

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

RESOLUTION NO. 18-

**ADOPTING EMPLOYEE SALARY SCHEDULE
EFFECTIVE PAY PERIOD 14 – JULY 1, 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 pay rates 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 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, 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 pay rate must be adopted by the Board of Directors; and

WHEREAS, at its regular meetings on October 27, 2015 and December 22, 2015, the Board approved Unclassified Employee Salary Schedules which allowed for annual adjustments based upon the April, San Francisco, CPI-U; and

WHEREAS, the Board last approved a salary schedule for all District employees on November 28, 2017, which was effective June 14, 2017, which reflected 2017 salary adjustments for classified employees in EA, ES, and PMA, which reflected 2017 salary adjustments for the three Board Appointed Officers, and which did not reflect salary adjustments for Unclassified Employees (Executive Employees); and

WHEREAS, the April 2017 San Francisco, CPI-U was 3.8%; and

WHEREAS, the attached salary schedule (Exhibit-A) amends the salary schedule adopted on November 28, 2017, by adjusting the salary ranges for Executive Employees by 3.8% effective Pay Period 14 (July 1, 2017) in accordance with the April 2017 San Francisco, CPI-U.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the Santa Clara Valley Water District does hereby approve and adopt the Salary Schedule attached hereto as Exhibit "A", effective as of Payroll Period 14 – July 1, 2017.

PASSED AND ADOPTED by the Board of Directors of Santa Clara Valley Water District by the following vote on March 21, 2018:

AYES: Directors

NOES: Directors

ABSENT: Directors

ABSTAIN: Directors

SANTA CLARA VALLEY WATER DISTRICT

RICHARD P. SANTOS
Chair/Board of Directors

ATTEST: MICHELE L. KING, CMC

Clerk/Board of Directors

EXHIBIT A COVERSHEET

SCVWD SALARY SCHEDULE FY 2017-2018

No. of Pages: 21

Exhibit Attachments: None

**EXHIBIT A:
SCVWD Salary Schedule
FY 2017-2018**

Prepared 03/05/18

CEO = BAO	Effective Date: 02/26/18	
COB = BAO	Effective Date: 02/26/18	
DCL = BAO	Effective Date: 02/26/18	
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: 02/26/18	3.8% CPI COLA retro to 6/19/17

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
Accountant I	1	1	VA1	2.3	Y	EA	145	HR	36.52	38.39	40.31	42.35	44.5	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	44.5	46.74	49.11	50.33	51.6		
								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	51.6	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	4	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	12	11	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	73.7	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	73.7	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	73.7	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-Emergency and Security Manager	1	0	MA1	1.2		MMA	145	HR	63.66	66.85	70.18	73.7	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	73.7	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	73.7	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		

EXHIBIT A:
SCVWD Salary Schedule
FY 2017-2018

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-Purchasing, Contracts, and Warehouse Mgr	1	1	MA1	1.2		MMA	145	HR	63.66	66.85	70.18	73.7	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	73.7	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	73.7	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	73.7	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	37	33	EC5	2.1	Y	ES	159	HR	54.11	56.86	59.72	62.76	65.9	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	65.9	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	65.9	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	65.9	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 (Ctrl Sys)	5	5	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	65.9	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	65.9	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	65.9	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	65.9	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		

**EXHIBIT A:
SCVWD Salary Schedule
FY 2017-2018**

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
Asc Real Estate Agent	2	2	RA5	2.3	Y	EA	154	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		
								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		
Asc Water Resources Spec	5	5	EW5	2.2	Y	ES	158	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		
								HR	52.78	55.47	58.28	61.22	64.32	65.9	67.58		
								BW	4,222.40	4,437.60	4,662.40	4,897.60	5,145.60	5,272.00	5,406.40		
Assistant Officer		4	3	AB2	1.1	UNC	AST	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		
								HR	\$70.01							\$84.89	\$99.75
								BW	\$5,600.80							\$6,791.20	\$7,980.00
Ast Civil Engineer II	15	11	EC2	2.1	Y	ES	153	MO	\$12,135.07							\$14,714.27	\$17,290.00
								YR	\$145,620.80							\$176,571.20	\$207,480.00
								HR	46.67	49.03	51.5	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		
Ast Control Sys Eng II	0	0	ES2	2.1	Y	ES	155	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		
								HR	49.03	51.5	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		
Ast District Counsel		3	3	AH2	1.1	UNC	ADC	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		
								HR	\$76.22							\$92.40	\$108.59
								BW	\$6,097.60							\$7,392.00	\$8,687.20
Ast Electrical Eng II	0	0	EE2	2.1	Y	ES	155	MO	\$13,211.47							\$16,016.00	\$18,822.27
								YR	\$158,537.60							\$192,192.00	\$225,867.20
								HR	49.03	51.5	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		
Ast Engineer Geo I U	0	0	EH1	2.1	Y	ES	148	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		
								HR	41.25	43.33	45.52	47.83	50.24	51.5	52.78		
								BW	3,300.00	3,466.40	3,641.60	3,826.40	4,019.20	4,120.00	4,222.40		
Ast Engineer Geo II R	0	0	EG2	2.1	Y	ES	153	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		
								HR	46.67	49.03	51.5	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		
Ast Engineer Geo II U	1	1	EH2	2.1	Y	ES	152	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		
								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		
Ast Engineer I (Civil)	13	13	ED1	2.1	Y	ES	148	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		
								HR	41.25	43.33	45.52	47.83	50.24	51.5	52.78		
								BW	3,300.00	3,466.40	3,641.60	3,826.40	4,019.20	4,120.00	4,222.40		
Ast Engineer I (Ctrl Sys)	0	0	ET1	2.1	Y	ES	150	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		
								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		
Ast Engineer I (Elec)	0	0	EF1	2.1	Y	ES	150	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		
								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	7,890.13	8,290.53	8,708.27	9,148.53	9,614.80	9,855.73	10,101.87		
								YR	90,126.40	94,681.60	99,486.40	104,499.20	109,782.40	112,548.80	115,377.60		
								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		

**EXHIBIT A:
SCVWD Salary Schedule
FY 2017-2018**

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 I (Mec)	1	1	EN1	2.1	Y	ES	148	HR	41.25	43.33	45.52	47.83	50.24	51.5	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)	23	21	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	0	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		
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	51.5	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	7	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	51.5	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		

EXHIBIT A:
SCVWD Salary Schedule
FY 2017-2018

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	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		
								HR	40.31	42.35	44.5	46.74	49.11	50.33	51.6		
								BW	3,224.80	3,388.00	3,560.00	3,739.20	3,928.80	4,026.40	4,128.00		
Biologist II	8	7	LJ5	2.2	Y	EA	153	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		
								HR	44.5	46.74	49.11	51.6	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		
Biologist III	7	6	LJ6	2.2	Y	EA	159	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		
								HR	51.6	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		
Bldg Maintenance Tech I	0	0	FT2	7	Y	EA	140	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		
								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		
Bldg Maintenance Tech II	5	5	FT5	7	Y	EA	144	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		
								HR	35.65	37.43	39.34	41.32	43.42	44.5	45.62		
								BW	2,852.00	2,994.40	3,147.20	3,305.60	3,473.60	3,560.00	3,649.60		
Bldg Maintenance Tech III	1	1	FT7	7	Y	EA	148	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		
								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		
Board Administrative Ast I	0	0	TG1	6.1	Y	EA	138	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		
								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		
Board Administrative Ast II	5	5	TG5	6.1	Y	EA	142	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		
								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		
Board Support Officer		1	1	AM5	1.1	UNC	BSO	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		
								HR	\$53.33							\$60.80	\$68.26
								BW	\$4,266.40							\$4,864.00	\$5,460.80
Buyer I	0	0	VP1	2.3	Y	EA	144	MO	\$9,243.87							\$10,538.67	\$11,831.73
								YR	\$110,926.40							\$126,464.00	\$141,980.80
								HR	35.65	37.43	39.34	41.32	43.42	44.5	45.62		
								BW	2,852.00	2,994.40	3,147.20	3,305.60	3,473.60	3,560.00	3,649.60		
Buyer II	1	0	VP5	2.3	Y	EA	148	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		
								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		
Carpenter I	0	0	FX2	7	Y	EA	140	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		
								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		
Carpenter II	1	1	FX5	7	Y	EA	146	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		
								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		

**EXHIBIT A:
SCVWD Salary Schedule
FY 2017-2018**

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
Chemist I	0	0	LA2	2.2	Y	EA	149	HR	40.31	42.35	44.5	46.74	49.11	50.33	51.6		
								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	44.5	46.74	49.11	51.6	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	\$89.84							\$108.93	\$128.02
								BW	\$7,187.20							\$8,714.40	\$10,241.60
								MO	\$15,572.27							\$18,881.20	\$22,190.13
								YR	\$186,867.20							\$226,574.40	\$266,281.60
Chief Construction Inspector	2	2	CN9	1.2	Y	EA	157	HR	49.11	51.6	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							\$146.52	\$158.39
								BW	\$10,772.00							\$11,721.60	\$12,671.20
								MO	\$23,339.33							\$25,396.80	\$27,454.27
								YR	\$280,072.00							\$304,761.60	\$329,451.20
Chief Financial Officer		1	1	AB6	1.1	UNC	CFO	HR	\$84.19							\$102.10	\$119.99
								BW	\$6,735.20							\$8,168.00	\$9,599.20
								MO	\$14,592.93							\$17,697.33	\$20,798.27
								YR	\$175,115.20							\$212,368.00	\$249,579.20
Chief Operating Officer		3	1	AC5	1.1	UNC	COO	HR	\$89.84							\$108.93	\$128.02
								BW	\$7,187.20							\$8,714.40	\$10,241.60
								MO	\$15,572.27							\$18,881.20	\$22,190.13
								YR	\$186,867.20							\$226,574.40	\$266,281.60
Chief of External Affairs		1	1	AN5	1.1	UNC	CEA	HR	\$89.84							\$108.93	\$128.02
								BW	\$7,187.20							\$8,714.40	\$10,241.60
								MO	\$15,572.27							\$18,881.20	\$22,190.13
								YR	\$186,867.20							\$226,574.40	\$266,281.60
Clerk of the Board		1	1	AF5	1.1	UNC	COB	HR	\$84.00							\$102.00	\$119.99
								BW	\$6,720.00							\$8,160.00	\$9,599.20
								MO	\$14,560.00							\$17,680.00	\$20,798.27
								YR	\$174,720.00							\$212,160.00	\$249,579.20
Construction Inspector I	0	0	CN1	3.2	Y	EA	145	HR	36.52	38.39	40.31	42.35	44.5	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	44.5	46.74	49.11	50.33	51.6		
								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	3	4	FM1	3.2	Y	EA	145	HR	36.52	38.39	40.31	42.35	44.5	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	6	5	FM5	3.2	Y	EA	151	HR	42.35	44.5	46.74	49.11	51.6	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	51.6	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		

EXHIBIT A:
SCVWD Salary Schedule
FY 2017-2018

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
Corrosion Control Tech I	1	1	CK2	3.2	Y	EA	144	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		
								HR	35.65	37.43	39.34	41.32	43.42	44.5	45.62		
								BW	2,852.00	2,994.40	3,147.20	3,305.60	3,473.60	3,560.00	3,649.60		
Corrosion Control Tech II	0	0	CK5	3.2	Y	EA	148	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		
								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		
Data Base Admn	2	2	XK9	2.3	Y	EA	160	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		
								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		
Database Analyst	0	0	XK5	2.3	Y	EA	156	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		
								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		
Deputy Administrative Officer		5	3	AB4	1.1	UNC	DAO	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		
								HR	\$84.19							\$102.10	\$119.99
								BW	\$6,735.20							\$8,168.00	\$9,599.20
Deputy Clerk of the Board	1	1	TG9	6.1	Y	EA	155	MO	\$14,592.93							\$17,697.33	\$20,798.27
								YR	\$175,115.20							\$212,368.00	\$249,579.20
								HR	46.74	49.11	51.6	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		
Deputy Operating Officer		7	7	AC4	1.1	UNC	DOO	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		
								HR	\$84.19							\$102.10	\$119.99
								BW	\$6,735.20							\$8,168.00	\$9,599.20
District Counsel		1	1	AD4	1.1	UNC	DCL	MO	\$14,592.93							\$17,697.33	\$20,798.27
								YR	\$175,115.20							\$212,368.00	\$249,579.20
								HR	\$131.00							\$135.98	\$144.00
								BW	\$10,480.00							\$10,878.40	\$11,520.00
EGM-Asset Management Manager	1	1	ME1	1.2		MMA	149	MO	\$22,706.67							\$23,569.87	\$24,960.00
								YR	\$272,480.00							\$282,838.40	\$299,520.00
								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		
EGM-Capital Engineering Manager	8	8	ME1	1.2		MMA	149	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		
								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		
EGM-Community Projects Review Mgr	1	1	ME1	1.2		MMA	149	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		
								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		
EGM-Construction Manager	1	1	ME1	1.2		MMA	149	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		
								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		
EGM-Dam Safety Program Manager	1	1	ME1	1.2		MMA	149	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		
								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		

**EXHIBIT A:
SCVWD Salary Schedule
FY 2017-2018**

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-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		
EGM-Utility 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	73.7	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	8	8	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	2	2	CJ5	3.2	Y	EA	145	HR	36.52	38.39	40.31	42.35	44.5	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	44.5	46.74	49.11	51.6	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	6	PA5	2.3	Y	EA	155	HR	46.74	49.11	51.6	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	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	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		

EXHIBIT A:
SCVWD Salary Schedule
FY 2017-2018

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	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		
								HR	68.56	72	75.59	79.36	83.34	87.52	87.56		
								BW	5,484.80	5,760.00	6,047.20	6,348.80	6,667.20	6,833.60	7,004.80		
Equipment Mechanic I	1	1	JG1	7	Y	EA	140	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		
								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		
Equipment Mechanic II	3	3	JG5	7	Y	EA	146	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		
								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		
Executive Assistant	6	5	TJ6	6.1	Y	EA	146	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		
								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		
Executive Assistant to CEO	1	1	TJ8	6.1	Y	EA	150	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		
								HR	41.32	43.42	45.62	47.95	50.33	51.6	52.92		
								BW	3,305.60	3,473.60	3,649.60	3,836.00	4,026.40	4,128.00	4,233.60		
Facilities Maintenance Adm	1	1	FT8	2.3	Y	EA	159	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		
								HR	51.6	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		
Fellowship	4	3	CS9	2.3	Y	EA	1	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		
								HR	38.46								
								BW	0								
Field Operations Admn	12	12	JN8	1.2	Y	EA	155	MO	6,666.40								
								YR	79,996.80								
								HR	46.74	49.11	51.6	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		
FSM-Accounting Manager	1	1	MF1	1.2		MMA	146	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		
								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		
FSM-Budget Manager	1	0	MF1	1.2		MMA	146	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		
								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		
FSM-Revenue Manager	1	1	MF1	1.2		MMA	146	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		
								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		
FSM-Treasury and Debt Manager	1	1	MF1	1.2		MMA	146	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		
								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		
Forms Tech I	0	0	TD2	6.2	Y	EA	138	MO	135,740.80	142,542.40	149,656.00	157,144.00	164,985.60	169,124.80	173,347.20		
								YR	63,897.60	67,163.20	70,553.60	74,152.00	77,854.40	79,851.20	81,827.20		
								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		

EXHIBIT A:
SCVWD Salary Schedule
FY 2017-2018

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
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	70.1	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	70.1	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	70.1	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	70.1	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	70.1	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	51.6	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		
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	44.5	46.74	49.11	51.6	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	44.5	46.74	49.11	50.33	51.6		
								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	44.5	45.62		
								BW	2,852.00	2,994.40	3,147.20	3,305.60	3,473.60	3,560.00	3,649.60		

EXHIBIT A:
SCVWD Salary Schedule
FY 2017-2018

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
Hydrographer I	0	0	CE1	3.2	Y	EA	143	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		
								HR	34.74	36.52	38.39	40.31	42.35	43.42	44.5		
								BW	2,779.20	2,921.60	3,071.20	3,224.80	3,388.00	3,473.60	3,560.00		
Hydrographer II	2	2	CE5	3.2	Y	EA	147	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		
								HR	38.39	40.31	42.35	44.5	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		
Hydrographer III	2	2	CE6	3.2	Y	EA	151	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		
								HR	42.35	44.5	46.74	49.11	51.6	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		
Hydrologic Systems Analyst I	0	0	CB2	3.2	Y	EA	144	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		
								HR	35.65	37.43	39.34	41.32	43.42	44.5	45.62		
								BW	2,852.00	2,994.40	3,147.20	3,305.60	3,473.60	3,560.00	3,649.60		
Hydrologic Systems Analyst II	7	6	CB5	3.2	Y	EA	148	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		
								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		
IWM-Imported Water Manager	1	1	MI1	1.2		MMA	150	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		
								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		
Industrial Electrician I	1	0	FJ1	7	Y	EA	145	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		
								HR	36.52	38.39	40.31	42.35	44.5	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		
Industrial Electrician II	4	4	FJ5	7	Y	EA	151	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		
								HR	42.35	44.5	46.74	49.11	51.6	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		
Industrial Electrician Sup	1	1	FJ9	1.2	Y	EA	159	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		
								HR	51.6	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		
Industrial Hygienist I	0	0	XC2	2.2	Y	EA	149	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		
								HR	40.31	42.35	44.5	46.74	49.11	50.33	51.6		
								BW	3,224.80	3,388.00	3,560.00	3,739.20	3,928.80	4,026.40	4,128.00		
Industrial Hygienist II	0	0	XC5	2.2	Y	EA	153	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		
								HR	44.5	46.74	49.11	51.6	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		
Industrial Painter I	0	0	FV1	7	Y	EA	140	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		
								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		
Industrial Painter II	2	2	FV5	7	Y	EA	146	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		
								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		

EXHIBIT A:
SCVWD Salary Schedule
FY 2017-2018

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 Analyst I	0	0	XJ1	2.3	Y	EA	150	HR	41.32	43.42	45.62	47.95	50.33	51.6	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	3	2	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	4	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		
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	0	0	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	3	3	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	\$65.62							\$79.56	\$93.51
								BW	\$5,249.60							\$6,364.80	\$7,480.80
								MO	\$11,374.13							\$13,790.40	\$16,208.40
								YR	\$136,489.60							\$165,484.80	\$194,500.80
Laboratory Tech I	0	0	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	3	3	LG5	3.2	Y	EA	143	HR	34.74	36.52	38.39	40.31	42.35	43.42	44.5		
								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	44.5	46.74	49.11	51.6	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	51.6	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		

EXHIBIT A:
SCVWD Salary Schedule
FY 2017-2018

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
Librarian	1	1	XF9	2.3	Y	EA	150	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		
								HR	41.32	43.42	45.62	47.95	50.33	51.6	52.92		
								BW	3,305.60	3,473.60	3,649.60	3,836.00	4,026.40	4,128.00	4,233.60		
Maintenance Worker I	1	1	JM1	8	Y	EA	137	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		
								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		
Maintenance Worker II	12	12	JM5	8	Y	EA	141	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		
								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		
Maintenance Worker III	12	12	JM6	8	Y	EA	145	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		
								HR	36.52	38.39	40.31	42.35	44.5	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		
Management Analyst I	6	6	XA2	2.3	Y	EA	151	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		
								HR	42.35	44.5	46.74	49.11	51.6	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		
Management Analyst II	33	29	XA5	2.3	Y	EA	155	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		
								HR	46.74	49.11	51.6	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		
Mechanical Maint Supv	2	2	JA9	1.2	Y	EA	158	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		
								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		
Microbiologist I	0	0	LD1	2.2	Y	EA	149	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		
								HR	40.31	42.35	44.5	46.74	49.11	50.33	51.6		
								BW	3,224.80	3,388.00	3,560.00	3,739.20	3,928.80	4,026.40	4,128.00		
Microbiologist II	2	2	LD5	2.2	Y	EA	153	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		
								HR	44.5	46.74	49.11	51.6	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		
Network Administrator	0	0	XN9	2.3	Y	EA	160	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		
								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		
Office Automation Admin	1	1	XP9	2.3	Y	EA	160	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		
								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		
Office Specialist I	1	1	TA1	6.2	Y	EA	130	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		
								HR	25.22	26.5	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		
Office Specialist II	11	9	TA5	6.2	Y	EA	134	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		
								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		

EXHIBIT A:
SCVWD Salary Schedule
FY 2017-2018

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
Plant Maintenance Mechanic I	2	2	JA2	7	Y	EA	144	HR	35.65	37.43	39.34	41.32	43.42	44.5	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	10	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	44.5	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	24	XA8	2.3	Y	EA	159	HR	51.6	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	44.5		
								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	44.5	46.74	49.11	51.6	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	65.9	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	44.5	46.74	49.11	50.33	51.6		
								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	44.5	46.74	49.11	51.6	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	51.6	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		
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	44.5	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		

**EXHIBIT A:
SCVWD Salary Schedule
FY 2017-2018**

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
Recycled Water Facility Supv	2	2	FA8	1.2	Y	EA	157	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		
								HR	49.11	51.6	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		
Reprographics Tech I	0	0	TL1	6.1	Y	EA	130	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		
								HR	25.22	26.5	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		
Reprographics Tech II	1	1	TL5	6.1	Y	EA	133	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		
								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		
Resident Const Inspector	9	8	CN5	3.1	Y	EA	153	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		
								HR	44.5	46.74	49.11	51.6	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		
Safety Specialist	2	2	JD6	3.2	Y	EA	148	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		
								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		
Safety Technician	2	2	JD5	3.2	Y	EA	144	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		
								HR	35.65	37.43	39.34	41.32	43.42	44.5	45.62		
								BW	2,852.00	2,994.40	3,147.20	3,305.60	3,473.60	3,560.00	3,649.60		
Security Technician	1	0	TR3	3.1	Y	EA	145	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		
								HR	36.52	38.39	40.31	42.35	44.5	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		
Small Engine Mechanic	1	1	JG3	7	Y	EA	146	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		
								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		
Special Program Engineer	0	0	ED8	2.1		ES	168	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		
								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		
Sr Accountant	3	3	VA7	2.3	Y	EA	155	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		
								HR	46.74	49.11	51.6	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		
Sr Accounting Technician	0	0	VC6	3.1	Y	EA	145	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		
								HR	36.52	38.39	40.31	42.35	44.5	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		
Sr Ast District Counsel		3	3	AH3	1.1	UNC	SDC	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		
								HR	\$84.19							\$102.10	\$119.99
								BW	\$6,735.20							\$8,168.00	\$9,599.20
Sr Buyer	1	1	VP7	2.3	Y	EA	153	MO	\$14,592.93							\$17,697.33	\$20,798.27
								YR	\$175,115.20							\$212,368.00	\$249,579.20
								HR	44.5	46.74	49.11	51.6	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		

EXHIBIT A:
SCVWD Salary Schedule
FY 2017-2018

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 Chemist	3	3	LA7	2.2	Y	EA	157	HR	49.11	51.6	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	51.6	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	19	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		
Sr Engineering Tech	3	3	CJ6	3.1	Y	EA	149	HR	40.31	42.35	44.5	46.74	49.11	50.33	51.6		
								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	51.6	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	44.5	46.74	49.11	50.33	51.6		
								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	51.6	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	51.6	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	1	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	51.6	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	51.6	52.92		
								BW	3,305.60	3,473.60	3,649.60	3,836.00	4,026.40	4,128.00	4,233.60		

EXHIBIT A:
SCVWD Salary Schedule
FY 2017-2018

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 Inventory Control Tech	2	2	VH7	8	Y	EA	145	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		
								HR	36.52	38.39	40.31	42.35	44.5	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		
Sr Maintenance Worker	15	14	JM7	8	Y	EA	150	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		
								HR	41.32	43.42	45.62	47.95	50.33	51.6	52.92		
								BW	3,305.60	3,473.60	3,649.60	3,836.00	4,026.40	4,128.00	4,233.60		
Sr Management Analyst	27	25	XA6	2.3	Y	EA	158	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		
								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		
Sr Microbiologist	1	1	LD7	2.2	Y	EA	157	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		
								HR	49.11	51.6	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		
Sr Office Specialist	14	14	TA6	6.1	Y	EA	137	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		
								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		
Sr Plant Maintenance Mechanic	5	5	JA7	7	Y	EA	152	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		
								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		
Sr Project Mgr	8	8	EC8	1.2		ES	168	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		
								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		
Sr Purchasing Tech	1	1	VD7	6.1	Y	EA	145	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		
								HR	36.52	38.39	40.31	42.35	44.5	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		
Sr Real Estate Agent	2	2	RA7	2.3	Y	EA	158	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		
								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		
Sr Reprographics Tech	1	1	TL7	6.1	Y	EA	137	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		
								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		
Sr Surveyor	2	1	CA6	3.1	Y	EA	150	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		
								HR	41.32	43.42	45.62	47.95	50.33	51.6	52.92		
								BW	3,305.60	3,473.60	3,649.60	3,836.00	4,026.40	4,128.00	4,233.60		
Sr Telecommunications Spec	1	1	YE7	3.2	Y	EA	150	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		
								HR	41.32	43.42	45.62	47.95	50.33	51.6	52.92		
								BW	3,305.60	3,473.60	3,649.60	3,836.00	4,026.40	4,128.00	4,233.60		
Sr Water Conservation Spec	1	1	LT7	2.2	Y	EA	157	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		
								HR	49.11	51.6	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		

EXHIBIT A:
SCVWD Salary Schedule
FY 2017-2018

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 Water Measurement Tech	2	2	VJ7	3.1	Y	EA	151	HR	42.35	44.5	46.74	49.11	51.6	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	15	15	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	51.6	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	11	EW6	2.2		ES	163	HR	59.72	62.76	65.9	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	2	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	51.6	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	51.6	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	65.9	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		
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	44.5	46.74	49.11	51.6	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		

**EXHIBIT A:
SCVWD Salary Schedule
FY 2017-2018**

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
Systems Control Operator II	0	0	FD5	7	Y	EA	150	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		
								HR	41.32	43.42	45.62	47.95	50.33	52.92	55.56		
								BW	3,305.60	3,473.60	3,649.60	3,836.00	4,026.40	4,128.00	4,233.60		
Systems Control Operator III	6	6	FD6	7	Y	EA	154	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		
								HR	45.62	47.95	50.33	52.92	55.56	58.38	61.33		
								BW	3,649.60	3,836.00	4,026.40	4,233.60	4,444.80	4,556.80	4,670.40		
Systems Control Supv	1	1	FD9	1.2	Y	EA	160	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		
								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		
Technical Systems Admin	0	0	XR9	2.3	Y	EA	160	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		
								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		
Telecommunications Admin	1	1	XS9	2.3	Y	EA	160	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		
								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		
Telecommunications Specialist	1	1	YE5	3.2	Y	EA	147	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		
								HR	38.39	40.31	42.35	44.5	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		
Vegetation Program Spec I	3	3	LR2	2.3	Y	EA	153	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		
								HR	44.5	46.74	49.11	51.6	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		
Vegetation Program Spec II	2	2	LR5	2.3	Y	EA	157	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		
								HR	49.11	51.6	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		
Water Conservation Spec I	0	0	LT2	2.3	Y	EA	149	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		
								HR	40.31	42.35	44.5	46.74	49.11	50.33	51.6		
								BW	3,224.80	3,388.00	3,560.00	3,739.20	3,928.80	4,026.40	4,128.00		
Water Conservation Spec II	3	3	LT5	2.3	Y	EA	153	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		
								HR	44.5	46.74	49.11	51.6	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		
Water Measurement Tech I	0	0	VJ1	3.2	Y	EA	139	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		
								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		
Water Measurement Tech II	0	0	VJ5	3.2	Y	EA	143	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		
								HR	34.74	36.52	38.39	40.31	42.35	43.42	44.5		
								BW	2,779.20	2,921.60	3,071.20	3,224.80	3,388.00	3,473.60	3,560.00		
Water Measurement Tech III	5	5	VJ6	3.2	Y	EA	147	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		
								HR	38.39	40.31	42.35	44.5	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		

EXHIBIT A:
SCVWD Salary Schedule
FY 2017-2018

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 Plant Operator	8	7	FA5	7	Y	EA	150	HR	41.32	43.42	45.62	47.95	50.33	51.6	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	44.5	46.74	49.11	50.33	51.6		
								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	44.5	46.74	49.11	51.6	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	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	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-Recycled Water Manager	1	1	MR1	1.2		MMA	148	HR	68.56	72	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	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	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	1	1	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	3	3	FG5	3.2	Y	EA	150	HR	41.32	43.42	45.62	47.95	50.33	51.6	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	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	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		

**EXHIBIT A:
SCVWD Salary Schedule
FY 2017-2018**

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
WUOM-Water Treatment Manager	1	1	MU2	1.2		MMA	148	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		
								HR	68.56	72	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		
WUOMM-Utility Maint Mgr - Distrib	1	1	MU1	1.2		MMA	145	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		
								HR	63.66	66.85	70.18	73.7	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		
WUOMM-Utility Maint Mgr -Treatment	1	1	MU1	1.2		MMA	145	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		
								HR	63.66	66.85	70.18	73.7	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		
WUOMM-Well & Water Measurement Mgr	1	1	MU1	1.2		MMA	145	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		
								HR	63.66	66.85	70.18	73.7	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		
WSOMM-Integrated Vegetation Manager	1	1	MS1	1.2		MMA	142	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		
								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		
WSOMM-Watershed Field Ops Manager	1	1	MS1	1.2		MMA	142	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		
								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		
Web Analyst	2	2	XL5	2.3	Y	EA	158	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		
								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		
Welder I	0	0	JH2	7	Y	EA	145	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		
								HR	36.52	38.39	40.31	42.35	44.5	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		
Welder II	2	1	JH5	7	Y	EA	149	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		
								HR	40.31	42.35	44.5	46.74	49.11	50.33	51.6		
								BW	3,224.80	3,388.00	3,560.00	3,739.20	3,928.80	4,026.40	4,128.00		
Word Processing Operator I	0	0	TC1	6.2	Y	EA	130	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		
								HR	25.22	26.5	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		
Word Processing Operator II	1	1	TC5	6.2	Y	EA	134	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		
								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		