.80	4,973.60	5,226.40	5,490.40	5,766.40	5,911.20	6,062.40			
					MO	10,254.40	10,776.13	11,323.87	11,895.87	12,493.87	12,807.60	13,135.20			
					YR	123,052.80	129,313.60	135,886.40	142,750.40	149,926.40	153,691.20	157,622.40			
Reprographics Technician	TL1	246	EA	134	HR	33.54	35.25	37.02	38.90	40.88	41.86	42.95			
					BW	2,683.20	2,820.00	2,961.60	3,112.00	3,270.40	3,348.80	3,436.00			
					MO	5,813.60	6,110.00	6,416.80	6,742.67	7,085.87	7,255.73	7,444.67			
					YR	69,763.20	73,320.00	77,001.60	80,912.00	85,030.40	87,068.80	89,336.00			
Resident Construction Inspector	CN5	248	EA	153	HR	53.62	56.31	59.16	62.17	65.33	66.94	68.63			
					BW	4,289.60	4,504.80	4,732.80	4,973.60	5,226.40	5,355.20	5,490.40			
					MO	9,294.13	9,760.40	10,254.40	10,776.13	11,323.87	11,602.93	11,895.87			
					YR	111,529.60	117,124.80	123,052.80	129,313.60	135,886.40	139,235.20	142,750.40			
SSM-Security Manager	MS2	258	PMA	148	HR	82.61	86.77	91.07	95.61	100.43	102.93	105.50			
					BW	6,608.80	6,941.60	7,285.60	7,648.80	8,034.40	8,234.40	8,440.00			
					MO	14,319.07	15,040.13	15,785.47	16,572.40	17,407.87	17,841.20	18,286.67			
					YR	171,828.80	180,481.60	189,425.60	198,868.80	208,894.40	214,094.40	219,440.00			
Security Technician	TR5	260	EA	145	HR	44.00	46.27	48.56	51.03	53.62	54.96	56.31			
					BW	3,520.00	3,701.60	3,884.80	4,082.40	4,289.60	4,396.80	4,504.80			
					MO	7,626.67	8,020.13	8,417.07	8,845.20	9,294.13	9,526.40	9,760.40			
					YR	91,520.00	96,241.60	101,004.80	106,142.40	111,529.60	114,316.80	117,124.80			
Senior Accountant	VA7	266	EA	155	HR	56.31	59.16	62.17	65.33	68.63	70.36	72.08			
					BW	4,504.80	4,732.80	4,973.60	5,226.40	5,490.40	5,628.80	5,766.40			
					MO	9,760.40	10,254.40	10,776.13	11,323.87	11,895.87	12,195.73	12,493.87			
					YR	117,124.80	123,052.80	129,313.60	135,886.40	142,750.40	146,348.80	149,926.40			
Senior Assistant District Counsel	AH3	268	UNC	SDC	HR								122.04	134.06	146.08
					BW								9,763.20	10,724.80	11,686.40
					MO								21,153.60	23,237.07	25,320.53
					YR								253,843.20	278,844.80	303,846.40
Senior Biologist	LJ7	270	EA	159	HR	62.17	65.33	68.63	72.08	75.78	77.65	79.62			
					BW	4,973.60	5,226.40	5,490.40	5,766.40	6,062.40	6,212.00	6,369.60			
					MO	10,776.13	11,323.87	11,895.87	12,493.87	13,135.20	13,459.33	13,800.80			
					YR	129,313.60	135,886.40	142,750.40	149,926.40	157,622.40	161,512.00	165,609.60			
Senior Chemist	LA7	271	EA	159	HR	62.17	65.33	68.63	72.08	75.78	77.65	79.62			
					BW	4,973.60	5,226.40	5,490.40	5,766.40	6,062.40	6,212.00	6,369.60			
					MO	10,776.13	11,323.87	11,895.87	12,493.87	13,135.20	13,459.33	13,800.80			
					YR	129,313.60	135,886.40	142,750.40	149,926.40	157,622.40	161,512.00	165,609.60			
Senior Construction Contracts Administrator	CP6	272	EA	158	HR	60.64	63.77	66.94	70.36	73.89	75.78	77.65			
					BW	4,851.20	5,101.60	5,355.20	5,628.80	5,911.20	6,062.40	6,212.00			
					MO	10,510.93	11,053.47	11,602.93	12,195.73	12,807.60	13,135.20	13,459.33			
					YR	126,131.20	132,641.60	139,235.20	146,348.80	153,691.20	157,622.40	161,512.00			
Senior Corrosion Control Technician	CK6	275	EA	154	HR	54.96	57.77	60.64	63.77	66.94	68.63	70.36			
					BW	4,396.80	4,621.60	4,851.20	5,101.60	5,355.20	5,490.40	5,628.80			
					MO	9,526.40	10,013.47	10,510.93	11,053.47	11,602.93	11,895.87	12,195.73			
					YR	114,316.80	120,161.60	126,131.20	132,641.60	139,235.20	142,750.40	146,348.80			
Senior Engineer	ED9	277	ES	164	HR	73.77	77.50	81.42	85.53	89.87	92.10	94.43			
					BW	5,901.60	6,200.00	6,513.60	6,842.40	7,189.60	7,368.00	7,554.40			
					MO	12,786.80	13,433.33	14,112.80	14,825.20	15,577.47	15,964.00	16,367.87			
					YR	153,441.60	161,200.00	169,353.60	177,902.40	186,929.60	191,568.00	196,414.40			
Senior Engineering Geologist	EH9	279	ES	164	HR	73.77	77.50	81.42	85.53	89.87	92.10	94.43			
					BW	5,901.60	6,200.00	6,513.60	6,842.40	7,189.60	7,368.00	7,554.40			
					MO	12,786.80	13,433.33	14,112.80	14,825.20	15,577.47	15,964.00	16,367.87			
					YR	153,441.60	161,200.00	169,353.60	177,902.40	186,929.60	191,568.00	196,414.40			
Senior Engineering Technician	CJ6	282	EA	149	HR	48.56	51.03	53.62	56.31	59.16	60.64	62.17			
					BW	3,884.80	4,082.40	4,289.60	4,504.80	4,732.80	4,851.20	4,973.60			
					MO	8,417.07	8,845.20	9,294.13	9,760.40	10,254.40	10,510.93	10,776.13			
					YR	101,004.80	106,142.40	111,529.60	117,124.80	123,052.80	126,131.20	129,313.60			

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Class Title	Job Code	Job#	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Min-Pt	Mid-Pt	Max-Pt
Senior Environmental, Health & Safety Specialist	XG9	283	EA	160	HR	63.77	66.94	70.36	73.89	77.65	79.62	81.62			
					BW	5,101.60	5,355.20	5,628.80	5,911.20	6,212.00	6,369.60	6,529.60			
					MO	11,053.47	11,602.93	12,195.73	12,807.60	13,459.33	13,800.80	14,147.47			
					YR	132,641.60	139,235.20	146,348.80	153,691.20	161,512.00	165,609.60	169,769.60			
Senior Environmental Planner	PA7	284	EA	159	HR	62.17	65.33	68.63	72.08	75.78	77.65	79.62			
					BW	4,973.60	5,226.40	5,490.40	5,766.40	6,062.40	6,212.00	6,369.60			
					MO	10,776.13	11,323.87	11,895.87	12,493.87	13,135.20	13,459.33	13,800.80			
					YR	129,313.60	135,886.40	142,750.40	149,926.40	157,622.40	161,512.00	165,609.60			
Senior Equipment Mechanic	JG6	286	EA	149	HR	48.56	51.03	53.62	56.31	59.16	60.64	62.17			
					BW	3,884.80	4,082.40	4,289.60	4,504.80	4,732.80	4,851.20	4,973.60			
					MO	8,417.07	8,845.20	9,294.13	9,760.40	10,254.40	10,510.93	10,776.13			
					YR	101,004.80	106,142.40	111,529.60	117,124.80	123,052.80	126,131.20	129,313.60			
Senior Hydrographer	CE6	290	EA	154	HR	54.96	57.77	60.64	63.77	66.94	68.63	70.36			
					BW	4,396.80	4,621.60	4,851.20	5,101.60	5,355.20	5,490.40	5,628.80			
					MO	9,526.40	10,013.47	10,510.93	11,053.47	11,602.93	11,895.87	12,195.73			
					YR	114,316.80	120,161.60	126,131.20	132,641.60	139,235.20	142,750.40	146,348.80			
Senior Industrial Electrician	FJ6	294	EA	155	HR	56.31	59.16	62.17	65.33	68.63	70.36	72.08			
					BW	4,504.80	4,732.80	4,973.60	5,226.40	5,490.40	5,628.80	5,766.40			
					MO	9,760.40	10,254.40	10,776.13	11,323.87	11,895.87	12,195.73	12,493.87			
					YR	117,124.80	123,052.80	129,313.60	135,886.40	142,750.40	146,348.80	149,926.40			
Senior Information Systems Analyst	XJ6	296	EA	161	HR	65.33	68.63	72.08	75.78	79.62	81.62	83.64			
					BW	5,226.40	5,490.40	5,766.40	6,062.40	6,369.60	6,529.60	6,691.20			
					MO	11,323.87	11,895.87	12,493.87	13,135.20	13,800.80	14,147.47	14,497.60			
					YR	135,886.40	142,750.40	149,926.40	157,622.40	165,609.60	169,769.60	173,971.20			
Senior Information Systems Technician	YA6	297	EA	152	HR	52.32	54.96	57.77	60.64	63.77	65.33	66.94			
					BW	4,185.60	4,396.80	4,621.60	4,851.20	5,101.60	5,226.40	5,355.20			
					MO	9,068.80	9,526.40	10,013.47	10,510.93	11,053.47	11,323.87	11,602.93			
					YR	108,825.60	114,316.80	120,161.60	126,131.20	132,641.60	135,886.40	139,235.20			
Senior Instrumentation & Controls Technician	FM6	298	EA	155	HR	56.31	59.16	62.17	65.33	68.63	70.36	72.08			
					BW	4,504.80	4,732.80	4,973.60	5,226.40	5,490.40	5,628.80	5,766.40			
					MO	9,760.40	10,254.40	10,776.13	11,323.87	11,895.87	12,195.73	12,493.87			
					YR	117,124.80	123,052.80	129,313.60	135,886.40	142,750.40	146,348.80	149,926.40			
Senior Inventory Control Technician	VH6	301	EA	145	HR	44.00	46.27	48.56	51.03	53.62	54.96	56.31			
					BW	3,520.00	3,701.60	3,884.80	4,082.40	4,289.60	4,396.80	4,504.80			
					MO	7,626.67	8,020.13	8,417.07	8,845.20	9,294.13	9,526.40	9,760.40			
					YR	91,520.00	96,241.60	101,004.80	106,142.40	111,529.60	114,316.80	117,124.80			
Senior Maintenance Worker	JM7	303	EA	150	HR	49.79	52.32	54.96	57.77	60.64	62.17	63.77			
					BW	3,983.20	4,185.60	4,396.80	4,621.60	4,851.20	4,973.60	5,101.60			
					MO	8,630.27	9,068.80	9,526.40	10,013.47	10,510.93	10,776.13	11,053.47			
					YR	103,563.20	108,825.60	114,316.80	120,161.60	126,131.20	129,313.60	132,641.60			
Senior Management Analyst	XA6	305	EA	158	HR	60.64	63.77	66.94	70.36	73.89	75.78	77.65			
					BW	4,851.20	5,101.60	5,355.20	5,628.80	5,911.20	6,062.40	6,212.00			
					MO	10,510.93	11,053.47	11,602.93	12,195.73	12,807.60	13,135.20	13,459.33			
					YR	126,131.20	132,641.60	139,235.20	146,348.80	153,691.20	157,622.40	161,512.00			
Senior Microbiologist	LD7	306	EA	159	HR	62.17	65.33	68.63	72.08	75.78	77.65	79.62			
					BW	4,973.60	5,226.40	5,490.40	5,766.40	6,062.40	6,212.00	6,369.60			
					MO	10,776.13	11,323.87	11,895.87	12,493.87	13,135.20	13,459.33	13,800.80			
					YR	129,313.60	135,886.40	142,750.40	149,926.40	157,622.40	161,512.00	165,609.60			
Senior Office Specialist	TA6	308	EA	137	HR	36.13	37.97	39.86	41.86	44.00	45.10	46.27			
					BW	2,890.40	3,037.60	3,188.80	3,348.80	3,520.00	3,608.00	3,701.60			
					MO	6,262.53	6,581.47	6,909.07	7,255.73	7,626.67	7,817.33	8,020.13			
					YR	75,150.40	78,977.60	82,908.80	87,068.80	91,520.00	93,808.00	96,241.60			
Senior Plant/Pipeline Mechanical Technician	JA6	311	EA	152	HR	52.32	54.96	57.77	60.64	63.77	65.33	66.94			
					BW	4,185.60	4,396.80	4,621.60	4,851.20	5,101.60	5,226.40	5,355.20			
					MO	9,068.80	9,526.40	10,013.47	10,510.93	11,053.47	11,323.87	11,602.93			
					YR	108,825.60	114,316.80	120,161.60	126,131.20	132,641.60	135,886.40	139,235.20			

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Class Title	Job Code	Job#	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Min-Pt	Mid-Pt	Max-Pt
Senior Procurement Specialist	VP6	313	EA	155	HR	56.31	59.16	62.17	65.33	68.63	70.36	72.08			
					BW	4,504.80	4,732.80	4,973.60	5,226.40	5,490.40	5,628.80	5,766.40			
					MO	9,760.40	10,254.40	10,776.13	11,323.87	11,895.87	12,195.73	12,493.87			
					YR	117,124.80	123,052.80	129,313.60	135,886.40	142,750.40	146,348.80	149,926.40			
Senior Procurement Technician	VD5	314	EA	145	HR	44.00	46.27	48.56	51.03	53.62	54.96	56.31			
					BW	3,520.00	3,701.60	3,884.80	4,082.40	4,289.60	4,396.80	4,504.80			
					MO	7,626.67	8,020.13	8,417.07	8,845.20	9,294.13	9,526.40	9,760.40			
					YR	91,520.00	96,241.60	101,004.80	106,142.40	111,529.60	114,316.80	117,124.80			
Senior Project Manager	EC9	315	ES	168	HR	81.42	85.53	89.87	94.43	99.19	101.71	104.25			
					BW	6,513.60	6,842.40	7,189.60	7,554.40	7,935.20	8,136.80	8,340.00			
					MO	14,112.80	14,825.20	15,577.47	16,367.87	17,192.93	17,629.73	18,070.00			
					YR	169,353.60	177,902.40	186,929.60	196,414.40	206,315.20	211,556.80	216,840.00			
Senior Real Estate Agent	RA7	320	EA	158	HR	60.64	63.77	66.94	70.36	73.89	75.78	77.65			
					BW	4,851.20	5,101.60	5,355.20	5,628.80	5,911.20	6,062.40	6,212.00			
					MO	10,510.93	11,053.47	11,602.93	12,159.73	12,807.60	13,135.20	13,459.33			
					YR	126,131.20	132,641.60	139,235.20	146,348.80	153,691.20	157,622.40	161,512.00			
Senior Reprographics Technician	TL5	322	EA	137	HR	36.13	37.97	39.86	41.86	44.00	45.10	46.27			
					BW	2,890.40	3,037.60	3,188.80	3,348.80	3,520.00	3,608.00	3,701.60			
					MO	6,262.53	6,581.47	6,909.07	7,255.73	7,626.67	7,817.33	8,020.13			
					YR	75,150.40	78,977.60	82,908.80	87,068.80	91,520.00	93,808.00	96,241.60			
Senior Surveyor	CA6	324	EA	150	HR	49.79	52.32	54.96	57.77	60.64	62.17	63.77			
					BW	3,983.20	4,185.60	4,396.80	4,621.60	4,851.20	4,973.60	5,101.60			
					MO	8,630.27	9,068.80	9,526.40	10,013.47	10,510.93	10,776.13	11,053.47			
					YR	103,563.20	108,825.60	114,316.80	120,161.60	126,131.20	129,313.60	132,641.60			
Senior Telecommunications Specialist	YE7	325	EA	150	HR	49.79	52.32	54.96	57.77	60.64	62.17	63.77			
					BW	3,983.20	4,185.60	4,396.80	4,621.60	4,851.20	4,973.60	5,101.60			
					MO	8,630.27	9,068.80	9,526.40	10,013.47	10,510.93	10,776.13	11,053.47			
					YR	103,563.20	108,825.60	114,316.80	120,161.60	126,131.20	129,313.60	132,641.60			
Senior Water Conservation Specialist	LT7	326	EA	159	HR	62.17	65.33	68.63	72.08	75.78	77.65	79.62			
					BW	4,973.60	5,226.40	5,490.40	5,766.40	6,062.40	6,212.00	6,369.60			
					MO	10,776.13	11,323.87	11,895.87	12,493.87	13,135.20	13,459.33	13,800.80			
					YR	129,313.60	135,886.40	142,750.40	149,926.40	157,622.40	161,512.00	165,609.60			
Senior Water Measurement Technician	VI7	328	EA	152	HR	52.32	54.96	57.77	60.64	63.77	65.33	66.94			
					BW	4,185.60	4,396.80	4,621.60	4,851.20	5,101.60	5,226.40	5,355.20			
					MO	9,068.80	9,526.40	10,013.47	10,510.93	11,053.47	11,323.87	11,602.93			
					YR	108,825.60	114,316.80	120,161.60	126,131.20	132,641.60	135,886.40	139,235.20			
Senior Water Plant Operator	FA6	330	EA	154	HR	54.96	57.77	60.64	63.77	66.94	68.63	70.36			
					BW	4,396.80	4,621.60	4,851.20	5,101.60	5,355.20	5,490.40	5,628.80			
					MO	9,526.40	10,013.47	10,510.93	11,053.47	11,602.93	11,895.87	12,195.73			
					YR	114,316.80	120,161.60	126,131.20	132,641.60	139,235.20	142,750.40	146,348.80			
Senior Water Resources Specialist	EW6	332	ES	163	HR	71.96	75.62	79.41	83.45	87.69	89.87	92.10			
					BW	5,756.80	6,049.60	6,352.80	6,676.00	7,015.20	7,189.60	7,368.00			
					MO	12,473.07	13,107.47	13,764.40	14,464.67	15,199.60	15,577.47	15,964.00			
					YR	149,676.80	157,289.60	165,172.80	173,576.00	182,395.20	186,929.60	191,568.00			
Senior Water Resources Technician	FG6	334	EA	154	HR	54.96	57.77	60.64	63.77	66.94	68.63	70.36			
					BW	4,396.80	4,621.60	4,851.20	5,101.60	5,355.20	5,490.40	5,628.80			
					MO	9,526.40	10,013.47	10,510.93	11,053.47	11,602.93	11,895.87	12,195.73			
					YR	114,316.80	120,161.60	126,131.20	132,641.60	139,235.20	142,750.40	146,348.80			
Staff Analyst	XA1	336	EA	148	HR	47.40	49.79	52.32	54.96	57.77	59.16	60.64			
					BW	3,792.00	3,983.20	4,185.60	4,396.80	4,621.60	4,732.80	4,851.20			
					MO	8,216.00	8,630.27	9,068.80	9,526.40	10,013.47	10,254.40	10,510.93			
					YR	98,592.00	103,563.20	108,825.60	114,316.80	120,161.60	123,052.80	126,131.20			
Supervising Engineering Technician	CJ9	344	EA	154	HR	54.96	57.77	60.64	63.77	66.94	68.63	70.36			
					BW	4,396.80	4,621.60	4,851.20	5,101.60	5,355.20	5,490.40	5,628.80			
					MO	9,526.40	10,013.47	10,510.93	11,053.47	11,602.93	11,895.87	12,195.73			
					YR	114,316.80	120,161.60	126,131.20	132,641.60	139,235.20	142,750.40	146,348.80			

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Class Title	Job Code	Job#	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Min-Pt	Mid-Pt	Max-Pt
Supervising HVACR Mechanic	FP9	345	EA	156	HR	57.77	60.64	63.77	66.94	70.36	72.08	73.89			
					BW	4,621.60	4,851.20	5,101.60	5,355.20	5,628.80	5,766.40	5,911.20			
					MO	10,013.47	10,510.93	11,053.47	11,602.93	12,195.73	12,493.87	12,807.60			
					YR	120,161.60	126,131.20	132,641.60	139,235.20	146,348.80	149,926.40	153,691.20			
Supervising Hydrographer	CE9	346	EA	160	HR	63.77	66.94	70.36	73.89	77.65	79.62	81.62			
					BW	5,101.60	5,355.20	5,628.80	5,911.20	6,212.00	6,369.60	6,529.60			
					MO	11,053.47	11,602.93	12,195.73	12,807.60	13,459.33	13,800.80	14,147.47			
					YR	132,641.60	139,235.20	146,348.80	153,691.20	161,512.00	165,609.60	169,769.60			
Supervising Industrial Electrician	FI9	347	EA	159	HR	62.17	65.33	68.63	72.08	75.78	77.65	79.62			
					BW	4,973.60	5,226.40	5,490.40	5,766.40	6,062.40	6,212.00	6,369.60			
					MO	10,776.13	11,323.87	11,895.87	12,493.87	13,135.20	13,459.33	13,800.80			
					YR	129,313.60	135,886.40	142,750.40	149,926.40	157,622.40	161,512.00	165,609.60			
Supervising Instrumentation & Controls Technician	FM9	348	EA	159	HR	62.17	65.33	68.63	72.08	75.78	77.65	79.62			
					BW	4,973.60	5,226.40	5,490.40	5,766.40	6,062.40	6,212.00	6,369.60			
					MO	10,776.13	11,323.87	11,895.87	12,493.87	13,135.20	13,459.33	13,800.80			
					YR	129,313.60	135,886.40	142,750.40	149,926.40	157,622.40	161,512.00	165,609.60			
Supervising Land Surveyor	EX9	349	ES	160	HR	66.85	70.22	73.77	77.50	81.42	83.45	85.53			
					BW	5,348.00	5,617.60	5,901.60	6,200.00	6,513.60	6,676.00	6,842.40			
					MO	11,587.33	12,171.47	12,786.80	13,433.33	14,112.80	14,464.67	14,825.20			
					YR	139,048.00	146,057.60	153,441.60	161,200.00	169,353.60	173,576.00	177,902.40			
Supervising Plant/Pipeline Mechanical Technician	JA9	350	EA	158	HR	60.64	63.77	66.94	70.36	73.89	75.78	77.65			
					BW	4,851.20	5,101.60	5,355.20	5,628.80	5,911.20	6,062.40	6,212.00			
					MO	10,510.93	11,053.47	11,602.93	12,195.73	12,807.60	13,135.20	13,459.33			
					YR	126,131.20	132,641.60	139,235.20	146,348.80	153,691.20	157,622.40	161,512.00			
Supervising Water Measurement Technician	VJ9	351	EA	157	HR	59.16	62.17	65.33	68.63	72.08	73.89	75.78			
					BW	4,732.80	4,973.60	5,226.40	5,490.40	5,766.40	5,911.20	6,062.40			
					MO	10,254.40	10,776.13	11,323.87	11,895.87	12,493.87	12,807.60	13,135.20			
					YR	123,052.80	129,313.60	135,886.40	142,750.40	149,926.40	153,691.20	157,622.40			
Supervising Water Resources Technician	FG9	352	EA	160	HR	63.77	66.94	70.36	73.89	77.65	79.62	81.62			
					BW	5,101.60	5,355.20	5,628.80	5,911.20	6,212.00	6,369.60	6,529.60			
					MO	11,053.47	11,602.93	12,195.73	12,807.60	13,459.33	13,800.80	14,147.47			
					YR	132,641.60	139,235.20	146,348.80	153,691.20	161,512.00	165,609.60	169,769.60			
Supervising Well Ordinance Compliance Inspector	FH9	353	EA	157	HR	59.16	62.17	65.33	68.63	72.08	73.89	75.78			
					BW	4,732.80	4,973.60	5,226.40	5,490.40	5,766.40	5,911.20	6,062.40			
					MO	10,254.40	10,776.13	11,323.87	11,895.87	12,493.87	12,807.60	13,135.20			
					YR	123,052.80	129,313.60	135,886.40	142,750.40	149,926.40	153,691.20	157,622.40			
Support Services Supervisor	TA9	343	EA	153	HR	53.62	56.31	59.16	62.17	65.33	66.94	68.63			
					BW	4,289.60	4,504.80	4,732.80	4,973.60	5,226.40	5,355.20	5,490.40			
					MO	9,294.13	9,760.40	10,254.40	10,776.13	11,323.87	11,602.93	11,895.87			
					YR	111,529.60	117,124.80	123,052.80	129,313.60	135,886.40	139,235.20	142,750.40			
Survey Party Chief	CA7	354	EA	153	HR	53.62	56.31	59.16	62.17	65.33	66.94	68.63			
					BW	4,289.60	4,504.80	4,732.80	4,973.60	5,226.40	5,355.20	5,490.40			
					MO	9,294.13	9,760.40	10,254.40	10,776.13	11,323.87	11,602.93	11,895.87			
					YR	111,529.60	117,124.80	123,052.80	129,313.60	135,886.40	139,235.20	142,750.40			
Systems Control Operator I	FD1	355	EA	146	HR	45.10	47.40	49.79	52.32	54.96	56.31	57.77			
					BW	3,608.00	3,792.00	3,983.20	4,185.60	4,396.80	4,504.80	4,621.60			
					MO	7,817.33	8,216.00	8,630.27	9,068.80	9,526.40	9,760.40	10,013.47			
					YR	93,808.00	98,592.00	103,563.20	108,825.60	114,316.80	117,124.80	120,161.60			
Systems Control Operator II	FD5	356	EA	150	HR	49.79	52.32	54.96	57.77	60.64	62.17	63.77			
					BW	3,983.20	4,185.60	4,396.80	4,621.60	4,851.20	4,973.60	5,101.60			
					MO	8,630.27	9,068.80	9,526.40	10,013.47	10,510.93	10,776.13	11,053.47			
					YR	103,563.20	108,825.60	114,316.80	120,161.60	126,131.20	129,313.60	132,641.60			
Systems Control Operator III	FD6	358	EA	154	HR	54.96	57.77	60.64	63.77	66.94	68.63	70.36			
					BW	4,396.80	4,621.60	4,851.20	5,101.60	5,355.20	5,490.40	5,628.80			
					MO	9,526.40	10,013.47	10,510.93	11,053.47	11,602.93	11,895.87	12,195.73			
					YR	114,316.80	120,161.60	126,131.20	132,641.60	139,235.20	142,750.40	146,348.80			

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Class Title	Job Code	Job#	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Min-Pt	Mid-Pt	Max-Pt
Systems Control Supervisor	FD9	359	EA	160	HR	63.77	66.94	70.36	73.89	77.65	79.62	81.62			
					BW	5,101.60	5,355.20	5,628.80	5,911.20	6,212.00	6,369.60	6,529.60			
					MO	11,053.47	11,602.93	12,195.73	12,807.60	13,459.33	13,800.80	14,147.47			
					YR	132,641.60	139,235.20	146,348.80	153,691.20	161,512.00	165,609.60	169,769.60			
Telecommunications Specialist	YE5	363	EA	147	HR	46.27	48.56	51.03	53.62	56.31	57.77	59.16			
					BW	3,701.60	3,884.80	4,082.40	4,289.60	4,504.80	4,621.60	4,732.80			
					MO	8,020.13	8,417.07	8,845.20	9,294.13	9,760.40	10,013.47	10,254.40			
					YR	96,241.60	101,004.80	106,142.40	111,529.60	117,124.80	120,161.60	123,052.80			
Vegetation Program Specialist I	LR2	367	EA	153	HR	53.62	56.31	59.16	62.17	65.33	66.94	68.63			
					BW	4,289.60	4,504.80	4,732.80	4,973.60	5,226.40	5,355.20	5,490.40			
					MO	9,294.13	9,760.40	10,254.40	10,776.13	11,323.87	11,602.93	11,895.87			
					YR	111,529.60	117,124.80	123,052.80	129,313.60	135,886.40	139,235.20	142,750.40			
Vegetation Program Specialist II	LR5	368	EA	157	HR	59.16	62.17	65.33	68.63	72.08	73.89	75.78			
					BW	4,732.80	4,973.60	5,226.40	5,490.40	5,766.40	5,911.20	6,062.40			
					MO	10,254.40	10,776.13	11,323.87	11,895.87	12,493.87	12,807.60	13,135.20			
					YR	123,052.80	129,313.60	135,886.40	142,750.40	149,926.40	153,691.20	157,622.40			
Water Conservation Specialist I	LT1	370	EA	149	HR	48.56	51.03	53.62	56.31	59.16	60.64	62.17			
					BW	3,884.80	4,082.40	4,289.60	4,504.80	4,732.80	4,851.20	4,973.60			
					MO	8,417.07	8,845.20	9,294.13	9,760.40	10,254.40	10,510.93	10,776.13			
					YR	101,004.80	106,142.40	111,529.60	117,124.80	123,052.80	126,131.20	129,313.60			
Water Conservation Specialist II	LT3	371	EA	152	HR	52.32	54.96	57.77	60.64	63.77	65.33	66.94			
					BW	4,185.60	4,396.80	4,621.60	4,851.20	5,101.60	5,226.40	5,355.20			
					MO	9,068.80	9,526.40	10,013.47	10,510.93	11,053.47	11,323.87	11,602.93			
					YR	108,825.60	114,316.80	120,161.60	126,131.20	132,641.60	135,886.40	139,235.20			
Water Conservation Specialist III	LT5	372	EA	155	HR	56.31	59.16	62.17	65.33	68.63	70.36	72.08			
					BW	4,504.80	4,732.80	4,973.60	5,226.40	5,490.40	5,628.80	5,766.40			
					MO	9,760.40	10,254.40	10,776.13	11,323.87	11,895.87	12,195.73	12,493.87			
					YR	117,124.80	123,052.80	129,313.60	135,886.40	142,750.40	146,348.80	149,926.40			
Water Measurement Technician I	VJ1	373	EA	139	HR	37.97	39.86	41.86	44.00	46.27	47.40	48.56			
					BW	3,037.60	3,188.80	3,348.80	3,520.00	3,701.60	3,792.00	3,884.80			
					MO	6,581.47	6,909.07	7,255.73	7,626.67	8,020.13	8,216.00	8,417.07			
					YR	78,977.60	82,908.80	87,068.80	91,520.00	96,241.60	98,592.00	101,004.80			
Water Measurement Technician II	VJ2	375	EA	144	HR	42.95	45.10	47.40	49.79	52.32	53.62	54.96			
					BW	3,436.00	3,608.00	3,792.00	3,983.20	4,185.60	4,289.60	4,396.80			
					MO	7,444.67	7,817.33	8,216.00	8,630.27	9,068.80	9,294.13	9,526.40			
					YR	89,336.00	93,808.00	98,592.00	103,563.20	108,825.60	111,529.60	114,316.80			
Water Measurement Technician III	VJ6	376	EA	148	HR	47.40	49.79	52.32	54.96	57.77	59.16	60.64			
					BW	3,792.00	3,983.20	4,185.60	4,396.80	4,621.60	4,732.80	4,851.20			
					MO	8,216.00	8,630.27	9,068.80	9,526.40	10,013.47	10,254.40	10,510.93			
					YR	98,592.00	103,563.20	108,825.60	114,316.80	120,161.60	123,052.80	126,131.20			
Water Plant Operator	FA5	378	EA	150	HR	49.79	52.32	54.96	57.77	60.64	62.17	63.77			
					BW	3,983.20	4,185.60	4,396.80	4,621.60	4,851.20	4,973.60	5,101.60			
					MO	8,630.27	9,068.80	9,526.40	10,013.47	10,510.93	10,776.13	11,053.47			
					YR	103,563.20	108,825.60	114,316.80	120,161.60	126,131.20	129,313.60	132,641.60			
Water Plant Supervisor	FA9	383	EA	161	HR	65.33	68.63	72.08	75.78	79.62	81.62	83.64			
					BW	5,226.40	5,490.40	5,766.40	6,062.40	6,369.60	6,529.60	6,691.20			
					MO	11,323.87	11,895.87	12,493.87	13,135.20	13,800.80	14,147.47	14,497.60			
					YR	135,886.40	142,750.40	149,926.40	157,622.40	165,609.60	169,769.60	173,971.20			
WRM-Groundwater Management Manager	MR1	385	PMA	148	HR	82.61	86.77	91.07	95.61	100.43	102.93	105.50			
					BW	6,608.80	6,941.60	7,285.60	7,648.80	8,034.40	8,234.40	8,440.00			
					MO	14,319.07	15,040.13	15,785.47	16,572.40	17,407.87	17,841.20	18,286.67			
					YR	171,828.80	180,481.60	189,425.60	198,868.80	208,894.40	214,094.40	219,440.00			
WRM-Laboratory Services Manager	MR1	385	PMA	148	HR	82.61	86.77	91.07	95.61	100.43	102.93	105.50			
					BW	6,608.80	6,941.60	7,285.60	7,648.80	8,034.40	8,234.40	8,440.00			
					MO	14,319.07	15,040.13	15,785.47	16,572.40	17,407.87	17,841.20	18,286.67			
					YR	171,828.80	180,481.60	189,425.60	198,868.80	208,894.40	214,094.40	219,440.00			

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Class Title	Job Code	Job#	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Min-Pt	Mid-Pt	Max-Pt
WRM-Recycled & Purified Water Manager	MR1	385	PMA	148	HR	82.61	86.77	91.07	95.61	100.43	102.93	105.50			
					BW	6,608.80	6,941.60	7,285.60	7,648.80	8,034.40	8,234.40	8,440.00			
					MO	14,319.07	15,040.13	15,785.47	16,572.40	17,407.87	17,841.20	18,286.67			
					YR	171,828.80	180,481.60	189,425.60	198,868.80	208,894.40	214,094.40	219,440.00			
WRM-Water Quality Manager	MR1	385	PMA	148	HR	82.61	86.77	91.07	95.61	100.43	102.93	105.50			
					BW	6,608.80	6,941.60	7,285.60	7,648.80	8,034.40	8,234.40	8,440.00			
					MO	14,319.07	15,040.13	15,785.47	16,572.40	17,407.87	17,841.20	18,286.67			
					YR	171,828.80	180,481.60	189,425.60	198,868.80	208,894.40	214,094.40	219,440.00			
WRM-Water Supply Planning & Conservation Manager	MR1	385	PMA	148	HR	82.61	86.77	91.07	95.61	100.43	102.93	105.50			
					BW	6,608.80	6,941.60	7,285.60	7,648.80	8,034.40	8,234.40	8,440.00			
					MO	14,319.07	15,040.13	15,785.47	16,572.40	17,407.87	17,841.20	18,286.67			
					YR	171,828.80	180,481.60	189,425.60	198,868.80	208,894.40	214,094.40	219,440.00			
Water Resources Technician I	FG1	387	EA	146	HR	45.10	47.40	49.79	52.32	54.96	56.31	57.77			
					BW	3,608.00	3,792.00	3,983.20	4,185.60	4,396.80	4,504.80	4,621.60			
					MO	7,817.33	8,216.00	8,630.27	9,068.80	9,526.40	9,760.40	10,013.47			
					YR	93,808.00	98,592.00	103,563.20	108,825.60	114,316.80	117,124.80	120,161.60			
Water Resources Technician II	FG5	389	EA	150	HR	49.79	52.32	54.96	57.77	60.64	62.17	63.77			
					BW	3,983.20	4,185.60	4,396.80	4,621.60	4,851.20	4,973.60	5,101.60			
					MO	8,630.27	9,068.80	9,526.40	10,013.47	10,510.93	10,776.13	11,053.47			
					YR	103,563.20	108,825.60	114,316.80	120,161.60	126,131.20	129,313.60	132,641.60			
WUOM-Utility Operations & Maintenance Manager	MU2	391	PMA	148	HR	82.61	86.77	91.07	95.61	100.43	102.93	105.50			
					BW	6,608.80	6,941.60	7,285.60	7,648.80	8,034.40	8,234.40	8,440.00			
					MO	14,319.07	15,040.13	15,785.47	16,572.40	17,407.87	17,841.20	18,286.67			
					YR	171,828.80	180,481.60	189,425.60	198,868.80	208,894.40	214,094.40	219,440.00			
WUOM-Water Treatment Manager	MU2	391	PMA	148	HR	82.61	86.77	91.07	95.61	100.43	102.93	105.50			
					BW	6,608.80	6,941.60	7,285.60	7,648.80	8,034.40	8,234.40	8,440.00			
					MO	14,319.07	15,040.13	15,785.47	16,572.40	17,407.87	17,841.20	18,286.67			
					YR	171,828.80	180,481.60	189,425.60	198,868.80	208,894.40	214,094.40	219,440.00			
WUOMM-Utility Maintenance Manager - Distribution	MU1	392	PMA	145	HR	76.70	80.55	84.57	88.82	93.25	95.57	97.97			
					BW	6,136.00	6,444.00	6,765.60	7,105.60	7,460.00	7,645.60	7,837.60			
					MO	13,294.67	13,962.00	14,658.80	15,395.47	16,163.33	16,565.47	16,981.47			
					YR	159,536.00	167,544.00	175,905.60	184,745.60	193,960.00	198,785.60	203,777.60			
WUOMM-Utility Maintenance Manager -Treatment	MU1	392	PMA	145	HR	76.70	80.55	84.57	88.82	93.25	95.57	97.97			
					BW	6,136.00	6,444.00	6,765.60	7,105.60	7,460.00	7,645.60	7,837.60			
					MO	13,294.67	13,962.00	14,658.80	15,395.47	16,163.33	16,565.47	16,981.47			
					YR	159,536.00	167,544.00	175,905.60	184,745.60	193,960.00	198,785.60	203,777.60			
WUOMM-Wells & Water Measurement Manager	MU1	392	PMA	145	HR	76.70	80.55	84.57	88.82	93.25	95.57	97.97			
					BW	6,136.00	6,444.00	6,765.60	7,105.60	7,460.00	7,645.60	7,837.60			
					MO	13,294.67	13,962.00	14,658.80	15,395.47	16,163.33	16,565.47	16,981.47			
					YR	159,536.00	167,544.00	175,905.60	184,745.60	193,960.00	198,785.60	203,777.60			
WSOMM-Integrated Vegetation Manager	MS1	393	PMA	144	HR	74.84	78.57	82.51	86.62	90.97	93.25	95.57			
					BW	5,987.20	6,285.60	6,600.80	6,929.60	7,277.60	7,460.00	7,645.60			
					MO	12,972.27	13,618.80	14,301.73	15,014.13	15,768.13	16,163.33	16,565.47			
					YR	155,667.20	163,425.60	171,620.80	180,169.60	189,217.60	193,960.00	198,785.60			
WSOMM-Watersheds Field Operations Manager	MS1	393	PMA	144	HR	74.84	78.57	82.51	86.62	90.97	93.25	95.57			
					BW	5,987.20	6,285.60	6,600.80	6,929.60	7,277.60	7,460.00	7,645.60			
					MO	12,972.27	13,618.80	14,301.73	15,014.13	15,768.13	16,163.33	16,565.47			
					YR	155,667.20	163,425.60	171,620.80	180,169.60	189,217.60	193,960.00	198,785.60			
Welder I	JH1	395	EA	145	HR	44.00	46.27	48.56	51.03	53.62	54.96	56.31			
					BW	3,520.00	3,701.60	3,884.80	4,082.40	4,289.60	4,396.80	4,504.80			
					MO	7,626.67	8,020.13	8,417.07	8,845.20	9,294.13	9,526.40	9,760.40			
					YR	91,520.00	96,241.60	101,004.80	106,142.40	111,529.60	114,316.80	117,124.80			
Welder II	JH5	396	EA	149	HR	48.56	51.03	53.62	56.31	59.16	60.64	62.17			
					BW	3,884.80	4,082.40	4,289.60	4,504.80	4,732.80	4,851.20	4,973.60			
					MO	8,417.07	8,845.20	9,294.13	9,760.40	10,254.40	10,510.93	10,776.13			
					YR	101,004.80	106,142.40	111,529.60	117,124.80	123,052.80	126,131.20	129,313.60			

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Class Title	Job Code	Job#	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Min-Pt	Mid-Pt	Max-Pt
Well Ordinance Compliance Inspector I	FH1	397	EA	144	HR	42.95	45.10	47.40	49.79	52.32	53.62	54.96			
					BW	3,436.00	3,608.00	3,792.00	3,983.20	4,185.60	4,289.60	4,396.80			
					MO	7,444.67	7,817.33	8,216.00	8,630.27	9,068.80	9,294.13	9,526.40			
					YR	89,336.00	93,808.00	98,592.00	103,563.20	108,825.60	111,529.60	114,316.80			
Well Ordinance Compliance Inspector II	FH5	398	EA	148	HR	47.40	49.79	52.32	54.96	57.77	59.16	60.64			
					BW	3,792.00	3,983.20	4,185.60	4,396.80	4,621.60	4,732.80	4,851.20			
					MO	8,216.00	8,630.27	9,068.80	9,526.40	10,013.47	10,254.40	10,510.93			
					YR	98,592.00	103,563.20	108,825.60	114,316.80	120,161.60	123,052.80	126,131.20			

**Legend**

**PMA Class Titles**  
 ASM - Administrative Services Manager  
 EGM - Engineering Manager  
 ESSM - Engineering Support Services Manager  
 ESM - Environmental Services Manager  
 EWRM - Engineering Water Resources Manager  
 FSM - Financial Services Manager  
 GSM - General Services Manager  
 IWM - Imported Water Manager  
 ISM - Information Services Manager  
 WRM - Water Resources Manager  
 WUOMM - Water Utility Operations & Maintenance Manager  
 WUOM - Water Utility Operations Manager  
 WSOMM - Watershed Operations & Maintenance Manager