

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

RESOLUTION NO. 17–

**ADOPTING EMPLOYEE SALARY SCHEDULE
EFFECTIVE JUNE 19, 2017**

WHEREAS, California Code Regulations (CCR), Title 2, Section 570. 5 was adopted by CalPERS to provide specific requirements on how public agencies should document payrates for public employees; and

WHEREAS, at its regular meeting on August 26, 2014, the Board approved Resolution 14-75 which approved the terms of a Memorandum of Understanding between the Santa Clara Valley Water District and Employees Association AFSCME Local 101 for the period of January 1, 2015 through December 31, 2017 (EA 2015-2017 MOU); and

WHEREAS, the EA 2015-2017 MOU set forth agreed upon salary ranges for all Employees Association represented classes and agreed upon Across the Board Salary Adjustments for these classes; and

WHEREAS, at its regular meeting on August 26, 2014, the Board approved Resolution 14-76 which approved the terms of a Memorandum of Understanding between the Santa Clara Valley Water District and Engineers Society, IFPTE Local 21 for the period of January 1, 2015 through December 31, 2017 (ES 2015-2017 MOU); and

WHEREAS, the ES 2015-2017 MOU set forth agreed upon salary ranges for all Engineers Society represented classes and agreed upon Across the Board Salary Adjustments for these classes; and

WHEREAS, at its regular meeting on August 26, 2014, the Board approved Resolution 14-77 which approved the terms of a Memorandum of Understanding between the Santa Clara Valley Water District and Professional Managers Association, IFPTE Local 21 for the period of January 1, 2015 through December 31, 2017 (PMS 2015-2017 MOU); and

WHEREAS, the PMA 2015-2017 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; and

WHEREAS, at its regular meeting on October 27, 2015, the Board approved a salary schedule for unclassified employees, effective July 1, 2015, which allowed for annual adjustments based upon the reported April CPI-U for the San Francisco area; and

WHEREAS, at its regular meeting on December 22, 2015, the Board approved an updated salary schedule for unclassified employees which reflected the increases to the Board Appointed Officers approved by the Board of Directors at its regular meeting of November 24, 2015; and

WHEREAS, at its regular meeting on August 22, 2017, the Board appointed Norma Camacho as the new Chief Executive Officer and approved an employment agreement with her setting forth her annual salary; and

WHEREAS at its regular meeting on August 22, 2017, the Board authorized compensation increases for the Clerk of the Board and District Counsel; and

WHEREAS, new classification titles have been created for classes represented by the Professional Managers Association and new unclassified titles have been added since December 22, 2015, and

WHEREAS, to comply with 2 CCR 570. 5, the District' s salary schedule listing all titles for every employee position, payrates for each position, and the time base for each payrate must be adopted by the Board of Directors; and

WHEREAS, the attached salary schedule (Exhibit-A) amends the salary schedule adopted on December 22, 2015, and: (a) includes titles for every employee position at the District; (b) updates the salary ranges for classes represented by the Employees Association based upon the EA 2015-2017 MOU; (c) updates the salary ranges for classes represented by the Engineers Society based upon the ES 2015-2017 MOU; (d) updates the salary ranges for classes represented by the Professional Managers Association based upon the 2015-2017 MOU; (e) updates the salary ranges for unclassified employees; and (f) updates the salary ranges for the three Board Appointed Officers based upon compensation changes approved on August 22, 2017.

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", with an effective date of June 19, 2017.

PASSED AND ADOPTED by the Board of Directors of Santa Clara Valley Water District by the following vote on November 28, 2017:

AYES: Directors

NOES: Directors

ABSENT: Directors

ABSTAIN: Directors

SANTA CLARA VALLEY WATER DISTRICT

By: _____
JOHN L. VARELA
Chair/Board of Directors

ATTEST: MICHELE L. KING, CMC

Clerk/Board of Directors

CEO = BAO Effective Date: 08/22/2017 6.6% increase retro to 8/22/17
 COB = BAO Effective Date: 08/14/2017 18.7% Increase retro to 7/1/17
 DCL = BAO Effective Date: 08/14/2017 6% increase retro to 7/1/17
 MMR = CLAS Effective Date: 06/19/2017 3.0% FLAT-All Classified
 EA = EAPR Effective Date: 06/19/2017 3.0% FLAT-All Classified
 ES = ESPR Effective Date: 06/19/2017 3.0% FLAT-All Classified
 UNC = UNCL Effective Date: 08/01/2016 2.7% CPI COLA retro to 7/1/16

Class Title	All Pos	Fill Pos*	Class Code	EE0	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Accountant I	1	1	VA1	2.3	Y	EA	145	HR	36.52	38.39	40.31	42.35	44.50	45.62	46.74		
								BW	2,921.60	3,071.20	3,224.80	3,388.00	3,560.00	3,649.60	3,739.20		
								MO	6,330.13	6,654.27	6,987.07	7,340.67	7,713.33	7,907.47	8,101.60		
								YR	75,961.60	79,851.20	83,844.80	88,088.00	92,560.00	94,889.60	97,219.20		
Accountant II	6	6	VA5	2.3	Y	EA	149	HR	40.31	42.35	44.50	46.74	49.11	50.33	51.60		
								BW	3,224.80	3,388.00	3,560.00	3,739.20	3,928.80	4,026.40	4,128.00		
								MO	6,987.07	7,340.67	7,713.33	8,101.60	8,512.40	8,723.87	8,944.00		
								YR	83,844.80	88,088.00	92,560.00	97,219.20	102,148.80	104,686.40	107,328.00		
Accounting Systems Analyst	1	1	VA8	2.3	Y	EA	155	HR	46.74	49.11	51.60	54.21	56.96	58.38	59.82		
								BW	3,739.20	3,928.80	4,128.00	4,336.80	4,556.80	4,670.40	4,785.60		
								MO	8,101.60	8,512.40	8,944.00	9,396.40	9,873.07	10,119.20	10,368.80		
								YR	97,219.20	102,148.80	107,328.00	112,756.80	118,476.80	121,430.40	124,425.60		
Accounting Tech	4	3	VC5	6.1	Y	EA	141	HR	33.08	34.74	36.52	38.39	40.31	41.32	42.35		
								BW	2,646.40	2,779.20	2,921.60	3,071.20	3,224.80	3,305.60	3,388.00		
								MO	5,733.87	6,021.60	6,330.13	6,654.27	6,987.07	7,162.13	7,340.67		
								YR	68,806.40	72,259.20	75,961.60	79,851.20	83,844.80	85,945.60	88,088.00		
Administrative Ast	13	10	TJ5	6.1	Y	EA	139	HR	31.51	33.08	34.74	36.52	38.39	39.34	40.31		
								BW	2,520.80	2,646.40	2,779.20	2,921.60	3,071.20	3,147.20	3,224.80		
								MO	5,461.73	5,733.87	6,021.60	6,330.13	6,654.27	6,818.93	6,987.07		
								YR	65,540.80	68,806.40	72,259.20	75,961.60	79,851.20	81,827.20	83,844.80		
ASM-Cap Prog Plan & Analysis Mgr	1	1	MA1	1.2		MMA	145	HR	63.66	66.85	70.18	73.70	77.38	79.32	81.31		
								BW	5,092.80	5,348.00	5,614.40	5,896.00	6,190.40	6,345.60	6,504.80		
								MO	11,034.40	11,587.33	12,164.53	12,774.67	13,412.53	13,748.80	14,093.73		
								YR	132,412.80	139,048.00	145,974.40	153,296.00	160,950.40	164,985.60	169,124.80		
ASM-Civic Engagement Manager	1	1	MA1	1.2		MMA	145	HR	63.66	66.85	70.18	73.70	77.38	79.32	81.31		
								BW	5,092.80	5,348.00	5,614.40	5,896.00	6,190.40	6,345.60	6,504.80		
								MO	11,034.40	11,587.33	12,164.53	12,774.67	13,412.53	13,748.80	14,093.73		
								YR	132,412.80	139,048.00	145,974.40	153,296.00	160,950.40	164,985.60	169,124.80		
ASM-Communications Manager	0	0	MA1	1.2		MMA	145	HR	63.66	66.85	70.18	73.70	77.38	79.32	81.31		
								BW	5,092.80	5,348.00	5,614.40	5,896.00	6,190.40	6,345.60	6,504.80		
								MO	11,034.40	11,587.33	12,164.53	12,774.67	13,412.53	13,748.80	14,093.73		
								YR	132,412.80	139,048.00	145,974.40	153,296.00	160,950.40	164,985.60	169,124.80		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
ASM-Emergency and Security Manager	1	0	MA1	1.2		MMA	145	HR	63.66	66.85	70.18	73.70	77.38	79.32	81.31		
								BW	5,092.80	5,348.00	5,614.40	5,896.00	6,190.40	6,345.60	6,504.80		
								MO	11,034.40	11,587.33	12,164.53	12,774.67	13,412.53	13,748.80	14,093.73		
								YR	132,412.80	139,048.00	145,974.40	153,296.00	160,950.40	164,985.60	169,124.80		
ASM-Employment Services Manager	1	1	MA1	1.2		MMA	145	HR	63.66	66.85	70.18	73.70	77.38	79.32	81.31		
								BW	5,092.80	5,348.00	5,614.40	5,896.00	6,190.40	6,345.60	6,504.80		
								MO	11,034.40	11,587.33	12,164.53	12,774.67	13,412.53	13,748.80	14,093.73		
								YR	132,412.80	139,048.00	145,974.40	153,296.00	160,950.40	164,985.60	169,124.80		
ASM-Envir Health & Safety Manager	1	1	MA1	1.2		MMA	145	HR	63.66	66.85	70.18	73.70	77.38	79.32	81.31		
								BW	5,092.80	5,348.00	5,614.40	5,896.00	6,190.40	6,345.60	6,504.80		
								MO	11,034.40	11,587.33	12,164.53	12,774.67	13,412.53	13,748.80	14,093.73		
								YR	132,412.80	139,048.00	145,974.40	153,296.00	160,950.40	164,985.60	169,124.80		
ASM-Real Estate Services Manager	1	1	MA1	1.2		MMA	145	HR	63.66	66.85	70.18	73.70	77.38	79.32	81.31		
								BW	5,092.80	5,348.00	5,614.40	5,896.00	6,190.40	6,345.60	6,504.80		
								MO	11,034.40	11,587.33	12,164.53	12,774.67	13,412.53	13,748.80	14,093.73		
								YR	132,412.80	139,048.00	145,974.40	153,296.00	160,950.40	164,985.60	169,124.80		
ASM-Risk Manager	1	1	MA1	1.2		MMA	145	HR	63.66	66.85	70.18	73.70	77.38	79.32	81.31		
								BW	5,092.80	5,348.00	5,614.40	5,896.00	6,190.40	6,345.60	6,504.80		
								MO	11,034.40	11,587.33	12,164.53	12,774.67	13,412.53	13,748.80	14,093.73		
								YR	132,412.80	139,048.00	145,974.40	153,296.00	160,950.40	164,985.60	169,124.80		
ASM-Workforce Development Manager	0	0	MA1	1.2		MMA	145	HR	63.66	66.85	70.18	73.70	77.38	79.32	81.31		
								BW	5,092.80	5,348.00	5,614.40	5,896.00	6,190.40	6,345.60	6,504.80		
								MO	11,034.40	11,587.33	12,164.53	12,774.67	13,412.53	13,748.80	14,093.73		
								YR	132,412.80	139,048.00	145,974.40	153,296.00	160,950.40	164,985.60	169,124.80		
Asc Civil Engineer	36	32	EC5	2.1	Y	ES	159	HR	54.11	56.86	59.72	62.76	65.90	67.58	69.25		
								BW	4,328.80	4,548.80	4,777.60	5,020.80	5,272.00	5,406.40	5,540.00		
								MO	9,379.07	9,855.73	10,351.47	10,878.40	11,422.67	11,713.87	12,003.33		
								YR	112,548.80	118,268.80	124,217.60	130,540.80	137,072.00	140,566.40	144,040.00		
Asc Control Systems Eng.	3	3	ES5	2.1	Y	ES	161	HR	56.86	59.72	62.76	65.90	69.25	70.99	72.78		
								BW	4,548.80	4,777.60	5,020.80	5,272.00	5,540.00	5,679.20	5,822.40		
								MO	9,855.73	10,351.47	10,878.40	11,422.67	12,003.33	12,304.93	12,615.20		
								YR	118,268.80	124,217.60	130,540.80	137,072.00	144,040.00	147,659.20	151,382.40		
Asc Electrical Engineer	3	2	EE5	2.1	Y	ES	161	HR	56.86	59.72	62.76	65.90	69.25	70.99	72.78		
								BW	4,548.80	4,777.60	5,020.80	5,272.00	5,540.00	5,679.20	5,822.40		
								MO	9,855.73	10,351.47	10,878.40	11,422.67	12,003.33	12,304.93	12,615.20		
								YR	118,268.80	124,217.60	130,540.80	137,072.00	144,040.00	147,659.20	151,382.40		
Asc Engineer (Civil)	16	16	ED5	2.1	Y	ES	158	HR	52.78	55.47	58.28	61.22	64.32	65.90	67.58		
								BW	4,222.40	4,437.60	4,662.40	4,897.60	5,145.60	5,272.00	5,406.40		
								MO	9,148.53	9,614.80	10,101.87	10,611.47	11,148.80	11,422.67	11,713.87		
								YR	109,782.40	115,377.60	121,222.40	127,337.60	133,785.60	137,072.00	140,566.40		

Class Title	All Pos	Fill Pos*	Class Code	EO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Asc Engineer (Ctrl Sys)	4	4	ET5	2.1	Y	ES	160	HR	55.47	58.28	61.22	64.32	67.58	69.25	70.99		
								BW	4,437.60	4,662.40	4,897.60	5,145.60	5,406.40	5,540.00	5,679.20		
								MO	9,614.80	10,101.87	10,611.47	11,148.80	11,713.87	12,003.33	12,304.93		
								YR	115,377.60	121,222.40	127,337.60	133,785.60	140,566.40	144,040.00	147,659.20		
Asc Engineer (Elc)	0	0	EF3	2.1	Y	ES	160	HR	55.47	58.28	61.22	64.32	67.58	69.25	70.99		
								BW	4,437.60	4,662.40	4,897.60	5,145.60	5,406.40	5,540.00	5,679.20		
								MO	9,614.80	10,101.87	10,611.47	11,148.80	11,713.87	12,003.33	12,304.93		
								YR	115,377.60	121,222.40	127,337.60	133,785.60	140,566.40	144,040.00	147,659.20		
Asc Engineer (Mec)	1	1	EN5	2.1	Y	ES	158	HR	52.78	55.47	58.28	61.22	64.32	65.90	67.58		
								BW	4,222.40	4,437.60	4,662.40	4,897.60	5,145.60	5,272.00	5,406.40		
								MO	9,148.53	9,614.80	10,101.87	10,611.47	11,148.80	11,422.67	11,713.87		
								YR	109,782.40	115,377.60	121,222.40	127,337.60	133,785.60	137,072.00	140,566.40		
Asc Engineer Geologist R	1	1	EG5	2.1	Y	ES	159	HR	54.11	56.86	59.72	62.76	65.90	67.58	69.25		
								BW	4,328.80	4,548.80	4,777.60	5,020.80	5,272.00	5,406.40	5,540.00		
								MO	9,379.07	9,855.73	10,351.47	10,878.40	11,422.67	11,713.87	12,003.33		
								YR	112,548.80	118,268.80	124,217.60	130,540.80	137,072.00	140,566.40	144,040.00		
Asc Engineer Geologist U	0	0	EH5	2.1	Y	ES	158	HR	52.78	55.47	58.28	61.22	64.32	65.90	67.58		
								BW	4,222.40	4,437.60	4,662.40	4,897.60	5,145.60	5,272.00	5,406.40		
								MO	9,148.53	9,614.80	10,101.87	10,611.47	11,148.80	11,422.67	11,713.87		
								YR	109,782.40	115,377.60	121,222.40	127,337.60	133,785.60	137,072.00	140,566.40		
Asc Mec Engineer	0	0	EM5	2.1	Y	ES	159	HR	54.11	56.86	59.72	62.76	65.90	67.58	69.25		
								BW	4,328.80	4,548.80	4,777.60	5,020.80	5,272.00	5,406.40	5,540.00		
								MO	9,379.07	9,855.73	10,351.47	10,878.40	11,422.67	11,713.87	12,003.33		
								YR	112,548.80	118,268.80	124,217.60	130,540.80	137,072.00	140,566.40	144,040.00		
Asc Real Estate Agent	2	2	RA5	2.3	Y	EA	154	HR	45.62	47.95	50.33	52.92	55.56	56.96	58.38		
								BW	3,649.60	3,836.00	4,026.40	4,233.60	4,444.80	4,556.80	4,670.40		
								MO	7,907.47	8,311.33	8,723.87	9,172.80	9,630.40	9,873.07	10,119.20		
								YR	94,889.60	99,736.00	104,686.40	110,073.60	115,564.80	118,476.80	121,430.40		
Asc Water Resources Spec	5	4	EW5	2.2	Y	ES	158	HR	52.78	55.47	58.28	61.22	64.32	65.90	67.58		
								BW	4,222.40	4,437.60	4,662.40	4,897.60	5,145.60	5,272.00	5,406.40		
								MO	9,148.53	9,614.80	10,101.87	10,611.47	11,148.80	11,422.67	11,713.87		
								YR	109,782.40	115,377.60	121,222.40	127,337.60	133,785.60	137,072.00	140,566.40		
Assistant Officer	4	3	AB2	1.1		UNC	AST	HR	67.45							81.78	96.10
								BW	5,396.00							6,542.40	7,688.00
								MO	11,691.33							14,175.20	16,657.33
								YR	140,296.00							170,102.40	199,888.00
Ast Civil Engineer II	14	11	EC2	2.1	Y	ES	153	HR	46.67	49.03	51.50	54.11	56.86	58.28	59.72		
								BW	3,733.60	3,922.40	4,120.00	4,328.80	4,548.80	4,662.40	4,777.60		
								MO	8,089.47	8,498.53	8,926.67	9,379.07	9,855.73	10,101.87	10,351.47		
								YR	97,073.60	101,982.40	107,120.00	112,548.80	118,268.80	121,222.40	124,217.60		
Ast Control Sys Eng II	0	0	ES2	2.1	Y	ES	155	HR	49.03	51.50	54.11	56.86	59.72	61.22	62.76		
								BW	3,922.40	4,120.00	4,328.80	4,548.80	4,777.60	4,897.60	5,020.80		
								MO	8,498.53	8,926.67	9,379.07	9,855.73	10,351.47	10,611.47	10,878.40		
								YR	101,982.40	107,120.00	112,548.80	118,268.80	124,217.60	127,337.60	130,540.80		

Class Title	All Pos	Fill Pos*	Class Code	EE0	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Ast District Counsel	3	3	AH2	1.1		UNC	ADC	HR	73.43							89.02	104.61
								BW	5,874.40							7,121.60	8,368.80
								MO	12,727.87							15,430.14	18,132.40
								YR	152,734.40							185,161.60	217,588.80
Ast Electrical Eng II	0	0	EE2	2.1	Y	ES	155	HR	49.03	51.50	54.11	56.86	59.72	61.22	62.76		
								BW	3,922.40	4,120.00	4,328.80	4,548.80	4,777.60	4,897.60	5,020.80		
								MO	8,498.53	8,926.67	9,379.07	9,855.73	10,351.47	10,611.47	10,878.40		
								YR	101,982.40	107,120.00	112,548.80	118,268.80	124,217.60	127,337.60	130,540.80		
Ast Engineer Geo I U	0	0	EH1	2.1	Y	ES	148	HR	41.25	43.33	45.52	47.83	50.24	51.50	52.78		
								BW	3,300.00	3,466.40	3,641.60	3,826.40	4,019.20	4,120.00	4,222.40		
								MO	7,150.00	7,510.53	7,890.13	8,290.53	8,708.27	8,926.67	9,148.53		
								YR	85,800.00	90,126.40	94,681.60	99,486.40	104,499.20	107,120.00	109,782.40		
Ast Engineer Geo II R	0	0	EG2	2.1	Y	ES	153	HR	46.67	49.03	51.50	54.11	56.86	58.28	59.72		
								BW	3,733.60	3,922.40	4,120.00	4,328.80	4,548.80	4,662.40	4,777.60		
								MO	8,089.47	8,498.53	8,926.67	9,379.07	9,855.73	10,101.87	10,351.47		
								YR	97,073.60	101,982.40	107,120.00	112,548.80	118,268.80	121,222.40	124,217.60		
Ast Engineer Geo II U	1	1	EH2	2.1	Y	ES	152	HR	45.52	47.83	50.24	52.78	55.47	56.86	58.28		
								BW	3,641.60	3,826.40	4,019.20	4,222.40	4,437.60	4,548.80	4,662.40		
								MO	7,890.13	8,290.53	8,708.27	9,148.53	9,614.80	9,855.73	10,101.87		
								YR	94,681.60	99,486.40	104,499.20	109,782.40	115,377.60	118,268.80	121,222.40		
Ast Engineer I (Civil)	13	13	ED1	2.1	Y	ES	148	HR	41.25	43.33	45.52	47.83	50.24	51.50	52.78		
								BW	3,300.00	3,466.40	3,641.60	3,826.40	4,019.20	4,120.00	4,222.40		
								MO	7,150.00	7,510.53	7,890.13	8,290.53	8,708.27	8,926.67	9,148.53		
								YR	85,800.00	90,126.40	94,681.60	99,486.40	104,499.20	107,120.00	109,782.40		
Ast Engineer I (Ctrl Sys)	0	0	ET1	2.1	Y	ES	150	HR	43.33	45.52	47.83	50.24	52.78	54.11	55.47		
								BW	3,466.40	3,641.60	3,826.40	4,019.20	4,222.40	4,328.80	4,437.60		
								MO	7,510.53	7,890.13	8,290.53	8,708.27	9,148.53	9,379.07	9,614.80		
								YR	90,126.40	94,681.60	99,486.40	104,499.20	109,782.40	112,548.80	115,377.60		
Ast Engineer I (Elec)	1	0	EF1	2.1	Y	ES	150	HR	43.33	45.52	47.83	50.24	52.78	54.11	55.47		
								BW	3,466.40	3,641.60	3,826.40	4,019.20	4,222.40	4,328.80	4,437.60		
								MO	7,510.53	7,890.13	8,290.53	8,708.27	9,148.53	9,379.07	9,614.80		
								YR	90,126.40	94,681.60	99,486.40	104,499.20	109,782.40	112,548.80	115,377.60		
Ast Engineer I (Mec)	1	1	EN1	2.1	Y	ES	148	HR	41.25	43.33	45.52	47.83	50.24	51.50	52.78		
								BW	3,300.00	3,466.40	3,641.60	3,826.40	4,019.20	4,120.00	4,222.40		
								MO	7,150.00	7,510.53	7,890.13	8,290.53	8,708.27	8,926.67	9,148.53		
								YR	85,800.00	90,126.40	94,681.60	99,486.40	104,499.20	107,120.00	109,782.40		
Ast Engineer II (Civil)	24	22	ED2	2.1	Y	ES	152	HR	45.52	47.83	50.24	52.78	55.47	56.86	58.28		
								BW	3,641.60	3,826.40	4,019.20	4,222.40	4,437.60	4,548.80	4,662.40		
								MO	7,890.13	8,290.53	8,708.27	9,148.53	9,614.80	9,855.73	10,101.87		
								YR	94,681.60	99,486.40	104,499.20	109,782.40	115,377.60	118,268.80	121,222.40		
Ast Engineer II (Ctrl Sys)	1	1	ET2	2.1	Y	ES	154	HR	47.83	50.24	52.78	55.47	58.28	59.72	61.22		
								BW	3,826.40	4,019.20	4,222.40	4,437.60	4,662.40	4,777.60	4,897.60		
								MO	8,290.53	8,708.27	9,148.53	9,614.80	10,101.87	10,351.47	10,611.47		
								YR	99,486.40	104,499.20	109,782.40	115,377.60	121,222.40	124,217.60	127,337.60		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Ast Engineer II (Elec)	2	2	EF2	2.1	Y	ES	154	HR	47.83	50.24	52.78	55.47	58.28	59.72	61.22		
								BW	3,826.40	4,019.20	4,222.40	4,437.60	4,662.40	4,777.60	4,897.60		
								MO	8,290.53	8,708.27	9,148.53	9,614.80	10,101.87	10,351.47	10,611.47		
								YR	99,486.40	104,499.20	109,782.40	115,377.60	121,222.40	124,217.60	127,337.60		
Ast Engineer II (Mec)	0	0	EN2	2.1	Y	ES	152	HR	45.52	47.83	50.24	52.78	55.47	56.86	58.28		
								BW	3,641.60	3,826.40	4,019.20	4,222.40	4,437.60	4,548.80	4,662.40		
								MO	7,890.13	8,290.53	8,708.27	9,148.53	9,614.80	9,855.73	10,101.87		
								YR	94,681.60	99,486.40	104,499.20	109,782.40	115,377.60	118,268.80	121,222.40		
Ast Mec Engineer II	0	0	EM2	2.1	Y	ES	153	HR	46.67	49.03	51.50	54.11	56.86	58.28	59.72		
								BW	3,733.60	3,922.40	4,120.00	4,328.80	4,548.80	4,662.40	4,777.60		
								MO	8,089.47	8,498.53	8,926.67	9,379.07	9,855.73	10,101.87	10,351.47		
								YR	97,073.60	101,982.40	107,120.00	112,548.80	118,268.80	121,222.40	124,217.60		
Ast Surveyor I	1	1	CA1	3.2	Y	EA	138	HR	30.72	32.29	33.92	35.65	37.43	38.39	39.34		
								BW	2,457.60	2,583.20	2,713.60	2,852.00	2,994.40	3,071.20	3,147.20		
								MO	5,324.80	5,596.93	5,879.47	6,179.33	6,487.87	6,654.27	6,818.93		
								YR	63,897.60	67,163.20	70,553.60	74,152.00	77,854.40	79,851.20	81,827.20		
Ast Surveyor II	1	1	CA2	3.2	Y	EA	142	HR	33.92	35.65	37.43	39.34	41.32	42.35	43.42		
								BW	2,713.60	2,852.00	2,994.40	3,147.20	3,305.60	3,388.00	3,473.60		
								MO	5,879.47	6,179.33	6,487.87	6,818.93	7,162.13	7,340.67	7,526.13		
								YR	70,553.60	74,152.00	77,854.40	81,827.20	85,945.60	88,088.00	90,313.60		
Ast Surveyor III	4	4	CA5	3.2	Y	EA	146	HR	37.43	39.34	41.32	43.42	45.62	46.74	47.95		
								BW	2,994.40	3,147.20	3,305.60	3,473.60	3,649.60	3,739.20	3,836.00		
								MO	6,487.87	6,818.93	7,162.13	7,526.13	7,907.47	8,101.60	8,311.33		
								YR	77,854.40	81,827.20	85,945.60	90,313.60	94,889.60	97,219.20	99,736.00		
Ast Water Plant Operator I	7	6	FA1	7	Y	EA	140	HR	32.29	33.92	35.65	37.43	39.34	40.31	41.32		
								BW	2,583.20	2,713.60	2,852.00	2,994.40	3,147.20	3,224.80	3,305.60		
								MO	5,596.93	5,879.47	6,179.33	6,487.87	6,818.93	6,987.07	7,162.13		
								YR	67,163.20	70,553.60	74,152.00	77,854.40	81,827.20	83,844.80	85,945.60		
Ast Water Plant Operator II	5	5	FA2	7	Y	EA	146	HR	37.43	39.34	41.32	43.42	45.62	46.74	47.95		
								BW	2,994.40	3,147.20	3,305.60	3,473.60	3,649.60	3,739.20	3,836.00		
								MO	6,487.87	6,818.93	7,162.13	7,526.13	7,907.47	8,101.60	8,311.33		
								YR	77,854.40	81,827.20	85,945.60	90,313.60	94,889.60	97,219.20	99,736.00		
Ast Water Resources Spec I	0	0	EW1	2.2	Y	ES	148	HR	41.25	43.33	45.52	47.83	50.24	51.50	52.78		
								BW	3,300.00	3,466.40	3,641.60	3,826.40	4,019.20	4,120.00	4,222.40		
								MO	7,150.00	7,510.53	7,890.13	8,290.53	8,708.27	8,926.67	9,148.53		
								YR	85,800.00	90,126.40	94,681.60	99,486.40	104,499.20	107,120.00	109,782.40		
Ast Water Resources Spec II	4	4	EW2	2.2	Y	ES	152	HR	45.52	47.83	50.24	52.78	55.47	56.86	58.28		
								BW	3,641.60	3,826.40	4,019.20	4,222.40	4,437.60	4,548.80	4,662.40		
								MO	7,890.13	8,290.53	8,708.27	9,148.53	9,614.80	9,855.73	10,101.87		
								YR	94,681.60	99,486.40	104,499.20	109,782.40	115,377.60	118,268.80	121,222.40		
AudioVisual Specialist	1	1	YD5	3.2	Y	EA	146	HR	37.43	39.34	41.32	43.42	45.62	46.74	47.95		
								BW	2,994.40	3,147.20	3,305.60	3,473.60	3,649.60	3,739.20	3,836.00		
								MO	6,487.87	6,818.93	7,162.13	7,526.13	7,907.47	8,101.60	8,311.33		
								YR	77,854.40	81,827.20	85,945.60	90,313.60	94,889.60	97,219.20	99,736.00		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Biologist I	0	0	LJ2	2.2	Y	EA	149	HR	40.31	42.35	44.50	46.74	49.11	50.33	51.60		
								BW	3,224.80	3,388.00	3,560.00	3,739.20	3,928.80	4,026.40	4,128.00		
								MO	6,987.07	7,340.67	7,713.33	8,101.60	8,512.40	8,723.87	8,944.00		
								YR	83,844.80	88,088.00	92,560.00	97,219.20	102,148.80	104,686.40	107,328.00		
Biologist II	8	7	LJ5	2.2	Y	EA	153	HR	44.50	46.74	49.11	51.60	54.21	55.56	56.96		
								BW	3,560.00	3,739.20	3,928.80	4,128.00	4,336.80	4,444.80	4,556.80		
								MO	7,713.33	8,101.60	8,512.40	8,944.00	9,396.40	9,630.40	9,873.07		
								YR	92,560.00	97,219.20	102,148.80	107,328.00	112,756.80	115,564.80	118,476.80		
Biologist III	7	7	LJ6	2.2	Y	EA	159	HR	51.60	54.21	56.96	59.82	62.88	64.44	66.08		
								BW	4,128.00	4,336.80	4,556.80	4,785.60	5,030.40	5,155.20	5,286.40		
								MO	8,944.00	9,396.40	9,873.07	10,368.80	10,899.20	11,169.60	11,453.87		
								YR	107,328.00	112,756.80	118,476.80	124,425.60	130,790.40	134,035.20	137,446.40		
Bldg Maintenance Tech I	0	0	FT2	7	Y	EA	140	HR	32.29	33.92	35.65	37.43	39.34	40.31	41.32		
								BW	2,583.20	2,713.60	2,852.00	2,994.40	3,147.20	3,224.80	3,305.60		
								MO	5,596.93	5,879.47	6,179.33	6,487.87	6,818.93	6,987.07	7,162.13		
								YR	67,163.20	70,553.60	74,152.00	77,854.40	81,827.20	83,844.80	85,945.60		
Bldg Maintenance Tech II	5	5	FT5	7	Y	EA	144	HR	35.65	37.43	39.34	41.32	43.42	44.50	45.62		
								BW	2,852.00	2,994.40	3,147.20	3,305.60	3,473.60	3,560.00	3,649.60		
								MO	6,179.33	6,487.87	6,818.93	7,162.13	7,526.13	7,713.33	7,907.47		
								YR	74,152.00	77,854.40	81,827.20	85,945.60	90,313.60	92,560.00	94,889.60		
Bldg Maintenance Tech III	1	1	FT7	7	Y	EA	148	HR	39.34	41.32	43.42	45.62	47.95	49.11	50.33		
								BW	3,147.20	3,305.60	3,473.60	3,649.60	3,836.00	3,928.80	4,026.40		
								MO	6,818.93	7,162.13	7,526.13	7,907.47	8,311.33	8,512.40	8,723.87		
								YR	81,827.20	85,945.60	90,313.60	94,889.60	99,736.00	102,148.80	104,686.40		
Board Administrative Ast I	0	0	TG1	6.1	Y	EA	138	HR	30.72	32.29	33.92	35.65	37.43	38.39	39.34		
								BW	2,457.60	2,583.20	2,713.60	2,852.00	2,994.40	3,071.20	3,147.20		
								MO	5,324.80	5,596.93	5,879.47	6,179.33	6,487.87	6,654.27	6,818.93		
								YR	63,897.60	67,163.20	70,553.60	74,152.00	77,854.40	79,851.20	81,827.20		
Board Administrative Ast II	5	5	TG5	6.1	Y	EA	142	HR	33.92	35.65	37.43	39.34	41.32	42.35	43.42		
								BW	2,713.60	2,852.00	2,994.40	3,147.20	3,305.60	3,388.00	3,473.60		
								MO	5,879.47	6,179.33	6,487.87	6,818.93	7,162.13	7,340.67	7,526.13		
								YR	70,553.60	74,152.00	77,854.40	81,827.20	85,945.60	88,088.00	90,313.60		
Board Executive Aide	1	1	AM5	1.1		UNC	BEA	HR	51.38							58.57	65.76
								BW	4,110.40							4,685.60	5,260.80
								MO	8,905.87							10,152.14	11,398.40
								YR	106,870.40							121,825.60	136,780.80
Buyer I	0	0	VP1	2.3	Y	EA	144	HR	35.65	37.43	39.34	41.32	43.42	44.50	45.62		
								BW	2,852.00	2,994.40	3,147.20	3,305.60	3,473.60	3,560.00	3,649.60		
								MO	6,179.33	6,487.87	6,818.93	7,162.13	7,526.13	7,713.33	7,907.47		
								YR	74,152.00	77,854.40	81,827.20	85,945.60	90,313.60	92,560.00	94,889.60		
Buyer II	1	0	VP5	2.3	Y	EA	148	HR	39.34	41.32	43.42	45.62	47.95	49.11	50.33		
								BW	3,147.20	3,305.60	3,473.60	3,649.60	3,836.00	3,928.80	4,026.40		
								MO	6,818.93	7,162.13	7,526.13	7,907.47	8,311.33	8,512.40	8,723.87		
								YR	81,827.20	85,945.60	90,313.60	94,889.60	99,736.00	102,148.80	104,686.40		

Class Title	All Pos	Fill Pos*	Class Code	EO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Carpenter I	0	0	FX2	7	Y	EA	140	HR	32.29	33.92	35.65	37.43	39.34	40.31	41.32		
								BW	2,583.20	2,713.60	2,852.00	2,994.40	3,147.20	3,224.80	3,305.60		
								MO	5,596.93	5,879.47	6,179.33	6,487.87	6,818.93	6,987.07	7,162.13		
								YR	67,163.20	70,553.60	74,152.00	77,854.40	81,827.20	83,844.80	85,945.60		
Carpenter II	1	1	FX5	7	Y	EA	146	HR	37.43	39.34	41.32	43.42	45.62	46.74	47.95		
								BW	2,994.40	3,147.20	3,305.60	3,473.60	3,649.60	3,739.20	3,836.00		
								MO	6,487.87	6,818.93	7,162.13	7,526.13	7,907.47	8,101.60	8,311.33		
								YR	77,854.40	81,827.20	85,945.60	90,313.60	94,889.60	97,219.20	99,736.00		
Chemist I	0	0	LA2	2.2	Y	EA	149	HR	40.31	42.35	44.50	46.74	49.11	50.33	51.60		
								BW	3,224.80	3,388.00	3,560.00	3,739.20	3,928.80	4,026.40	4,128.00		
								MO	6,987.07	7,340.67	7,713.33	8,101.60	8,512.40	8,723.87	8,944.00		
								YR	83,844.80	88,088.00	92,560.00	97,219.20	102,148.80	104,686.40	107,328.00		
Chemist II	6	6	LA5	2.2	Y	EA	153	HR	44.50	46.74	49.11	51.60	54.21	55.56	56.96		
								BW	3,560.00	3,739.20	3,928.80	4,128.00	4,336.80	4,444.80	4,556.80		
								MO	7,713.33	8,101.60	8,512.40	8,944.00	9,396.40	9,630.40	9,873.07		
								YR	92,560.00	97,219.20	102,148.80	107,328.00	112,756.80	115,564.80	118,476.80		
Chief Administrative Officer	0	0	AB5	1.1		UNC	CAO	HR	86.55							104.94	123.33
								BW	6,924.00							8,395.20	9,866.40
								MO	15,002.00							18,189.60	21,377.20
								YR	180,024.00							218,275.20	256,526.40
Chief Construction Inspector	2	2	CN9	1.2	Y	EA	157	HR	49.11	51.60	54.21	56.96	59.82	61.33	62.88		
								BW	3,928.80	4,128.00	4,336.80	4,556.80	4,785.60	4,906.40	5,030.40		
								MO	8,512.40	8,944.00	9,396.40	9,873.07	10,368.80	10,630.53	10,899.20		
								YR	102,148.80	107,328.00	112,756.80	118,476.80	124,425.60	127,566.40	130,790.40		
Chief Executive Officer	1	1	AA5	1.1		UNC	CEO	HR	134.65							134.65	134.65
								BW	10,772.00							10,772.00	10,772.00
								MO	23,339.33							23,339.33	23,339.33
								YR	280,072.00							280,072.00	280,072.00
Chief Financial Officer	1	1	AB6	1.1		UNC	CFO	HR	81.11							98.36	115.60
								BW	6,488.80							7,868.80	9,248.00
								MO	14,059.07							17,049.07	20,037.33
								YR	168,708.80							204,588.80	240,448.00
Chief Operating Officer	3	1	AC5	1.1		UNC	COO	HR	86.55							104.94	123.33
								BW	6,924.00							8,395.20	9,866.40
								MO	15,002.00							18,189.60	21,377.20
								YR	180,024.00							218,275.20	256,526.40
Chief of External Affairs	1	1	AN5	1.1		UNC	CEA	HR	86.55							104.94	123.33
								BW	6,924.00							8,395.20	9,866.40
								MO	15,002.00							18,189.60	21,377.20
								YR	180,024.00							218,275.20	256,526.40
Clerk of the Board	1	1	AF5	1.1		UNC	COB	HR	84.00							84.00	84.00
								BW	6,720.00							6,720.00	6,720.00
								MO	14,560.00							14,560.00	14,560.00
								YR	174,720.00							174,720.00	174,720.00

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Construction Inspector I	0	0	CN1	3.2	Y	EA	145	HR	36.52	38.39	40.31	42.35	44.50	45.62	46.74		
								BW	2,921.60	3,071.20	3,224.80	3,388.00	3,560.00	3,649.60	3,739.20		
								MO	6,330.13	6,654.27	6,987.07	7,340.67	7,713.33	7,907.47	8,101.60		
								YR	75,961.60	79,851.20	83,844.80	88,088.00	92,560.00	94,889.60	97,219.20		
Construction Inspector II	0	0	CN2	3.1	Y	EA	149	HR	40.31	42.35	44.50	46.74	49.11	50.33	51.60		
								BW	3,224.80	3,388.00	3,560.00	3,739.20	3,928.80	4,026.40	4,128.00		
								MO	6,987.07	7,340.67	7,713.33	8,101.60	8,512.40	8,723.87	8,944.00		
								YR	83,844.80	88,088.00	92,560.00	97,219.20	102,148.80	104,686.40	107,328.00		
Control System Tech I	2	2	FM1	3.2	Y	EA	145	HR	36.52	38.39	40.31	42.35	44.50	45.62	46.74		
								BW	2,921.60	3,071.20	3,224.80	3,388.00	3,560.00	3,649.60	3,739.20		
								MO	6,330.13	6,654.27	6,987.07	7,340.67	7,713.33	7,907.47	8,101.60		
								YR	75,961.60	79,851.20	83,844.80	88,088.00	92,560.00	94,889.60	97,219.20		
Control System Tech II	7	7	FM5	3.2	Y	EA	151	HR	42.35	44.50	46.74	49.11	51.60	52.92	54.21		
								BW	3,388.00	3,560.00	3,739.20	3,928.80	4,128.00	4,233.60	4,336.80		
								MO	7,340.67	7,713.33	8,101.60	8,512.40	8,944.00	9,172.80	9,396.40		
								YR	88,088.00	92,560.00	97,219.20	102,148.80	107,328.00	110,073.60	112,756.80		
Control System Technician Sup	1	1	FM9	1.2	Y	EA	159	HR	51.60	54.21	56.96	59.82	62.88	64.44	66.08		
								BW	4,128.00	4,336.80	4,556.80	4,785.60	5,030.40	5,155.20	5,286.40		
								MO	8,944.00	9,396.40	9,873.07	10,368.80	10,899.20	11,169.60	11,453.87		
								YR	107,328.00	112,756.80	118,476.80	124,425.60	130,790.40	134,035.20	137,446.40		
Corrosion Control Tech I	1	1	CK2	3.2	Y	EA	144	HR	35.65	37.43	39.34	41.32	43.42	44.50	45.62		
								BW	2,852.00	2,994.40	3,147.20	3,305.60	3,473.60	3,560.00	3,649.60		
								MO	6,179.33	6,487.87	6,818.93	7,162.13	7,526.13	7,713.33	7,907.47		
								YR	74,152.00	77,854.40	81,827.20	85,945.60	90,313.60	92,560.00	94,889.60		
Corrosion Control Tech II	0	0	CK5	3.2	Y	EA	148	HR	39.34	41.32	43.42	45.62	47.95	49.11	50.33		
								BW	3,147.20	3,305.60	3,473.60	3,649.60	3,836.00	3,928.80	4,026.40		
								MO	6,818.93	7,162.13	7,526.13	7,907.47	8,311.33	8,512.40	8,723.87		
								YR	81,827.20	85,945.60	90,313.60	94,889.60	99,736.00	102,148.80	104,686.40		
Data Base Admn	2	2	XK9	2.3	Y	EA	160	HR	52.92	55.56	58.38	61.33	64.44	66.08	67.73		
								BW	4,233.60	4,444.80	4,670.40	4,906.40	5,155.20	5,286.40	5,418.40		
								MO	9,172.80	9,630.40	10,119.20	10,630.53	11,169.60	11,453.87	11,739.87		
								YR	110,073.60	115,564.80	121,430.40	127,566.40	134,035.20	137,446.40	140,878.40		
Database Analyst	0	0	XK5	2.3	Y	EA	156	HR	47.95	50.33	52.92	55.56	58.38	59.82	61.33		
								BW	3,836.00	4,026.40	4,233.60	4,444.80	4,670.40	4,785.60	4,906.40		
								MO	8,311.33	8,723.87	9,172.80	9,630.40	10,119.20	10,368.80	10,630.53		
								YR	99,736.00	104,686.40	110,073.60	115,564.80	121,430.40	124,425.60	127,566.40		
Deputy Administrative Officer	5	3	AB4	1.1		UNC	DAO	HR	81.11							98.36	115.60
								BW	6,488.80							7,868.80	9,248.00
								MO	14,059.07							17,049.07	20,037.33
								YR	168,708.80							204,588.80	240,448.00
Deputy Clerk of the Board	1	1	TG9	6.1	Y	EA	155	HR	46.74	49.11	51.60	54.21	56.96	58.38	59.82		
								BW	3,739.20	3,928.80	4,128.00	4,336.80	4,556.80	4,670.40	4,785.60		
								MO	8,101.60	8,512.40	8,944.00	9,396.40	9,873.07	10,119.20	10,368.80		
								YR	97,219.20	102,148.80	107,328.00	112,756.80	118,476.80	121,430.40	124,425.60		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Deputy Operating Officer	7	7	AC4	1.1		UNC	D00	HR	81.11							98.36	115.60
								BW	6,488.80							7,868.80	9,248.00
								MO	14,059.07							17,049.07	20,037.33
								YR	168,708.80							204,588.80	240,448.00
Dir Ethics & Corp Governance	0	0	AB7	1.1		UNC	251	HR	69.81							84.81	99.49
								BW	5,584.80							6,784.80	7,959.20
								MO	12,100.40							14,700.40	17,244.93
								YR	145,204.80							176,404.80	206,939.20
District Counsel	1	1	AD4	1.1		UNC	DCL	HR	131.00							131.00	131.00
								BW	10,480.00							10,480.00	10,480.00
								MO	22,706.67							22,706.67	22,706.67
								YR	272,480.00							272,480.00	272,480.00
EGM-Asset Management Manager	1	1	ME1	1.2		MMA	149	HR	70.28	73.79	77.48	81.35	85.42	87.56	89.74		
								BW	5,622.40	5,903.20	6,198.40	6,508.00	6,833.60	7,004.80	7,179.20		
								MO	12,181.87	12,790.27	13,429.87	14,100.67	14,806.13	15,177.07	15,554.93		
								YR	146,182.40	153,483.20	161,158.40	169,208.00	177,673.60	182,124.80	186,659.20		
EGM-Capital Engineering Manager	8	8	ME1	1.2		MMA	149	HR	70.28	73.79	77.48	81.35	85.42	87.56	89.74		
								BW	5,622.40	5,903.20	6,198.40	6,508.00	6,833.60	7,004.80	7,179.20		
								MO	12,181.87	12,790.27	13,429.87	14,100.67	14,806.13	15,177.07	15,554.93		
								YR	146,182.40	153,483.20	161,158.40	169,208.00	177,673.60	182,124.80	186,659.20		
EGM-Community Projects Review Mgr	1	1	ME1	1.2		MMA	149	HR	70.28	73.79	77.48	81.35	85.42	87.56	89.74		
								BW	5,622.40	5,903.20	6,198.40	6,508.00	6,833.60	7,004.80	7,179.20		
								MO	12,181.87	12,790.27	13,429.87	14,100.67	14,806.13	15,177.07	15,554.93		
								YR	146,182.40	153,483.20	161,158.40	169,208.00	177,673.60	182,124.80	186,659.20		
EGM-Construction Manager	1	1	ME1	1.2		MMA	149	HR	70.28	73.79	77.48	81.35	85.42	87.56	89.74		
								BW	5,622.40	5,903.20	6,198.40	6,508.00	6,833.60	7,004.80	7,179.20		
								MO	12,181.87	12,790.27	13,429.87	14,100.67	14,806.13	15,177.07	15,554.93		
								YR	146,182.40	153,483.20	161,158.40	169,208.00	177,673.60	182,124.80	186,659.20		
EGM-Dam Safety Program Manager	1	1	ME1	1.2		MMA	149	HR	70.28	73.79	77.48	81.35	85.42	87.56	89.74		
								BW	5,622.40	5,903.20	6,198.40	6,508.00	6,833.60	7,004.80	7,179.20		
								MO	12,181.87	12,790.27	13,429.87	14,100.67	14,806.13	15,177.07	15,554.93		
								YR	146,182.40	153,483.20	161,158.40	169,208.00	177,673.60	182,124.80	186,659.20		
EGM-Elec & Ctrl Sys Engineer Mgr	1	1	ME1	1.2		MMA	149	HR	70.28	73.79	77.48	81.35	85.42	87.56	89.74		
								BW	5,622.40	5,903.20	6,198.40	6,508.00	6,833.60	7,004.80	7,179.20		
								MO	12,181.87	12,790.27	13,429.87	14,100.67	14,806.13	15,177.07	15,554.93		
								YR	146,182.40	153,483.20	161,158.40	169,208.00	177,673.60	182,124.80	186,659.20		
EGM-Hydro, Hydra & Geomorph Mgr	1	1	ME1	1.2		MMA	149	HR	70.28	73.79	77.48	81.35	85.42	87.56	89.74		
								BW	5,622.40	5,903.20	6,198.40	6,508.00	6,833.60	7,004.80	7,179.20		
								MO	12,181.87	12,790.27	13,429.87	14,100.67	14,806.13	15,177.07	15,554.93		
								YR	146,182.40	153,483.20	161,158.40	169,208.00	177,673.60	182,124.80	186,659.20		
EGM-Ops & Maint Eng Support Mgr	1	1	ME1	1.2		MMA	149	HR	70.28	73.79	77.48	81.35	85.42	87.56	89.74		
								BW	5,622.40	5,903.20	6,198.40	6,508.00	6,833.60	7,004.80	7,179.20		
								MO	12,181.87	12,790.27	13,429.87	14,100.67	14,806.13	15,177.07	15,554.93		
								YR	146,182.40	153,483.20	161,158.40	169,208.00	177,673.60	182,124.80	186,659.20		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
EGM-Uitility Maint Engineering Mgr	1	1	ME1	1.2		MMA	149	HR	70.28	73.79	77.48	81.35	85.42	87.56	89.74		
								BW	5,622.40	5,903.20	6,198.40	6,508.00	6,833.60	7,004.80	7,179.20		
								MO	12,181.87	12,790.27	13,429.87	14,100.67	14,806.13	15,177.07	15,554.93		
								YR	146,182.40	153,483.20	161,158.40	169,208.00	177,673.60	182,124.80	186,659.20		
EGM-Water Policy & Planning Mgr	1	1	ME1	1.2		MMA	149	HR	70.28	73.79	77.48	81.35	85.42	87.56	89.74		
								BW	5,622.40	5,903.20	6,198.40	6,508.00	6,833.60	7,004.80	7,179.20		
								MO	12,181.87	12,790.27	13,429.87	14,100.67	14,806.13	15,177.07	15,554.93		
								YR	146,182.40	153,483.20	161,158.40	169,208.00	177,673.60	182,124.80	186,659.20		
ESSM-Land Surveying & Mapping Mgr	1	1	ME2	1.2		MMA	145	HR	63.66	66.85	70.18	73.70	77.38	79.32	81.31		
								BW	5,092.80	5,348.00	5,614.40	5,896.00	6,190.40	6,345.60	6,504.80		
								MO	11,034.40	11,587.33	12,164.53	12,774.67	13,412.53	13,748.80	14,093.73		
								YR	132,412.80	139,048.00	145,974.40	153,296.00	160,950.40	164,985.60	169,124.80		
Engineering Systems Analyst	6	4	EW9	2.1		ES	164	HR	61.22	64.32	67.58	70.99	74.58	76.43	78.37		
								BW	4,897.60	5,145.60	5,406.40	5,679.20	5,966.40	6,114.40	6,269.60		
								MO	10,611.47	11,148.80	11,713.87	12,304.93	12,927.20	13,247.87	13,584.13		
								YR	127,337.60	133,785.60	140,566.40	147,659.20	155,126.40	158,974.40	163,009.60		
Engineering Tech I	0	0	CJ1	3.2	Y	EA	137	HR	29.98	31.51	33.08	34.74	36.52	37.43	38.39		
								BW	2,398.40	2,520.80	2,646.40	2,779.20	2,921.60	2,994.40	3,071.20		
								MO	5,196.53	5,461.73	5,733.87	6,021.60	6,330.13	6,487.87	6,654.27		
								YR	62,358.40	65,540.80	68,806.40	72,259.20	75,961.60	77,854.40	79,851.20		
Engineering Tech II	7	6	CJ2	3.2	Y	EA	141	HR	33.08	34.74	36.52	38.39	40.31	41.32	42.35		
								BW	2,646.40	2,779.20	2,921.60	3,071.20	3,224.80	3,305.60	3,388.00		
								MO	5,733.87	6,021.60	6,330.13	6,654.27	6,987.07	7,162.13	7,340.67		
								YR	68,806.40	72,259.20	75,961.60	79,851.20	83,844.80	85,945.60	88,088.00		
Engineering Tech III	4	3	CJ5	3.2	Y	EA	145	HR	36.52	38.39	40.31	42.35	44.50	45.62	46.74		
								BW	2,921.60	3,071.20	3,224.80	3,388.00	3,560.00	3,649.60	3,739.20		
								MO	6,330.13	6,654.27	6,987.07	7,340.67	7,713.33	7,907.47	8,101.60		
								YR	75,961.60	79,851.20	83,844.80	88,088.00	92,560.00	94,889.60	97,219.20		
Environmental Planner I	1	1	PA2	2.3	Y	EA	151	HR	42.35	44.50	46.74	49.11	51.60	52.92	54.21		
								BW	3,388.00	3,560.00	3,739.20	3,928.80	4,128.00	4,233.60	4,336.80		
								MO	7,340.67	7,713.33	8,101.60	8,512.40	8,944.00	9,172.80	9,396.40		
								YR	88,088.00	92,560.00	97,219.20	102,148.80	107,328.00	110,073.60	112,756.80		
Environmental Planner II	7	7	PA5	2.3	Y	EA	155	HR	46.74	49.11	51.60	54.21	56.96	58.38	59.82		
								BW	3,739.20	3,928.80	4,128.00	4,336.80	4,556.80	4,670.40	4,785.60		
								MO	8,101.60	8,512.40	8,944.00	9,396.40	9,873.07	10,119.20	10,368.80		
								YR	97,219.20	102,148.80	107,328.00	112,756.80	118,476.80	121,430.40	124,425.60		
ESM-Envir Mitigation & Monitor Mgr	1	1	ME3	1.2		MMA	148	HR	68.56	72.00	75.59	79.36	83.34	85.42	87.56		
								BW	5,484.80	5,760.00	6,047.20	6,348.80	6,667.20	6,833.60	7,004.80		
								MO	11,883.73	12,480.00	13,102.27	13,755.73	14,445.60	14,806.13	15,177.07		
								YR	142,604.80	149,760.00	157,227.20	165,068.80	173,347.20	177,673.60	182,124.80		
ESM-Envir Svcs Manager-Watershed	2	2	ME3	1.2		MMA	148	HR	68.56	72.00	75.59	79.36	83.34	85.42	87.56		
								BW	5,484.80	5,760.00	6,047.20	6,348.80	6,667.20	6,833.60	7,004.80		
								MO	11,883.73	12,480.00	13,102.27	13,755.73	14,445.60	14,806.13	15,177.07		
								YR	142,604.80	149,760.00	157,227.20	165,068.80	173,347.20	177,673.60	182,124.80		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
ESM-Envir Svcs Mgr - Water Utility	1	1	ME3	1.2		MMA	148	HR	68.56	72.00	75.59	79.36	83.34	85.42	87.56		
								BW	5,484.80	5,760.00	6,047.20	6,348.80	6,667.20	6,833.60	7,004.80		
								MO	11,883.73	12,480.00	13,102.27	13,755.73	14,445.60	14,806.13	15,177.07		
								YR	142,604.80	149,760.00	157,227.20	165,068.80	173,347.20	177,673.60	182,124.80		
Equipment Mechanic I	1	1	JG1	7	Y	EA	140	HR	32.29	33.92	35.65	37.43	39.34	40.31	41.32		
								BW	2,583.20	2,713.60	2,852.00	2,994.40	3,147.20	3,224.80	3,305.60		
								MO	5,596.93	5,879.47	6,179.33	6,487.87	6,818.93	6,987.07	7,162.13		
								YR	67,163.20	70,553.60	74,152.00	77,854.40	81,827.20	83,844.80	85,945.60		
Equipment Mechanic II	3	3	JG5	7	Y	EA	146	HR	37.43	39.34	41.32	43.42	45.62	46.74	47.95		
								BW	2,994.40	3,147.20	3,305.60	3,473.60	3,649.60	3,739.20	3,836.00		
								MO	6,487.87	6,818.93	7,162.13	7,526.13	7,907.47	8,101.60	8,311.33		
								YR	77,854.40	81,827.20	85,945.60	90,313.60	94,889.60	97,219.20	99,736.00		
Executive Assistant	6	4	TJ6	6.1	Y	EA	146	HR	37.43	39.34	41.32	43.42	45.62	46.74	47.95		
								BW	2,994.40	3,147.20	3,305.60	3,473.60	3,649.60	3,739.20	3,836.00		
								MO	6,487.87	6,818.93	7,162.13	7,526.13	7,907.47	8,101.60	8,311.33		
								YR	77,854.40	81,827.20	85,945.60	90,313.60	94,889.60	97,219.20	99,736.00		
Executive Assistant to CEO	1	2	TJ8	6.1	Y	EA	150	HR	41.32	43.42	45.62	47.95	50.33	51.60	52.92		
								BW	3,305.60	3,473.60	3,649.60	3,836.00	4,026.40	4,128.00	4,233.60		
								MO	7,162.13	7,526.13	7,907.47	8,311.33	8,723.87	8,944.00	9,172.80		
								YR	85,945.60	90,313.60	94,889.60	99,736.00	104,686.40	107,328.00	110,073.60		
Facilities Maintenance Adm	1	1	FT8	2.3	Y	EA	159	HR	51.60	54.21	56.96	59.82	62.88	64.44	66.08		
								BW	4,128.00	4,336.80	4,556.80	4,785.60	5,030.40	5,155.20	5,286.40		
								MO	8,944.00	9,396.40	9,873.07	10,368.80	10,899.20	11,169.60	11,453.87		
								YR	107,328.00	112,756.80	118,476.80	124,425.60	130,790.40	134,035.20	137,446.40		
Fellowship	4	4	CS9	2.3		EA	1	HR	38.46								
								BW	0.00								
								MO	6,666.40								
								YR	79,996.80								
Field Operations Admn	12	12	JN8	1.2	Y	EA	155	HR	46.74	49.11	51.60	54.21	56.96	58.38	59.82		
								BW	3,739.20	3,928.80	4,128.00	4,336.80	4,556.80	4,670.40	4,785.60		
								MO	8,101.60	8,512.40	8,944.00	9,396.40	9,873.07	10,119.20	10,368.80		
								YR	97,219.20	102,148.80	107,328.00	112,756.80	118,476.80	121,430.40	124,425.60		
FSM-Accounting Manager	1	1	MF1	1.2		MMA	146	HR	65.26	68.53	71.95	75.55	79.32	81.31	83.34		
								BW	5,220.80	5,482.40	5,756.00	6,044.00	6,345.60	6,504.80	6,667.20		
								MO	11,311.73	11,878.53	12,471.33	13,095.33	13,748.80	14,093.73	14,445.60		
								YR	135,740.80	142,542.40	149,656.00	157,144.00	164,985.60	169,124.80	173,347.20		
FSM-Budget Manager	1	1	MF1	1.2		MMA	146	HR	65.26	68.53	71.95	75.55	79.32	81.31	83.34		
								BW	5,220.80	5,482.40	5,756.00	6,044.00	6,345.60	6,504.80	6,667.20		
								MO	11,311.73	11,878.53	12,471.33	13,095.33	13,748.80	14,093.73	14,445.60		
								YR	135,740.80	142,542.40	149,656.00	157,144.00	164,985.60	169,124.80	173,347.20		
FSM-Revenue Manager	1	1	MF1	1.2		MMA	146	HR	65.26	68.53	71.95	75.55	79.32	81.31	83.34		
								BW	5,220.80	5,482.40	5,756.00	6,044.00	6,345.60	6,504.80	6,667.20		
								MO	11,311.73	11,878.53	12,471.33	13,095.33	13,748.80	14,093.73	14,445.60		
								YR	135,740.80	142,542.40	149,656.00	157,144.00	164,985.60	169,124.80	173,347.20		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
FSM-Treasury and Debt Manager	1	1	MF1	1.2		MMA	146	HR	65.26	68.53	71.95	75.55	79.32	81.31	83.34		
								BW	5,220.80	5,482.40	5,756.00	6,044.00	6,345.60	6,504.80	6,667.20		
								MO	11,311.73	11,878.53	12,471.33	13,095.33	13,748.80	14,093.73	14,445.60		
								YR	135,740.80	142,542.40	149,656.00	157,144.00	164,985.60	169,124.80	173,347.20		
Forms Tech I	0	0	TD2	6.2	Y	EA	138	HR	30.72	32.29	33.92	35.65	37.43	38.39	39.34		
								BW	2,457.60	2,583.20	2,713.60	2,852.00	2,994.40	3,071.20	3,147.20		
								MO	5,324.80	5,596.93	5,879.47	6,179.33	6,487.87	6,654.27	6,818.93		
								YR	63,897.60	67,163.20	70,553.60	74,152.00	77,854.40	79,851.20	81,827.20		
Forms Tech II	1	1	TD5	6.1	Y	EA	142	HR	33.92	35.65	37.43	39.34	41.32	42.35	43.42		
								BW	2,713.60	2,852.00	2,994.40	3,147.20	3,305.60	3,388.00	3,473.60		
								MO	5,879.47	6,179.33	6,487.87	6,818.93	7,162.13	7,340.67	7,526.13		
								YR	70,553.60	74,152.00	77,854.40	81,827.20	85,945.60	88,088.00	90,313.60		
GSM-Business & Customer Supp Mgr	1	1	MG1	1.2		MMA	140	HR	56.27	59.08	62.04	65.14	68.39	70.10	71.85		
								BW	4,501.60	4,726.40	4,963.20	5,211.20	5,471.20	5,608.00	5,748.00		
								MO	9,753.47	10,240.53	10,753.60	11,290.93	11,854.27	12,150.67	12,454.00		
								YR	117,041.60	122,886.40	129,043.20	135,491.20	142,251.20	145,808.00	149,448.00		
GSM-Engineering Support Manager	1	1	MG1	1.2		MMA	140	HR	56.27	59.08	62.04	65.14	68.39	70.10	71.85		
								BW	4,501.60	4,726.40	4,963.20	5,211.20	5,471.20	5,608.00	5,748.00		
								MO	9,753.47	10,240.53	10,753.60	11,290.93	11,854.27	12,150.67	12,454.00		
								YR	117,041.60	122,886.40	129,043.20	135,491.20	142,251.20	145,808.00	149,448.00		
GSM-Facilities Manager	1	1	MG1	1.2		MMA	140	HR	56.27	59.08	62.04	65.14	68.39	70.10	71.85		
								BW	4,501.60	4,726.40	4,963.20	5,211.20	5,471.20	5,608.00	5,748.00		
								MO	9,753.47	10,240.53	10,753.60	11,290.93	11,854.27	12,150.67	12,454.00		
								YR	117,041.60	122,886.40	129,043.20	135,491.20	142,251.20	145,808.00	149,448.00		
GSM-Fleet & Equipment Manager	1	1	MG1	1.2		MMA	140	HR	56.27	59.08	62.04	65.14	68.39	70.10	71.85		
								BW	4,501.60	4,726.40	4,963.20	5,211.20	5,471.20	5,608.00	5,748.00		
								MO	9,753.47	10,240.53	10,753.60	11,290.93	11,854.27	12,150.67	12,454.00		
								YR	117,041.60	122,886.40	129,043.20	135,491.20	142,251.20	145,808.00	149,448.00		
GSM-Records & Library Manager	1	1	MG1	1.2		MMA	140	HR	56.27	59.08	62.04	65.14	68.39	70.10	71.85		
								BW	4,501.60	4,726.40	4,963.20	5,211.20	5,471.20	5,608.00	5,748.00		
								MO	9,753.47	10,240.53	10,753.60	11,290.93	11,854.27	12,150.67	12,454.00		
								YR	117,041.60	122,886.40	129,043.20	135,491.20	142,251.20	145,808.00	149,448.00		
Geographic Info Sys Anl I	0	0	XM1	2.3	Y	EA	150	HR	41.32	43.42	45.62	47.95	50.33	51.60	52.92		
								BW	3,305.60	3,473.60	3,649.60	3,836.00	4,026.40	4,128.00	4,233.60		
								MO	7,162.13	7,526.13	7,907.47	8,311.33	8,723.87	8,944.00	9,172.80		
								YR	85,945.60	90,313.60	94,889.60	99,736.00	104,686.40	107,328.00	110,073.60		
Geographic Info Sys Anl II	3	3	XM2	2.3	Y	EA	154	HR	45.62	47.95	50.33	52.92	55.56	56.96	58.38		
								BW	3,649.60	3,836.00	4,026.40	4,233.60	4,444.80	4,556.80	4,670.40		
								MO	7,907.47	8,311.33	8,723.87	9,172.80	9,630.40	9,873.07	10,119.20		
								YR	94,889.60	99,736.00	104,686.40	110,073.60	115,564.80	118,476.80	121,430.40		
Geographic Info Sys Anl III	0	0	XM5	2.3	Y	EA	158	HR	50.33	52.92	55.56	58.38	61.33	62.88	64.44		
								BW	4,026.40	4,233.60	4,444.80	4,670.40	4,906.40	5,030.40	5,155.20		
								MO	8,723.87	9,172.80	9,630.40	10,119.20	10,630.53	10,899.20	11,169.60		
								YR	104,686.40	110,073.60	115,564.80	121,430.40	127,566.40	130,790.40	134,035.20		

Class Title	All Pos	Fill Pos*	Class Code	EO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Government Relations Advocate	1	1	XD8	2.3	Y	EA	158	HR	50.33	52.92	55.56	58.38	61.33	62.88	64.44		
								BW	4,026.40	4,233.60	4,444.80	4,670.40	4,906.40	5,030.40	5,155.20		
								MO	8,723.87	9,172.80	9,630.40	10,119.20	10,630.53	10,899.20	11,169.60		
								YR	104,686.40	110,073.60	115,564.80	121,430.40	127,566.40	130,790.40	134,035.20		
HVAC Mechanic	2	2	FP5	7	Y	EA	151	HR	42.35	44.50	46.74	49.11	51.60	52.92	54.21		
								BW	3,388.00	3,560.00	3,739.20	3,928.80	4,128.00	4,233.60	4,336.80		
								MO	7,340.67	7,713.33	8,101.60	8,512.40	8,944.00	9,172.80	9,396.40		
								YR	88,088.00	92,560.00	97,219.20	102,148.80	107,328.00	110,073.60	112,756.80		
Heavy Equipment Operator	6	6	JN5	7	Y	EA	149	HR	40.31	42.35	44.50	46.74	49.11	50.33	51.60		
								BW	3,224.80	3,388.00	3,560.00	3,739.20	3,928.80	4,026.40	4,128.00		
								MO	6,987.07	7,340.67	7,713.33	8,101.60	8,512.40	8,723.87	8,944.00		
								YR	83,844.80	88,088.00	92,560.00	97,219.20	102,148.80	104,686.40	107,328.00		
Human Resources Tech I	0	0	XH2	6.1	Y	EA	140	HR	32.29	33.92	35.65	37.43	39.34	40.31	41.32		
								BW	2,583.20	2,713.60	2,852.00	2,994.40	3,147.20	3,224.80	3,305.60		
								MO	5,596.93	5,879.47	6,179.33	6,487.87	6,818.93	6,987.07	7,162.13		
								YR	67,163.20	70,553.60	74,152.00	77,854.40	81,827.20	83,844.80	85,945.60		
Human Resources Tech II	2	2	XH5	6.1	Y	EA	144	HR	35.65	37.43	39.34	41.32	43.42	44.50	45.62		
								BW	2,852.00	2,994.40	3,147.20	3,305.60	3,473.60	3,560.00	3,649.60		
								MO	6,179.33	6,487.87	6,818.93	7,162.13	7,526.13	7,713.33	7,907.47		
								YR	74,152.00	77,854.40	81,827.20	85,945.60	90,313.60	92,560.00	94,889.60		
Hydrographer I	1	1	CE1	3.2	Y	EA	143	HR	34.74	36.52	38.39	40.31	42.35	43.42	44.50		
								BW	2,779.20	2,921.60	3,071.20	3,224.80	3,388.00	3,473.60	3,560.00		
								MO	6,021.60	6,330.13	6,654.27	6,987.07	7,340.67	7,526.13	7,713.33		
								YR	72,259.20	75,961.60	79,851.20	83,844.80	88,088.00	90,313.60	92,560.00		
Hydrographer II	1	1	CE5	3.2	Y	EA	147	HR	38.39	40.31	42.35	44.50	46.74	47.95	49.11		
								BW	3,071.20	3,224.80	3,388.00	3,560.00	3,739.20	3,836.00	3,928.80		
								MO	6,654.27	6,987.07	7,340.67	7,713.33	8,101.60	8,311.33	8,512.40		
								YR	79,851.20	83,844.80	88,088.00	92,560.00	97,219.20	99,736.00	102,148.80		
Hydrographer III	2	2	CE6	3.2	Y	EA	151	HR	42.35	44.50	46.74	49.11	51.60	52.92	54.21		
								BW	3,388.00	3,560.00	3,739.20	3,928.80	4,128.00	4,233.60	4,336.80		
								MO	7,340.67	7,713.33	8,101.60	8,512.40	8,944.00	9,172.80	9,396.40		
								YR	88,088.00	92,560.00	97,219.20	102,148.80	107,328.00	110,073.60	112,756.80		
Hydrologic Systems Analyst I	0	0	CB2	3.2	Y	EA	144	HR	35.65	37.43	39.34	41.32	43.42	44.50	45.62		
								BW	2,852.00	2,994.40	3,147.20	3,305.60	3,473.60	3,560.00	3,649.60		
								MO	6,179.33	6,487.87	6,818.93	7,162.13	7,526.13	7,713.33	7,907.47		
								YR	74,152.00	77,854.40	81,827.20	85,945.60	90,313.60	92,560.00	94,889.60		
Hydrologic Systems Analyst II	7	7	CB5	3.2	Y	EA	148	HR	39.34	41.32	43.42	45.62	47.95	49.11	50.33		
								BW	3,147.20	3,305.60	3,473.60	3,649.60	3,836.00	3,928.80	4,026.40		
								MO	6,818.93	7,162.13	7,526.13	7,907.47	8,311.33	8,512.40	8,723.87		
								YR	81,827.20	85,945.60	90,313.60	94,889.60	99,736.00	102,148.80	104,686.40		
IWM-Imported Water Manager	1	1	MI1	1.2		MMA	150	HR	72.04	75.63	79.42	83.39	87.56	89.74	91.99		
								BW	5,763.20	6,050.40	6,353.60	6,671.20	7,004.80	7,179.20	7,359.20		
								MO	12,486.93	13,109.20	13,766.13	14,454.27	15,177.07	15,554.93	15,944.93		
								YR	149,843.20	157,310.40	165,193.60	173,451.20	182,124.80	186,659.20	191,339.20		

Class Title	All Pos	Fill Pos*	Class Code	EO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Industrial Electrician I	1	0	FJ1	7	Y	EA	145	HR	36.52	38.39	40.31	42.35	44.50	45.62	46.74		
								BW	2,921.60	3,071.20	3,224.80	3,388.00	3,560.00	3,649.60	3,739.20		
								MO	6,330.13	6,654.27	6,987.07	7,340.67	7,713.33	7,907.47	8,101.60		
								YR	75,961.60	79,851.20	83,844.80	88,088.00	92,560.00	94,889.60	97,219.20		
Industrial Electrician II	4	4	FJ5	7	Y	EA	151	HR	42.35	44.50	46.74	49.11	51.60	52.92	54.21		
								BW	3,388.00	3,560.00	3,739.20	3,928.80	4,128.00	4,233.60	4,336.80		
								MO	7,340.67	7,713.33	8,101.60	8,512.40	8,944.00	9,172.80	9,396.40		
								YR	88,088.00	92,560.00	97,219.20	102,148.80	107,328.00	110,073.60	112,756.80		
Industrial Electrician Sup	1	1	FJ9	1.2	Y	EA	159	HR	51.60	54.21	56.96	59.82	62.88	64.44	66.08		
								BW	4,128.00	4,336.80	4,556.80	4,785.60	5,030.40	5,155.20	5,286.40		
								MO	8,944.00	9,396.40	9,873.07	10,368.80	10,899.20	11,169.60	11,453.87		
								YR	107,328.00	112,756.80	118,476.80	124,425.60	130,790.40	134,035.20	137,446.40		
Industrial Hygienist I	0	0	XC2	2.2	Y	EA	149	HR	40.31	42.35	44.50	46.74	49.11	50.33	51.60		
								BW	3,224.80	3,388.00	3,560.00	3,739.20	3,928.80	4,026.40	4,128.00		
								MO	6,987.07	7,340.67	7,713.33	8,101.60	8,512.40	8,723.87	8,944.00		
								YR	83,844.80	88,088.00	92,560.00	97,219.20	102,148.80	104,686.40	107,328.00		
Industrial Hygienist II	0	0	XC5	2.2	Y	EA	153	HR	44.50	46.74	49.11	51.60	54.21	55.56	56.96		
								BW	3,560.00	3,739.20	3,928.80	4,128.00	4,336.80	4,444.80	4,556.80		
								MO	7,713.33	8,101.60	8,512.40	8,944.00	9,396.40	9,630.40	9,873.07		
								YR	92,560.00	97,219.20	102,148.80	107,328.00	112,756.80	115,564.80	118,476.80		
Industrial Painter I	0	0	FV1	7	Y	EA	140	HR	32.29	33.92	35.65	37.43	39.34	40.31	41.32		
								BW	2,583.20	2,713.60	2,852.00	2,994.40	3,147.20	3,224.80	3,305.60		
								MO	5,596.93	5,879.47	6,179.33	6,487.87	6,818.93	6,987.07	7,162.13		
								YR	67,163.20	70,553.60	74,152.00	77,854.40	81,827.20	83,844.80	85,945.60		
Industrial Painter II	2	2	FV5	7	Y	EA	146	HR	37.43	39.34	41.32	43.42	45.62	46.74	47.95		
								BW	2,994.40	3,147.20	3,305.60	3,473.60	3,649.60	3,739.20	3,836.00		
								MO	6,487.87	6,818.93	7,162.13	7,526.13	7,907.47	8,101.60	8,311.33		
								YR	77,854.40	81,827.20	85,945.60	90,313.60	94,889.60	97,219.20	99,736.00		
Info Systems Analyst I	0	0	XJ1	2.3	Y	EA	150	HR	41.32	43.42	45.62	47.95	50.33	51.60	52.92		
								BW	3,305.60	3,473.60	3,649.60	3,836.00	4,026.40	4,128.00	4,233.60		
								MO	7,162.13	7,526.13	7,907.47	8,311.33	8,723.87	8,944.00	9,172.80		
								YR	85,945.60	90,313.60	94,889.60	99,736.00	104,686.40	107,328.00	110,073.60		
Info Systems Analyst II	2	1	XJ2	2.3	Y	EA	154	HR	45.62	47.95	50.33	52.92	55.56	56.96	58.38		
								BW	3,649.60	3,836.00	4,026.40	4,233.60	4,444.80	4,556.80	4,670.40		
								MO	7,907.47	8,311.33	8,723.87	9,172.80	9,630.40	9,873.07	10,119.20		
								YR	94,889.60	99,736.00	104,686.40	110,073.60	115,564.80	118,476.80	121,430.40		
Info Systems Analyst III	5	5	XJ5	2.3	Y	EA	158	HR	50.33	52.92	55.56	58.38	61.33	62.88	64.44		
								BW	4,026.40	4,233.60	4,444.80	4,670.40	4,906.40	5,030.40	5,155.20		
								MO	8,723.87	9,172.80	9,630.40	10,119.20	10,630.53	10,899.20	11,169.60		
								YR	104,686.40	110,073.60	115,564.80	121,430.40	127,566.40	130,790.40	134,035.20		
Info Systems Tech I	0	0	YA1	3.2	Y	EA	140	HR	32.29	33.92	35.65	37.43	39.34	40.31	41.32		
								BW	2,583.20	2,713.60	2,852.00	2,994.40	3,147.20	3,224.80	3,305.60		
								MO	5,596.93	5,879.47	6,179.33	6,487.87	6,818.93	6,987.07	7,162.13		
								YR	67,163.20	70,553.60	74,152.00	77,854.40	81,827.20	83,844.80	85,945.60		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Info Systems Tech II	4	4	YA5	3.2	Y	EA	146	HR	37.43	39.34	41.32	43.42	45.62	46.74	47.95		
								BW	2,994.40	3,147.20	3,305.60	3,473.60	3,649.60	3,739.20	3,836.00		
								MO	6,487.87	6,818.93	7,162.13	7,526.13	7,907.47	8,101.60	8,311.33		
								YR	77,854.40	81,827.20	85,945.60	90,313.60	94,889.60	97,219.20	99,736.00		
ISM-Information Technology Manager	1	1	MI2	1.2		MMA	146	HR	65.26	68.53	71.95	75.55	79.32	81.31	83.34		
								BW	5,220.80	5,482.40	5,756.00	6,044.00	6,345.60	6,504.80	6,667.20		
								MO	11,311.73	11,878.53	12,471.33	13,095.33	13,748.80	14,093.73	14,445.60		
								YR	135,740.80	142,542.40	149,656.00	157,144.00	164,985.60	169,124.80	173,347.20		
ISM-Sys Development & Support Mgr	1	1	MI2	1.2		MMA	146	HR	65.26	68.53	71.95	75.55	79.32	81.31	83.34		
								BW	5,220.80	5,482.40	5,756.00	6,044.00	6,345.60	6,504.80	6,667.20		
								MO	11,311.73	11,878.53	12,471.33	13,095.33	13,748.80	14,093.73	14,445.60		
								YR	135,740.80	142,542.40	149,656.00	157,144.00	164,985.60	169,124.80	173,347.20		
Inventory Control Tech I	1	1	VH2	8	Y	EA	137	HR	29.98	31.51	33.08	34.74	36.52	37.43	38.39		
								BW	2,398.40	2,520.80	2,646.40	2,779.20	2,921.60	2,994.40	3,071.20		
								MO	5,196.53	5,461.73	5,733.87	6,021.60	6,330.13	6,487.87	6,654.27		
								YR	62,358.40	65,540.80	68,806.40	72,259.20	75,961.60	77,854.40	79,851.20		
Inventory Control Tech II	2	2	VH5	8	Y	EA	141	HR	33.08	34.74	36.52	38.39	40.31	41.32	42.35		
								BW	2,646.40	2,779.20	2,921.60	3,071.20	3,224.80	3,305.60	3,388.00		
								MO	5,733.87	6,021.60	6,330.13	6,654.27	6,987.07	7,162.13	7,340.67		
								YR	68,806.40	72,259.20	75,961.60	79,851.20	83,844.80	85,945.60	88,088.00		
Labor Relations Officer	1	1	AM4	1.1		UNC	LRM	HR	63.22							76.65	90.09
								BW	5,057.60							6,132.00	7,207.20
								MO	10,958.13							13,286.00	15,615.60
								YR	131,497.60							159,432.00	187,387.20
Laboratory Tech I	1	1	LG1	3.2	Y	EA	139	HR	31.51	33.08	34.74	36.52	38.39	39.34	40.31		
								BW	2,520.80	2,646.40	2,779.20	2,921.60	3,071.20	3,147.20	3,224.80		
								MO	5,461.73	5,733.87	6,021.60	6,330.13	6,654.27	6,818.93	6,987.07		
								YR	65,540.80	68,806.40	72,259.20	75,961.60	79,851.20	81,827.20	83,844.80		
Laboratory Tech II	2	2	LG5	3.2	Y	EA	143	HR	34.74	36.52	38.39	40.31	42.35	43.42	44.50		
								BW	2,779.20	2,921.60	3,071.20	3,224.80	3,388.00	3,473.60	3,560.00		
								MO	6,021.60	6,330.13	6,654.27	6,987.07	7,340.67	7,526.13	7,713.33		
								YR	72,259.20	75,961.60	79,851.20	83,844.80	88,088.00	90,313.60	92,560.00		
Legal Analyst I	0	0	XB2	2.3	Y	EA	151	HR	42.35	44.50	46.74	49.11	51.60	52.92	54.21		
								BW	3,388.00	3,560.00	3,739.20	3,928.80	4,128.00	4,233.60	4,336.80		
								MO	7,340.67	7,713.33	8,101.60	8,512.40	8,944.00	9,172.80	9,396.40		
								YR	88,088.00	92,560.00	97,219.20	102,148.80	107,328.00	110,073.60	112,756.80		
Legal Analyst II	1	1	XB5	2.3	Y	EA	155	HR	46.74	49.11	51.60	54.21	56.96	58.38	59.82		
								BW	3,739.20	3,928.80	4,128.00	4,336.80	4,556.80	4,670.40	4,785.60		
								MO	8,101.60	8,512.40	8,944.00	9,396.40	9,873.07	10,119.20	10,368.80		
								YR	97,219.20	102,148.80	107,328.00	112,756.80	118,476.80	121,430.40	124,425.60		
Librarian	1	1	XF9	2.3	Y	EA	150	HR	41.32	43.42	45.62	47.95	50.33	51.60	52.92		
								BW	3,305.60	3,473.60	3,649.60	3,836.00	4,026.40	4,128.00	4,233.60		
								MO	7,162.13	7,526.13	7,907.47	8,311.33	8,723.87	8,944.00	9,172.80		
								YR	85,945.60	90,313.60	94,889.60	99,736.00	104,686.40	107,328.00	110,073.60		

Class Title	All Pos	Fill Pos*	Class Code	EO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Maintenance Worker I	0	0	JM1	8	Y	EA	137	HR	29.98	31.51	33.08	34.74	36.52	37.43	38.39		
								BW	2,398.40	2,520.80	2,646.40	2,779.20	2,921.60	2,994.40	3,071.20		
								MO	5,196.53	5,461.73	5,733.87	6,021.60	6,330.13	6,487.87	6,654.27		
								YR	62,358.40	65,540.80	68,806.40	72,259.20	75,961.60	77,854.40	79,851.20		
Maintenance Worker II	13	12	JM5	8	Y	EA	141	HR	33.08	34.74	36.52	38.39	40.31	41.32	42.35		
								BW	2,646.40	2,779.20	2,921.60	3,071.20	3,224.80	3,305.60	3,388.00		
								MO	5,733.87	6,021.60	6,330.13	6,654.27	6,987.07	7,162.13	7,340.67		
								YR	68,806.40	72,259.20	75,961.60	79,851.20	83,844.80	85,945.60	88,088.00		
Maintenance Worker III	12	11	JM6	8	Y	EA	145	HR	36.52	38.39	40.31	42.35	44.50	45.62	46.74		
								BW	2,921.60	3,071.20	3,224.80	3,388.00	3,560.00	3,649.60	3,739.20		
								MO	6,330.13	6,654.27	6,987.07	7,340.67	7,713.33	7,907.47	8,101.60		
								YR	75,961.60	79,851.20	83,844.80	88,088.00	92,560.00	94,889.60	97,219.20		
Management Analyst I	5	5	XA2	2.3	Y	EA	151	HR	42.35	44.50	46.74	49.11	51.60	52.92	54.21		
								BW	3,388.00	3,560.00	3,739.20	3,928.80	4,128.00	4,233.60	4,336.80		
								MO	7,340.67	7,713.33	8,101.60	8,512.40	8,944.00	9,172.80	9,396.40		
								YR	88,088.00	92,560.00	97,219.20	102,148.80	107,328.00	110,073.60	112,756.80		
Management Analyst II	33	30	XA5	2.3	Y	EA	155	HR	46.74	49.11	51.60	54.21	56.96	58.38	59.82		
								BW	3,739.20	3,928.80	4,128.00	4,336.80	4,556.80	4,670.40	4,785.60		
								MO	8,101.60	8,512.40	8,944.00	9,396.40	9,873.07	10,119.20	10,368.80		
								YR	97,219.20	102,148.80	107,328.00	112,756.80	118,476.80	121,430.40	124,425.60		
Mechanical Maint Supv	2	2	JA9	1.2	Y	EA	158	HR	50.33	52.92	55.56	58.38	61.33	62.88	64.44		
								BW	4,026.40	4,233.60	4,444.80	4,670.40	4,906.40	5,030.40	5,155.20		
								MO	8,723.87	9,172.80	9,630.40	10,119.20	10,630.53	10,899.20	11,169.60		
								YR	104,686.40	110,073.60	115,564.80	121,430.40	127,566.40	130,790.40	134,035.20		
Microbiologist I	0	0	LD1	2.2	Y	EA	149	HR	40.31	42.35	44.50	46.74	49.11	50.33	51.60		
								BW	3,224.80	3,388.00	3,560.00	3,739.20	3,928.80	4,026.40	4,128.00		
								MO	6,987.07	7,340.67	7,713.33	8,101.60	8,512.40	8,723.87	8,944.00		
								YR	83,844.80	88,088.00	92,560.00	97,219.20	102,148.80	104,686.40	107,328.00		
Microbiologist II	2	2	LD5	2.2	Y	EA	153	HR	44.50	46.74	49.11	51.60	54.21	55.56	56.96		
								BW	3,560.00	3,739.20	3,928.80	4,128.00	4,336.80	4,444.80	4,556.80		
								MO	7,713.33	8,101.60	8,512.40	8,944.00	9,396.40	9,630.40	9,873.07		
								YR	92,560.00	97,219.20	102,148.80	107,328.00	112,756.80	115,564.80	118,476.80		
Network Administrator	0	0	XN9	2.3	Y	EA	160	HR	52.92	55.56	58.38	61.33	64.44	66.08	67.73		
								BW	4,233.60	4,444.80	4,670.40	4,906.40	5,155.20	5,286.40	5,418.40		
								MO	9,172.80	9,630.40	10,119.20	10,630.53	11,169.60	11,453.87	11,739.87		
								YR	110,073.60	115,564.80	121,430.40	127,566.40	134,035.20	137,446.40	140,878.40		
Office Automation Admin	1	1	XP9	2.3	Y	EA	160	HR	52.92	55.56	58.38	61.33	64.44	66.08	67.73		
								BW	4,233.60	4,444.80	4,670.40	4,906.40	5,155.20	5,286.40	5,418.40		
								MO	9,172.80	9,630.40	10,119.20	10,630.53	11,169.60	11,453.87	11,739.87		
								YR	110,073.60	115,564.80	121,430.40	127,566.40	134,035.20	137,446.40	140,878.40		
Office Specialist I	1	1	TA1	6.2	Y	EA	130	HR	25.22	26.50	27.84	29.24	30.72	31.51	32.29		
								BW	2,017.60	2,120.00	2,227.20	2,339.20	2,457.60	2,520.80	2,583.20		
								MO	4,371.47	4,593.33	4,825.60	5,068.27	5,324.80	5,461.73	5,596.93		
								YR	52,457.60	55,120.00	57,907.20	60,819.20	63,897.60	65,540.80	67,163.20		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Office Specialist II	11	10	TA5	6.2	Y	EA	134	HR	27.84	29.24	30.72	32.29	33.92	34.74	35.65		
								BW	2,227.20	2,339.20	2,457.60	2,583.20	2,713.60	2,779.20	2,852.00		
								MO	4,825.60	5,068.27	5,324.80	5,596.93	5,879.47	6,021.60	6,179.33		
								YR	57,907.20	60,819.20	63,897.60	67,163.20	70,553.60	72,259.20	74,152.00		
Plant Maintenance Mechanic I	2	2	JA2	7	Y	EA	144	HR	35.65	37.43	39.34	41.32	43.42	44.50	45.62		
								BW	2,852.00	2,994.40	3,147.20	3,305.60	3,473.60	3,560.00	3,649.60		
								MO	6,179.33	6,487.87	6,818.93	7,162.13	7,526.13	7,713.33	7,907.47		
								YR	74,152.00	77,854.40	81,827.20	85,945.60	90,313.60	92,560.00	94,889.60		
Plant Maintenance Mechanic II	10	9	JA5	7	Y	EA	148	HR	39.34	41.32	43.42	45.62	47.95	49.11	50.33		
								BW	3,147.20	3,305.60	3,473.60	3,649.60	3,836.00	3,928.80	4,026.40		
								MO	6,818.93	7,162.13	7,526.13	7,907.47	8,311.33	8,512.40	8,723.87		
								YR	81,827.20	85,945.60	90,313.60	94,889.60	99,736.00	102,148.80	104,686.40		
Procurement Specialist	0	0	VD8	3.2	Y	EA	145	HR	36.52	38.39	40.31	42.35	44.50	45.62	46.74		
								BW	2,921.60	3,071.20	3,224.80	3,388.00	3,560.00	3,649.60	3,739.20		
								MO	6,330.13	6,654.27	6,987.07	7,340.67	7,713.33	7,907.47	8,101.60		
								YR	75,961.60	79,851.20	83,844.80	88,088.00	92,560.00	94,889.60	97,219.20		
Program Administrator	26	25	XA8	2.3	Y	EA	159	HR	51.60	54.21	56.96	59.82	62.88	64.44	66.08		
								BW	4,128.00	4,336.80	4,556.80	4,785.60	5,030.40	5,155.20	5,286.40		
								MO	8,944.00	9,396.40	9,873.07	10,368.80	10,899.20	11,169.60	11,453.87		
								YR	107,328.00	112,756.80	118,476.80	124,425.60	130,790.40	134,035.20	137,446.40		
Project Assistant	1	1	TA8	6.1	Y	EA	143	HR	34.74	36.52	38.39	40.31	42.35	43.42	44.50		
								BW	2,779.20	2,921.60	3,071.20	3,224.80	3,388.00	3,473.60	3,560.00		
								MO	6,021.60	6,330.13	6,654.27	6,987.07	7,340.67	7,526.13	7,713.33		
								YR	72,259.20	75,961.60	79,851.20	83,844.80	88,088.00	90,313.60	92,560.00		
Project Coordinator	2	2	XF8	2.3	Y	EA	153	HR	44.50	46.74	49.11	51.60	54.21	55.56	56.96		
								BW	3,560.00	3,739.20	3,928.80	4,128.00	4,336.80	4,444.80	4,556.80		
								MO	7,713.33	8,101.60	8,512.40	8,944.00	9,396.40	9,630.40	9,873.07		
								YR	92,560.00	97,219.20	102,148.80	107,328.00	112,756.80	115,564.80	118,476.80		
Project Manager	2	2	EC3	2.3	Y	ES	159	HR	54.11	56.86	59.72	62.76	65.90	67.58	69.25		
								BW	4,328.80	4,548.80	4,777.60	5,020.80	5,272.00	5,406.40	5,540.00		
								MO	9,379.07	9,855.73	10,351.47	10,878.40	11,422.67	11,713.87	12,003.33		
								YR	112,548.80	118,268.80	124,217.60	130,540.80	137,072.00	140,566.40	144,040.00		
Public Info Rep I	2	0	ZA2	2.3	Y	EA	149	HR	40.31	42.35	44.50	46.74	49.11	50.33	51.60		
								BW	3,224.80	3,388.00	3,560.00	3,739.20	3,928.80	4,026.40	4,128.00		
								MO	6,987.07	7,340.67	7,713.33	8,101.60	8,512.40	8,723.87	8,944.00		
								YR	83,844.80	88,088.00	92,560.00	97,219.20	102,148.80	104,686.40	107,328.00		
Public Info Rep II	11	10	ZA5	2.3	Y	EA	153	HR	44.50	46.74	49.11	51.60	54.21	55.56	56.96		
								BW	3,560.00	3,739.20	3,928.80	4,128.00	4,336.80	4,444.80	4,556.80		
								MO	7,713.33	8,101.60	8,512.40	8,944.00	9,396.40	9,630.40	9,873.07		
								YR	92,560.00	97,219.20	102,148.80	107,328.00	112,756.80	115,564.80	118,476.80		
Public Info Rep III	2	2	ZA6	2.3	Y	EA	157	HR	49.11	51.60	54.21	56.96	59.82	61.33	62.88		
								BW	3,928.80	4,128.00	4,336.80	4,556.80	4,785.60	4,906.40	5,030.40		
								MO	8,512.40	8,944.00	9,396.40	9,873.07	10,368.80	10,630.53	10,899.20		
								YR	102,148.80	107,328.00	112,756.80	118,476.80	124,425.60	127,566.40	130,790.40		

Class Title	All Pos	Fill Pos*	Class Code	EO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Purchasing Tech I	0	0	VD1	6.1	Y	EA	137	HR	29.98	31.51	33.08	34.74	36.52	37.43	38.39		
								BW	2,398.40	2,520.80	2,646.40	2,779.20	2,921.60	2,994.40	3,071.20		
								MO	5,196.53	5,461.73	5,733.87	6,021.60	6,330.13	6,487.87	6,654.27		
								YR	62,358.40	65,540.80	68,806.40	72,259.20	75,961.60	77,854.40	79,851.20		
Purchasing Tech II	2	2	VD5	6.1	Y	EA	141	HR	33.08	34.74	36.52	38.39	40.31	41.32	42.35		
								BW	2,646.40	2,779.20	2,921.60	3,071.20	3,224.80	3,305.60	3,388.00		
								MO	5,733.87	6,021.60	6,330.13	6,654.27	6,987.07	7,162.13	7,340.67		
								YR	68,806.40	72,259.20	75,961.60	79,851.20	83,844.80	85,945.60	88,088.00		
Real Estate Agent I	0	0	RA1	2.3	Y	EA	144	HR	35.65	37.43	39.34	41.32	43.42	44.50	45.62		
								BW	2,852.00	2,994.40	3,147.20	3,305.60	3,473.60	3,560.00	3,649.60		
								MO	6,179.33	6,487.87	6,818.93	7,162.13	7,526.13	7,713.33	7,907.47		
								YR	74,152.00	77,854.40	81,827.20	85,945.60	90,313.60	92,560.00	94,889.60		
Real Estate Agent II	2	2	RA2	2.3	Y	EA	148	HR	39.34	41.32	43.42	45.62	47.95	49.11	50.33		
								BW	3,147.20	3,305.60	3,473.60	3,649.60	3,836.00	3,928.80	4,026.40		
								MO	6,818.93	7,162.13	7,526.13	7,907.47	8,311.33	8,512.40	8,723.87		
								YR	81,827.20	85,945.60	90,313.60	94,889.60	99,736.00	102,148.80	104,686.40		
Recycled Water Facility Supv	2	2	FA8	1.2	Y	EA	157	HR	49.11	51.60	54.21	56.96	59.82	61.33	62.88		
								BW	3,928.80	4,128.00	4,336.80	4,556.80	4,785.60	4,906.40	5,030.40		
								MO	8,512.40	8,944.00	9,396.40	9,873.07	10,368.80	10,630.53	10,899.20		
								YR	102,148.80	107,328.00	112,756.80	118,476.80	124,425.60	127,566.40	130,790.40		
Reprographics Tech I	0	0	TL1	6.1	Y	EA	130	HR	25.22	26.50	27.84	29.24	30.72	31.51	32.29		
								BW	2,017.60	2,120.00	2,227.20	2,339.20	2,457.60	2,520.80	2,583.20		
								MO	4,371.47	4,593.33	4,825.60	5,068.27	5,324.80	5,461.73	5,596.93		
								YR	52,457.60	55,120.00	57,907.20	60,819.20	63,897.60	65,540.80	67,163.20		
Reprographics Tech II	1	1	TL5	6.1	Y	EA	133	HR	27.15	28.55	29.98	31.51	33.08	33.92	34.74		
								BW	2,172.00	2,284.00	2,398.40	2,520.80	2,646.40	2,713.60	2,779.20		
								MO	4,706.00	4,948.67	5,196.53	5,461.73	5,733.87	5,879.47	6,021.60		
								YR	56,472.00	59,384.00	62,358.40	65,540.80	68,806.40	70,553.60	72,259.20		
Resident Const Inspector	9	8	CN5	3.1	Y	EA	153	HR	44.50	46.74	49.11	51.60	54.21	55.56	56.96		
								BW	3,560.00	3,739.20	3,928.80	4,128.00	4,336.80	4,444.80	4,556.80		
								MO	7,713.33	8,101.60	8,512.40	8,944.00	9,396.40	9,630.40	9,873.07		
								YR	92,560.00	97,219.20	102,148.80	107,328.00	112,756.80	115,564.80	118,476.80		
Safety Specialist	2	1	JD6	3.2	Y	EA	148	HR	39.34	41.32	43.42	45.62	47.95	49.11	50.33		
								BW	3,147.20	3,305.60	3,473.60	3,649.60	3,836.00	3,928.80	4,026.40		
								MO	6,818.93	7,162.13	7,526.13	7,907.47	8,311.33	8,512.40	8,723.87		
								YR	81,827.20	85,945.60	90,313.60	94,889.60	99,736.00	102,148.80	104,686.40		
Safety Technician	2	1	JD5	3.2	Y	EA	144	HR	35.65	37.43	39.34	41.32	43.42	44.50	45.62		
								BW	2,852.00	2,994.40	3,147.20	3,305.60	3,473.60	3,560.00	3,649.60		
								MO	6,179.33	6,487.87	6,818.93	7,162.13	7,526.13	7,713.33	7,907.47		
								YR	74,152.00	77,854.40	81,827.20	85,945.60	90,313.60	92,560.00	94,889.60		
Security Technician	1	1	TR3	3.1	Y	EA	145	HR	36.52	38.39	40.31	42.35	44.50	45.62	46.74		
								BW	2,921.60	3,071.20	3,224.80	3,388.00	3,560.00	3,649.60	3,739.20		
								MO	6,330.13	6,654.27	6,987.07	7,340.67	7,713.33	7,907.47	8,101.60		
								YR	75,961.60	79,851.20	83,844.80	88,088.00	92,560.00	94,889.60	97,219.20		

Class Title	All Pos	Fill Pos*	Class Code	EO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Small Engine Mechanic	1	1	JG3	7	Y	EA	146	HR	37.43	39.34	41.32	43.42	45.62	46.74	47.95		
								BW	2,994.40	3,147.20	3,305.60	3,473.60	3,649.60	3,739.20	3,836.00		
								MO	6,487.87	6,818.93	7,162.13	7,526.13	7,907.47	8,101.60	8,311.33		
								YR	77,854.40	81,827.20	85,945.60	90,313.60	94,889.60	97,219.20	99,736.00		
Special Program Engineer	0	0	ED8	2.1		ES	168	HR	67.58	70.99	74.58	78.37	82.33	84.41	86.52		
								BW	5,406.40	5,679.20	5,966.40	6,269.60	6,586.40	6,752.80	6,921.60		
								MO	11,713.87	12,304.93	12,927.20	13,584.13	14,270.53	14,631.07	14,996.80		
								YR	140,566.40	147,659.20	155,126.40	163,009.60	171,246.40	175,572.80	179,961.60		
Sr Accountant	3	3	VA7	2.3	Y	EA	155	HR	46.74	49.11	51.60	54.21	56.96	58.38	59.82		
								BW	3,739.20	3,928.80	4,128.00	4,336.80	4,556.80	4,670.40	4,785.60		
								MO	8,101.60	8,512.40	8,944.00	9,396.40	9,873.07	10,119.20	10,368.80		
								YR	97,219.20	102,148.80	107,328.00	112,756.80	118,476.80	121,430.40	124,425.60		
Sr Accounting Technician	0	0	VC6	3.1	Y	EA	145	HR	36.52	38.39	40.31	42.35	44.50	45.62	46.74		
								BW	2,921.60	3,071.20	3,224.80	3,388.00	3,560.00	3,649.60	3,739.20		
								MO	6,330.13	6,654.27	6,987.07	7,340.67	7,713.33	7,907.47	8,101.60		
								YR	75,961.60	79,851.20	83,844.80	88,088.00	92,560.00	94,889.60	97,219.20		
Sr Ast District Counsel	3	3	AH3	1.1		UNC	SDC	HR	81.11							98.36	115.60
								BW	6,488.80							7,868.80	9,248.00
								MO	14,059.07							17,049.07	20,037.33
								YR	168,708.80							204,588.80	240,448.00
Sr Buyer	1	1	VP7	2.3	Y	EA	153	HR	44.50	46.74	49.11	51.60	54.21	55.56	56.96		
								BW	3,560.00	3,739.20	3,928.80	4,128.00	4,336.80	4,444.80	4,556.80		
								MO	7,713.33	8,101.60	8,512.40	8,944.00	9,396.40	9,630.40	9,873.07		
								YR	92,560.00	97,219.20	102,148.80	107,328.00	112,756.80	115,564.80	118,476.80		
Sr Chemist	3	3	LA7	2.2	Y	EA	157	HR	49.11	51.60	54.21	56.96	59.82	61.33	62.88		
								BW	3,928.80	4,128.00	4,336.80	4,556.80	4,785.60	4,906.40	5,030.40		
								MO	8,512.40	8,944.00	9,396.40	9,873.07	10,368.80	10,630.53	10,899.20		
								YR	102,148.80	107,328.00	112,756.80	118,476.80	124,425.60	127,566.40	130,790.40		
Sr Control System Tech	2	2	FM6	3.1	Y	EA	155	HR	46.74	49.11	51.60	54.21	56.96	58.38	59.82		
								BW	3,739.20	3,928.80	4,128.00	4,336.80	4,556.80	4,670.40	4,785.60		
								MO	8,101.60	8,512.40	8,944.00	9,396.40	9,873.07	10,119.20	10,368.80		
								YR	97,219.20	102,148.80	107,328.00	112,756.80	118,476.80	121,430.40	124,425.60		
Sr Corrosion Control Tech	1	2	CK7	3.1	Y	EA	152	HR	43.42	45.62	47.95	50.33	52.92	54.21	55.56		
								BW	3,473.60	3,649.60	3,836.00	4,026.40	4,233.60	4,336.80	4,444.80		
								MO	7,526.13	7,907.47	8,311.33	8,723.87	9,172.80	9,396.40	9,630.40		
								YR	90,313.60	94,889.60	99,736.00	104,686.40	110,073.60	112,756.80	115,564.80		
Sr Engineer	19	17	ED6	2.1		ES	164	HR	61.22	64.32	67.58	70.99	74.58	76.43	78.37		
								BW	4,897.60	5,145.60	5,406.40	5,679.20	5,966.40	6,114.40	6,269.60		
								MO	10,611.47	11,148.80	11,713.87	12,304.93	12,927.20	13,247.87	13,584.13		
								YR	127,337.60	133,785.60	140,566.40	147,659.20	155,126.40	158,974.40	163,009.60		
Sr Engineering Geologist	1	1	EG8	2.1		ES	164	HR	61.22	64.32	67.58	70.99	74.58	76.43	78.37		
								BW	4,897.60	5,145.60	5,406.40	5,679.20	5,966.40	6,114.40	6,269.60		
								MO	10,611.47	11,148.80	11,713.87	12,304.93	12,927.20	13,247.87	13,584.13		
								YR	127,337.60	133,785.60	140,566.40	147,659.20	155,126.40	158,974.40	163,009.60		

Class Title	All Pos	Fill Pos*	Class Code	EO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Sr Engineering Tech	3	3	CJ6	3.1	Y	EA	149	HR	40.31	42.35	44.50	46.74	49.11	50.33	51.60		
								BW	3,224.80	3,388.00	3,560.00	3,739.20	3,928.80	4,026.40	4,128.00		
								MO	6,987.07	7,340.67	7,713.33	8,101.60	8,512.40	8,723.87	8,944.00		
								YR	83,844.80	88,088.00	92,560.00	97,219.20	102,148.80	104,686.40	107,328.00		
Sr Environmental Planner	4	3	PA7	2.3	Y	EA	159	HR	51.60	54.21	56.96	59.82	62.88	64.44	66.08		
								BW	4,128.00	4,336.80	4,556.80	4,785.60	5,030.40	5,155.20	5,286.40		
								MO	8,944.00	9,396.40	9,873.07	10,368.80	10,899.20	11,169.60	11,453.87		
								YR	107,328.00	112,756.80	118,476.80	124,425.60	130,790.40	134,035.20	137,446.40		
Sr Equipment Mechanic	1	1	JG7	7	Y	EA	149	HR	40.31	42.35	44.50	46.74	49.11	50.33	51.60		
								BW	3,224.80	3,388.00	3,560.00	3,739.20	3,928.80	4,026.40	4,128.00		
								MO	6,987.07	7,340.67	7,713.33	8,101.60	8,512.40	8,723.87	8,944.00		
								YR	83,844.80	88,088.00	92,560.00	97,219.20	102,148.80	104,686.40	107,328.00		
Sr Field Ops Admn	6	6	JM9	1.2	Y	EA	159	HR	51.60	54.21	56.96	59.82	62.88	64.44	66.08		
								BW	4,128.00	4,336.80	4,556.80	4,785.60	5,030.40	5,155.20	5,286.40		
								MO	8,944.00	9,396.40	9,873.07	10,368.80	10,899.20	11,169.60	11,453.87		
								YR	107,328.00	112,756.80	118,476.80	124,425.60	130,790.40	134,035.20	137,446.40		
Sr HVAC Mechanic	1	1	FP7	7	Y	EA	155	HR	46.74	49.11	51.60	54.21	56.96	58.38	59.82		
								BW	3,739.20	3,928.80	4,128.00	4,336.80	4,556.80	4,670.40	4,785.60		
								MO	8,101.60	8,512.40	8,944.00	9,396.40	9,873.07	10,119.20	10,368.80		
								YR	97,219.20	102,148.80	107,328.00	112,756.80	118,476.80	121,430.40	124,425.60		
Sr Human Resources Tech	0	0	XH6	2.3	Y	EA	148	HR	39.34	41.32	43.42	45.62	47.95	49.11	50.33		
								BW	3,147.20	3,305.60	3,473.60	3,649.60	3,836.00	3,928.80	4,026.40		
								MO	6,818.93	7,162.13	7,526.13	7,907.47	8,311.33	8,512.40	8,723.87		
								YR	81,827.20	85,945.60	90,313.60	94,889.60	99,736.00	102,148.80	104,686.40		
Sr Hydrologic Systems Analyst	2	2	CB7	2.3	Y	EA	152	HR	43.42	45.62	47.95	50.33	52.92	54.21	55.56		
								BW	3,473.60	3,649.60	3,836.00	4,026.40	4,233.60	4,336.80	4,444.80		
								MO	7,526.13	7,907.47	8,311.33	8,723.87	9,172.80	9,396.40	9,630.40		
								YR	90,313.60	94,889.60	99,736.00	104,686.40	110,073.60	112,756.80	115,564.80		
Sr Industrial Electrician	2	2	FJ7	7	Y	EA	155	HR	46.74	49.11	51.60	54.21	56.96	58.38	59.82		
								BW	3,739.20	3,928.80	4,128.00	4,336.80	4,556.80	4,670.40	4,785.60		
								MO	8,101.60	8,512.40	8,944.00	9,396.40	9,873.07	10,119.20	10,368.80		
								YR	97,219.20	102,148.80	107,328.00	112,756.80	118,476.80	121,430.40	124,425.60		
Sr Information Systems Tech	5	5	YA6	3.1	Y	EA	150	HR	41.32	43.42	45.62	47.95	50.33	51.60	52.92		
								BW	3,305.60	3,473.60	3,649.60	3,836.00	4,026.40	4,128.00	4,233.60		
								MO	7,162.13	7,526.13	7,907.47	8,311.33	8,723.87	8,944.00	9,172.80		
								YR	85,945.60	90,313.60	94,889.60	99,736.00	104,686.40	107,328.00	110,073.60		
Sr Inventory Control Tech	2	2	VH7	8	Y	EA	145	HR	36.52	38.39	40.31	42.35	44.50	45.62	46.74		
								BW	2,921.60	3,071.20	3,224.80	3,388.00	3,560.00	3,649.60	3,739.20		
								MO	6,330.13	6,654.27	6,987.07	7,340.67	7,713.33	7,907.47	8,101.60		
								YR	75,961.60	79,851.20	83,844.80	88,088.00	92,560.00	94,889.60	97,219.20		
Sr Maintenance Worker	15	14	JM7	8	Y	EA	150	HR	41.32	43.42	45.62	47.95	50.33	51.60	52.92		
								BW	3,305.60	3,473.60	3,649.60	3,836.00	4,026.40	4,128.00	4,233.60		
								MO	7,162.13	7,526.13	7,907.47	8,311.33	8,723.87	8,944.00	9,172.80		
								YR	85,945.60	90,313.60	94,889.60	99,736.00	104,686.40	107,328.00	110,073.60		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Sr Management Analyst	27	24	XA6	2.3	Y	EA	158	HR	50.33	52.92	55.56	58.38	61.33	62.88	64.44		
								BW	4,026.40	4,233.60	4,444.80	4,670.40	4,906.40	5,030.40	5,155.20		
								MO	8,723.87	9,172.80	9,630.40	10,119.20	10,630.53	10,899.20	11,169.60		
								YR	104,686.40	110,073.60	115,564.80	121,430.40	127,566.40	130,790.40	134,035.20		
Sr Microbiologist	1	1	LD7	2.2	Y	EA	157	HR	49.11	51.60	54.21	56.96	59.82	61.33	62.88		
								BW	3,928.80	4,128.00	4,336.80	4,556.80	4,785.60	4,906.40	5,030.40		
								MO	8,512.40	8,944.00	9,396.40	9,873.07	10,368.80	10,630.53	10,899.20		
								YR	102,148.80	107,328.00	112,756.80	118,476.80	124,425.60	127,566.40	130,790.40		
Sr Office Specialist	14	12	TA6	6.1	Y	EA	137	HR	29.98	31.51	33.08	34.74	36.52	37.43	38.39		
								BW	2,398.40	2,520.80	2,646.40	2,779.20	2,921.60	2,994.40	3,071.20		
								MO	5,196.53	5,461.73	5,733.87	6,021.60	6,330.13	6,487.87	6,654.27		
								YR	62,358.40	65,540.80	68,806.40	72,259.20	75,961.60	77,854.40	79,851.20		
Sr Plant Maintenance Mechanic	5	5	JA7	7	Y	EA	152	HR	43.42	45.62	47.95	50.33	52.92	54.21	55.56		
								BW	3,473.60	3,649.60	3,836.00	4,026.40	4,233.60	4,336.80	4,444.80		
								MO	7,526.13	7,907.47	8,311.33	8,723.87	9,172.80	9,396.40	9,630.40		
								YR	90,313.60	94,889.60	99,736.00	104,686.40	110,073.60	112,756.80	115,564.80		
Sr Project Mgr	9	8	EC8	1.2		ES	168	HR	67.58	70.99	74.58	78.37	82.33	84.41	86.52		
								BW	5,406.40	5,679.20	5,966.40	6,269.60	6,586.40	6,752.80	6,921.60		
								MO	11,713.87	12,304.93	12,927.20	13,584.13	14,270.53	14,631.07	14,996.80		
								YR	140,566.40	147,659.20	155,126.40	163,009.60	171,246.40	175,572.80	179,961.60		
Sr Purchasing Tech	1	1	VD7	6.1	Y	EA	145	HR	36.52	38.39	40.31	42.35	44.50	45.62	46.74		
								BW	2,921.60	3,071.20	3,224.80	3,388.00	3,560.00	3,649.60	3,739.20		
								MO	6,330.13	6,654.27	6,987.07	7,340.67	7,713.33	7,907.47	8,101.60		
								YR	75,961.60	79,851.20	83,844.80	88,088.00	92,560.00	94,889.60	97,219.20		
Sr Real Estate Agent	2	2	RA7	2.3	Y	EA	158	HR	50.33	52.92	55.56	58.38	61.33	62.88	64.44		
								BW	4,026.40	4,233.60	4,444.80	4,670.40	4,906.40	5,030.40	5,155.20		
								MO	8,723.87	9,172.80	9,630.40	10,119.20	10,630.53	10,899.20	11,169.60		
								YR	104,686.40	110,073.60	115,564.80	121,430.40	127,566.40	130,790.40	134,035.20		
Sr Reprographics Tech	1	1	TL7	6.1	Y	EA	137	HR	29.98	31.51	33.08	34.74	36.52	37.43	38.39		
								BW	2,398.40	2,520.80	2,646.40	2,779.20	2,921.60	2,994.40	3,071.20		
								MO	5,196.53	5,461.73	5,733.87	6,021.60	6,330.13	6,487.87	6,654.27		
								YR	62,358.40	65,540.80	68,806.40	72,259.20	75,961.60	77,854.40	79,851.20		
Sr Surveyor	2	1	CA6	3.1	Y	EA	150	HR	41.32	43.42	45.62	47.95	50.33	51.60	52.92		
								BW	3,305.60	3,473.60	3,649.60	3,836.00	4,026.40	4,128.00	4,233.60		
								MO	7,162.13	7,526.13	7,907.47	8,311.33	8,723.87	8,944.00	9,172.80		
								YR	85,945.60	90,313.60	94,889.60	99,736.00	104,686.40	107,328.00	110,073.60		
Sr Telecommunications Spec	1	1	YE7	3.2	Y	EA	150	HR	41.32	43.42	45.62	47.95	50.33	51.60	52.92		
								BW	3,305.60	3,473.60	3,649.60	3,836.00	4,026.40	4,128.00	4,233.60		
								MO	7,162.13	7,526.13	7,907.47	8,311.33	8,723.87	8,944.00	9,172.80		
								YR	85,945.60	90,313.60	94,889.60	99,736.00	104,686.40	107,328.00	110,073.60		
Sr Water Conservation Spec	1	1	LT7	2.2	Y	EA	157	HR	49.11	51.60	54.21	56.96	59.82	61.33	62.88		
								BW	3,928.80	4,128.00	4,336.80	4,556.80	4,785.60	4,906.40	5,030.40		
								MO	8,512.40	8,944.00	9,396.40	9,873.07	10,368.80	10,630.53	10,899.20		
								YR	102,148.80	107,328.00	112,756.80	118,476.80	124,425.60	127,566.40	130,790.40		

Class Title	All Pos	Fill Pos*	Class Code	EO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Sr Water Measurement Tech	2	2	VJ7	3.1	Y	EA	151	HR	42.35	44.50	46.74	49.11	51.60	52.92	54.21		
								BW	3,388.00	3,560.00	3,739.20	3,928.80	4,128.00	4,233.60	4,336.80		
								MO	7,340.67	7,713.33	8,101.60	8,512.40	8,944.00	9,172.80	9,396.40		
								YR	88,088.00	92,560.00	97,219.20	102,148.80	107,328.00	110,073.60	112,756.80		
Sr Water Plant Operator	14	14	FA7	1.2	Y	EA	154	HR	45.62	47.95	50.33	52.92	55.56	56.96	58.38		
								BW	3,649.60	3,836.00	4,026.40	4,233.60	4,444.80	4,556.80	4,670.40		
								MO	7,907.47	8,311.33	8,723.87	9,172.80	9,630.40	9,873.07	10,119.20		
								YR	94,889.60	99,736.00	104,686.40	110,073.60	115,564.80	118,476.80	121,430.40		
Sr Water Quality Specialist	2	2	LL7	2.2	Y	EA	157	HR	49.11	51.60	54.21	56.96	59.82	61.33	62.88		
								BW	3,928.80	4,128.00	4,336.80	4,556.80	4,785.60	4,906.40	5,030.40		
								MO	8,512.40	8,944.00	9,396.40	9,873.07	10,368.80	10,630.53	10,899.20		
								YR	102,148.80	107,328.00	112,756.80	118,476.80	124,425.60	127,566.40	130,790.40		
Sr Water Resources Specialist	11	10	EW6	2.2		ES	163	HR	59.72	62.76	65.90	69.25	72.78	74.58	76.43		
								BW	4,777.60	5,020.80	5,272.00	5,540.00	5,822.40	5,966.40	6,114.40		
								MO	10,351.47	10,878.40	11,422.67	12,003.33	12,615.20	12,927.20	13,247.87		
								YR	124,217.60	130,540.80	137,072.00	144,040.00	151,382.40	155,126.40	158,974.40		
Sr Water Resources Tech	2	3	FG7	3.1	Y	EA	154	HR	45.62	47.95	50.33	52.92	55.56	56.96	58.38		
								BW	3,649.60	3,836.00	4,026.40	4,233.60	4,444.80	4,556.80	4,670.40		
								MO	7,907.47	8,311.33	8,723.87	9,172.80	9,630.40	9,873.07	10,119.20		
								YR	94,889.60	99,736.00	104,686.40	110,073.60	115,564.80	118,476.80	121,430.40		
Staff Analyst	18	16	XA1	2.3	Y	EA	148	HR	39.34	41.32	43.42	45.62	47.95	49.11	50.33		
								BW	3,147.20	3,305.60	3,473.60	3,649.60	3,836.00	3,928.80	4,026.40		
								MO	6,818.93	7,162.13	7,526.13	7,907.47	8,311.33	8,512.40	8,723.87		
								YR	81,827.20	85,945.60	90,313.60	94,889.60	99,736.00	102,148.80	104,686.40		
Supervising Accountant	0	0	VA9	2.3	Y	EA	159	HR	51.60	54.21	56.96	59.82	62.88	64.44	66.08		
								BW	4,128.00	4,336.80	4,556.80	4,785.60	5,030.40	5,155.20	5,286.40		
								MO	8,944.00	9,396.40	9,873.07	10,368.80	10,899.20	11,169.60	11,453.87		
								YR	107,328.00	112,756.80	118,476.80	124,425.60	130,790.40	134,035.20	137,446.40		
Supervising Engineering Tech	1	1	CJ9	3.1	Y	EA	154	HR	45.62	47.95	50.33	52.92	55.56	56.96	58.38		
								BW	3,649.60	3,836.00	4,026.40	4,233.60	4,444.80	4,556.80	4,670.40		
								MO	7,907.47	8,311.33	8,723.87	9,172.80	9,630.40	9,873.07	10,119.20		
								YR	94,889.60	99,736.00	104,686.40	110,073.60	115,564.80	118,476.80	121,430.40		
Supervising Hydrographer	1	1	CE9	1.2	Y	EA	155	HR	46.74	49.11	51.60	54.21	56.96	58.38	59.82		
								BW	3,739.20	3,928.80	4,128.00	4,336.80	4,556.80	4,670.40	4,785.60		
								MO	8,101.60	8,512.40	8,944.00	9,396.40	9,873.07	10,119.20	10,368.80		
								YR	97,219.20	102,148.80	107,328.00	112,756.80	118,476.80	121,430.40	124,425.60		
Supervising Land Surveyor	2	1	EX9	2.1	Y	ES	160	HR	55.47	58.28	61.22	64.32	67.58	69.25	70.99		
								BW	4,437.60	4,662.40	4,897.60	5,145.60	5,406.40	5,540.00	5,679.20		
								MO	9,614.80	10,101.87	10,611.47	11,148.80	11,713.87	12,003.33	12,304.93		
								YR	115,377.60	121,222.40	127,337.60	133,785.60	140,566.40	144,040.00	147,659.20		
Supervising Surveyor	0	0	EX8	1.2	Y	ES	158	HR	52.78	55.47	58.28	61.22	64.32	65.90	67.58		
								BW	4,222.40	4,437.60	4,662.40	4,897.60	5,145.60	5,272.00	5,406.40		
								MO	9,148.53	9,614.80	10,101.87	10,611.47	11,148.80	11,422.67	11,713.87		
								YR	109,782.40	115,377.60	121,222.40	127,337.60	133,785.60	137,072.00	140,566.40		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Support Services Supv	1	1	TA9	2.3	Y	EA	148	HR	39.34	41.32	43.42	45.62	47.95	49.11	50.33		
								BW	3,147.20	3,305.60	3,473.60	3,649.60	3,836.00	3,928.80	4,026.40		
								MO	6,818.93	7,162.13	7,526.13	7,907.47	8,311.33	8,512.40	8,723.87		
								YR	81,827.20	85,945.60	90,313.60	94,889.60	99,736.00	102,148.80	104,686.40		
Survey Party Chief	3	3	CA7	2.3	Y	EA	153	HR	44.50	46.74	49.11	51.60	54.21	55.56	56.96		
								BW	3,560.00	3,739.20	3,928.80	4,128.00	4,336.80	4,444.80	4,556.80		
								MO	7,713.33	8,101.60	8,512.40	8,944.00	9,396.40	9,630.40	9,873.07		
								YR	92,560.00	97,219.20	102,148.80	107,328.00	112,756.80	115,564.80	118,476.80		
Systems Control Operator I	0	0	FD2	7	Y	EA	146	HR	37.43	39.34	41.32	43.42	45.62	46.74	47.95		
								BW	2,994.40	3,147.20	3,305.60	3,473.60	3,649.60	3,739.20	3,836.00		
								MO	6,487.87	6,818.93	7,162.13	7,526.13	7,907.47	8,101.60	8,311.33		
								YR	77,854.40	81,827.20	85,945.60	90,313.60	94,889.60	97,219.20	99,736.00		
Systems Control Operator II	0	0	FD5	7	Y	EA	150	HR	41.32	43.42	45.62	47.95	50.33	51.60	52.92		
								BW	3,305.60	3,473.60	3,649.60	3,836.00	4,026.40	4,128.00	4,233.60		
								MO	7,162.13	7,526.13	7,907.47	8,311.33	8,723.87	8,944.00	9,172.80		
								YR	85,945.60	90,313.60	94,889.60	99,736.00	104,686.40	107,328.00	110,073.60		
Systems Control Operator III	6	6	FD6	7	Y	EA	154	HR	45.62	47.95	50.33	52.92	55.56	56.96	58.38		
								BW	3,649.60	3,836.00	4,026.40	4,233.60	4,444.80	4,556.80	4,670.40		
								MO	7,907.47	8,311.33	8,723.87	9,172.80	9,630.40	9,873.07	10,119.20		
								YR	94,889.60	99,736.00	104,686.40	110,073.60	115,564.80	118,476.80	121,430.40		
Systems Control Supv	1	1	FD9	1.2	Y	EA	160	HR	52.92	55.56	58.38	61.33	64.44	66.08	67.73		
								BW	4,233.60	4,444.80	4,670.40	4,906.40	5,155.20	5,286.40	5,418.40		
								MO	9,172.80	9,630.40	10,119.20	10,630.53	11,169.60	11,453.87	11,739.87		
								YR	110,073.60	115,564.80	121,430.40	127,566.40	134,035.20	137,446.40	140,878.40		
Technical Systems Admin	0	0	XR9	2.3	Y	EA	160	HR	52.92	55.56	58.38	61.33	64.44	66.08	67.73		
								BW	4,233.60	4,444.80	4,670.40	4,906.40	5,155.20	5,286.40	5,418.40		
								MO	9,172.80	9,630.40	10,119.20	10,630.53	11,169.60	11,453.87	11,739.87		
								YR	110,073.60	115,564.80	121,430.40	127,566.40	134,035.20	137,446.40	140,878.40		
Telecommunications Admin	1	1	XS9	2.3	Y	EA	160	HR	52.92	55.56	58.38	61.33	64.44	66.08	67.73		
								BW	4,233.60	4,444.80	4,670.40	4,906.40	5,155.20	5,286.40	5,418.40		
								MO	9,172.80	9,630.40	10,119.20	10,630.53	11,169.60	11,453.87	11,739.87		
								YR	110,073.60	115,564.80	121,430.40	127,566.40	134,035.20	137,446.40	140,878.40		
Telecommunications Specialist	1	1	YE5	3.2	Y	EA	147	HR	38.39	40.31	42.35	44.50	46.74	47.95	49.11		
								BW	3,071.20	3,224.80	3,388.00	3,560.00	3,739.20	3,836.00	3,928.80		
								MO	6,654.27	6,987.07	7,340.67	7,713.33	8,101.60	8,311.33	8,512.40		
								YR	79,851.20	83,844.80	88,088.00	92,560.00	97,219.20	99,736.00	102,148.80		
Vegetation Program Spec I	2	2	LR2	2.3	Y	EA	153	HR	44.50	46.74	49.11	51.60	54.21	55.56	56.96		
								BW	3,560.00	3,739.20	3,928.80	4,128.00	4,336.80	4,444.80	4,556.80		
								MO	7,713.33	8,101.60	8,512.40	8,944.00	9,396.40	9,630.40	9,873.07		
								YR	92,560.00	97,219.20	102,148.80	107,328.00	112,756.80	115,564.80	118,476.80		
Vegetation Program Spec II	2	2	LR5	2.3	Y	EA	157	HR	49.11	51.60	54.21	56.96	59.82	61.33	62.88		
								BW	3,928.80	4,128.00	4,336.80	4,556.80	4,785.60	4,906.40	5,030.40		
								MO	8,512.40	8,944.00	9,396.40	9,873.07	10,368.80	10,630.53	10,899.20		
								YR	102,148.80	107,328.00	112,756.80	118,476.80	124,425.60	127,566.40	130,790.40		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Water Conservation Spec I	0	0	LT2	2.3	Y	EA	149	HR	40.31	42.35	44.50	46.74	49.11	50.33	51.60		
								BW	3,224.80	3,388.00	3,560.00	3,739.20	3,928.80	4,026.40	4,128.00		
								MO	6,987.07	7,340.67	7,713.33	8,101.60	8,512.40	8,723.87	8,944.00		
								YR	83,844.80	88,088.00	92,560.00	97,219.20	102,148.80	104,686.40	107,328.00		
Water Conservation Spec II	3	3	LT5	2.3	Y	EA	153	HR	44.50	46.74	49.11	51.60	54.21	55.56	56.96		
								BW	3,560.00	3,739.20	3,928.80	4,128.00	4,336.80	4,444.80	4,556.80		
								MO	7,713.33	8,101.60	8,512.40	8,944.00	9,396.40	9,630.40	9,873.07		
								YR	92,560.00	97,219.20	102,148.80	107,328.00	112,756.80	115,564.80	118,476.80		
Water Measurement Tech I	0	0	VJ1	3.2	Y	EA	139	HR	31.51	33.08	34.74	36.52	38.39	39.34	40.31		
								BW	2,520.80	2,646.40	2,779.20	2,921.60	3,071.20	3,147.20	3,224.80		
								MO	5,461.73	5,733.87	6,021.60	6,330.13	6,654.27	6,818.93	6,987.07		
								YR	65,540.80	68,806.40	72,259.20	75,961.60	79,851.20	81,827.20	83,844.80		
Water Measurement Tech II	1	1	VJ5	3.2	Y	EA	143	HR	34.74	36.52	38.39	40.31	42.35	43.42	44.50		
								BW	2,779.20	2,921.60	3,071.20	3,224.80	3,388.00	3,473.60	3,560.00		
								MO	6,021.60	6,330.13	6,654.27	6,987.07	7,340.67	7,526.13	7,713.33		
								YR	72,259.20	75,961.60	79,851.20	83,844.80	88,088.00	90,313.60	92,560.00		
Water Measurement Tech III	4	4	VJ6	3.2	Y	EA	147	HR	38.39	40.31	42.35	44.50	46.74	47.95	49.11		
								BW	3,071.20	3,224.80	3,388.00	3,560.00	3,739.20	3,836.00	3,928.80		
								MO	6,654.27	6,987.07	7,340.67	7,713.33	8,101.60	8,311.33	8,512.40		
								YR	79,851.20	83,844.80	88,088.00	92,560.00	97,219.20	99,736.00	102,148.80		
Water Plant Operator	9	9	FA5	7	Y	EA	150	HR	41.32	43.42	45.62	47.95	50.33	51.60	52.92		
								BW	3,305.60	3,473.60	3,649.60	3,836.00	4,026.40	4,128.00	4,233.60		
								MO	7,162.13	7,526.13	7,907.47	8,311.33	8,723.87	8,944.00	9,172.80		
								YR	85,945.60	90,313.60	94,889.60	99,736.00	104,686.40	107,328.00	110,073.60		
Water Plant Sup Grade V	3	3	FA9	1.2	Y	EA	161	HR	54.21	56.96	59.82	62.88	66.08	67.73	69.41		
								BW	4,336.80	4,556.80	4,785.60	5,030.40	5,286.40	5,418.40	5,552.80		
								MO	9,396.40	9,873.07	10,368.80	10,899.20	11,453.87	11,739.87	12,031.07		
								YR	112,756.80	118,476.80	124,425.60	130,790.40	137,446.40	140,878.40	144,372.80		
Water Quality Specialist I	0	0	LL1	2.2	Y	EA	149	HR	40.31	42.35	44.50	46.74	49.11	50.33	51.60		
								BW	3,224.80	3,388.00	3,560.00	3,739.20	3,928.80	4,026.40	4,128.00		
								MO	6,987.07	7,340.67	7,713.33	8,101.60	8,512.40	8,723.87	8,944.00		
								YR	83,844.80	88,088.00	92,560.00	97,219.20	102,148.80	104,686.40	107,328.00		
Water Quality Specialist II	0	0	LL5	2.2	Y	EA	153	HR	44.50	46.74	49.11	51.60	54.21	55.56	56.96		
								BW	3,560.00	3,739.20	3,928.80	4,128.00	4,336.80	4,444.80	4,556.80		
								MO	7,713.33	8,101.60	8,512.40	8,944.00	9,396.40	9,630.40	9,873.07		
								YR	92,560.00	97,219.20	102,148.80	107,328.00	112,756.80	115,564.80	118,476.80		
WRM-Groundwater Management Mgr	1	1	MR1	1.2		MMA	148	HR	68.56	72.00	75.59	79.36	83.34	85.42	87.56		
								BW	5,484.80	5,760.00	6,047.20	6,348.80	6,667.20	6,833.60	7,004.80		
								MO	11,883.73	12,480.00	13,102.27	13,755.73	14,445.60	14,806.13	15,177.07		
								YR	142,604.80	149,760.00	157,227.20	165,068.80	173,347.20	177,673.60	182,124.80		
WRM-Laboratory Services Manager	1	1	MR1	1.2		MMA	148	HR	68.56	72.00	75.59	79.36	83.34	85.42	87.56		
								BW	5,484.80	5,760.00	6,047.20	6,348.80	6,667.20	6,833.60	7,004.80		
								MO	11,883.73	12,480.00	13,102.27	13,755.73	14,445.60	14,806.13	15,177.07		
								YR	142,604.80	149,760.00	157,227.20	165,068.80	173,347.20	177,673.60	182,124.80		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
WRM-Recycled Water Manager	1	1	MR1	1.2		MMA	148	HR	68.56	72.00	75.59	79.36	83.34	85.42	87.56		
								BW	5,484.80	5,760.00	6,047.20	6,348.80	6,667.20	6,833.60	7,004.80		
								MO	11,883.73	12,480.00	13,102.27	13,755.73	14,445.60	14,806.13	15,177.07		
								YR	142,604.80	149,760.00	157,227.20	165,068.80	173,347.20	177,673.60	182,124.80		
WRM-Water Quality Manager	1	1	MR1	1.2		MMA	148	HR	68.56	72.00	75.59	79.36	83.34	85.42	87.56		
								BW	5,484.80	5,760.00	6,047.20	6,348.80	6,667.20	6,833.60	7,004.80		
								MO	11,883.73	12,480.00	13,102.27	13,755.73	14,445.60	14,806.13	15,177.07		
								YR	142,604.80	149,760.00	157,227.20	165,068.80	173,347.20	177,673.60	182,124.80		
WRM-Water Supl Pln & Conserv Mgr	1	1	MR1	1.2		MMA	148	HR	68.56	72.00	75.59	79.36	83.34	85.42	87.56		
								BW	5,484.80	5,760.00	6,047.20	6,348.80	6,667.20	6,833.60	7,004.80		
								MO	11,883.73	12,480.00	13,102.27	13,755.73	14,445.60	14,806.13	15,177.07		
								YR	142,604.80	149,760.00	157,227.20	165,068.80	173,347.20	177,673.60	182,124.80		
Water Resources Supervisor	1	1	FG9	1.2	Y	EA	160	HR	52.92	55.56	58.38	61.33	64.44	66.08	67.73		
								BW	4,233.60	4,444.80	4,670.40	4,906.40	5,155.20	5,286.40	5,418.40		
								MO	9,172.80	9,630.40	10,119.20	10,630.53	11,169.60	11,453.87	11,739.87		
								YR	110,073.60	115,564.80	121,430.40	127,566.40	134,035.20	137,446.40	140,878.40		
Water Resources Tech I	0	0	FG2	3.2	Y	EA	146	HR	37.43	39.34	41.32	43.42	45.62	46.74	47.95		
								BW	2,994.40	3,147.20	3,305.60	3,473.60	3,649.60	3,739.20	3,836.00		
								MO	6,487.87	6,818.93	7,162.13	7,526.13	7,907.47	8,101.60	8,311.33		
								YR	77,854.40	81,827.20	85,945.60	90,313.60	94,889.60	97,219.20	99,736.00		
Water Resources Tech II	4	3	FG5	3.2	Y	EA	150	HR	41.32	43.42	45.62	47.95	50.33	51.60	52.92		
								BW	3,305.60	3,473.60	3,649.60	3,836.00	4,026.40	4,128.00	4,233.60		
								MO	7,162.13	7,526.13	7,907.47	8,311.33	8,723.87	8,944.00	9,172.80		
								YR	85,945.60	90,313.60	94,889.60	99,736.00	104,686.40	107,328.00	110,073.60		
WUOM-Utility Ops & Maintenance Mgr	1	1	MU2	1.2		MMA	148	HR	68.56	72.00	75.59	79.36	83.34	85.42	87.56		
								BW	5,484.80	5,760.00	6,047.20	6,348.80	6,667.20	6,833.60	7,004.80		
								MO	11,883.73	12,480.00	13,102.27	13,755.73	14,445.60	14,806.13	15,177.07		
								YR	142,604.80	149,760.00	157,227.20	165,068.80	173,347.20	177,673.60	182,124.80		
WUOM-Water Supply Operations Mgr	1	1	MU2	1.2		MMA	148	HR	68.56	72.00	75.59	79.36	83.34	85.42	87.56		
								BW	5,484.80	5,760.00	6,047.20	6,348.80	6,667.20	6,833.60	7,004.80		
								MO	11,883.73	12,480.00	13,102.27	13,755.73	14,445.60	14,806.13	15,177.07		
								YR	142,604.80	149,760.00	157,227.20	165,068.80	173,347.20	177,673.60	182,124.80		
WUOM-Water Treatment Manager	1	1	MU2	1.2		MMA	148	HR	68.56	72.00	75.59	79.36	83.34	85.42	87.56		
								BW	5,484.80	5,760.00	6,047.20	6,348.80	6,667.20	6,833.60	7,004.80		
								MO	11,883.73	12,480.00	13,102.27	13,755.73	14,445.60	14,806.13	15,177.07		
								YR	142,604.80	149,760.00	157,227.20	165,068.80	173,347.20	177,673.60	182,124.80		
WUOMM-Utility Maint Mgr - Distrib	1	1	MU1	1.2		MMA	145	HR	63.66	66.85	70.18	73.70	77.38	79.32	81.31		
								BW	5,092.80	5,348.00	5,614.40	5,896.00	6,190.40	6,345.60	6,504.80		
								MO	11,034.40	11,587.33	12,164.53	12,774.67	13,412.53	13,748.80	14,093.73		
								YR	132,412.80	139,048.00	145,974.40	153,296.00	160,950.40	164,985.60	169,124.80		
WUOMM-Utility Maint Mgr -Treatment	1	1	MU1	1.2		MMA	145	HR	63.66	66.85	70.18	73.70	77.38	79.32	81.31		
								BW	5,092.80	5,348.00	5,614.40	5,896.00	6,190.40	6,345.60	6,504.80		
								MO	11,034.40	11,587.33	12,164.53	12,774.67	13,412.53	13,748.80	14,093.73		
								YR	132,412.80	139,048.00	145,974.40	153,296.00	160,950.40	164,985.60	169,124.80		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
WUOMM-Well & Water Measurement Mgr	1	1	MU1	1.2		MMA	145	HR	63.66	66.85	70.18	73.70	77.38	79.32	81.31		
								BW	5,092.80	5,348.00	5,614.40	5,896.00	6,190.40	6,345.60	6,504.80		
								MO	11,034.40	11,587.33	12,164.53	12,774.67	13,412.53	13,748.80	14,093.73		
								YR	132,412.80	139,048.00	145,974.40	153,296.00	160,950.40	164,985.60	169,124.80		
WSOMM-Integrated Vegetation Manager	1	1	MS1	1.2		MMA	142	HR	59.12	62.08	65.18	68.44	71.85	73.66	75.49		
								BW	4,729.60	4,966.40	5,214.40	5,475.20	5,748.00	5,892.80	6,039.20		
								MO	10,247.47	10,760.53	11,297.87	11,862.93	12,454.00	12,767.73	13,084.93		
								YR	122,969.60	129,126.40	135,574.40	142,355.20	149,448.00	153,212.80	157,019.20		
WSOMM-Watershed Field Ops Manager	1	1	MS1	1.2		MMA	142	HR	59.12	62.08	65.18	68.44	71.85	73.66	75.49		
								BW	4,729.60	4,966.40	5,214.40	5,475.20	5,748.00	5,892.80	6,039.20		
								MO	10,247.47	10,760.53	11,297.87	11,862.93	12,454.00	12,767.73	13,084.93		
								YR	122,969.60	129,126.40	135,574.40	142,355.20	149,448.00	153,212.80	157,019.20		
Web Analyst	2	2	XL5	2.3	Y	EA	158	HR	50.33	52.92	55.56	58.38	61.33	62.88	64.44		
								BW	4,026.40	4,233.60	4,444.80	4,670.40	4,906.40	5,030.40	5,155.20		
								MO	8,723.87	9,172.80	9,630.40	10,119.20	10,630.53	10,899.20	11,169.60		
								YR	104,686.40	110,073.60	115,564.80	121,430.40	127,566.40	130,790.40	134,035.20		
Welder I	0	0	JH2	7	Y	EA	145	HR	36.52	38.39	40.31	42.35	44.50	45.62	46.74		
								BW	2,921.60	3,071.20	3,224.80	3,388.00	3,560.00	3,649.60	3,739.20		
								MO	6,330.13	6,654.27	6,987.07	7,340.67	7,713.33	7,907.47	8,101.60		
								YR	75,961.60	79,851.20	83,844.80	88,088.00	92,560.00	94,889.60	97,219.20		
Welder II	2	1	JH5	7	Y	EA	149	HR	40.31	42.35	44.50	46.74	49.11	50.33	51.60		
								BW	3,224.80	3,388.00	3,560.00	3,739.20	3,928.80	4,026.40	4,128.00		
								MO	6,987.07	7,340.67	7,713.33	8,101.60	8,512.40	8,723.87	8,944.00		
								YR	83,844.80	88,088.00	92,560.00	97,219.20	102,148.80	104,686.40	107,328.00		
Word Processing Operator I	0	0	TC1	6.2	Y	EA	130	HR	25.22	26.50	27.84	29.24	30.72	31.51	32.29		
								BW	2,017.60	2,120.00	2,227.20	2,339.20	2,457.60	2,520.80	2,583.20		
								MO	4,371.47	4,593.33	4,825.60	5,068.27	5,324.80	5,461.73	5,596.93		
								YR	52,457.60	55,120.00	57,907.20	60,819.20	63,897.60	65,540.80	67,163.20		
Word Processing Operator II	1	1	TC5	6.2	Y	EA	134	HR	27.84	29.24	30.72	32.29	33.92	34.74	35.65		
								BW	2,227.20	2,339.20	2,457.60	2,583.20	2,713.60	2,779.20	2,852.00		
								MO	4,825.60	5,068.27	5,324.80	5,596.93	5,879.47	6,021.60	6,179.33		
								YR	57,907.20	60,819.20	63,897.60	67,163.20	70,553.60	72,259.20	74,152.00		

<u>BU</u>	<u>Class</u>	<u>All Pos</u>	<u>Fill Pos</u>	<u>EEO</u>	<u>EA</u>	<u>ES</u>	<u>MMA</u>	<u>UNC</u>	<u>Total</u>
EA	179	547	511	1.1				15	15
ES	37	180	161	1.2	12	2	12		26
MMA	12	54	53	2.1		30			30
UNC	15	32	27	2.2	15	4			19
Total	243	813	752	2.3	51	1			52
				3.1	12				12
				3.2	31				31
				6.1	18				18
				6.2	5				5
				7	28				28
				8	7				7
				Total	179	37	12	15	243

* filled-position counts include IW positions
The classes of Student Trainee, Student Intern and Student Intern Graduate are intentionally missing from this report because PERS values do NOT apply to these incumbents: They are only compensated only at the BASE rate.

Legend

EEO	OT	BU	PMA Class Titles
1.1 -Officials & Managers	Y -Yes-Eligible	EA -Employee Association	ASM - Administrative Services Manager
1.2 -Supervisors	N -Not Eligible	ES -Engineering Society	EGM - Engineering Manager
2.1 -Engineer/Technical Professionals	-Not Applicable (no position)	MMA -Mid MAnagement Association	ESSM - Engineering Support Services Manager
2.2 -Scientific Professionals		UNC -Unclassified	ESM - Environmental Services Manager
2.3 -Administrative Professionals			FSM - Financial Services Manager
3.1 -Senior Technicians			GSM - General Services Manager
3.2 -Technicians			IWM - Imported Water Manager
6.1 -Senior Clerical			ISM - Information Services Manager
6.2 -Clerical			WRM - Water Resources Manager
7 -Skilled Craft			WUOMM - Water Utility Operations & Maintenance Manager
8 -Service & Maintenance			WUOM - Water Utility Operations Manager
			WSOMM - Watershed Operations & Maintenance Manager