

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

RESOLUTION NO. 18-

**ADOPTING EMPLOYEE SALARY SCHEDULE—
EFFECTIVE THE FIRST PAY PERIOD OF FISCAL YEAR 2019**

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

WHEREAS, at its regular meeting on March 21, 2018, the Board approved Resolution 18-06 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, 2018 through December 31, 2021 (EA 2018-2021 MOU); and

WHEREAS, the EA 2018-2021 MOU set forth agreed upon salary ranges for all Employees Association represented classes and agreed upon Across the Board Salary Adjustments for these classes, including a 4 percent increase effective the first full pay period in July 2018; and

WHEREAS, at its regular meeting on March 21, 2018, the Board approved Resolution 18-07 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, 2018 through December 31, 2021 (ES 2018-2021 MOU); and

WHEREAS, the ES 2018-2021 MOU set forth agreed upon salary ranges for all Engineers Society represented classes and agreed upon Across the Board Salary Adjustments for these classes including a 4 percent increase effective the first full pay period in July 2018; and

WHEREAS, at its regular meeting on March 21, 2018, the Board approved Resolution 18-08 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, 2018 through December 31, 2021 (PMS 2018-2021 MOU); and

WHEREAS, the PMA 2018-2021 MOU set forth agreed upon salary ranges for all Professional Managers Association represented classes and agreed upon Across the Board Salary Adjustments for these classes, including a 4 percent increase effective the first full pay period in July 2018; and

WHEREAS, the Salary Structure for Unrepresented Employees, approved by the Board on May 22, 2018 sets forth a structure from which to calculate new salary ranges effective the first full pay period in July 2018 for Executive employees and the Board Appointed Officers (BAOs) based upon corresponding changes to the Supervising Program Administrator classification (EA) and the highest PMA classification (currently the Imported Water Manager); and

WHEREAS, despite the ranges set forth in the updated Employee Salary Schedule, the actual salaries of the three Board Appointed Officers shall be established separately by the Board of Directors and shall be reflected in their respective employment agreements; and

Adopting Employee Salary Schedule—Effective the First Pay Period of Fiscal Year 2019
Resolution No. 18-

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

WHEREAS, the attached salary schedule (Exhibit A) shall amend and replace the salary schedule adopted on March 21, 2018 through Resolution 18-10, effective the first full pay period of July 2018.

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 the First Payroll Period of Fiscal Year 2019.

PASSED AND ADOPTED by the Board of Directors of Santa Clara Valley Water District by the following vote on May 22, 2018:

AYES: Directors

NOES: Directors

ABSENT: Directors

ABSTAIN: Directors

SANTA CLARA VALLEY WATER DISTRICT

By: _____
RICHARD P. SANTOS
Chair/Board of Directors

ATTEST: MICHELE L. KING, CMC

Clerk/Board of Directors

EXHIBIT A COVERSHEET

SCVWD SALARY SCHEDULE FY 2018-2019

No. of Pages: 22

Exhibit Attachments: None

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Employee Group**Effective Date****Amount**

CEO = BAO	Effective Date: 08/22/2017	6.6% increase retro to 8/22/17
COB = BAO	Effective Date: 08/14/2017	18.7% Increase retro to 7/1/17
DCL = BAO	Effective Date: 08/14/2017	6% increase retro to 7/1/17
MMR = CLAS	Effective Date: 06/18/2018	4.0% FLAT - All Classified
EA = EAPR	Effective Date: 06/18/2018	4.0% FLAT - All Classified
ES = ESPR	Effective Date: 06/18/2018	4.0% FLAT - All Classified
UNC = UNCL	Effective Date: 06/18/2018	4.0% FLAT - All Unclassified

Min-Pt

Class Title	Job Code	BU	Sal Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Mid-Pt	Max-Pt
Accountant I	VA1	EA	145	HR	\$37.98	\$39.93	\$41.92	\$44.04	\$46.28	\$47.44	\$48.61		
				BW	\$3,038.40	\$3,194.40	\$3,353.60	\$3,523.20	\$3,702.40	\$3,795.20	\$3,888.80		
				MO	\$6,583.20	\$6,921.20	\$7,266.13	\$7,633.60	\$8,021.87	\$8,222.93	\$8,425.73		
				YR	\$78,998.40	\$83,054.40	\$87,193.60	\$91,603.20	\$96,262.40	\$98,675.20	\$101,108.80		
Accountant II	VA5	EA	149	HR	\$41.92	\$44.04	\$46.28	\$48.61	\$51.07	\$52.34	\$53.66		
				BW	\$3,353.60	\$3,523.20	\$3,702.40	\$3,888.80	\$4,085.60	\$4,187.20	\$4,292.80		
				MO	\$7,266.13	\$7,633.60	\$8,021.87	\$8,425.73	\$8,852.13	\$9,072.27	\$9,301.07		
				YR	\$87,193.60	\$91,603.20	\$96,262.40	\$101,108.80	\$106,225.60	\$108,867.20	\$111,612.80		
Accounting Systems Analyst	VA8	EA	155	HR	\$48.61	\$51.07	\$53.66	\$56.38	\$59.24	\$60.72	\$62.21		
				BW	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,739.20	\$4,857.60	\$4,976.80		
				MO	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,268.27	\$10,524.80	\$10,783.07		
				YR	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$123,219.20	\$126,297.60	\$129,396.80		
Accounting Tech	VC5	EA	141	HR	\$34.40	\$36.13	\$37.98	\$39.93	\$41.92	\$42.97	\$44.04		
				BW	\$2,752.00	\$2,890.40	\$3,038.40	\$3,194.40	\$3,353.60	\$3,437.60	\$3,523.20		
				MO	\$5,962.67	\$6,262.53	\$6,583.20	\$6,921.20	\$7,266.13	\$7,448.13	\$7,633.60		
				YR	\$71,552.00	\$75,150.40	\$78,998.40	\$83,054.40	\$87,193.60	\$89,377.60	\$91,603.20		
Administrative Ast	TJ5	EA	139	HR	\$32.77	\$34.40	\$36.13	\$37.98	\$39.93	\$40.91	\$41.92		
				BW	\$2,621.60	\$2,752.00	\$2,890.40	\$3,038.40	\$3,194.40	\$3,272.80	\$3,353.60		
				MO	\$5,680.13	\$5,962.67	\$6,262.53	\$6,583.20	\$6,921.20	\$7,091.07	\$7,266.13		
				YR	\$68,161.60	\$71,552.00	\$75,150.40	\$78,998.40	\$83,054.40	\$85,092.80	\$87,193.60		
ASM-Cap Prog Plan & Analysis Mgr	MA1	MMA	145	HR	\$66.21	\$69.52	\$72.99	\$76.65	\$80.48	\$82.49	\$84.56		
				BW	\$5,296.80	\$5,561.60	\$5,839.20	\$6,132.00	\$6,438.40	\$6,599.20	\$6,764.80		
				MO	\$11,476.40	\$12,050.13	\$12,651.60	\$13,286.00	\$13,949.87	\$14,298.27	\$14,657.07		
				YR	\$137,716.80	\$144,601.60	\$151,819.20	\$159,432.00	\$167,398.40	\$171,579.20	\$175,884.80		
ASM-Civic Engagement Manager	MA1	MMA	145	HR	\$66.21	\$69.52	\$72.99	\$76.65	\$80.48	\$82.49	\$84.56		
				BW	\$5,296.80	\$5,561.60	\$5,839.20	\$6,132.00	\$6,438.40	\$6,599.20	\$6,764.80		
				MO	\$11,476.40	\$12,050.13	\$12,651.60	\$13,286.00	\$13,949.87	\$14,298.27	\$14,657.07		
				YR	\$137,716.80	\$144,601.60	\$151,819.20	\$159,432.00	\$167,398.40	\$171,579.20	\$175,884.80		
ASM-Communications Manager	MA1	MMA	145	HR	\$66.21	\$69.52	\$72.99	\$76.65	\$80.48	\$82.49	\$84.56		
				BW	\$5,296.80	\$5,561.60	\$5,839.20	\$6,132.00	\$6,438.40	\$6,599.20	\$6,764.80		
				MO	\$11,476.40	\$12,050.13	\$12,651.60	\$13,286.00	\$13,949.87	\$14,298.27	\$14,657.07		
				YR	\$137,716.80	\$144,601.60	\$151,819.20	\$159,432.00	\$167,398.40	\$171,579.20	\$175,884.80		
ASM-Emergency and Security Manager	MA1	MMA	145	HR	\$66.21	\$69.52	\$72.99	\$76.65	\$80.48	\$82.49	\$84.56		
				BW	\$5,296.80	\$5,561.60	\$5,839.20	\$6,132.00	\$6,438.40	\$6,599.20	\$6,764.80		
				MO	\$11,476.40	\$12,050.13	\$12,651.60	\$13,286.00	\$13,949.87	\$14,298.27	\$14,657.07		
				YR	\$137,716.80	\$144,601.60	\$151,819.20	\$159,432.00	\$167,398.40	\$171,579.20	\$175,884.80		
ASM-Employment Services Manager	MA1	MMA	145	HR	\$66.21	\$69.52	\$72.99	\$76.65	\$80.48	\$82.49	\$84.56		
				BW	\$5,296.80	\$5,561.60	\$5,839.20	\$6,132.00	\$6,438.40	\$6,599.20	\$6,764.80		
				MO	\$11,476.40	\$12,050.13	\$12,651.60	\$13,286.00	\$13,949.87	\$14,298.27	\$14,657.07		

EXHIBIT A: Unified Salary Report

Class Title	Job Code	BU	Sal Range	Frequency	Min-Pt							Mid-Pt	Max-Pt
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
				YR	\$137,716.80	\$144,601.60	\$151,819.20	\$159,432.00	\$167,398.40	\$171,579.20	\$175,884.80		
ASM-Envir Health & Safety Manager	MA1	MMA	145	HR	\$66.21	\$69.52	\$72.99	\$76.65	\$80.48	\$82.49	\$84.56		
				BW	\$5,296.80	\$5,561.60	\$5,839.20	\$6,132.00	\$6,438.40	\$6,599.20	\$6,764.80		
				MO	\$11,476.40	\$12,050.13	\$12,651.60	\$13,286.00	\$13,949.87	\$14,298.27	\$14,657.07		
				YR	\$137,716.80	\$144,601.60	\$151,819.20	\$159,432.00	\$167,398.40	\$171,579.20	\$175,884.80		
ASM-Purch, Contracts & Whse Mgr	MA1	MMA	145	HR	\$66.21	\$69.52	\$72.99	\$76.65	\$80.48	\$82.49	\$84.56		
				BW	\$5,296.80	\$5,561.60	\$5,839.20	\$6,132.00	\$6,438.40	\$6,599.20	\$6,764.80		
				MO	\$11,476.40	\$12,050.13	\$12,651.60	\$13,286.00	\$13,949.87	\$14,298.27	\$14,657.07		
				YR	\$137,716.80	\$144,601.60	\$151,819.20	\$159,432.00	\$167,398.40	\$171,579.20	\$175,884.80		
ASM-Real Estate Services Manager	MA1	MMA	145	HR	\$66.21	\$69.52	\$72.99	\$76.65	\$80.48	\$82.49	\$84.56		
				BW	\$5,296.80	\$5,561.60	\$5,839.20	\$6,132.00	\$6,438.40	\$6,599.20	\$6,764.80		
				MO	\$11,476.40	\$12,050.13	\$12,651.60	\$13,286.00	\$13,949.87	\$14,298.27	\$14,657.07		
				YR	\$137,716.80	\$144,601.60	\$151,819.20	\$159,432.00	\$167,398.40	\$171,579.20	\$175,884.80		
ASM-Risk Manager	MA1	MMA	145	HR	\$66.21	\$69.52	\$72.99	\$76.65	\$80.48	\$82.49	\$84.56		
				BW	\$5,296.80	\$5,561.60	\$5,839.20	\$6,132.00	\$6,438.40	\$6,599.20	\$6,764.80		
				MO	\$11,476.40	\$12,050.13	\$12,651.60	\$13,286.00	\$13,949.87	\$14,298.27	\$14,657.07		
				YR	\$137,716.80	\$144,601.60	\$151,819.20	\$159,432.00	\$167,398.40	\$171,579.20	\$175,884.80		
ASM-Workforce Development Manager	MA1	MMA	145	HR	\$66.21	\$69.52	\$72.99	\$76.65	\$80.48	\$82.49	\$84.56		
				BW	\$5,296.80	\$5,561.60	\$5,839.20	\$6,132.00	\$6,438.40	\$6,599.20	\$6,764.80		
				MO	\$11,476.40	\$12,050.13	\$12,651.60	\$13,286.00	\$13,949.87	\$14,298.27	\$14,657.07		
				YR	\$137,716.80	\$144,601.60	\$151,819.20	\$159,432.00	\$167,398.40	\$171,579.20	\$175,884.80		
Asc Real Estate Agent	RA5	EA	154	HR	\$47.44	\$49.87	\$52.34	\$55.04	\$57.78	\$59.24	\$60.72		
				BW	\$3,795.20	\$3,989.60	\$4,187.20	\$4,403.20	\$4,622.40	\$4,739.20	\$4,857.60		
				MO	\$8,222.93	\$8,644.13	\$9,072.27	\$9,540.27	\$10,015.20	\$10,268.27	\$10,524.80		
				YR	\$98,675.20	\$103,729.60	\$108,867.20	\$114,483.20	\$120,182.40	\$123,219.20	\$126,297.60		
Assistant Engineer I - Civil	ED1	ES	148	HR	\$42.90	\$45.06	\$47.34	\$49.74	\$52.25	\$53.56	\$54.89		
				BW	\$3,432.00	\$3,604.80	\$3,787.20	\$3,979.20	\$4,180.00	\$4,284.80	\$4,391.20		
				MO	\$7,436.00	\$7,810.40	\$8,205.60	\$8,621.60	\$9,056.67	\$9,283.73	\$9,514.27		
				YR	\$89,232.00	\$93,724.80	\$98,467.20	\$103,459.20	\$108,680.00	\$111,404.80	\$114,171.20		
Assistant Engineer I - Cntrol	ET1	ES	150	HR	\$45.06	\$47.34	\$49.74	\$52.25	\$54.89	\$56.27	\$57.69		
				BW	\$3,604.80	\$3,787.20	\$3,979.20	\$4,180.00	\$4,391.20	\$4,501.60	\$4,615.20		
				MO	\$7,810.40	\$8,205.60	\$8,621.60	\$9,056.67	\$9,514.27	\$9,753.47	\$9,999.60		
				YR	\$93,724.80	\$98,467.20	\$103,459.20	\$108,680.00	\$114,171.20	\$117,041.60	\$119,995.20		
Assistant Engineer I - Elect	EF1	ES	150	HR	\$45.06	\$47.34	\$49.74	\$52.25	\$54.89	\$56.27	\$57.69		
				BW	\$3,604.80	\$3,787.20	\$3,979.20	\$4,180.00	\$4,391.20	\$4,501.60	\$4,615.20		
				MO	\$7,810.40	\$8,205.60	\$8,621.60	\$9,056.67	\$9,514.27	\$9,753.47	\$9,999.60		
				YR	\$93,724.80	\$98,467.20	\$103,459.20	\$108,680.00	\$114,171.20	\$117,041.60	\$119,995.20		
Assistant Engineer I - Mech	EN1	ES	148	HR	\$42.90	\$45.06	\$47.34	\$49.74	\$52.25	\$53.56	\$54.89		
				BW	\$3,432.00	\$3,604.80	\$3,787.20	\$3,979.20	\$4,180.00	\$4,284.80	\$4,391.20		
				MO	\$7,436.00	\$7,810.40	\$8,205.60	\$8,621.60	\$9,056.67	\$9,283.73	\$9,514.27		
				YR	\$89,232.00	\$93,724.80	\$98,467.20	\$103,459.20	\$108,680.00	\$111,404.80	\$114,171.20		
Assistant Engineer II - Civil	ED2	ES	152	HR	\$47.34	\$49.74	\$52.25	\$54.89	\$57.69	\$59.13	\$60.61		
				BW	\$3,787.20	\$3,979.20	\$4,180.00	\$4,391.20	\$4,615.20	\$4,730.40	\$4,848.80		
				MO	\$8,205.60	\$8,621.60	\$9,056.67	\$9,514.27	\$9,999.60	\$10,249.20	\$10,505.73		
				YR	\$98,467.20	\$103,459.20	\$108,680.00	\$114,171.20	\$119,995.20	\$122,990.40	\$126,068.80		
Assistant Engineer II - Cntrol	ET2	ES	154	HR	\$49.74	\$52.25	\$54.89	\$57.69	\$60.61	\$62.11	\$63.67		
				BW	\$3,979.20	\$4,180.00	\$4,391.20	\$4,615.20	\$4,848.80	\$4,968.80	\$5,093.60		
				MO	\$8,621.60	\$9,056.67	\$9,514.27	\$9,999.60	\$10,505.73	\$10,765.73	\$11,036.13		
				YR	\$103,459.20	\$108,680.00	\$114,171.20	\$119,995.20	\$126,068.80	\$129,188.80	\$132,433.60		

EXHIBIT A: Unified Salary Report

Class Title	Job Code	BU	Sal Range	Frequency	Min-Pt							Mid-Pt	Max-Pt
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
Assistant Engineer II - Elec	EF2	ES	154	HR	\$49.74	\$52.25	\$54.89	\$57.69	\$60.61	\$62.11	\$63.67		
				BW	\$3,979.20	\$4,180.00	\$4,391.20	\$4,615.20	\$4,848.80	\$4,968.80	\$5,093.60		
				MO	\$8,621.60	\$9,056.67	\$9,514.27	\$9,999.60	\$10,505.73	\$10,765.73	\$11,036.13		
				YR	\$103,459.20	\$108,680.00	\$114,171.20	\$119,995.20	\$126,068.80	\$129,188.80	\$132,433.60		
Assistant Engineer II - Mech	EN2	ES	152	HR	\$47.34	\$49.74	\$52.25	\$54.89	\$57.69	\$59.13	\$60.61		
				BW	\$3,787.20	\$3,979.20	\$4,180.00	\$4,391.20	\$4,615.20	\$4,730.40	\$4,848.80		
				MO	\$8,205.60	\$8,621.60	\$9,056.67	\$9,514.27	\$9,999.60	\$10,249.20	\$10,505.73		
				YR	\$98,467.20	\$103,459.20	\$108,680.00	\$114,171.20	\$119,995.20	\$122,990.40	\$126,068.80		
Assistant Engineering Geo I	EH1	ES	148	HR	\$42.90	\$45.06	\$47.34	\$49.74	\$52.25	\$53.56	\$54.89		
				BW	\$3,432.00	\$3,604.80	\$3,787.20	\$3,979.20	\$4,180.00	\$4,284.80	\$4,391.20		
				MO	\$7,436.00	\$7,810.40	\$8,205.60	\$8,621.60	\$9,056.67	\$9,283.73	\$9,514.27		
				YR	\$89,232.00	\$93,724.80	\$98,467.20	\$103,459.20	\$108,680.00	\$111,404.80	\$114,171.20		
Assistant Engineering Geo II	EH2	ES	152	HR	\$47.34	\$49.74	\$52.25	\$54.89	\$57.69	\$59.13	\$60.61		
				BW	\$3,787.20	\$3,979.20	\$4,180.00	\$4,391.20	\$4,615.20	\$4,730.40	\$4,848.80		
				MO	\$8,205.60	\$8,621.60	\$9,056.67	\$9,514.27	\$9,999.60	\$10,249.20	\$10,505.73		
				YR	\$98,467.20	\$103,459.20	\$108,680.00	\$114,171.20	\$119,995.20	\$122,990.40	\$126,068.80		
Assistant Officer	AB2	UNC	AST	HR	\$85.98							\$97.98	\$110.02
				BW	\$6,878.40							\$7,838.40	\$8,801.60
				MO	\$14,903.20							\$16,983.20	\$19,070.13
				YR	\$178,838.40							\$203,798.40	\$228,841.60
Assistant Water Res Spec I	EW1	ES	148	HR	\$42.90	\$45.06	\$47.34	\$49.74	\$52.25	\$53.56	\$54.89		
				BW	\$3,432.00	\$3,604.80	\$3,787.20	\$3,979.20	\$4,180.00	\$4,284.80	\$4,391.20		
				MO	\$7,436.00	\$7,810.40	\$8,205.60	\$8,621.60	\$9,056.67	\$9,283.73	\$9,514.27		
				YR	\$89,232.00	\$93,724.80	\$98,467.20	\$103,459.20	\$108,680.00	\$111,404.80	\$114,171.20		
Assistant Water Res Spec II	EW2	ES	152	HR	\$47.34	\$49.74	\$52.25	\$54.89	\$57.69	\$59.13	\$60.61		
				BW	\$3,787.20	\$3,979.20	\$4,180.00	\$4,391.20	\$4,615.20	\$4,730.40	\$4,848.80		
				MO	\$8,205.60	\$8,621.60	\$9,056.67	\$9,514.27	\$9,999.60	\$10,249.20	\$10,505.73		
				YR	\$98,467.20	\$103,459.20	\$108,680.00	\$114,171.20	\$119,995.20	\$122,990.40	\$126,068.80		
Associate Engineer - Civil	ED5	ES	158	HR	\$54.89	\$57.69	\$60.61	\$63.67	\$66.89	\$68.54	\$70.28		
				BW	\$4,391.20	\$4,615.20	\$4,848.80	\$5,093.60	\$5,351.20	\$5,483.20	\$5,622.40		
				MO	\$9,514.27	\$9,999.60	\$10,505.73	\$11,036.13	\$11,594.27	\$11,880.27	\$12,181.87		
				YR	\$114,171.20	\$119,995.20	\$126,068.80	\$132,433.60	\$139,131.20	\$142,563.20	\$146,182.40		
Associate Engineer - Cntrl	ET5	ES	160	HR	\$57.69	\$60.61	\$63.67	\$66.89	\$70.28	\$72.02	\$73.83		
				BW	\$4,615.20	\$4,848.80	\$5,093.60	\$5,351.20	\$5,622.40	\$5,761.60	\$5,906.40		
				MO	\$9,999.60	\$10,505.73	\$11,036.13	\$11,594.27	\$12,181.87	\$12,483.47	\$12,797.20		
				YR	\$119,995.20	\$126,068.80	\$132,433.60	\$139,131.20	\$146,182.40	\$149,801.60	\$153,566.40		
Associate Engineer - Elect	EF3	ES	160	HR	\$57.69	\$60.61	\$63.67	\$66.89	\$70.28	\$72.02	\$73.83		
				BW	\$4,615.20	\$4,848.80	\$5,093.60	\$5,351.20	\$5,622.40	\$5,761.60	\$5,906.40		
				MO	\$9,999.60	\$10,505.73	\$11,036.13	\$11,594.27	\$12,181.87	\$12,483.47	\$12,797.20		
				YR	\$119,995.20	\$126,068.80	\$132,433.60	\$139,131.20	\$146,182.40	\$149,801.60	\$153,566.40		
Associate Engineer - Mech	EN5	ES	158	HR	\$54.89	\$57.69	\$60.61	\$63.67	\$66.89	\$68.54	\$70.28		
				BW	\$4,391.20	\$4,615.20	\$4,848.80	\$5,093.60	\$5,351.20	\$5,483.20	\$5,622.40		
				MO	\$9,514.27	\$9,999.60	\$10,505.73	\$11,036.13	\$11,594.27	\$11,880.27	\$12,181.87		
				YR	\$114,171.20	\$119,995.20	\$126,068.80	\$132,433.60	\$139,131.20	\$142,563.20	\$146,182.40		
Associate Engineering Geo	EH5	ES	158	HR	\$54.89	\$57.69	\$60.61	\$63.67	\$66.89	\$68.54	\$70.28		
				BW	\$4,391.20	\$4,615.20	\$4,848.80	\$5,093.60	\$5,351.20	\$5,483.20	\$5,622.40		
				MO	\$9,514.27	\$9,999.60	\$10,505.73	\$11,036.13	\$11,594.27	\$11,880.27	\$12,181.87		
				YR	\$114,171.20	\$119,995.20	\$126,068.80	\$132,433.60	\$139,131.20	\$142,563.20	\$146,182.40		
Associate Water Res Spec	EW5	ES	158	HR	\$54.89	\$57.69	\$60.61	\$63.67	\$66.89	\$68.54	\$70.28		

EXHIBIT A: Unified Salary Report

Class Title	Job Code	BU	Sal Range	Frequency	Min-Pt							Mid-Pt	Max-Pt
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
				BW	\$4,391.20	\$4,615.20	\$4,848.80	\$5,093.60	\$5,351.20	\$5,483.20	\$5,622.40		
				MO	\$9,514.27	\$9,999.60	\$10,505.73	\$11,036.13	\$11,594.27	\$11,880.27	\$12,181.87		
				YR	\$114,171.20	\$119,995.20	\$126,068.80	\$132,433.60	\$139,131.20	\$142,563.20	\$146,182.40		
Ast District Counsel	AH2	UNC	ADC	HR	\$90.38							\$102.50	\$114.61
				BW	\$7,230.40							\$8,200.00	\$9,168.80
				MO	\$15,665.87							\$17,766.67	\$19,865.73
				YR	\$187,990.40							\$213,200.00	\$238,388.80
Ast Surveyor I	CA1	EA	138	HR	\$31.95	\$33.58	\$35.28	\$37.08	\$38.93	\$39.93	\$40.91		
				BW	\$2,556.00	\$2,686.40	\$2,822.40	\$2,966.40	\$3,114.40	\$3,194.40	\$3,272.80		
				MO	\$5,538.00	\$5,820.53	\$6,115.20	\$6,427.20	\$6,747.87	\$6,921.20	\$7,091.07		
				YR	\$66,456.00	\$69,846.40	\$73,382.40	\$77,126.40	\$80,974.40	\$83,054.40	\$85,092.80		
Ast Surveyor II	CA2	EA	142	HR	\$35.28	\$37.08	\$38.93	\$40.91	\$42.97	\$44.04	\$45.16		
				BW	\$2,822.40	\$2,966.40	\$3,114.40	\$3,272.80	\$3,437.60	\$3,523.20	\$3,612.80		
				MO	\$6,115.20	\$6,427.20	\$6,747.87	\$7,091.07	\$7,448.13	\$7,633.60	\$7,827.73		
				YR	\$73,382.40	\$77,126.40	\$80,974.40	\$85,092.80	\$89,377.60	\$91,603.20	\$93,932.80		
Ast Surveyor III	CA5	EA	146	HR	\$38.93	\$40.91	\$42.97	\$45.16	\$47.44	\$48.61	\$49.87		
				BW	\$3,114.40	\$3,272.80	\$3,437.60	\$3,612.80	\$3,795.20	\$3,888.80	\$3,989.60		
				MO	\$6,747.87	\$7,091.07	\$7,448.13	\$7,827.73	\$8,222.93	\$8,425.73	\$8,644.13		
				YR	\$80,974.40	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$101,108.80	\$103,729.60		
Ast Water Plant Operator I	FA1	EA	140	HR	\$33.58	\$35.28	\$37.08	\$38.93	\$40.91	\$41.92	\$42.97		
				BW	\$2,686.40	\$2,822.40	\$2,966.40	\$3,114.40	\$3,272.80	\$3,353.60	\$3,437.60		
				MO	\$5,820.53	\$6,115.20	\$6,427.20	\$6,747.87	\$7,091.07	\$7,266.13	\$7,448.13		
				YR	\$69,846.40	\$73,382.40	\$77,126.40	\$80,974.40	\$85,092.80	\$87,193.60	\$89,377.60		
Ast Water Plant Operator II	FA2	EA	146	HR	\$38.93	\$40.91	\$42.97	\$45.16	\$47.44	\$48.61	\$49.87		
				BW	\$3,114.40	\$3,272.80	\$3,437.60	\$3,612.80	\$3,795.20	\$3,888.80	\$3,989.60		
				MO	\$6,747.87	\$7,091.07	\$7,448.13	\$7,827.73	\$8,222.93	\$8,425.73	\$8,644.13		
				YR	\$80,974.40	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$101,108.80	\$103,729.60		
AudioVisual Specialist	YD5	EA	146	HR	\$38.93	\$40.91	\$42.97	\$45.16	\$47.44	\$48.61	\$49.87		
				BW	\$3,114.40	\$3,272.80	\$3,437.60	\$3,612.80	\$3,795.20	\$3,888.80	\$3,989.60		
				MO	\$6,747.87	\$7,091.07	\$7,448.13	\$7,827.73	\$8,222.93	\$8,425.73	\$8,644.13		
				YR	\$80,974.40	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$101,108.80	\$103,729.60		
Biologist I	LJ2	EA	149	HR	\$41.92	\$44.04	\$46.28	\$48.61	\$51.07	\$52.34	\$53.66		
				BW	\$3,353.60	\$3,523.20	\$3,702.40	\$3,888.80	\$4,085.60	\$4,187.20	\$4,292.80		
				MO	\$7,266.13	\$7,633.60	\$8,021.87	\$8,425.73	\$8,852.13	\$9,072.27	\$9,301.07		
				YR	\$87,193.60	\$91,603.20	\$96,262.40	\$101,108.80	\$106,225.60	\$108,867.20	\$111,612.80		
Biologist II	LJ5	EA	153	HR	\$46.28	\$48.61	\$51.07	\$53.66	\$56.38	\$57.78	\$59.24		
				BW	\$3,702.40	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,622.40	\$4,739.20		
				MO	\$8,021.87	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,015.20	\$10,268.27		
				YR	\$96,262.40	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$120,182.40	\$123,219.20		
Biologist III	LJ6	EA	159	HR	\$53.66	\$56.38	\$59.24	\$62.21	\$65.40	\$67.02	\$68.72		
				BW	\$4,292.80	\$4,510.40	\$4,739.20	\$4,976.80	\$5,232.00	\$5,361.60	\$5,497.60		
				MO	\$9,301.07	\$9,772.53	\$10,268.27	\$10,783.07	\$11,336.00	\$11,616.80	\$11,911.47		
				YR	\$111,612.80	\$117,270.40	\$123,219.20	\$129,396.80	\$136,032.00	\$139,401.60	\$142,937.60		
Bldg Maintenance Tech I	FT2	EA	140	HR	\$33.58	\$35.28	\$37.08	\$38.93	\$40.91	\$41.92	\$42.97		
				BW	\$2,686.40	\$2,822.40	\$2,966.40	\$3,114.40	\$3,272.80	\$3,353.60	\$3,437.60		
				MO	\$5,820.53	\$6,115.20	\$6,427.20	\$6,747.87	\$7,091.07	\$7,266.13	\$7,448.13		
				YR	\$69,846.40	\$73,382.40	\$77,126.40	\$80,974.40	\$85,092.80	\$87,193.60	\$89,377.60		
Bldg Maintenance Tech II	FT5	EA	144	HR	\$37.08	\$38.93	\$40.91	\$42.97	\$45.16	\$46.28	\$47.44		
				BW	\$2,966.40	\$3,114.40	\$3,272.80	\$3,437.60	\$3,612.80	\$3,702.40	\$3,795.20		

EXHIBIT A: Unified Salary Report

Class Title	Job Code	BU	Sal Range	Frequency	Min-Pt							Mid-Pt	Max-Pt
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
Bldg Maintenance Tech III	FT7	EA	148	MO	\$6,427.20	\$6,747.87	\$7,091.07	\$7,448.13	\$7,827.73	\$8,021.87	\$8,222.93		
				YR	\$77,126.40	\$80,974.40	\$85,092.80	\$89,377.60	\$93,932.80	\$96,262.40	\$98,675.20		
				HR	\$40.91	\$42.97	\$45.16	\$47.44	\$49.87	\$51.07	\$52.34		
				BW	\$3,272.80	\$3,437.60	\$3,612.80	\$3,795.20	\$3,989.60	\$4,085.60	\$4,187.20		
				MO	\$7,091.07	\$7,448.13	\$7,827.73	\$8,222.93	\$8,644.13	\$8,852.13	\$9,072.27		
Board Administrative Ast I	TG1	EA	138	YR	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$103,729.60	\$106,225.60	\$108,867.20		
				HR	\$31.95	\$33.58	\$35.28	\$37.08	\$38.93	\$39.93	\$40.91		
				BW	\$2,556.00	\$2,686.40	\$2,822.40	\$2,966.40	\$3,114.40	\$3,194.40	\$3,272.80		
				MO	\$5,538.00	\$5,820.53	\$6,115.20	\$6,427.20	\$6,747.87	\$6,921.20	\$7,091.07		
				YR	\$66,456.00	\$69,846.40	\$73,382.40	\$77,126.40	\$80,974.40	\$83,054.40	\$85,092.80		
Board Administrative Ast II	TG5	EA	142	HR	\$35.28	\$37.08	\$38.93	\$40.91	\$42.97	\$44.04	\$45.16		
				BW	\$2,822.40	\$2,966.40	\$3,114.40	\$3,272.80	\$3,437.60	\$3,523.20	\$3,612.80		
				MO	\$6,115.20	\$6,427.20	\$6,747.87	\$7,091.07	\$7,448.13	\$7,633.60	\$7,827.73		
				YR	\$73,382.40	\$77,126.40	\$80,974.40	\$85,092.80	\$89,377.60	\$91,603.20	\$93,932.80		
Board Support Officer	AM5	UNC	BSO	HR	\$55.48							\$63.24	\$71.00
				BW	\$4,438.40							\$5,059.20	\$5,680.00
				MO	\$9,616.53							\$10,961.60	\$12,306.67
				YR	\$115,398.40							\$131,539.20	\$147,680.00
Buyer I	VP1	EA	144	HR	\$37.08	\$38.93	\$40.91	\$42.97	\$45.16	\$46.28	\$47.44		
				BW	\$2,966.40	\$3,114.40	\$3,272.80	\$3,437.60	\$3,612.80	\$3,702.40	\$3,795.20		
				MO	\$6,427.20	\$6,747.87	\$7,091.07	\$7,448.13	\$7,827.73	\$8,021.87	\$8,222.93		
				YR	\$77,126.40	\$80,974.40	\$85,092.80	\$89,377.60	\$93,932.80	\$96,262.40	\$98,675.20		
Buyer II	VP5	EA	148	HR	\$40.91	\$42.97	\$45.16	\$47.44	\$49.87	\$51.07	\$52.34		
				BW	\$3,272.80	\$3,437.60	\$3,612.80	\$3,795.20	\$3,989.60	\$4,085.60	\$4,187.20		
				MO	\$7,091.07	\$7,448.13	\$7,827.73	\$8,222.93	\$8,644.13	\$8,852.13	\$9,072.27		
				YR	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$103,729.60	\$106,225.60	\$108,867.20		
Carpenter I	FX2	EA	140	HR	\$33.58	\$35.28	\$37.08	\$38.93	\$40.91	\$41.92	\$42.97		
				BW	\$2,686.40	\$2,822.40	\$2,966.40	\$3,114.40	\$3,272.80	\$3,353.60	\$3,437.60		
				MO	\$5,820.53	\$6,115.20	\$6,427.20	\$6,747.87	\$7,091.07	\$7,266.13	\$7,448.13		
				YR	\$69,846.40	\$73,382.40	\$77,126.40	\$80,974.40	\$85,092.80	\$87,193.60	\$89,377.60		
Carpenter II	FX5	EA	146	HR	\$38.93	\$40.91	\$42.97	\$45.16	\$47.44	\$48.61	\$49.87		
				BW	\$3,114.40	\$3,272.80	\$3,437.60	\$3,612.80	\$3,795.20	\$3,888.80	\$3,989.60		
				MO	\$6,747.87	\$7,091.07	\$7,448.13	\$7,827.73	\$8,222.93	\$8,425.73	\$8,644.13		
				YR	\$80,974.40	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$101,108.80	\$103,729.60		
Chemist I	LA2	EA	149	HR	\$41.92	\$44.04	\$46.28	\$48.61	\$51.07	\$52.34	\$53.66		
				BW	\$3,353.60	\$3,523.20	\$3,702.40	\$3,888.80	\$4,085.60	\$4,187.20	\$4,292.80		
				MO	\$7,266.13	\$7,633.60	\$8,021.87	\$8,425.73	\$8,852.13	\$9,072.27	\$9,301.07		
				YR	\$87,193.60	\$91,603.20	\$96,262.40	\$101,108.80	\$106,225.60	\$108,867.20	\$111,612.80		
Chemist II	LA5	EA	153	HR	\$46.28	\$48.61	\$51.07	\$53.66	\$56.38	\$57.78	\$59.24		
				BW	\$3,702.40	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,622.40	\$4,739.20		
				MO	\$8,021.87	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,015.20	\$10,268.27		
				YR	\$96,262.40	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$120,182.40	\$123,219.20		
Chief Administrative Officer	AB5	UNC	CAO	HR	\$112.25							\$125.72	\$139.18
				BW	\$8,980.00							\$10,057.60	\$11,134.40
				MO	\$20,797.27							\$21,791.47	\$24,124.53
				YR	\$233,480.00							\$261,497.60	\$289,494.40
Chief Construction Inspector	CN9	EA	157	HR	\$51.07	\$53.66	\$56.38	\$59.24	\$62.21	\$63.78	\$65.40		
				BW	\$4,085.60	\$4,292.80	\$4,510.40	\$4,739.20	\$4,976.80	\$5,102.40	\$5,232.00		
				MO	\$8,852.13	\$9,301.07	\$9,772.53	\$10,268.27	\$10,783.07	\$11,055.20	\$11,336.00		

Class Title	Job Code	BU	Sal Range	Frequency	Min-Pt							Mid-Pt	Max-Pt
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
				YR	\$106,225.60	\$111,612.80	\$117,270.40	\$123,219.20	\$129,396.80	\$132,662.40	\$136,032.00		
Chief Executive Officer	AA5	UNC	CEO	HR	\$149.52							\$161.75	\$173.98
				BW	\$11,961.60							\$12,940.00	\$13,918.40
				MO	\$25,916.80							\$28,036.67	\$30,156.53
				YR	\$311,001.60							\$336,440.00	\$361,878.40
Chief Financial Officer	AB6	UNC	CFO	HR	\$97.98							\$112.25	\$126.52
				BW	\$7,838.40							\$8,980.00	\$10,121.60
				MO	\$16,983.20							\$20,797.27	\$20,798.27
				YR	\$203,798.40							\$233,480.00	\$263,161.60
Chief Operating Officer	AC5	UNC	COO	HR	\$112.25							\$125.72	\$139.18
				BW	\$8,980.00							\$10,057.60	\$11,134.40
				MO	\$20,797.27							\$21,791.47	\$24,124.53
				YR	\$233,480.00							\$261,497.60	\$289,494.40
Chief of External Affairs	AN5	UNC	CEA	HR	\$112.25							\$125.72	\$139.18
				BW	\$8,980.00							\$10,057.60	\$11,134.40
				MO	\$20,797.27							\$21,791.47	\$24,124.53
				YR	\$233,480.00							\$261,497.60	\$289,494.40
Clerk of the Board	AF5	UNC	COB	HR	\$97.98							\$112.25	\$126.52
				BW	\$7,838.40							\$8,980.00	\$10,121.60
				MO	\$16,983.20							\$20,797.27	\$20,798.27
				YR	\$203,798.40							\$233,480.00	\$263,161.60
Construction Inspector I	CN1	EA	145	HR	\$37.98	\$39.93	\$41.92	\$44.04	\$46.28	\$47.44	\$48.61		
				BW	\$3,038.40	\$3,194.40	\$3,353.60	\$3,523.20	\$3,702.40	\$3,795.20	\$3,888.80		
				MO	\$6,583.20	\$6,921.20	\$7,266.13	\$7,633.60	\$8,021.87	\$8,222.93	\$8,425.73		
				YR	\$78,998.40	\$83,054.40	\$87,193.60	\$91,603.20	\$96,262.40	\$98,675.20	\$101,108.80		
Construction Inspector II	CN2	EA	149	HR	\$41.92	\$44.04	\$46.28	\$48.61	\$51.07	\$52.34	\$53.66		
				BW	\$3,353.60	\$3,523.20	\$3,702.40	\$3,888.80	\$4,085.60	\$4,187.20	\$4,292.80		
				MO	\$7,266.13	\$7,633.60	\$8,021.87	\$8,425.73	\$8,852.13	\$9,072.27	\$9,301.07		
				YR	\$87,193.60	\$91,603.20	\$96,262.40	\$101,108.80	\$106,225.60	\$108,867.20	\$111,612.80		
Control System Tech I	FM1	EA	145	HR	\$37.98	\$39.93	\$41.92	\$44.04	\$46.28	\$47.44	\$48.61		
				BW	\$3,038.40	\$3,194.40	\$3,353.60	\$3,523.20	\$3,702.40	\$3,795.20	\$3,888.80		
				MO	\$6,583.20	\$6,921.20	\$7,266.13	\$7,633.60	\$8,021.87	\$8,222.93	\$8,425.73		
				YR	\$78,998.40	\$83,054.40	\$87,193.60	\$91,603.20	\$96,262.40	\$98,675.20	\$101,108.80		
Control System Tech II	FM5	EA	151	HR	\$44.04	\$46.28	\$48.61	\$51.07	\$53.66	\$55.04	\$56.38		
				BW	\$3,523.20	\$3,702.40	\$3,888.80	\$4,085.60	\$4,292.80	\$4,403.20	\$4,510.40		
				MO	\$7,633.60	\$8,021.87	\$8,425.73	\$8,852.13	\$9,301.07	\$9,540.27	\$9,772.53		
				YR	\$91,603.20	\$96,262.40	\$101,108.80	\$106,225.60	\$111,612.80	\$114,483.20	\$117,270.40		
Control System Technician Sup	FM9	EA	159	HR	\$53.66	\$56.38	\$59.24	\$62.21	\$65.40	\$67.02	\$68.72		
				BW	\$4,292.80	\$4,510.40	\$4,739.20	\$4,976.80	\$5,232.00	\$5,361.60	\$5,497.60		
				MO	\$9,301.07	\$9,772.53	\$10,268.27	\$10,783.07	\$11,336.00	\$11,616.80	\$11,911.47		
				YR	\$111,612.80	\$117,270.40	\$123,219.20	\$129,396.80	\$136,032.00	\$139,401.60	\$142,937.60		
Corrosion Control Tech I	CK2	EA	144	HR	\$37.08	\$38.93	\$40.91	\$42.97	\$45.16	\$46.28	\$47.44		
				BW	\$2,966.40	\$3,114.40	\$3,272.80	\$3,437.60	\$3,612.80	\$3,702.40	\$3,795.20		
				MO	\$6,427.20	\$6,747.87	\$7,091.07	\$7,448.13	\$7,827.73	\$8,021.87	\$8,222.93		
				YR	\$77,126.40	\$80,974.40	\$85,092.80	\$89,377.60	\$93,932.80	\$96,262.40	\$98,675.20		
Corrosion Control Tech II	CK5	EA	148	HR	\$40.91	\$42.97	\$45.16	\$47.44	\$49.87	\$51.07	\$52.34		
				BW	\$3,272.80	\$3,437.60	\$3,612.80	\$3,795.20	\$3,989.60	\$4,085.60	\$4,187.20		
				MO	\$7,091.07	\$7,448.13	\$7,827.73	\$8,222.93	\$8,644.13	\$8,852.13	\$9,072.27		
				YR	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$103,729.60	\$106,225.60	\$108,867.20		

EXHIBIT A: Unified Salary Report

Class Title	Job Code	BU	Sal Range	Frequency	Min-Pt							Mid-Pt	Max-Pt
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
Data Base Admn	XK9	EA	160	HR	\$55.04	\$57.78	\$60.72	\$63.78	\$67.02	\$68.72	\$70.44		
				BW	\$4,403.20	\$4,622.40	\$4,857.60	\$5,102.40	\$5,361.60	\$5,497.60	\$5,635.20		
				MO	\$9,540.27	\$10,015.20	\$10,524.80	\$11,055.20	\$11,616.80	\$11,911.47	\$12,209.60		
				YR	\$114,483.20	\$120,182.40	\$126,297.60	\$132,662.40	\$139,401.60	\$142,937.60	\$146,515.20		
Database Analyst	XK5	EA	156	HR	\$49.87	\$52.34	\$55.04	\$57.78	\$60.72	\$62.21	\$63.78		
				BW	\$3,989.60	\$4,187.20	\$4,403.20	\$4,622.40	\$4,857.60	\$4,976.80	\$5,102.40		
				MO	\$8,644.13	\$9,072.27	\$9,540.27	\$10,015.20	\$10,524.80	\$10,783.07	\$11,055.20		
				YR	\$103,729.60	\$108,867.20	\$114,483.20	\$120,182.40	\$126,297.60	\$129,396.80	\$132,662.40		
Deputy Administrative Officer	AB4	UNC	DAO	HR	\$97.98							\$112.25	\$126.52
				BW	\$7,838.40							\$8,980.00	\$10,121.60
				MO	\$16,983.20							\$20,797.27	\$20,798.27
				YR	\$203,798.40							\$233,480.00	\$263,161.60
Deputy Clerk of the Board	TG9	EA	155	HR	\$48.61	\$51.07	\$53.66	\$56.38	\$59.24	\$60.72	\$62.21		
				BW	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,739.20	\$4,857.60	\$4,976.80		
				MO	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,268.27	\$10,524.80	\$10,783.07		
				YR	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$123,219.20	\$126,297.60	\$129,396.80		
Deputy Operating Officer	AC4	UNC	DOO	HR	\$97.98							\$112.25	\$126.52
				BW	\$7,838.40							\$8,980.00	\$10,121.60
				MO	\$16,983.20							\$20,797.27	\$20,798.27
				YR	\$203,798.40							\$233,480.00	\$263,161.60
District Counsel	AD4	UNC	DCL	HR	\$137.50							\$144.40	\$151.29
				BW	\$11,000.00							\$11,552.00	\$12,103.20
				MO	\$23,833.33							\$25,029.33	\$26,223.60
				YR	\$286,000.00							\$300,352.00	\$314,683.20
EGM-Asset Management Manager	ME1	MMA	149	HR	\$73.09	\$76.74	\$80.58	\$84.60	\$88.84	\$91.06	\$93.33		
				BW	\$5,847.20	\$6,139.20	\$6,446.40	\$6,768.00	\$7,107.20	\$7,284.80	\$7,466.40		
				MO	\$12,668.93	\$13,301.60	\$13,967.20	\$14,664.00	\$15,398.93	\$15,783.73	\$16,177.20		
				YR	\$152,027.20	\$159,619.20	\$167,606.40	\$175,968.00	\$184,787.20	\$189,404.80	\$194,126.40		
EGM-Capital Engineering Manager	ME1	MMA	149	HR	\$73.09	\$76.74	\$80.58	\$84.60	\$88.84	\$91.06	\$93.33		
				BW	\$5,847.20	\$6,139.20	\$6,446.40	\$6,768.00	\$7,107.20	\$7,284.80	\$7,466.40		
				MO	\$12,668.93	\$13,301.60	\$13,967.20	\$14,664.00	\$15,398.93	\$15,783.73	\$16,177.20		
				YR	\$152,027.20	\$159,619.20	\$167,606.40	\$175,968.00	\$184,787.20	\$189,404.80	\$194,126.40		
EGM-Community Projects Review Mgr	ME1	MMA	149	HR	\$73.09	\$76.74	\$80.58	\$84.60	\$88.84	\$91.06	\$93.33		
				BW	\$5,847.20	\$6,139.20	\$6,446.40	\$6,768.00	\$7,107.20	\$7,284.80	\$7,466.40		
				MO	\$12,668.93	\$13,301.60	\$13,967.20	\$14,664.00	\$15,398.93	\$15,783.73	\$16,177.20		
				YR	\$152,027.20	\$159,619.20	\$167,606.40	\$175,968.00	\$184,787.20	\$189,404.80	\$194,126.40		
EGM-Construction Manager	ME1	MMA	149	HR	\$73.09	\$76.74	\$80.58	\$84.60	\$88.84	\$91.06	\$93.33		
				BW	\$5,847.20	\$6,139.20	\$6,446.40	\$6,768.00	\$7,107.20	\$7,284.80	\$7,466.40		
				MO	\$12,668.93	\$13,301.60	\$13,967.20	\$14,664.00	\$15,398.93	\$15,783.73	\$16,177.20		
				YR	\$152,027.20	\$159,619.20	\$167,606.40	\$175,968.00	\$184,787.20	\$189,404.80	\$194,126.40		
EGM-Dam Safety Program Manager	ME1	MMA	149	HR	\$73.09	\$76.74	\$80.58	\$84.60	\$88.84	\$91.06	\$93.33		
				BW	\$5,847.20	\$6,139.20	\$6,446.40	\$6,768.00	\$7,107.20	\$7,284.80	\$7,466.40		
				MO	\$12,668.93	\$13,301.60	\$13,967.20	\$14,664.00	\$15,398.93	\$15,783.73	\$16,177.20		
				YR	\$152,027.20	\$159,619.20	\$167,606.40	\$175,968.00	\$184,787.20	\$189,404.80	\$194,126.40		
EGM-Elec & Ctrl Sys Engineer Mgr	ME1	MMA	149	HR	\$73.09	\$76.74	\$80.58	\$84.60	\$88.84	\$91.06	\$93.33		
				BW	\$5,847.20	\$6,139.20	\$6,446.40	\$6,768.00	\$7,107.20	\$7,284.80	\$7,466.40		
				MO	\$12,668.93	\$13,301.60	\$13,967.20	\$14,664.00	\$15,398.93	\$15,783.73	\$16,177.20		
				YR	\$152,027.20	\$159,619.20	\$167,606.40	\$175,968.00	\$184,787.20	\$189,404.80	\$194,126.40		
EGM-Hydro, Hydra & Geomorph Mgr	ME1	MMA	149	HR	\$73.09	\$76.74	\$80.58	\$84.60	\$88.84	\$91.06	\$93.33		

Class Title	Job Code	BU	Sal Range	Frequency	Min-Pt							Mid-Pt	Max-Pt
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
				BW	\$5,847.20	\$6,139.20	\$6,446.40	\$6,768.00	\$7,107.20	\$7,284.80	\$7,466.40		
				MO	\$12,668.93	\$13,301.60	\$13,967.20	\$14,664.00	\$15,398.93	\$15,783.73	\$16,177.20		
				YR	\$152,027.20	\$159,619.20	\$167,606.40	\$175,968.00	\$184,787.20	\$189,404.80	\$194,126.40		
EGM-Ops & Maint Eng Support Mgr	ME1	MMA	149	HR	\$73.09	\$76.74	\$80.58	\$84.60	\$88.84	\$91.06	\$93.33		
				BW	\$5,847.20	\$6,139.20	\$6,446.40	\$6,768.00	\$7,107.20	\$7,284.80	\$7,466.40		
				MO	\$12,668.93	\$13,301.60	\$13,967.20	\$14,664.00	\$15,398.93	\$15,783.73	\$16,177.20		
				YR	\$152,027.20	\$159,619.20	\$167,606.40	\$175,968.00	\$184,787.20	\$189,404.80	\$194,126.40		
EGM-Utility Maint Engineering Mgr	ME1	MMA	149	HR	\$73.09	\$76.74	\$80.58	\$84.60	\$88.84	\$91.06	\$93.33		
				BW	\$5,847.20	\$6,139.20	\$6,446.40	\$6,768.00	\$7,107.20	\$7,284.80	\$7,466.40		
				MO	\$12,668.93	\$13,301.60	\$13,967.20	\$14,664.00	\$15,398.93	\$15,783.73	\$16,177.20		
				YR	\$152,027.20	\$159,619.20	\$167,606.40	\$175,968.00	\$184,787.20	\$189,404.80	\$194,126.40		
EGM-Water Policy & Planning Mgr	ME1	MMA	149	HR	\$73.09	\$76.74	\$80.58	\$84.60	\$88.84	\$91.06	\$93.33		
				BW	\$5,847.20	\$6,139.20	\$6,446.40	\$6,768.00	\$7,107.20	\$7,284.80	\$7,466.40		
				MO	\$12,668.93	\$13,301.60	\$13,967.20	\$14,664.00	\$15,398.93	\$15,783.73	\$16,177.20		
				YR	\$152,027.20	\$159,619.20	\$167,606.40	\$175,968.00	\$184,787.20	\$189,404.80	\$194,126.40		
EGM-Water Supply Operations Mgr	ME1	MMA	149	HR	\$73.09	\$76.74	\$80.58	\$84.60	\$88.84	\$91.06	\$93.33		
				BW	\$5,847.20	\$6,139.20	\$6,446.40	\$6,768.00	\$7,107.20	\$7,284.80	\$7,466.40		
				MO	\$12,668.93	\$13,301.60	\$13,967.20	\$14,664.00	\$15,398.93	\$15,783.73	\$16,177.20		
				YR	\$152,027.20	\$159,619.20	\$167,606.40	\$175,968.00	\$184,787.20	\$189,404.80	\$194,126.40		
ESSM-Land Surveying & Mapping Mgr	ME2	MMA	145	HR	\$66.21	\$69.52	\$72.99	\$76.65	\$80.48	\$82.49	\$84.56		
				BW	\$5,296.80	\$5,561.60	\$5,839.20	\$6,132.00	\$6,438.40	\$6,599.20	\$6,764.80		
				MO	\$11,476.40	\$12,050.13	\$12,651.60	\$13,286.00	\$13,949.87	\$14,298.27	\$14,657.07		
				YR	\$137,716.80	\$144,601.60	\$151,819.20	\$159,432.00	\$167,398.40	\$171,579.20	\$175,884.80		
Engineering Tech I	CJ1	EA	137	HR	\$31.18	\$32.77	\$34.40	\$36.13	\$37.98	\$38.93	\$39.93		
				BW	\$2,494.40	\$2,621.60	\$2,752.00	\$2,890.40	\$3,038.40	\$3,114.40	\$3,194.40		
				MO	\$5,404.53	\$5,680.13	\$5,962.67	\$6,262.53	\$6,583.20	\$6,747.87	\$6,921.20		
				YR	\$64,854.40	\$68,161.60	\$71,552.00	\$75,150.40	\$78,998.40	\$80,974.40	\$83,054.40		
Engineering Tech II	CJ2	EA	141	HR	\$34.40	\$36.13	\$37.98	\$39.93	\$41.92	\$42.97	\$44.04		
				BW	\$2,752.00	\$2,890.40	\$3,038.40	\$3,194.40	\$3,353.60	\$3,437.60	\$3,523.20		
				MO	\$5,962.67	\$6,262.53	\$6,583.20	\$6,921.20	\$7,266.13	\$7,448.13	\$7,633.60		
				YR	\$71,552.00	\$75,150.40	\$78,998.40	\$83,054.40	\$87,193.60	\$89,377.60	\$91,603.20		
Engineering Tech III	CJ5	EA	145	HR	\$37.98	\$39.93	\$41.92	\$44.04	\$46.28	\$47.44	\$48.61		
				BW	\$3,038.40	\$3,194.40	\$3,353.60	\$3,523.20	\$3,702.40	\$3,795.20	\$3,888.80		
				MO	\$6,583.20	\$6,921.20	\$7,266.13	\$7,633.60	\$8,021.87	\$8,222.93	\$8,425.73		
				YR	\$78,998.40	\$83,054.40	\$87,193.60	\$91,603.20	\$96,262.40	\$98,675.20	\$101,108.80		
Environmental Planner I	PA2	EA	151	HR	\$44.04	\$46.28	\$48.61	\$51.07	\$53.66	\$55.04	\$56.38		
				BW	\$3,523.20	\$3,702.40	\$3,888.80	\$4,085.60	\$4,292.80	\$4,403.20	\$4,510.40		
				MO	\$7,633.60	\$8,021.87	\$8,425.73	\$8,852.13	\$9,301.07	\$9,540.27	\$9,772.53		
				YR	\$91,603.20	\$96,262.40	\$101,108.80	\$106,225.60	\$111,612.80	\$114,483.20	\$117,270.40		
Environmental Planner II	PA5	EA	155	HR	\$48.61	\$51.07	\$53.66	\$56.38	\$59.24	\$60.72	\$62.21		
				BW	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,739.20	\$4,857.60	\$4,976.80		
				MO	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,268.27	\$10,524.80	\$10,783.07		
				YR	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$123,219.20	\$126,297.60	\$129,396.80		
ESM-Envir Mitigation & Monitor Mgr	ME3	MMA	148	HR	\$71.30	\$74.88	\$78.61	\$82.53	\$86.67	\$88.84	\$91.06		
				BW	\$5,704.00	\$5,990.40	\$6,288.80	\$6,602.40	\$6,933.60	\$7,107.20	\$7,284.80		
				MO	\$12,358.67	\$12,979.20	\$13,625.73	\$14,305.20	\$15,022.80	\$15,398.93	\$15,783.73		
				YR	\$148,304.00	\$155,750.40	\$163,508.80	\$171,662.40	\$180,273.60	\$184,787.20	\$189,404.80		
ESM-Envir Svcs Manager-Watershed	ME3	MMA	148	HR	\$71.30	\$74.88	\$78.61	\$82.53	\$86.67	\$88.84	\$91.06		
				BW	\$5,704.00	\$5,990.40	\$6,288.80	\$6,602.40	\$6,933.60	\$7,107.20	\$7,284.80		

EXHIBIT A: Unified Salary Report

Class Title	Job Code	BU	Sal Range	Frequency	Min-Pt							Mid-Pt	Max-Pt
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
ESM-Envir Svcs Mgr - Water Utility	ME3	MMA	148	MO	\$12,358.67	\$12,979.20	\$13,625.73	\$14,305.20	\$15,022.80	\$15,398.93	\$15,783.73		
				YR	\$148,304.00	\$155,750.40	\$163,508.80	\$171,662.40	\$180,273.60	\$184,787.20	\$189,404.80		
				HR	\$71.30	\$74.88	\$78.61	\$82.53	\$86.67	\$88.84	\$91.06		
				BW	\$5,704.00	\$5,990.40	\$6,288.80	\$6,602.40	\$6,933.60	\$7,107.20	\$7,284.80		
				MO	\$12,358.67	\$12,979.20	\$13,625.73	\$14,305.20	\$15,022.80	\$15,398.93	\$15,783.73		
Equipment Mechanic I	JG1	EA	140	YR	\$148,304.00	\$155,750.40	\$163,508.80	\$171,662.40	\$180,273.60	\$184,787.20	\$189,404.80		
				HR	\$33.58	\$35.28	\$37.08	\$38.93	\$40.91	\$41.92	\$42.97		
				BW	\$2,686.40	\$2,822.40	\$2,966.40	\$3,114.40	\$3,272.80	\$3,353.60	\$3,437.60		
				MO	\$5,820.53	\$6,115.20	\$6,427.20	\$6,747.87	\$7,091.07	\$7,266.13	\$7,448.13		
				YR	\$69,846.40	\$73,382.40	\$77,126.40	\$80,974.40	\$85,092.80	\$87,193.60	\$89,377.60		
Equipment Mechanic II	JG5	EA	146	HR	\$38.93	\$40.91	\$42.97	\$45.16	\$47.44	\$48.61	\$49.87		
				BW	\$3,114.40	\$3,272.80	\$3,437.60	\$3,612.80	\$3,795.20	\$3,888.80	\$3,989.60		
				MO	\$6,747.87	\$7,091.07	\$7,448.13	\$7,827.73	\$8,222.93	\$8,425.73	\$8,644.13		
				YR	\$80,974.40	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$101,108.80	\$103,729.60		
Executive Assistant	TJ6	EA	146	HR	\$38.93	\$40.91	\$42.97	\$45.16	\$47.44	\$48.61	\$49.87		
				BW	\$3,114.40	\$3,272.80	\$3,437.60	\$3,612.80	\$3,795.20	\$3,888.80	\$3,989.60		
				MO	\$6,747.87	\$7,091.07	\$7,448.13	\$7,827.73	\$8,222.93	\$8,425.73	\$8,644.13		
				YR	\$80,974.40	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$101,108.80	\$103,729.60		
Executive Assistant to CEO	TJ8	EA	150	HR	\$42.97	\$45.16	\$47.44	\$49.87	\$52.34	\$53.66	\$55.04		
				BW	\$3,437.60	\$3,612.80	\$3,795.20	\$3,989.60	\$4,187.20	\$4,292.80	\$4,403.20		
				MO	\$7,448.13	\$7,827.73	\$8,222.93	\$8,644.13	\$9,072.27	\$9,301.07	\$9,540.27		
				YR	\$89,377.60	\$93,932.80	\$98,675.20	\$103,729.60	\$108,867.20	\$111,612.80	\$114,483.20		
Facilities Maintenance Adm	FT8	EA	159	HR	\$53.66	\$56.38	\$59.24	\$62.21	\$65.40	\$67.02	\$68.72		
				BW	\$4,292.80	\$4,510.40	\$4,739.20	\$4,976.80	\$5,232.00	\$5,361.60	\$5,497.60		
				MO	\$9,301.07	\$9,772.53	\$10,268.27	\$10,783.07	\$11,336.00	\$11,616.80	\$11,911.47		
				YR	\$111,612.80	\$117,270.40	\$123,219.20	\$129,396.80	\$136,032.00	\$139,401.60	\$142,937.60		
Fellowship	CS9	EA	1	HR	\$38.46								
				BW	\$3,076.80								
				MO	\$6,666.40								
				YR	\$79,996.80								
Field Operations Admn	JN8	EA	155	HR	\$48.61	\$51.07	\$53.66	\$56.38	\$59.24	\$60.72	\$62.21		
				BW	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,739.20	\$4,857.60	\$4,976.80		
				MO	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,268.27	\$10,524.80	\$10,783.07		
				YR	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$123,219.20	\$126,297.60	\$129,396.80		
FSM-Accounting Manager	MF1	MMA	146	HR	\$67.87	\$71.27	\$74.83	\$78.57	\$82.49	\$84.56	\$86.67		
				BW	\$5,429.60	\$5,701.60	\$5,986.40	\$6,285.60	\$6,599.20	\$6,764.80	\$6,933.60		
				MO	\$11,764.13	\$12,353.47	\$12,970.53	\$13,618.80	\$14,298.27	\$14,657.07	\$15,022.80		
				YR	\$141,169.60	\$148,241.60	\$155,646.40	\$163,425.60	\$171,579.20	\$175,884.80	\$180,273.60		
FSM-Budget Manager	MF1	MMA	146	HR	\$67.87	\$71.27	\$74.83	\$78.57	\$82.49	\$84.56	\$86.67		
				BW	\$5,429.60	\$5,701.60	\$5,986.40	\$6,285.60	\$6,599.20	\$6,764.80	\$6,933.60		
				MO	\$11,764.13	\$12,353.47	\$12,970.53	\$13,618.80	\$14,298.27	\$14,657.07	\$15,022.80		
				YR	\$141,169.60	\$148,241.60	\$155,646.40	\$163,425.60	\$171,579.20	\$175,884.80	\$180,273.60		
FSM-Revenue Manager	MF1	MMA	146	HR	\$67.87	\$71.27	\$74.83	\$78.57	\$82.49	\$84.56	\$86.67		
				BW	\$5,429.60	\$5,701.60	\$5,986.40	\$6,285.60	\$6,599.20	\$6,764.80	\$6,933.60		
				MO	\$11,764.13	\$12,353.47	\$12,970.53	\$13,618.80	\$14,298.27	\$14,657.07	\$15,022.80		
				YR	\$141,169.60	\$148,241.60	\$155,646.40	\$163,425.60	\$171,579.20	\$175,884.80	\$180,273.60		
FSM-Treasury and Debt Manager	MF1	MMA	146	HR	\$67.87	\$71.27	\$74.83	\$78.57	\$82.49	\$84.56	\$86.67		
				BW	\$5,429.60	\$5,701.60	\$5,986.40	\$6,285.60	\$6,599.20	\$6,764.80	\$6,933.60		
				MO	\$11,764.13	\$12,353.47	\$12,970.53	\$13,618.80	\$14,298.27	\$14,657.07	\$15,022.80		
				YR	\$141,169.60	\$148,241.60	\$155,646.40	\$163,425.60	\$171,579.20	\$175,884.80	\$180,273.60		
				MO	\$11,764.13	\$12,353.47	\$12,970.53	\$13,618.80	\$14,298.27	\$14,657.07	\$15,022.80		

EXHIBIT A: Unified Salary Report

Class Title	Job Code	BU	Sal Range	Frequency	Min-Pt							Mid-Pt	Max-Pt
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
				YR	\$141,169.60	\$148,241.60	\$155,646.40	\$163,425.60	\$171,579.20	\$175,884.80	\$180,273.60		
Forms Tech I	TD2	EA	138	HR	\$31.95	\$33.58	\$35.28	\$37.08	\$38.93	\$39.93	\$40.91		
				BW	\$2,556.00	\$2,686.40	\$2,822.40	\$2,966.40	\$3,114.40	\$3,194.40	\$3,272.80		
				MO	\$5,538.00	\$5,820.53	\$6,115.20	\$6,427.20	\$6,747.87	\$6,921.20	\$7,091.07		
				YR	\$66,456.00	\$69,846.40	\$73,382.40	\$77,126.40	\$80,974.40	\$83,054.40	\$85,092.80		
Forms Tech II	TD5	EA	142	HR	\$35.28	\$37.08	\$38.93	\$40.91	\$42.97	\$44.04	\$45.16		
				BW	\$2,822.40	\$2,966.40	\$3,114.40	\$3,272.80	\$3,437.60	\$3,523.20	\$3,612.80		
				MO	\$6,115.20	\$6,427.20	\$6,747.87	\$7,091.07	\$7,448.13	\$7,633.60	\$7,827.73		
				YR	\$73,382.40	\$77,126.40	\$80,974.40	\$85,092.80	\$89,377.60	\$91,603.20	\$93,932.80		
GSM-Engineering Support Manager	MG1	MMA	140	HR	\$58.52	\$61.44	\$64.52	\$67.75	\$71.13	\$72.90	\$74.72		
				BW	\$4,681.60	\$4,915.20	\$5,161.60	\$5,420.00	\$5,690.40	\$5,832.00	\$5,977.60		
				MO	\$10,143.47	\$10,649.60	\$11,183.47	\$11,743.33	\$12,329.20	\$12,636.00	\$12,951.47		
				YR	\$121,721.60	\$127,795.20	\$134,201.60	\$140,920.00	\$147,950.40	\$151,632.00	\$155,417.60		
GSM-Facilities Manager	MG1	MMA	140	HR	\$58.52	\$61.44	\$64.52	\$67.75	\$71.13	\$72.90	\$74.72		
				BW	\$4,681.60	\$4,915.20	\$5,161.60	\$5,420.00	\$5,690.40	\$5,832.00	\$5,977.60		
				MO	\$10,143.47	\$10,649.60	\$11,183.47	\$11,743.33	\$12,329.20	\$12,636.00	\$12,951.47		
				YR	\$121,721.60	\$127,795.20	\$134,201.60	\$140,920.00	\$147,950.40	\$151,632.00	\$155,417.60		
GSM-Fleet & Equipment Manager	MG1	MMA	140	HR	\$58.52	\$61.44	\$64.52	\$67.75	\$71.13	\$72.90	\$74.72		
				BW	\$4,681.60	\$4,915.20	\$5,161.60	\$5,420.00	\$5,690.40	\$5,832.00	\$5,977.60		
				MO	\$10,143.47	\$10,649.60	\$11,183.47	\$11,743.33	\$12,329.20	\$12,636.00	\$12,951.47		
				YR	\$121,721.60	\$127,795.20	\$134,201.60	\$140,920.00	\$147,950.40	\$151,632.00	\$155,417.60		
GSM-Records & Library Manager	MG1	MMA	140	HR	\$58.52	\$61.44	\$64.52	\$67.75	\$71.13	\$72.90	\$74.72		
				BW	\$4,681.60	\$4,915.20	\$5,161.60	\$5,420.00	\$5,690.40	\$5,832.00	\$5,977.60		
				MO	\$10,143.47	\$10,649.60	\$11,183.47	\$11,743.33	\$12,329.20	\$12,636.00	\$12,951.47		
				YR	\$121,721.60	\$127,795.20	\$134,201.60	\$140,920.00	\$147,950.40	\$151,632.00	\$155,417.60		
Geographic Info Sys Anl I	XM1	EA	150	HR	\$42.97	\$45.16	\$47.44	\$49.87	\$52.34	\$53.66	\$55.04		
				BW	\$3,437.60	\$3,612.80	\$3,795.20	\$3,989.60	\$4,187.20	\$4,292.80	\$4,403.20		
				MO	\$7,448.13	\$7,827.73	\$8,222.93	\$8,644.13	\$9,072.27	\$9,301.07	\$9,540.27		
				YR	\$89,377.60	\$93,932.80	\$98,675.20	\$103,729.60	\$108,867.20	\$111,612.80	\$114,483.20		
Geographic Info Sys Anl II	XM2	EA	154	HR	\$47.44	\$49.87	\$52.34	\$55.04	\$57.78	\$59.24	\$60.72		
				BW	\$3,795.20	\$3,989.60	\$4,187.20	\$4,403.20	\$4,622.40	\$4,739.20	\$4,857.60		
				MO	\$8,222.93	\$8,644.13	\$9,072.27	\$9,540.27	\$10,015.20	\$10,268.27	\$10,524.80		
				YR	\$98,675.20	\$103,729.60	\$108,867.20	\$114,483.20	\$120,182.40	\$123,219.20	\$126,297.60		
Geographic Info Sys Anl III	XM5	EA	158	HR	\$52.34	\$55.04	\$57.78	\$60.72	\$63.78	\$65.40	\$67.02		
				BW	\$4,187.20	\$4,403.20	\$4,622.40	\$4,857.60	\$5,102.40	\$5,232.00	\$5,361.60		
				MO	\$9,072.27	\$9,540.27	\$10,015.20	\$10,524.80	\$11,055.20	\$11,336.00	\$11,616.80		
				YR	\$108,867.20	\$114,483.20	\$120,182.40	\$126,297.60	\$132,662.40	\$136,032.00	\$139,401.60		
Government Relations Advocate	XD8	EA	158	HR	\$52.34	\$55.04	\$57.78	\$60.72	\$63.78	\$65.40	\$67.02		
				BW	\$4,187.20	\$4,403.20	\$4,622.40	\$4,857.60	\$5,102.40	\$5,232.00	\$5,361.60		
				MO	\$9,072.27	\$9,540.27	\$10,015.20	\$10,524.80	\$11,055.20	\$11,336.00	\$11,616.80		
				YR	\$108,867.20	\$114,483.20	\$120,182.40	\$126,297.60	\$132,662.40	\$136,032.00	\$139,401.60		
HVAC Mechanic	FP5	EA	151	HR	\$44.04	\$46.28	\$48.61	\$51.07	\$53.66	\$55.04	\$56.38		
				BW	\$3,523.20	\$3,702.40	\$3,888.80	\$4,085.60	\$4,292.80	\$4,403.20	\$4,510.40		
				MO	\$7,633.60	\$8,021.87	\$8,425.73	\$8,852.13	\$9,301.07	\$9,540.27	\$9,772.53		
				YR	\$91,603.20	\$96,262.40	\$101,108.80	\$106,225.60	\$111,612.80	\$114,483.20	\$117,270.40		
Heavy Equipment Operator	JN5	EA	149	HR	\$41.92	\$44.04	\$46.28	\$48.61	\$51.07	\$52.34	\$53.66		
				BW	\$3,353.60	\$3,523.20	\$3,702.40	\$3,888.80	\$4,085.60	\$4,187.20	\$4,292.80		
				MO	\$7,266.13	\$7,633.60	\$8,021.87	\$8,425.73	\$8,852.13	\$9,072.27	\$9,301.07		
				YR	\$87,193.60	\$91,603.20	\$96,262.40	\$101,108.80	\$106,225.60	\$108,867.20	\$111,612.80		

Class Title	Job Code	BU	Sal Range	Frequency	Min-Pt							Mid-Pt	Max-Pt
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
Human Resources Tech I	XH2	EA	140	HR	\$33.58	\$35.28	\$37.08	\$38.93	\$40.91	\$41.92	\$42.97		
				BW	\$2,686.40	\$2,822.40	\$2,966.40	\$3,114.40	\$3,272.80	\$3,353.60	\$3,437.60		
				MO	\$5,820.53	\$6,115.20	\$6,427.20	\$6,747.87	\$7,091.07	\$7,266.13	\$7,448.13		
				YR	\$69,846.40	\$73,382.40	\$77,126.40	\$80,974.40	\$85,092.80	\$87,193.60	\$89,377.60		
Human Resources Tech II	XH5	EA	144	HR	\$37.08	\$38.93	\$40.91	\$42.97	\$45.16	\$46.28	\$47.44		
				BW	\$2,966.40	\$3,114.40	\$3,272.80	\$3,437.60	\$3,612.80	\$3,702.40	\$3,795.20		
				MO	\$6,427.20	\$6,747.87	\$7,091.07	\$7,448.13	\$7,827.73	\$8,021.87	\$8,222.93		
				YR	\$77,126.40	\$80,974.40	\$85,092.80	\$89,377.60	\$93,932.80	\$96,262.40	\$98,675.20		
Hydrographer I	CE1	EA	143	HR	\$36.13	\$37.98	\$39.93	\$41.92	\$44.04	\$45.16	\$46.28		
				BW	\$2,890.40	\$3,038.40	\$3,194.40	\$3,353.60	\$3,523.20	\$3,612.80	\$3,702.40		
				MO	\$6,262.53	\$6,583.20	\$6,921.20	\$7,266.13	\$7,633.60	\$7,827.73	\$8,021.87		
				YR	\$75,150.40	\$78,998.40	\$83,054.40	\$87,193.60	\$91,603.20	\$93,932.80	\$96,262.40		
Hydrographer II	CE5	EA	147	HR	\$39.93	\$41.92	\$44.04	\$46.28	\$48.61	\$49.87	\$51.07		
				BW	\$3,194.40	\$3,353.60	\$3,523.20	\$3,702.40	\$3,888.80	\$3,989.60	\$4,085.60		
				MO	\$6,921.20	\$7,266.13	\$7,633.60	\$8,021.87	\$8,425.73	\$8,644.13	\$8,852.13		
				YR	\$83,054.40	\$87,193.60	\$91,603.20	\$96,262.40	\$101,108.80	\$103,729.60	\$106,225.60		
Hydrographer III	CE6	EA	151	HR	\$44.04	\$46.28	\$48.61	\$51.07	\$53.66	\$55.04	\$56.38		
				BW	\$3,523.20	\$3,702.40	\$3,888.80	\$4,085.60	\$4,292.80	\$4,403.20	\$4,510.40		
				MO	\$7,633.60	\$8,021.87	\$8,425.73	\$8,852.13	\$9,301.07	\$9,540.27	\$9,772.53		
				YR	\$91,603.20	\$96,262.40	\$101,108.80	\$106,225.60	\$111,612.80	\$114,483.20	\$117,270.40		
Hydrologic Systems Analyst I	CB2	EA	144	HR	\$37.08	\$38.93	\$40.91	\$42.97	\$45.16	\$46.28	\$47.44		
				BW	\$2,966.40	\$3,114.40	\$3,272.80	\$3,437.60	\$3,612.80	\$3,702.40	\$3,795.20		
				MO	\$6,427.20	\$6,747.87	\$7,091.07	\$7,448.13	\$7,827.73	\$8,021.87	\$8,222.93		
				YR	\$77,126.40	\$80,974.40	\$85,092.80	\$89,377.60	\$93,932.80	\$96,262.40	\$98,675.20		
Hydrologic Systems Analyst II	CB5	EA	148	HR	\$40.91	\$42.97	\$45.16	\$47.44	\$49.87	\$51.07	\$52.34		
				BW	\$3,272.80	\$3,437.60	\$3,612.80	\$3,795.20	\$3,989.60	\$4,085.60	\$4,187.20		
				MO	\$7,091.07	\$7,448.13	\$7,827.73	\$8,222.93	\$8,644.13	\$8,852.13	\$9,072.27		
				YR	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$103,729.60	\$106,225.60	\$108,867.20		
IT Architect	IT9	ES	164	HR	\$63.67	\$66.89	\$70.28	\$73.83	\$77.56	\$79.49	\$81.50		
				BW	\$5,093.60	\$5,351.20	\$5,622.40	\$5,906.40	\$6,204.80	\$6,359.20	\$6,520.00		
				MO	\$11,036.13	\$11,594.27	\$12,181.87	\$12,797.20	\$13,443.73	\$13,778.27	\$14,126.67		
				YR	\$132,433.60	\$139,131.20	\$146,182.40	\$153,566.40	\$161,324.80	\$165,339.20	\$169,520.00		
IWM-Imported Water Manager	MI1	MMA	150	HR	\$74.92	\$78.66	\$82.60	\$86.73	\$91.06	\$93.33	\$95.67		
				BW	\$5,993.60	\$6,292.80	\$6,608.00	\$6,938.40	\$7,284.80	\$7,466.40	\$7,653.60		
				MO	\$12,986.13	\$13,634.40	\$14,317.33	\$15,033.20	\$15,783.73	\$16,177.20	\$16,582.80		
				YR	\$155,833.60	\$163,612.80	\$171,808.00	\$180,398.40	\$189,404.80	\$194,126.40	\$198,993.60		
Industrial Electrician I	FJ1	EA	145	HR	\$37.98	\$39.93	\$41.92	\$44.04	\$46.28	\$47.44	\$48.61		
				BW	\$3,038.40	\$3,194.40	\$3,353.60	\$3,523.20	\$3,702.40	\$3,795.20	\$3,888.80		
				MO	\$6,583.20	\$6,921.20	\$7,266.13	\$7,633.60	\$8,021.87	\$8,222.93	\$8,425.73		
				YR	\$78,998.40	\$83,054.40	\$87,193.60	\$91,603.20	\$96,262.40	\$98,675.20	\$101,108.80		
Industrial Electrician II	FJ5	EA	151	HR	\$44.04	\$46.28	\$48.61	\$51.07	\$53.66	\$55.04	\$56.38		
				BW	\$3,523.20	\$3,702.40	\$3,888.80	\$4,085.60	\$4,292.80	\$4,403.20	\$4,510.40		
				MO	\$7,633.60	\$8,021.87	\$8,425.73	\$8,852.13	\$9,301.07	\$9,540.27	\$9,772.53		
				YR	\$91,603.20	\$96,262.40	\$101,108.80	\$106,225.60	\$111,612.80	\$114,483.20	\$117,270.40		
Industrial Electrician Sup	FJ9	EA	159	HR	\$53.66	\$56.38	\$59.24	\$62.21	\$65.40	\$67.02	\$68.72		
				BW	\$4,292.80	\$4,510.40	\$4,739.20	\$4,976.80	\$5,232.00	\$5,361.60	\$5,497.60		
				MO	\$9,301.07	\$9,772.53	\$10,268.27	\$10,783.07	\$11,336.00	\$11,616.80	\$11,911.47		
				YR	\$111,612.80	\$117,270.40	\$123,219.20	\$129,396.80	\$136,032.00	\$139,401.60	\$142,937.60		
Industrial Hygienist I	XC2	EA	149	HR	\$41.92	\$44.04	\$46.28	\$48.61	\$51.07	\$52.34	\$53.66		

EXHIBIT A: Unified Salary Report

Class Title	Job Code	BU	Sal Range	Frequency	Min-Pt							Mid-Pt	Max-Pt
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
				BW	\$3,353.60	\$3,523.20	\$3,702.40	\$3,888.80	\$4,085.60	\$4,187.20	\$4,292.80		
				MO	\$7,266.13	\$7,633.60	\$8,021.87	\$8,425.73	\$8,852.13	\$9,072.27	\$9,301.07		
				YR	\$87,193.60	\$91,603.20	\$96,262.40	\$101,108.80	\$106,225.60	\$108,867.20	\$111,612.80		
Industrial Hygienist II	XC5	EA	153	HR	\$46.28	\$48.61	\$51.07	\$53.66	\$56.38	\$57.78	\$59.24		
				BW	\$3,702.40	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,622.40	\$4,739.20		
				MO	\$8,021.87	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,015.20	\$10,268.27		
				YR	\$96,262.40	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$120,182.40	\$123,219.20		
Industrial Painter I	FV1	EA	140	HR	\$33.58	\$35.28	\$37.08	\$38.93	\$40.91	\$41.92	\$42.97		
				BW	\$2,686.40	\$2,822.40	\$2,966.40	\$3,114.40	\$3,272.80	\$3,353.60	\$3,437.60		
				MO	\$5,820.53	\$6,115.20	\$6,427.20	\$6,747.87	\$7,091.07	\$7,266.13	\$7,448.13		
				YR	\$69,846.40	\$73,382.40	\$77,126.40	\$80,974.40	\$85,092.80	\$87,193.60	\$89,377.60		
Industrial Painter II	FV5	EA	146	HR	\$38.93	\$40.91	\$42.97	\$45.16	\$47.44	\$48.61	\$49.87		
				BW	\$3,114.40	\$3,272.80	\$3,437.60	\$3,612.80	\$3,795.20	\$3,888.80	\$3,989.60		
				MO	\$6,747.87	\$7,091.07	\$7,448.13	\$7,827.73	\$8,222.93	\$8,425.73	\$8,644.13		
				YR	\$80,974.40	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$101,108.80	\$103,729.60		
Info Systems Analyst I	XJ1	EA	150	HR	\$42.97	\$45.16	\$47.44	\$49.87	\$52.34	\$53.66	\$55.04		
				BW	\$3,437.60	\$3,612.80	\$3,795.20	\$3,989.60	\$4,187.20	\$4,292.80	\$4,403.20		
				MO	\$7,448.13	\$7,827.73	\$8,222.93	\$8,644.13	\$9,072.27	\$9,301.07	\$9,540.27		
				YR	\$89,377.60	\$93,932.80	\$98,675.20	\$103,729.60	\$108,867.20	\$111,612.80	\$114,483.20		
Info Systems Analyst II	XJ2	EA	154	HR	\$47.44	\$49.87	\$52.34	\$55.04	\$57.78	\$59.24	\$60.72		
				BW	\$3,795.20	\$3,989.60	\$4,187.20	\$4,403.20	\$4,622.40	\$4,739.20	\$4,857.60		
				MO	\$8,222.93	\$8,644.13	\$9,072.27	\$9,540.27	\$10,015.20	\$10,268.27	\$10,524.80		
				YR	\$98,675.20	\$103,729.60	\$108,867.20	\$114,483.20	\$120,182.40	\$123,219.20	\$126,297.60		
Info Systems Analyst III	XJ5	EA	158	HR	\$52.34	\$55.04	\$57.78	\$60.72	\$63.78	\$65.40	\$67.02		
				BW	\$4,187.20	\$4,403.20	\$4,622.40	\$4,857.60	\$5,102.40	\$5,232.00	\$5,361.60		
				MO	\$9,072.27	\$9,540.27	\$10,015.20	\$10,524.80	\$11,055.20	\$11,336.00	\$11,616.80		
				YR	\$108,867.20	\$114,483.20	\$120,182.40	\$126,297.60	\$132,662.40	\$136,032.00	\$139,401.60		
Info Systems Tech I	YA1	EA	140	HR	\$33.58	\$35.28	\$37.08	\$38.93	\$40.91	\$41.92	\$42.97		
				BW	\$2,686.40	\$2,822.40	\$2,966.40	\$3,114.40	\$3,272.80	\$3,353.60	\$3,437.60		
				MO	\$5,820.53	\$6,115.20	\$6,427.20	\$6,747.87	\$7,091.07	\$7,266.13	\$7,448.13		
				YR	\$69,846.40	\$73,382.40	\$77,126.40	\$80,974.40	\$85,092.80	\$87,193.60	\$89,377.60		
Info Systems Tech II	YA5	EA	146	HR	\$38.93	\$40.91	\$42.97	\$45.16	\$47.44	\$48.61	\$49.87		
				BW	\$3,114.40	\$3,272.80	\$3,437.60	\$3,612.80	\$3,795.20	\$3,888.80	\$3,989.60		
				MO	\$6,747.87	\$7,091.07	\$7,448.13	\$7,827.73	\$8,222.93	\$8,425.73	\$8,644.13		
				YR	\$80,974.40	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$101,108.80	\$103,729.60		
ISM-Information Technology Manager	MI2	MMA	146	HR	\$67.87	\$71.27	\$74.83	\$78.57	\$82.49	\$84.56	\$86.67		
				BW	\$5,429.60	\$5,701.60	\$5,986.40	\$6,285.60	\$6,599.20	\$6,764.80	\$6,933.60		
				MO	\$11,764.13	\$12,353.47	\$12,970.53	\$13,618.80	\$14,298.27	\$14,657.07	\$15,022.80		
				YR	\$141,169.60	\$148,241.60	\$155,646.40	\$163,425.60	\$171,579.20	\$175,884.80	\$180,273.60		
ISM-Sys Development & Support Mgr	MI2	MMA	146	HR	\$67.87	\$71.27	\$74.83	\$78.57	\$82.49	\$84.56	\$86.67		
				BW	\$5,429.60	\$5,701.60	\$5,986.40	\$6,285.60	\$6,599.20	\$6,764.80	\$6,933.60		
				MO	\$11,764.13	\$12,353.47	\$12,970.53	\$13,618.80	\$14,298.27	\$14,657.07	\$15,022.80		
				YR	\$141,169.60	\$148,241.60	\$155,646.40	\$163,425.60	\$171,579.20	\$175,884.80	\$180,273.60		
Inventory Control Tech I	VH2	EA	137	HR	\$31.18	\$32.77	\$34.40	\$36.13	\$37.98	\$38.93	\$39.93		
				BW	\$2,494.40	\$2,621.60	\$2,752.00	\$2,890.40	\$3,038.40	\$3,114.40	\$3,194.40		
				MO	\$5,404.53	\$5,680.13	\$5,962.67	\$6,262.53	\$6,583.20	\$6,747.87	\$6,921.20		
				YR	\$64,854.40	\$68,161.60	\$71,552.00	\$75,150.40	\$78,998.40	\$80,974.40	\$83,054.40		
Inventory Control Tech II	VH5	EA	141	HR	\$34.40	\$36.13	\$37.98	\$39.93	\$41.92	\$42.97	\$44.04		
				BW	\$2,752.00	\$2,890.40	\$3,038.40	\$3,194.40	\$3,353.60	\$3,437.60	\$3,523.20		

EXHIBIT A: Unified Salary Report

Class Title	Job Code	BU	Sal Range	Frequency	Min-Pt							Mid-Pt	Max-Pt
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
Labor Relations Officer	AM4	UNC	LRM	MO	\$5,962.67	\$6,262.53	\$6,583.20	\$6,921.20	\$7,266.13	\$7,448.13	\$7,633.60		
				YR	\$71,552.00	\$75,150.40	\$78,998.40	\$83,054.40	\$87,193.60	\$89,377.60	\$91,603.20		
				HR	\$85.98							\$97.98	\$110.02
				BW	\$6,878.40							\$7,838.40	\$8,801.60
				MO	\$14,903.20							\$16,983.20	\$19,070.13
				YR	\$178,838.40							\$203,798.40	\$228,841.60
Laboratory Tech I	LG1	EA	139	HR	\$32.77	\$34.40	\$36.13	\$37.98	\$39.93	\$40.91	\$41.92		
				BW	\$2,621.60	\$2,752.00	\$2,890.40	\$3,038.40	\$3,194.40	\$3,272.80	\$3,353.60		
				MO	\$5,680.13	\$5,962.67	\$6,262.53	\$6,583.20	\$6,921.20	\$7,091.07	\$7,266.13		
				YR	\$68,161.60	\$71,552.00	\$75,150.40	\$78,998.40	\$83,054.40	\$85,092.80	\$87,193.60		
				HR	\$36.13	\$37.98	\$39.93	\$41.92	\$44.04	\$45.16	\$46.28		
Laboratory Tech II	LG5	EA	143	BW	\$2,890.40	\$3,038.40	\$3,194.40	\$3,353.60	\$3,523.20	\$3,612.80	\$3,702.40		
				MO	\$6,262.53	\$6,583.20	\$6,921.20	\$7,266.13	\$7,633.60	\$7,827.73	\$8,021.87		
				YR	\$75,150.40	\$78,998.40	\$83,054.40	\$87,193.60	\$91,603.20	\$93,932.80	\$96,262.40		
				HR	\$44.04	\$46.28	\$48.61	\$51.07	\$53.66	\$55.04	\$56.38		
				BW	\$3,523.20	\$3,702.40	\$3,888.80	\$4,085.60	\$4,292.80	\$4,403.20	\$4,510.40		
Legal Analyst I	XB2	EA	151	MO	\$7,633.60	\$8,021.87	\$8,425.73	\$8,852.13	\$9,301.07	\$9,540.27	\$9,772.53		
				YR	\$91,603.20	\$96,262.40	\$101,108.80	\$106,225.60	\$111,612.80	\$114,483.20	\$117,270.40		
				HR	\$48.61	\$51.07	\$53.66	\$56.38	\$59.24	\$60.72	\$62.21		
				BW	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,739.20	\$4,857.60	\$4,976.80		
				MO	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,268.27	\$10,524.80	\$10,783.07		
Legal Analyst II	XB5	EA	155	YR	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$123,219.20	\$126,297.60	\$129,396.80		
				HR	\$42.97	\$45.16	\$47.44	\$49.87	\$52.34	\$53.66	\$55.04		
				BW	\$3,437.60	\$3,612.80	\$3,795.20	\$3,989.60	\$4,187.20	\$4,292.80	\$4,403.20		
				MO	\$7,448.13	\$7,827.73	\$8,222.93	\$8,644.13	\$9,072.27	\$9,301.07	\$9,540.27		
				YR	\$89,377.60	\$93,932.80	\$98,675.20	\$103,729.60	\$108,867.20	\$111,612.80	\$114,483.20		
Librarian	XF9	EA	150	HR	\$31.18	\$32.77	\$34.40	\$36.13	\$37.98	\$38.93	\$39.93		
				BW	\$2,494.40	\$2,621.60	\$2,752.00	\$2,890.40	\$3,038.40	\$3,114.40	\$3,194.40		
				MO	\$5,404.53	\$5,680.13	\$5,962.67	\$6,262.53	\$6,583.20	\$6,747.87	\$6,921.20		
				YR	\$64,854.40	\$68,161.60	\$71,552.00	\$75,150.40	\$78,998.40	\$80,974.40	\$83,054.40		
				HR	\$34.40	\$36.13	\$37.98	\$39.93	\$41.92	\$42.97	\$44.04		
Maintenance Worker I	JM1	EA	137	BW	\$2,752.00	\$2,890.40	\$3,038.40	\$3,194.40	\$3,353.60	\$3,437.60	\$3,523.20		
				MO	\$5,962.67	\$6,262.53	\$6,583.20	\$6,921.20	\$7,266.13	\$7,448.13	\$7,633.60		
				YR	\$71,552.00	\$75,150.40	\$78,998.40	\$83,054.40	\$87,193.60	\$89,377.60	\$91,603.20		
				HR	\$37.98	\$39.93	\$41.92	\$44.04	\$46.28	\$47.44	\$48.61		
				BW	\$3,038.40	\$3,194.40	\$3,353.60	\$3,523.20	\$3,702.40	\$3,795.20	\$3,888.80		
Maintenance Worker II	JM5	EA	141	MO	\$6,583.20	\$6,921.20	\$7,266.13	\$7,633.60	\$8,021.87	\$8,222.93	\$8,425.73		
				YR	\$78,998.40	\$83,054.40	\$87,193.60	\$91,603.20	\$96,262.40	\$98,675.20	\$101,108.80		
				HR	\$44.04	\$46.28	\$48.61	\$51.07	\$53.66	\$55.04	\$56.38		
				BW	\$3,523.20	\$3,702.40	\$3,888.80	\$4,085.60	\$4,292.80	\$4,403.20	\$4,510.40		
				MO	\$7,633.60	\$8,021.87	\$8,425.73	\$8,852.13	\$9,301.07	\$9,540.27	\$9,772.53		
Maintenance Worker III	JM6	EA	145	YR	\$91,603.20	\$96,262.40	\$101,108.80	\$106,225.60	\$111,612.80	\$114,483.20	\$117,270.40		
				HR	\$48.61	\$51.07	\$53.66	\$56.38	\$59.24	\$60.72	\$62.21		
				BW	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,739.20	\$4,857.60	\$4,976.80		
				MO	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,268.27	\$10,524.80	\$10,783.07		
				YR	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$123,219.20	\$126,297.60	\$129,396.80		
Management Analyst I	XA2	EA	151	HR	\$52.34	\$55.04	\$57.78	\$60.72	\$63.78	\$65.40	\$67.02		
				BW	\$4,187.20	\$4,403.20	\$4,622.40	\$4,857.60	\$5,102.40	\$5,232.00	\$5,361.60		
				MO	\$9,072.27	\$9,540.27	\$10,015.20	\$10,524.80	\$11,055.20	\$11,336.00	\$11,616.80		
				HR	\$52.34	\$55.04	\$57.78	\$60.72	\$63.78	\$65.40	\$67.02		
				BW	\$4,187.20	\$4,403.20	\$4,622.40	\$4,857.60	\$5,102.40	\$5,232.00	\$5,361.60		
Management Analyst II	XA5	EA	155	MO	\$9,072.27	\$9,540.27	\$10,015.20	\$10,524.80	\$11,055.20	\$11,336.00	\$11,616.80		
				YR	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$123,219.20	\$126,297.60	\$129,396.80		
				HR	\$48.61	\$51.07	\$53.66	\$56.38	\$59.24	\$60.72	\$62.21		
				BW	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,739.20	\$4,857.60	\$4,976.80		
				MO	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,268.27	\$10,524.80	\$10,783.07		
Mechanical Maint Supv	JA9	EA	158	YR	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$123,219.20	\$126,297.60	\$129,396.80		
				HR	\$52.34	\$55.04	\$57.78	\$60.72	\$63.78	\$65.40	\$67.02		
				BW	\$4,187.20	\$4,403.20	\$4,622.40	\$4,857.60	\$5,102.40	\$5,232.00	\$5,361.60		
				MO	\$9,072.27	\$9,540.27	\$10,015.20	\$10,524.80	\$11,055.20	\$11,336.00	\$11,616.80		
				HR	\$52.34	\$55.04	\$57.78	\$60.72	\$63.78	\$65.40	\$67.02		

EXHIBIT A: Unified Salary Report

Class Title	Job Code	BU	Sal Range	Frequency	Min-Pt							Mid-Pt	Max-Pt
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
				YR	\$108,867.20	\$114,483.20	\$120,182.40	\$126,297.60	\$132,662.40	\$136,032.00	\$139,401.60		
Microbiologist I	LD1	EA	149	HR	\$41.92	\$44.04	\$46.28	\$48.61	\$51.07	\$52.34	\$53.66		
				BW	\$3,353.60	\$3,523.20	\$3,702.40	\$3,888.80	\$4,085.60	\$4,187.20	\$4,292.80		
				MO	\$7,266.13	\$7,633.60	\$8,021.87	\$8,425.73	\$8,852.13	\$9,072.27	\$9,301.07		
				YR	\$87,193.60	\$91,603.20	\$96,262.40	\$101,108.80	\$106,225.60	\$108,867.20	\$111,612.80		
Microbiologist II	LD5	EA	153	HR	\$46.28	\$48.61	\$51.07	\$53.66	\$56.38	\$57.78	\$59.24		
				BW	\$3,702.40	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,622.40	\$4,739.20		
				MO	\$8,021.87	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,015.20	\$10,268.27		
				YR	\$96,262.40	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$120,182.40	\$123,219.20		
Network Administrator	XN9	EA	160	HR	\$55.04	\$57.78	\$60.72	\$63.78	\$67.02	\$68.72	\$70.44		
				BW	\$4,403.20	\$4,622.40	\$4,857.60	\$5,102.40	\$5,361.60	\$5,497.60	\$5,635.20		
				MO	\$9,540.27	\$10,015.20	\$10,524.80	\$11,055.20	\$11,616.80	\$11,911.47	\$12,209.60		
				YR	\$114,483.20	\$120,182.40	\$126,297.60	\$132,662.40	\$139,401.60	\$142,937.60	\$146,515.20		
Network Architect	NT9	ES	164	HR	\$63.67	\$66.89	\$70.28	\$73.83	\$77.56	\$79.49	\$81.50		
				BW	\$5,093.60	\$5,351.20	\$5,622.40	\$5,906.40	\$6,204.80	\$6,359.20	\$6,520.00		
				MO	\$11,036.13	\$11,594.27	\$12,181.87	\$12,797.20	\$13,443.73	\$13,778.27	\$14,126.67		
				YR	\$132,433.60	\$139,131.20	\$146,182.40	\$153,566.40	\$161,324.80	\$165,339.20	\$169,520.00		
Office Automation Admin	XP9	EA	160	HR	\$55.04	\$57.78	\$60.72	\$63.78	\$67.02	\$68.72	\$70.44		
				BW	\$4,403.20	\$4,622.40	\$4,857.60	\$5,102.40	\$5,361.60	\$5,497.60	\$5,635.20		
				MO	\$9,540.27	\$10,015.20	\$10,524.80	\$11,055.20	\$11,616.80	\$11,911.47	\$12,209.60		
				YR	\$114,483.20	\$120,182.40	\$126,297.60	\$132,662.40	\$139,401.60	\$142,937.60	\$146,515.20		
Office Specialist I	TA1	EA	130	HR	\$26.23	\$27.56	\$28.95	\$30.41	\$31.95	\$32.77	\$33.58		
				BW	\$2,098.40	\$2,204.80	\$2,316.00	\$2,432.80	\$2,556.00	\$2,621.60	\$2,686.40		
				MO	\$4,546.53	\$4,777.07	\$5,018.00	\$5,271.07	\$5,538.00	\$5,680.13	\$5,820.53		
				YR	\$54,558.40	\$57,324.80	\$60,216.00	\$63,252.80	\$66,456.00	\$68,161.60	\$69,846.40		
Office Specialist II	TA5	EA	134	HR	\$28.95	\$30.41	\$31.95	\$33.58	\$35.28	\$36.13	\$37.08		
				BW	\$2,316.00	\$2,432.80	\$2,556.00	\$2,686.40	\$2,822.40	\$2,890.40	\$2,966.40		
				MO	\$5,018.00	\$5,271.07	\$5,538.00	\$5,820.53	\$6,115.20	\$6,262.53	\$6,427.20		
				YR	\$60,216.00	\$63,252.80	\$66,456.00	\$69,846.40	\$73,382.40	\$75,150.40	\$77,126.40		
Plant Maintenance Mechanic I	JA2	EA	144	HR	\$37.08	\$38.93	\$40.91	\$42.97	\$45.16	\$46.28	\$47.44		
				BW	\$2,966.40	\$3,114.40	\$3,272.80	\$3,437.60	\$3,612.80	\$3,702.40	\$3,795.20		
				MO	\$6,427.20	\$6,747.87	\$7,091.07	\$7,448.13	\$7,827.73	\$8,021.87	\$8,222.93		
				YR	\$77,126.40	\$80,974.40	\$85,092.80	\$89,377.60	\$93,932.80	\$96,262.40	\$98,675.20		
Plant Maintenance Mechanic II	JA5	EA	148	HR	\$40.91	\$42.97	\$45.16	\$47.44	\$49.87	\$51.07	\$52.34		
				BW	\$3,272.80	\$3,437.60	\$3,612.80	\$3,795.20	\$3,989.60	\$4,085.60	\$4,187.20		
				MO	\$7,091.07	\$7,448.13	\$7,827.73	\$8,222.93	\$8,644.13	\$8,852.13	\$9,072.27		
				YR	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$103,729.60	\$106,225.60	\$108,867.20		
Procurement Specialist	VD8	EA	145	HR	\$37.98	\$39.93	\$41.92	\$44.04	\$46.28	\$47.44	\$48.61		
				BW	\$3,038.40	\$3,194.40	\$3,353.60	\$3,523.20	\$3,702.40	\$3,795.20	\$3,888.80		
				MO	\$6,583.20	\$6,921.20	\$7,266.13	\$7,633.60	\$8,021.87	\$8,222.93	\$8,425.73		
				YR	\$78,998.40	\$83,054.40	\$87,193.60	\$91,603.20	\$96,262.40	\$98,675.20	\$101,108.80		
Program Administrator	XA8	EA	159	HR	\$53.66	\$56.38	\$59.24	\$62.21	\$65.40	\$67.02	\$68.72		
				BW	\$4,292.80	\$4,510.40	\$4,739.20	\$4,976.80	\$5,232.00	\$5,361.60	\$5,497.60		
				MO	\$9,301.07	\$9,772.53	\$10,268.27	\$10,783.07	\$11,336.00	\$11,616.80	\$11,911.47		
				YR	\$111,612.80	\$117,270.40	\$123,219.20	\$129,396.80	\$136,032.00	\$139,401.60	\$142,937.60		
Project Assistant	TA8	EA	143	HR	\$36.13	\$37.98	\$39.93	\$41.92	\$44.04	\$45.16	\$46.28		
				BW	\$2,890.40	\$3,038.40	\$3,194.40	\$3,353.60	\$3,523.20	\$3,612.80	\$3,702.40		
				MO	\$6,262.53	\$6,583.20	\$6,921.20	\$7,266.13	\$7,633.60	\$7,827.73	\$8,021.87		
				YR	\$75,150.40	\$78,998.40	\$83,054.40	\$87,193.60	\$91,603.20	\$93,932.80	\$96,262.40		

EXHIBIT A: Unified Salary Report

Class Title	Job Code	BU	Sal Range	Frequency	Min-Pt							Mid-Pt	Max-Pt
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
Project Coordinator	XF8	EA	153	HR	\$46.28	\$48.61	\$51.07	\$53.66	\$56.38	\$57.78	\$59.24		
				BW	\$3,702.40	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,622.40	\$4,739.20		
				MO	\$8,021.87	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,015.20	\$10,268.27		
				YR	\$96,262.40	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$120,182.40	\$123,219.20		
Project Manager	EC3	ES	159	HR	\$56.27	\$59.13	\$62.11	\$65.27	\$68.54	\$70.28	\$72.02		
				BW	\$4,501.60	\$4,730.40	\$4,968.80	\$5,221.60	\$5,483.20	\$5,622.40	\$5,761.60		
				MO	\$9,753.47	\$10,249.20	\$10,765.73	\$11,313.47	\$11,880.27	\$12,181.87	\$12,483.47		
				YR	\$117,041.60	\$122,990.40	\$129,188.80	\$135,761.60	\$142,563.20	\$146,182.40	\$149,801.60		
Public Info Rep I	ZA2	EA	149	HR	\$41.92	\$44.04	\$46.28	\$48.61	\$51.07	\$52.34	\$53.66		
				BW	\$3,353.60	\$3,523.20	\$3,702.40	\$3,888.80	\$4,085.60	\$4,187.20	\$4,292.80		
				MO	\$7,266.13	\$7,633.60	\$8,021.87	\$8,425.73	\$8,852.13	\$9,072.27	\$9,301.07		
				YR	\$87,193.60	\$91,603.20	\$96,262.40	\$101,108.80	\$106,225.60	\$108,867.20	\$111,612.80		
Public Info Rep II	ZA5	EA	153	HR	\$46.28	\$48.61	\$51.07	\$53.66	\$56.38	\$57.78	\$59.24		
				BW	\$3,702.40	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,622.40	\$4,739.20		
				MO	\$8,021.87	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,015.20	\$10,268.27		
				YR	\$96,262.40	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$120,182.40	\$123,219.20		
Public Info Rep III	ZA6	EA	157	HR	\$51.07	\$53.66	\$56.38	\$59.24	\$62.21	\$63.78	\$65.40		
				BW	\$4,085.60	\$4,292.80	\$4,510.40	\$4,739.20	\$4,976.80	\$5,102.40	\$5,232.00		
				MO	\$8,852.13	\$9,301.07	\$9,772.53	\$10,268.27	\$10,783.07	\$11,055.20	\$11,336.00		
				YR	\$106,225.60	\$111,612.80	\$117,270.40	\$123,219.20	\$129,396.80	\$132,662.40	\$136,032.00		
Purchasing Tech I	VD1	EA	137	HR	\$31.18	\$32.77	\$34.40	\$36.13	\$37.98	\$38.93	\$39.93		
				BW	\$2,494.40	\$2,621.60	\$2,752.00	\$2,890.40	\$3,038.40	\$3,114.40	\$3,194.40		
				MO	\$5,404.53	\$5,680.13	\$5,962.67	\$6,262.53	\$6,583.20	\$6,747.87	\$6,921.20		
				YR	\$64,854.40	\$68,161.60	\$71,552.00	\$75,150.40	\$78,998.40	\$80,974.40	\$83,054.40		
Purchasing Tech II	VD5	EA	141	HR	\$34.40	\$36.13	\$37.98	\$39.93	\$41.92	\$42.97	\$44.04		
				BW	\$2,752.00	\$2,890.40	\$3,038.40	\$3,194.40	\$3,353.60	\$3,437.60	\$3,523.20		
				MO	\$5,962.67	\$6,262.53	\$6,583.20	\$6,921.20	\$7,266.13	\$7,448.13	\$7,633.60		
				YR	\$71,552.00	\$75,150.40	\$78,998.40	\$83,054.40	\$87,193.60	\$89,377.60	\$91,603.20		
Real Estate Agent I	RA1	EA	144	HR	\$37.08	\$38.93	\$40.91	\$42.97	\$45.16	\$46.28	\$47.44		
				BW	\$2,966.40	\$3,114.40	\$3,272.80	\$3,437.60	\$3,612.80	\$3,702.40	\$3,795.20		
				MO	\$6,427.20	\$6,747.87	\$7,091.07	\$7,448.13	\$7,827.73	\$8,021.87	\$8,222.93		
				YR	\$77,126.40	\$80,974.40	\$85,092.80	\$89,377.60	\$93,932.80	\$96,262.40	\$98,675.20		
Real Estate Agent II	RA2	EA	148	HR	\$40.91	\$42.97	\$45.16	\$47.44	\$49.87	\$51.07	\$52.34		
				BW	\$3,272.80	\$3,437.60	\$3,612.80	\$3,795.20	\$3,989.60	\$4,085.60	\$4,187.20		
				MO	\$7,091.07	\$7,448.13	\$7,827.73	\$8,222.93	\$8,644.13	\$8,852.13	\$9,072.27		
				YR	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$103,729.60	\$106,225.60	\$108,867.20		
Recycled Water Facility Supv	FA8	EA	157	HR	\$51.07	\$53.66	\$56.38	\$59.24	\$62.21	\$63.78	\$65.40		
				BW	\$4,085.60	\$4,292.80	\$4,510.40	\$4,739.20	\$4,976.80	\$5,102.40	\$5,232.00		
				MO	\$8,852.13	\$9,301.07	\$9,772.53	\$10,268.27	\$10,783.07	\$11,055.20	\$11,336.00		
				YR	\$106,225.60	\$111,612.80	\$117,270.40	\$123,219.20	\$129,396.80	\$132,662.40	\$136,032.00		
Reprographics Tech I	TL1	EA	130	HR	\$26.23	\$27.56	\$28.95	\$30.41	\$31.95	\$32.77	\$33.58		
				BW	\$2,098.40	\$2,204.80	\$2,316.00	\$2,432.80	\$2,556.00	\$2,621.60	\$2,686.40		
				MO	\$4,546.53	\$4,777.07	\$5,018.00	\$5,271.07	\$5,538.00	\$5,680.13	\$5,820.53		
				YR	\$54,558.40	\$57,324.80	\$60,216.00	\$63,252.80	\$66,456.00	\$68,161.60	\$69,846.40		
Reprographics Tech II	TL5	EA	133	HR	\$28.24	\$29.69	\$31.18	\$32.77	\$34.40	\$35.28	\$36.13		
				BW	\$2,259.20	\$2,375.20	\$2,494.40	\$2,621.60	\$2,752.00	\$2,822.40	\$2,890.40		
				MO	\$4,894.93	\$5,146.27	\$5,404.53	\$5,680.13	\$5,962.67	\$6,115.20	\$6,262.53		
				YR	\$58,739.20	\$61,755.20	\$64,854.40	\$68,161.60	\$71,552.00	\$73,382.40	\$75,150.40		
Resident Const Inspector	CN5	EA	153	HR	\$46.28	\$48.61	\$51.07	\$53.66	\$56.38	\$57.78	\$59.24		

EXHIBIT A: Unified Salary Report

Class Title	Job Code	BU	Sal Range	Frequency	Min-Pt							Mid-Pt	Max-Pt
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
				BW	\$3,702.40	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,622.40	\$4,739.20		
				MO	\$8,021.87	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,015.20	\$10,268.27		
				YR	\$96,262.40	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$120,182.40	\$123,219.20		
Safety Specialist	JD6	EA	148	HR	\$40.91	\$42.97	\$45.16	\$47.44	\$49.87	\$51.07	\$52.34		
				BW	\$3,272.80	\$3,437.60	\$3,612.80	\$3,795.20	\$3,989.60	\$4,085.60	\$4,187.20		
				MO	\$7,091.07	\$7,448.13	\$7,827.73	\$8,222.93	\$8,644.13	\$8,852.13	\$9,072.27		
				YR	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$103,729.60	\$106,225.60	\$108,867.20		
Safety Technician	JD5	EA	144	HR	\$37.08	\$38.93	\$40.91	\$42.97	\$45.16	\$46.28	\$47.44		
				BW	\$2,966.40	\$3,114.40	\$3,272.80	\$3,437.60	\$3,612.80	\$3,702.40	\$3,795.20		
				MO	\$6,427.20	\$6,747.87	\$7,091.07	\$7,448.13	\$7,827.73	\$8,021.87	\$8,222.93		
				YR	\$77,126.40	\$80,974.40	\$85,092.80	\$89,377.60	\$93,932.80	\$96,262.40	\$98,675.20		
Security Technician	TR3	EA	145	HR	\$37.98	\$39.93	\$41.92	\$44.04	\$46.28	\$47.44	\$48.61		
				BW	\$3,038.40	\$3,194.40	\$3,353.60	\$3,523.20	\$3,702.40	\$3,795.20	\$3,888.80		
				MO	\$6,583.20	\$6,921.20	\$7,266.13	\$7,633.60	\$8,021.87	\$8,222.93	\$8,425.73		
				YR	\$78,998.40	\$83,054.40	\$87,193.60	\$91,603.20	\$96,262.40	\$98,675.20	\$101,108.80		
Senior Engineer	ED6	ES	164	HR	\$63.67	\$66.89	\$70.28	\$73.83	\$77.56	\$79.49	\$81.50		
				BW	\$5,093.60	\$5,351.20	\$5,622.40	\$5,906.40	\$6,204.80	\$6,359.20	\$6,520.00		
				MO	\$11,036.13	\$11,594.27	\$12,181.87	\$12,797.20	\$13,443.73	\$13,778.27	\$14,126.67		
				YR	\$132,433.60	\$139,131.20	\$146,182.40	\$153,566.40	\$161,324.80	\$165,339.20	\$169,520.00		
Senior Engineering Geo	EG8	ES	164	HR	\$63.67	\$66.89	\$70.28	\$73.83	\$77.56	\$79.49	\$81.50		
				BW	\$5,093.60	\$5,351.20	\$5,622.40	\$5,906.40	\$6,204.80	\$6,359.20	\$6,520.00		
				MO	\$11,036.13	\$11,594.27	\$12,181.87	\$12,797.20	\$13,443.73	\$13,778.27	\$14,126.67		
				YR	\$132,433.60	\$139,131.20	\$146,182.40	\$153,566.40	\$161,324.80	\$165,339.20	\$169,520.00		
Senior Water Res Spec	EW6	ES	163	HR	\$62.11	\$65.27	\$68.54	\$72.02	\$75.69	\$77.56	\$79.49		
				BW	\$4,968.80	\$5,221.60	\$5,483.20	\$5,761.60	\$6,055.20	\$6,204.80	\$6,359.20		
				MO	\$10,765.73	\$11,313.47	\$11,880.27	\$12,483.47	\$13,119.60	\$13,443.73	\$13,778.27		
				YR	\$129,188.80	\$135,761.60	\$142,563.20	\$149,801.60	\$157,435.20	\$161,324.80	\$165,339.20		
Small Engine Mechanic	JG3	EA	146	HR	\$38.93	\$40.91	\$42.97	\$45.16	\$47.44	\$48.61	\$49.87		
				BW	\$3,114.40	\$3,272.80	\$3,437.60	\$3,612.80	\$3,795.20	\$3,888.80	\$3,989.60		
				MO	\$6,747.87	\$7,091.07	\$7,448.13	\$7,827.73	\$8,222.93	\$8,425.73	\$8,644.13		
				YR	\$80,974.40	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$101,108.80	\$103,729.60		
Sr Accountant	VA7	EA	155	HR	\$48.61	\$51.07	\$53.66	\$56.38	\$59.24	\$60.72	\$62.21		
				BW	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,739.20	\$4,857.60	\$4,976.80		
				MO	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,268.27	\$10,524.80	\$10,783.07		
				YR	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$123,219.20	\$126,297.60	\$129,396.80		
Sr Accounting Technician	VC6	EA	145	HR	\$37.98	\$39.93	\$41.92	\$44.04	\$46.28	\$47.44	\$48.61		
				BW	\$3,038.40	\$3,194.40	\$3,353.60	\$3,523.20	\$3,702.40	\$3,795.20	\$3,888.80		
				MO	\$6,583.20	\$6,921.20	\$7,266.13	\$7,633.60	\$8,021.87	\$8,222.93	\$8,425.73		
				YR	\$78,998.40	\$83,054.40	\$87,193.60	\$91,603.20	\$96,262.40	\$98,675.20	\$101,108.80		
Sr Ast District Counsel	AH3	UNC	SDC	HR	\$101.92							\$113.99	\$126.07
				BW	\$8,153.60							\$9,119.20	\$10,085.60
				MO	\$17,666.13							\$19,758.27	\$21,852.13
				YR	\$211,993.60							\$237,099.20	\$262,225.60
Sr Buyer	VP7	EA	153	HR	\$46.28	\$48.61	\$51.07	\$53.66	\$56.38	\$57.78	\$59.24		
				BW	\$3,702.40	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,622.40	\$4,739.20		
				MO	\$8,021.87	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,015.20	\$10,268.27		
				YR	\$96,262.40	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$120,182.40	\$123,219.20		
Sr Chemist	LA7	EA	157	HR	\$51.07	\$53.66	\$56.38	\$59.24	\$62.21	\$63.78	\$65.40		
				BW	\$4,085.60	\$4,292.80	\$4,510.40	\$4,739.20	\$4,976.80	\$5,102.40	\$5,232.00		

EXHIBIT A: Unified Salary Report

Class Title	Job Code	BU	Sal Range	Frequency	Min-Pt							Mid-Pt	Max-Pt
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
Sr Control Systems Tech	FM6	EA	155	MO	\$8,852.13	\$9,301.07	\$9,772.53	\$10,268.27	\$10,783.07	\$11,055.20	\$11,336.00		
				YR	\$106,225.60	\$111,612.80	\$117,270.40	\$123,219.20	\$129,396.80	\$132,662.40	\$136,032.00		
				HR	\$48.61	\$51.07	\$53.66	\$56.38	\$59.24	\$60.72	\$62.21		
				BW	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,739.20	\$4,857.60	\$4,976.80		
				MO	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,268.27	\$10,524.80	\$10,783.07		
Sr Corrosion Control Tech	CK7	EA	152	YR	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$123,219.20	\$126,297.60	\$129,396.80		
				HR	\$45.16	\$47.44	\$49.87	\$52.34	\$55.04	\$56.38	\$57.78		
				BW	\$3,612.80	\$3,795.20	\$3,989.60	\$4,187.20	\$4,403.20	\$4,510.40	\$4,622.40		
				MO	\$7,827.73	\$8,222.93	\$8,644.13	\$9,072.27	\$9,540.27	\$9,772.53	\$10,015.20		
				YR	\$93,932.80	\$98,675.20	\$103,729.60	\$108,867.20	\$114,483.20	\$117,270.40	\$120,182.40		
Sr Engineering Tech	CJ6	EA	149	HR	\$41.92	\$44.04	\$46.28	\$48.61	\$51.07	\$52.34	\$53.66		
				BW	\$3,353.60	\$3,523.20	\$3,702.40	\$3,888.80	\$4,085.60	\$4,187.20	\$4,292.80		
				MO	\$7,266.13	\$7,633.60	\$8,021.87	\$8,425.73	\$8,852.13	\$9,072.27	\$9,301.07		
				YR	\$87,193.60	\$91,603.20	\$96,262.40	\$101,108.80	\$106,225.60	\$108,867.20	\$111,612.80		
Sr Environmental Planner	PA7	EA	159	HR	\$53.66	\$56.38	\$59.24	\$62.21	\$65.40	\$67.02	\$68.72		
				BW	\$4,292.80	\$4,510.40	\$4,739.20	\$4,976.80	\$5,232.00	\$5,361.60	\$5,497.60		
				MO	\$9,301.07	\$9,772.53	\$10,268.27	\$10,783.07	\$11,336.00	\$11,616.80	\$11,911.47		
				YR	\$111,612.80	\$117,270.40	\$123,219.20	\$129,396.80	\$136,032.00	\$139,401.60	\$142,937.60		
Sr Equipment Mechanic	JG7	EA	149	HR	\$41.92	\$44.04	\$46.28	\$48.61	\$51.07	\$52.34	\$53.66		
				BW	\$3,353.60	\$3,523.20	\$3,702.40	\$3,888.80	\$4,085.60	\$4,187.20	\$4,292.80		
				MO	\$7,266.13	\$7,633.60	\$8,021.87	\$8,425.73	\$8,852.13	\$9,072.27	\$9,301.07		
				YR	\$87,193.60	\$91,603.20	\$96,262.40	\$101,108.80	\$106,225.60	\$108,867.20	\$111,612.80		
Sr Field Ops Admn	JM9	EA	159	HR	\$53.66	\$56.38	\$59.24	\$62.21	\$65.40	\$67.02	\$68.72		
				BW	\$4,292.80	\$4,510.40	\$4,739.20	\$4,976.80	\$5,232.00	\$5,361.60	\$5,497.60		
				MO	\$9,301.07	\$9,772.53	\$10,268.27	\$10,783.07	\$11,336.00	\$11,616.80	\$11,911.47		
				YR	\$111,612.80	\$117,270.40	\$123,219.20	\$129,396.80	\$136,032.00	\$139,401.60	\$142,937.60		
Sr HVAC Mechanic	FP7	EA	155	HR	\$48.61	\$51.07	\$53.66	\$56.38	\$59.24	\$60.72	\$62.21		
				BW	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,739.20	\$4,857.60	\$4,976.80		
				MO	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,268.27	\$10,524.80	\$10,783.07		
				YR	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$123,219.20	\$126,297.60	\$129,396.80		
Sr Human Resources Tech	XH6	EA	148	HR	\$40.91	\$42.97	\$45.16	\$47.44	\$49.87	\$51.07	\$52.34		
				BW	\$3,272.80	\$3,437.60	\$3,612.80	\$3,795.20	\$3,989.60	\$4,085.60	\$4,187.20		
				MO	\$7,091.07	\$7,448.13	\$7,827.73	\$8,222.93	\$8,644.13	\$8,852.13	\$9,072.27		
				YR	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$103,729.60	\$106,225.60	\$108,867.20		
Sr Hydrologic Systems Analyst	CB7	EA	152	HR	\$45.16	\$47.44	\$49.87	\$52.34	\$55.04	\$56.38	\$57.78		
				BW	\$3,612.80	\$3,795.20	\$3,989.60	\$4,187.20	\$4,403.20	\$4,510.40	\$4,622.40		
				MO	\$7,827.73	\$8,222.93	\$8,644.13	\$9,072.27	\$9,540.27	\$9,772.53	\$10,015.20		
				YR	\$93,932.80	\$98,675.20	\$103,729.60	\$108,867.20	\$114,483.20	\$117,270.40	\$120,182.40		
Sr Industrial Electrician	FJ7	EA	155	HR	\$48.61	\$51.07	\$53.66	\$56.38	\$59.24	\$60.72	\$62.21		
				BW	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,739.20	\$4,857.60	\$4,976.80		
				MO	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,268.27	\$10,524.80	\$10,783.07		
				YR	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$123,219.20	\$126,297.60	\$129,396.80		
Sr Information Systems Tech	YA6	EA	150	HR	\$42.97	\$45.16	\$47.44	\$49.87	\$52.34	\$53.66	\$55.04		
				BW	\$3,437.60	\$3,612.80	\$3,795.20	\$3,989.60	\$4,187.20	\$4,292.80	\$4,403.20		
				MO	\$7,448.13	\$7,827.73	\$8,222.93	\$8,644.13	\$9,072.27	\$9,301.07	\$9,540.27		
				YR	\$89,377.60	\$93,932.80	\$98,675.20	\$103,729.60	\$108,867.20	\$111,612.80	\$114,483.20		
Sr Inventory Control Tech	VH7	EA	145	HR	\$37.98	\$39.93	\$41.92	\$44.04	\$46.28	\$47.44	\$48.61		
				BW	\$3,038.40	\$3,194.40	\$3,353.60	\$3,523.20	\$3,702.40	\$3,795.20	\$3,888.80		
				MO	\$6,583.20	\$6,921.20	\$7,266.13	\$7,633.60	\$8,021.87	\$8,222.93	\$8,425.73		

Class Title	Job Code	BU	Sal Range	Frequency	Min-Pt							Mid-Pt	Max-Pt
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
				YR	\$78,998.40	\$83,054.40	\$87,193.60	\$91,603.20	\$96,262.40	\$98,675.20	\$101,108.80		
Sr Maintenance Worker	JM7	EA	150	HR	\$42.97	\$45.16	\$47.44	\$49.87	\$52.34	\$53.66	\$55.04		
				BW	\$3,437.60	\$3,612.80	\$3,795.20	\$3,989.60	\$4,187.20	\$4,292.80	\$4,403.20		
				MO	\$7,448.13	\$7,827.73	\$8,222.93	\$8,644.13	\$9,072.27	\$9,301.07	\$9,540.27		
				YR	\$89,377.60	\$93,932.80	\$98,675.20	\$103,729.60	\$108,867.20	\$111,612.80	\$114,483.20		
Sr Management Analyst	XA6	EA	158	HR	\$52.34	\$55.04	\$57.78	\$60.72	\$63.78	\$65.40	\$67.02		
				BW	\$4,187.20	\$4,403.20	\$4,622.40	\$4,857.60	\$5,102.40	\$5,232.00	\$5,361.60		
				MO	\$9,072.27	\$9,540.27	\$10,015.20	\$10,524.80	\$11,055.20	\$11,336.00	\$11,616.80		
				YR	\$108,867.20	\$114,483.20	\$120,182.40	\$126,297.60	\$132,662.40	\$136,032.00	\$139,401.60		
Sr Microbiologist	LD7	EA	157	HR	\$51.07	\$53.66	\$56.38	\$59.24	\$62.21	\$63.78	\$65.40		
				BW	\$4,085.60	\$4,292.80	\$4,510.40	\$4,739.20	\$4,976.80	\$5,102.40	\$5,232.00		
				MO	\$8,852.13	\$9,301.07	\$9,772.53	\$10,268.27	\$10,783.07	\$11,055.20	\$11,336.00		
				YR	\$106,225.60	\$111,612.80	\$117,270.40	\$123,219.20	\$129,396.80	\$132,662.40	\$136,032.00		
Sr Office Specialist	TA6	EA	137	HR	\$31.18	\$32.77	\$34.40	\$36.13	\$37.98	\$38.93	\$39.93		
				BW	\$2,494.40	\$2,621.60	\$2,752.00	\$2,890.40	\$3,038.40	\$3,114.40	\$3,194.40		
				MO	\$5,404.53	\$5,680.13	\$5,962.67	\$6,262.53	\$6,583.20	\$6,747.87	\$6,921.20		
				YR	\$64,854.40	\$68,161.60	\$71,552.00	\$75,150.40	\$78,998.40	\$80,974.40	\$83,054.40		
Sr Plant Maintenance Mechanic	JA7	EA	152	HR	\$45.16	\$47.44	\$49.87	\$52.34	\$55.04	\$56.38	\$57.78		
				BW	\$3,612.80	\$3,795.20	\$3,989.60	\$4,187.20	\$4,403.20	\$4,510.40	\$4,622.40		
				MO	\$7,827.73	\$8,222.93	\$8,644.13	\$9,072.27	\$9,540.27	\$9,772.53	\$10,015.20		
				YR	\$93,932.80	\$98,675.20	\$103,729.60	\$108,867.20	\$114,483.20	\$117,270.40	\$120,182.40		
Sr Project Mgr	EC8	ES	168	HR	\$70.28	\$73.83	\$77.56	\$81.50	\$85.62	\$87.79	\$89.98		
				BW	\$5,622.40	\$5,906.40	\$6,204.80	\$6,520.00	\$6,849.60	\$7,023.20	\$7,198.40		
				MO	\$12,181.87	\$12,797.20	\$13,443.73	\$14,126.67	\$14,840.80	\$15,216.93	\$15,596.53		
				YR	\$146,182.40	\$153,566.40	\$161,324.80	\$169,520.00	\$178,089.60	\$182,603.20	\$187,158.40		
Sr Purchasing Tech	VD7	EA	145	HR	\$37.98	\$39.93	\$41.92	\$44.04	\$46.28	\$47.44	\$48.61		
				BW	\$3,038.40	\$3,194.40	\$3,353.60	\$3,523.20	\$3,702.40	\$3,795.20	\$3,888.80		
				MO	\$6,583.20	\$6,921.20	\$7,266.13	\$7,633.60	\$8,021.87	\$8,222.93	\$8,425.73		
				YR	\$78,998.40	\$83,054.40	\$87,193.60	\$91,603.20	\$96,262.40	\$98,675.20	\$101,108.80		
Sr Real Estate Agent	RA7	EA	158	HR	\$52.34	\$55.04	\$57.78	\$60.72	\$63.78	\$65.40	\$67.02		
				BW	\$4,187.20	\$4,403.20	\$4,622.40	\$4,857.60	\$5,102.40	\$5,232.00	\$5,361.60		
				MO	\$9,072.27	\$9,540.27	\$10,015.20	\$10,524.80	\$11,055.20	\$11,336.00	\$11,616.80		
				YR	\$108,867.20	\$114,483.20	\$120,182.40	\$126,297.60	\$132,662.40	\$136,032.00	\$139,401.60		
Sr Reprographics Tech	TL7	EA	137	HR	\$31.18	\$32.77	\$34.40	\$36.13	\$37.98	\$38.93	\$39.93		
				BW	\$2,494.40	\$2,621.60	\$2,752.00	\$2,890.40	\$3,038.40	\$3,114.40	\$3,194.40		
				MO	\$5,404.53	\$5,680.13	\$5,962.67	\$6,262.53	\$6,583.20	\$6,747.87	\$6,921.20		
				YR	\$64,854.40	\$68,161.60	\$71,552.00	\$75,150.40	\$78,998.40	\$80,974.40	\$83,054.40		
Sr Surveyor	CA6	EA	150	HR	\$42.97	\$45.16	\$47.44	\$49.87	\$52.34	\$53.66	\$55.04		
				BW	\$3,437.60	\$3,612.80	\$3,795.20	\$3,989.60	\$4,187.20	\$4,292.80	\$4,403.20		
				MO	\$7,448.13	\$7,827.73	\$8,222.93	\$8,644.13	\$9,072.27	\$9,301.07	\$9,540.27		
				YR	\$89,377.60	\$93,932.80	\$98,675.20	\$103,729.60	\$108,867.20	\$111,612.80	\$114,483.20		
Sr Telecommunications Spec	YE7	EA	150	HR	\$42.97	\$45.16	\$47.44	\$49.87	\$52.34	\$53.66	\$55.04		
				BW	\$3,437.60	\$3,612.80	\$3,795.20	\$3,989.60	\$4,187.20	\$4,292.80	\$4,403.20		
				MO	\$7,448.13	\$7,827.73	\$8,222.93	\$8,644.13	\$9,072.27	\$9,301.07	\$9,540.27		
				YR	\$89,377.60	\$93,932.80	\$98,675.20	\$103,729.60	\$108,867.20	\$111,612.80	\$114,483.20		
Sr Water Conservation Spec	LT7	EA	157	HR	\$51.07	\$53.66	\$56.38	\$59.24	\$62.21	\$63.78	\$65.40		
				BW	\$4,085.60	\$4,292.80	\$4,510.40	\$4,739.20	\$4,976.80	\$5,102.40	\$5,232.00		
				MO	\$8,852.13	\$9,301.07	\$9,772.53	\$10,268.27	\$10,783.07	\$11,055.20	\$11,336.00		
				YR	\$106,225.60	\$111,612.80	\$117,270.40	\$123,219.20	\$129,396.80	\$132,662.40	\$136,032.00		

EXHIBIT A: Unified Salary Report

Class Title	Job Code	BU	Sal Range	Frequency	Min-Pt							Mid-Pt	Max-Pt
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
Sr Water Measurement Tech	VJ7	EA	151	HR	\$44.04	\$46.28	\$48.61	\$51.07	\$53.66	\$55.04	\$56.38		
				BW	\$3,523.20	\$3,702.40	\$3,888.80	\$4,085.60	\$4,292.80	\$4,403.20	\$4,510.40		
				MO	\$7,633.60	\$8,021.87	\$8,425.73	\$8,852.13	\$9,301.07	\$9,540.27	\$9,772.53		
				YR	\$91,603.20	\$96,262.40	\$101,108.80	\$106,225.60	\$111,612.80	\$114,483.20	\$117,270.40		
Sr Water Plant Operator	FA7	EA	154	HR	\$47.44	\$49.87	\$52.34	\$55.04	\$57.78	\$59.24	\$60.72		
				BW	\$3,795.20	\$3,989.60	\$4,187.20	\$4,403.20	\$4,622.40	\$4,739.20	\$4,857.60		
				MO	\$8,222.93	\$8,644.13	\$9,072.27	\$9,540.27	\$10,015.20	\$10,268.27	\$10,524.80		
				YR	\$98,675.20	\$103,729.60	\$108,867.20	\$114,483.20	\$120,182.40	\$123,219.20	\$126,297.60		
Sr Water Quality Specialist	LL7	EA	157	HR	\$51.07	\$53.66	\$56.38	\$59.24	\$62.21	\$63.78	\$65.40		
				BW	\$4,085.60	\$4,292.80	\$4,510.40	\$4,739.20	\$4,976.80	\$5,102.40	\$5,232.00		
				MO	\$8,852.13	\$9,301.07	\$9,772.53	\$10,268.27	\$10,783.07	\$11,055.20	\$11,336.00		
				YR	\$106,225.60	\$111,612.80	\$117,270.40	\$123,219.20	\$129,396.80	\$132,662.40	\$136,032.00		
Sr Water Resources Tech	FG7	EA	154	HR	\$47.44	\$49.87	\$52.34	\$55.04	\$57.78	\$59.24	\$60.72		
				BW	\$3,795.20	\$3,989.60	\$4,187.20	\$4,403.20	\$4,622.40	\$4,739.20	\$4,857.60		
				MO	\$8,222.93	\$8,644.13	\$9,072.27	\$9,540.27	\$10,015.20	\$10,268.27	\$10,524.80		
				YR	\$98,675.20	\$103,729.60	\$108,867.20	\$114,483.20	\$120,182.40	\$123,219.20	\$126,297.60		
Staff Analyst	XA1	EA	148	HR	\$40.91	\$42.97	\$45.16	\$47.44	\$49.87	\$51.07	\$52.34		
				BW	\$3,272.80	\$3,437.60	\$3,612.80	\$3,795.20	\$3,989.60	\$4,085.60	\$4,187.20		
				MO	\$7,091.07	\$7,448.13	\$7,827.73	\$8,222.93	\$8,644.13	\$8,852.13	\$9,072.27		
				YR	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$103,729.60	\$106,225.60	\$108,867.20		
Supervising Accountant	VA9	EA	159	HR	\$53.66	\$56.38	\$59.24	\$62.21	\$65.40	\$67.02	\$68.72		
				BW	\$4,292.80	\$4,510.40	\$4,739.20	\$4,976.80	\$5,232.00	\$5,361.60	\$5,497.60		
				MO	\$9,301.07	\$9,772.53	\$10,268.27	\$10,783.07	\$11,336.00	\$11,616.80	\$11,911.47		
				YR	\$111,612.80	\$117,270.40	\$123,219.20	\$129,396.80	\$136,032.00	\$139,401.60	\$142,937.60		
Supervising Engineering Tech	CJ9	EA	154	HR	\$47.44	\$49.87	\$52.34	\$55.04	\$57.78	\$59.24	\$60.72		
				BW	\$3,795.20	\$3,989.60	\$4,187.20	\$4,403.20	\$4,622.40	\$4,739.20	\$4,857.60		
				MO	\$8,222.93	\$8,644.13	\$9,072.27	\$9,540.27	\$10,015.20	\$10,268.27	\$10,524.80		
				YR	\$98,675.20	\$103,729.60	\$108,867.20	\$114,483.20	\$120,182.40	\$123,219.20	\$126,297.60		
Supervising Hydrographer	CE9	EA	155	HR	\$48.61	\$51.07	\$53.66	\$56.38	\$59.24	\$60.72	\$62.21		
				BW	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,739.20	\$4,857.60	\$4,976.80		
				MO	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,268.27	\$10,524.80	\$10,783.07		
				YR	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$123,219.20	\$126,297.60	\$129,396.80		
Supervising Land Surveyor	EX9	ES	160	HR	\$57.69	\$60.61	\$63.67	\$66.89	\$70.28	\$72.02	\$73.83		
				BW	\$4,615.20	\$4,848.80	\$5,093.60	\$5,351.20	\$5,622.40	\$5,761.60	\$5,906.40		
				MO	\$9,999.60	\$10,505.73	\$11,036.13	\$11,594.27	\$12,181.87	\$12,483.47	\$12,797.20		
				YR	\$119,995.20	\$126,068.80	\$132,433.60	\$139,131.20	\$146,182.40	\$149,801.60	\$153,566.40		
Support Services Supv	TA9	EA	148	HR	\$40.91	\$42.97	\$45.16	\$47.44	\$49.87	\$51.07	\$52.34		
				BW	\$3,272.80	\$3,437.60	\$3,612.80	\$3,795.20	\$3,989.60	\$4,085.60	\$4,187.20		
				MO	\$7,091.07	\$7,448.13	\$7,827.73	\$8,222.93	\$8,644.13	\$8,852.13	\$9,072.27		
				YR	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$103,729.60	\$106,225.60	\$108,867.20		
Survey Party Chief	CA7	EA	153	HR	\$46.28	\$48.61	\$51.07	\$53.66	\$56.38	\$57.78	\$59.24		
				BW	\$3,702.40	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,622.40	\$4,739.20		
				MO	\$8,021.87	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,015.20	\$10,268.27		
				YR	\$96,262.40	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$120,182.40	\$123,219.20		
Systems Control Operator I	FD2	EA	146	HR	\$38.93	\$40.91	\$42.97	\$45.16	\$47.44	\$48.61	\$49.87		
				BW	\$3,114.40	\$3,272.80	\$3,437.60	\$3,612.80	\$3,795.20	\$3,888.80	\$3,989.60		
				MO	\$6,747.87	\$7,091.07	\$7,448.13	\$7,827.73	\$8,222.93	\$8,425.73	\$8,644.13		
				YR	\$80,974.40	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$101,108.80	\$103,729.60		
Systems Control Operator II	FD5	EA	150	HR	\$42.97	\$45.16	\$47.44	\$49.87	\$52.34	\$53.66	\$55.04		

EXHIBIT A: Unified Salary Report

Class Title	Job Code	BU	Sal Range	Frequency	Min-Pt							Mid-Pt	Max-Pt
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
				BW	\$3,437.60	\$3,612.80	\$3,795.20	\$3,989.60	\$4,187.20	\$4,292.80	\$4,403.20		
				MO	\$7,448.13	\$7,827.73	\$8,222.93	\$8,644.13	\$9,072.27	\$9,301.07	\$9,540.27		
				YR	\$89,377.60	\$93,932.80	\$98,675.20	\$103,729.60	\$108,867.20	\$111,612.80	\$114,483.20		
Systems Control Operator III	FD6	EA	154	HR	\$47.44	\$49.87	\$52.34	\$55.04	\$57.78	\$59.24	\$60.72		
				BW	\$3,795.20	\$3,989.60	\$4,187.20	\$4,403.20	\$4,622.40	\$4,739.20	\$4,857.60		
				MO	\$8,222.93	\$8,644.13	\$9,072.27	\$9,540.27	\$10,015.20	\$10,268.27	\$10,524.80		
				YR	\$98,675.20	\$103,729.60	\$108,867.20	\$114,483.20	\$120,182.40	\$123,219.20	\$126,297.60		
Systems Control Supv	FD9	EA	160	HR	\$55.04	\$57.78	\$60.72	\$63.78	\$67.02	\$68.72	\$70.44		
				BW	\$4,403.20	\$4,622.40	\$4,857.60	\$5,102.40	\$5,361.60	\$5,497.60	\$5,635.20		
				MO	\$9,540.27	\$10,015.20	\$10,524.80	\$11,055.20	\$11,616.80	\$11,911.47	\$12,209.60		
				YR	\$114,483.20	\$120,182.40	\$126,297.60	\$132,662.40	\$139,401.60	\$142,937.60	\$146,515.20		
Technical Systems Admin	XR9	EA	160	HR	\$55.04	\$57.78	\$60.72	\$63.78	\$67.02	\$68.72	\$70.44		
				BW	\$4,403.20	\$4,622.40	\$4,857.60	\$5,102.40	\$5,361.60	\$5,497.60	\$5,635.20		
				MO	\$9,540.27	\$10,015.20	\$10,524.80	\$11,055.20	\$11,616.80	\$11,911.47	\$12,209.60		
				YR	\$114,483.20	\$120,182.40	\$126,297.60	\$132,662.40	\$139,401.60	\$142,937.60	\$146,515.20		
Telecommunications Admin	XS9	EA	160	HR	\$55.04	\$57.78	\$60.72	\$63.78	\$67.02	\$68.72	\$70.44		
				BW	\$4,403.20	\$4,622.40	\$4,857.60	\$5,102.40	\$5,361.60	\$5,497.60	\$5,635.20		
				MO	\$9,540.27	\$10,015.20	\$10,524.80	\$11,055.20	\$11,616.80	\$11,911.47	\$12,209.60		
				YR	\$114,483.20	\$120,182.40	\$126,297.60	\$132,662.40	\$139,401.60	\$142,937.60	\$146,515.20		
Telecommunications Specialist	YE5	EA	147	HR	\$39.93	\$41.92	\$44.04	\$46.28	\$48.61	\$49.87	\$51.07		
				BW	\$3,194.40	\$3,353.60	\$3,523.20	\$3,702.40	\$3,888.80	\$3,989.60	\$4,085.60		
				MO	\$6,921.20	\$7,266.13	\$7,633.60	\$8,021.87	\$8,425.73	\$8,644.13	\$8,852.13		
				YR	\$83,054.40	\$87,193.60	\$91,603.20	\$96,262.40	\$101,108.80	\$103,729.60	\$106,225.60		
Vegetation Program Spec I	LR2	EA	153	HR	\$46.28	\$48.61	\$51.07	\$53.66	\$56.38	\$57.78	\$59.24		
				BW	\$3,702.40	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,622.40	\$4,739.20		
				MO	\$8,021.87	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,015.20	\$10,268.27		
				YR	\$96,262.40	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$120,182.40	\$123,219.20		
Vegetation Program Spec II	LR5	EA	157	HR	\$51.07	\$53.66	\$56.38	\$59.24	\$62.21	\$63.78	\$65.40		
				BW	\$4,085.60	\$4,292.80	\$4,510.40	\$4,739.20	\$4,976.80	\$5,102.40	\$5,232.00		
				MO	\$8,852.13	\$9,301.07	\$9,772.53	\$10,268.27	\$10,783.07	\$11,055.20	\$11,336.00		
				YR	\$106,225.60	\$111,612.80	\$117,270.40	\$123,219.20	\$129,396.80	\$132,662.40	\$136,032.00		
Water Conservation Spec I	LT2	EA	149	HR	\$41.92	\$44.04	\$46.28	\$48.61	\$51.07	\$52.34	\$53.66		
				BW	\$3,353.60	\$3,523.20	\$3,702.40	\$3,888.80	\$4,085.60	\$4,187.20	\$4,292.80		
				MO	\$7,266.13	\$7,633.60	\$8,021.87	\$8,425.73	\$8,852.13	\$9,072.27	\$9,301.07		
				YR	\$87,193.60	\$91,603.20	\$96,262.40	\$101,108.80	\$106,225.60	\$108,867.20	\$111,612.80		
Water Conservation Spec II	LT5	EA	153	HR	\$46.28	\$48.61	\$51.07	\$53.66	\$56.38	\$57.78	\$59.24		
				BW	\$3,702.40	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,622.40	\$4,739.20		
				MO	\$8,021.87	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,015.20	\$10,268.27		
				YR	\$96,262.40	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$120,182.40	\$123,219.20		
Water Measurement Tech I	VJ1	EA	139	HR	\$32.77	\$34.40	\$36.13	\$37.98	\$39.93	\$40.91	\$41.92		
				BW	\$2,621.60	\$2,752.00	\$2,890.40	\$3,038.40	\$3,194.40	\$3,272.80	\$3,353.60		
				MO	\$5,680.13	\$5,962.67	\$6,262.53	\$6,583.20	\$6,921.20	\$7,091.07	\$7,266.13		
				YR	\$68,161.60	\$71,552.00	\$75,150.40	\$78,998.40	\$83,054.40	\$85,092.80	\$87,193.60		
Water Measurement Tech II	VJ5	EA	143	HR	\$36.13	\$37.98	\$39.93	\$41.92	\$44.04	\$45.16	\$46.28		
				BW	\$2,890.40	\$3,038.40	\$3,194.40	\$3,353.60	\$3,523.20	\$3,612.80	\$3,702.40		
				MO	\$6,262.53	\$6,583.20	\$6,921.20	\$7,266.13	\$7,633.60	\$7,827.73	\$8,021.87		
				YR	\$75,150.40	\$78,998.40	\$83,054.40	\$87,193.60	\$91,603.20	\$93,932.80	\$96,262.40		
Water Measurement Tech III	VJ6	EA	147	HR	\$39.93	\$41.92	\$44.04	\$46.28	\$48.61	\$49.87	\$51.07		
				BW	\$3,194.40	\$3,353.60	\$3,523.20	\$3,702.40	\$3,888.80	\$3,989.60	\$4,085.60		

EXHIBIT A: Unified Salary Report

Class Title	Job Code	BU	Sal Range	Frequency	Min-Pt							Mid-Pt	Max-Pt
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
Water Plant Operator	FA5	EA	150	MO	\$6,921.20	\$7,266.13	\$7,633.60	\$8,021.87	\$8,425.73	\$8,644.13	\$8,852.13		
				YR	\$83,054.40	\$87,193.60	\$91,603.20	\$96,262.40	\$101,108.80	\$103,729.60	\$106,225.60		
				HR	\$42.97	\$45.16	\$47.44	\$49.87	\$52.34	\$53.66	\$55.04		
				BW	\$3,437.60	\$3,612.80	\$3,795.20	\$3,989.60	\$4,187.20	\$4,292.80	\$4,403.20		
				MO	\$7,448.13	\$7,827.73	\$8,222.93	\$8,644.13	\$9,072.27	\$9,301.07	\$9,540.27		
Water Plant Sup Grade V	FA9	EA	161	YR	\$89,377.60	\$93,932.80	\$98,675.20	\$103,729.60	\$108,867.20	\$111,612.80	\$114,483.20		
				HR	\$56.38	\$59.24	\$62.21	\$65.40	\$68.72	\$70.44	\$72.19		
				BW	\$4,510.40	\$4,739.20	\$4,976.80	\$5,232.00	\$5,497.60	\$5,635.20	\$5,775.20		
				MO	\$9,772.53	\$10,268.27	\$10,783.07	\$11,336.00	\$11,911.47	\$12,209.60	\$12,512.93		
				YR	\$117,270.40	\$123,219.20	\$129,396.80	\$136,032.00	\$142,937.60	\$146,515.20	\$150,155.20		
Water Quality Specialist I	LL1	EA	149	HR	\$41.92	\$44.04	\$46.28	\$48.61	\$51.07	\$52.34	\$53.66		
				BW	\$3,353.60	\$3,523.20	\$3,702.40	\$3,888.80	\$4,085.60	\$4,187.20	\$4,292.80		
				MO	\$7,266.13	\$7,633.60	\$8,021.87	\$8,425.73	\$8,852.13	\$9,072.27	\$9,301.07		
				YR	\$87,193.60	\$91,603.20	\$96,262.40	\$101,108.80	\$106,225.60	\$108,867.20	\$111,612.80		
				HR	\$46.28	\$48.61	\$51.07	\$53.66	\$56.38	\$57.78	\$59.24		
Water Quality Specialist II	LL5	EA	153	BW	\$3,702.40	\$3,888.80	\$4,085.60	\$4,292.80	\$4,510.40	\$4,622.40	\$4,739.20		
				MO	\$8,021.87	\$8,425.73	\$8,852.13	\$9,301.07	\$9,772.53	\$10,015.20	\$10,268.27		
				YR	\$96,262.40	\$101,108.80	\$106,225.60	\$111,612.80	\$117,270.40	\$120,182.40	\$123,219.20		
				HR	\$71.30	\$74.88	\$78.61	\$82.53	\$86.67	\$88.84	\$91.06		
				BW	\$5,704.00	\$5,990.40	\$6,288.80	\$6,602.40	\$6,933.60	\$7,107.20	\$7,284.80		
WRM-Groundwater Management Mgr	MR1	MMA	148	MO	\$12,358.67	\$12,979.20	\$13,625.73	\$14,305.20	\$15,022.80	\$15,398.93	\$15,783.73		
				YR	\$148,304.00	\$155,750.40	\$163,508.80	\$171,662.40	\$180,273.60	\$184,787.20	\$189,404.80		
				HR	\$71.30	\$74.88	\$78.61	\$82.53	\$86.67	\$88.84	\$91.06		
				BW	\$5,704.00	\$5,990.40	\$6,288.80	\$6,602.40	\$6,933.60	\$7,107.20	\$7,284.80		
				MO	\$12,358.67	\$12,979.20	\$13,625.73	\$14,305.20	\$15,022.80	\$15,398.93	\$15,783.73		
WRM-Laboratory Services Manager	MR1	MMA	148	YR	\$148,304.00	\$155,750.40	\$163,508.80	\$171,662.40	\$180,273.60	\$184,787.20	\$189,404.80		
				HR	\$71.30	\$74.88	\$78.61	\$82.53	\$86.67	\$88.84	\$91.06		
				BW	\$5,704.00	\$5,990.40	\$6,288.80	\$6,602.40	\$6,933.60	\$7,107.20	\$7,284.80		
				MO	\$12,358.67	\$12,979.20	\$13,625.73	\$14,305.20	\$15,022.80	\$15,398.93	\$15,783.73		
				YR	\$148,304.00	\$155,750.40	\$163,508.80	\$171,662.40	\$180,273.60	\$184,787.20	\$189,404.80		
WRM-Recycled & Purified Water Mgr	MR1	MMA	148	HR	\$71.30	\$74.88	\$78.61	\$82.53	\$86.67	\$88.84	\$91.06		
				BW	\$5,704.00	\$5,990.40	\$6,288.80	\$6,602.40	\$6,933.60	\$7,107.20	\$7,284.80		
				MO	\$12,358.67	\$12,979.20	\$13,625.73	\$14,305.20	\$15,022.80	\$15,398.93	\$15,783.73		
				YR	\$148,304.00	\$155,750.40	\$163,508.80	\$171,662.40	\$180,273.60	\$184,787.20	\$189,404.80		
				HR	\$71.30	\$74.88	\$78.61	\$82.53	\$86.67	\$88.84	\$91.06		
WRM-Water Quality Manager	MR1	MMA	148	BW	\$5,704.00	\$5,990.40	\$6,288.80	\$6,602.40	\$6,933.60	\$7,107.20	\$7,284.80		
				MO	\$12,358.67	\$12,979.20	\$13,625.73	\$14,305.20	\$15,022.80	\$15,398.93	\$15,783.73		
				YR	\$148,304.00	\$155,750.40	\$163,508.80	\$171,662.40	\$180,273.60	\$184,787.20	\$189,404.80		
				HR	\$71.30	\$74.88	\$78.61	\$82.53	\$86.67	\$88.84	\$91.06		
				BW	\$5,704.00	\$5,990.40	\$6,288.80	\$6,602.40	\$6,933.60	\$7,107.20	\$7,284.80		
WRM-Water Supl Pln & Conserv Mgr	MR1	MMA	148	MO	\$12,358.67	\$12,979.20	\$13,625.73	\$14,305.20	\$15,022.80	\$15,398.93	\$15,783.73		
				YR	\$148,304.00	\$155,750.40	\$163,508.80	\$171,662.40	\$180,273.60	\$184,787.20	\$189,404.80		
				HR	\$71.30	\$74.88	\$78.61	\$82.53	\$86.67	\$88.84	\$91.06		
				BW	\$5,704.00	\$5,990.40	\$6,288.80	\$6,602.40	\$6,933.60	\$7,107.20	\$7,284.80		
				MO	\$12,358.67	\$12,979.20	\$13,625.73	\$14,305.20	\$15,022.80	\$15,398.93	\$15,783.73		
Water Resources Supervisor	FG9	EA	160	YR	\$114,483.20	\$120,182.40	\$126,297.60	\$132,662.40	\$139,401.60	\$142,937.60	\$146,515.20		
				HR	\$55.04	\$57.78	\$60.72	\$63.78	\$67.02	\$68.72	\$70.44		
				BW	\$4,403.20	\$4,622.40	\$4,857.60	\$5,102.40	\$5,361.60	\$5,497.60	\$5,635.20		
				MO	\$9,540.27	\$10,015.20	\$10,524.80	\$11,055.20	\$11,616.80	\$11,911.47	\$12,209.60		
				YR	\$114,483.20	\$120,182.40	\$126,297.60	\$132,662.40	\$139,401.60	\$142,937.60	\$146,515.20		
Water Resources Tech I	FG2	EA	146	HR	\$38.93	\$40.91	\$42.97	\$45.16	\$47.44	\$48.61	\$49.87		
				BW	\$3,114.40	\$3,272.80	\$3,437.60	\$3,612.80	\$3,795.20	\$3,888.80	\$3,989.60		
				MO	\$6,747.87	\$7,091.07	\$7,448.13	\$7,827.73	\$8,222.93	\$8,425.73	\$8,644.13		
				YR	\$80,974.40	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$101,108.80	\$103,729.60		
				HR	\$42.97	\$45.16	\$47.44	\$49.87	\$52.34	\$53.66	\$55.04		
Water Resources Tech II	FG5	EA	150	BW	\$3,437.60	\$3,612.80	\$3,795.20	\$3,989.60	\$4,187.20	\$4,292.80	\$4,403.20		
				MO	\$7,448.13	\$7,827.73	\$8,222.93	\$8,644.13	\$9,072.27	\$9,301.07	\$9,540.27		
				YR	\$80,974.40	\$85,092.80	\$89,377.60	\$93,932.80	\$98,675.20	\$101,108.80	\$103,729.60		

EXHIBIT A: Unified Salary Report

Class Title	Job Code	BU	Sal Range	Frequency	Min-Pt							Mid-Pt	Max-Pt
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
				YR	\$89,377.60	\$93,932.80	\$98,675.20	\$103,729.60	\$108,867.20	\$111,612.80	\$114,483.20		
WUOM-Utility Ops & Maintenance Mgr	MU2	MMA	148	HR	\$71.30	\$74.88	\$78.61	\$82.53	\$86.67	\$88.84	\$91.06		
				BW	\$5,704.00	\$5,990.40	\$6,288.80	\$6,602.40	\$6,933.60	\$7,107.20	\$7,284.80		
				MO	\$12,358.67	\$12,979.20	\$13,625.73	\$14,305.20	\$15,022.80	\$15,398.93	\$15,783.73		
				YR	\$148,304.00	\$155,750.40	\$163,508.80	\$171,662.40	\$180,273.60	\$184,787.20	\$189,404.80		
WUOM-Water Treatment Manager	MU2	MMA	148	HR	\$71.30	\$74.88	\$78.61	\$82.53	\$86.67	\$88.84	\$91.06		
				BW	\$5,704.00	\$5,990.40	\$6,288.80	\$6,602.40	\$6,933.60	\$7,107.20	\$7,284.80		
				MO	\$12,358.67	\$12,979.20	\$13,625.73	\$14,305.20	\$15,022.80	\$15,398.93	\$15,783.73		
				YR	\$148,304.00	\$155,750.40	\$163,508.80	\$171,662.40	\$180,273.60	\$184,787.20	\$189,404.80		
WUOMM-Utility Maint Mgr - Distrib	MU1	MMA	145	HR	\$66.21	\$69.52	\$72.99	\$76.65	\$80.48	\$82.49	\$84.56		
				BW	\$5,296.80	\$5,561.60	\$5,839.20	\$6,132.00	\$6,438.40	\$6,599.20	\$6,764.80		
				MO	\$11,476.40	\$12,050.13	\$12,651.60	\$13,286.00	\$13,949.87	\$14,298.27	\$14,657.07		
				YR	\$137,716.80	\$144,601.60	\$151,819.20	\$159,432.00	\$167,398.40	\$171,579.20	\$175,884.80		
WUOMM-Utility Maint Mgr -Treatment	MU1	MMA	145	HR	\$66.21	\$69.52	\$72.99	\$76.65	\$80.48	\$82.49	\$84.56		
				BW	\$5,296.80	\$5,561.60	\$5,839.20	\$6,132.00	\$6,438.40	\$6,599.20	\$6,764.80		
				MO	\$11,476.40	\$12,050.13	\$12,651.60	\$13,286.00	\$13,949.87	\$14,298.27	\$14,657.07		
				YR	\$137,716.80	\$144,601.60	\$151,819.20	\$159,432.00	\$167,398.40	\$171,579.20	\$175,884.80		
WUOMM-Well & Water Measurement Mgr	MU1	MMA	145	HR	\$66.21	\$69.52	\$72.99	\$76.65	\$80.48	\$82.49	\$84.56		
				BW	\$5,296.80	\$5,561.60	\$5,839.20	\$6,132.00	\$6,438.40	\$6,599.20	\$6,764.80		
				MO	\$11,476.40	\$12,050.13	\$12,651.60	\$13,286.00	\$13,949.87	\$14,298.27	\$14,657.07		
				YR	\$137,716.80	\$144,601.60	\$151,819.20	\$159,432.00	\$167,398.40	\$171,579.20	\$175,884.80		
WSOMM-Integrated Vegetation Manager	MS1	MMA	144	HR	\$64.60	\$67.82	\$71.22	\$74.77	\$78.51	\$80.48	\$82.49		
				BW	\$5,168.00	\$5,425.60	\$5,697.60	\$5,981.60	\$6,280.80	\$6,438.40	\$6,599.20		
				MO	\$11,197.33	\$11,755.47	\$12,344.80	\$12,960.13	\$13,608.40	\$13,949.87	\$14,298.27		
				YR	\$134,368.00	\$141,065.60	\$148,137.60	\$155,521.60	\$163,300.80	\$167,398.40	\$171,579.20		
WSOMM-Watershed Field Ops Manager	MS1	MMA	144	HR	\$64.60	\$67.82	\$71.22	\$74.77	\$78.51	\$80.48	\$82.49		
				BW	\$5,168.00	\$5,425.60	\$5,697.60	\$5,981.60	\$6,280.80	\$6,438.40	\$6,599.20		
				MO	\$11,197.33	\$11,755.47	\$12,344.80	\$12,960.13	\$13,608.40	\$13,949.87	\$14,298.27		
				YR	\$134,368.00	\$141,065.60	\$148,137.60	\$155,521.60	\$163,300.80	\$167,398.40	\$171,579.20		
Welder I	JH2	EA	145	HR	\$37.98	\$39.93	\$41.92	\$44.04	\$46.28	\$47.44	\$48.61		
				BW	\$3,038.40	\$3,194.40	\$3,353.60	\$3,523.20	\$3,702.40	\$3,795.20	\$3,888.80		
				MO	\$6,583.20	\$6,921.20	\$7,266.13	\$7,633.60	\$8,021.87	\$8,222.93	\$8,425.73		
				YR	\$78,998.40	\$83,054.40	\$87,193.60	\$91,603.20	\$96,262.40	\$98,675.20	\$101,108.80		
Welder II	JH5	EA	149	HR	\$41.92	\$44.04	\$46.28	\$48.61	\$51.07	\$52.34	\$53.66		
				BW	\$3,353.60	\$3,523.20	\$3,702.40	\$3,888.80	\$4,085.60	\$4,187.20	\$4,292.80		
				MO	\$7,266.13	\$7,633.60	\$8,021.87	\$8,425.73	\$8,852.13	\$9,072.27	\$9,301.07		
				YR	\$87,193.60	\$91,603.20	\$96,262.40	\$101,108.80	\$106,225.60	\$108,867.20	\$111,612.80		
Word Processing Operator I	TC1	EA	130	HR	\$26.23	\$27.56	\$28.95	\$30.41	\$31.95	\$32.77	\$33.58		
				BW	\$2,098.40	\$2,204.80	\$2,316.00	\$2,432.80	\$2,556.00	\$2,621.60	\$2,686.40		
				MO	\$4,546.53	\$4,777.07	\$5,018.00	\$5,271.07	\$5,538.00	\$5,680.13	\$5,820.53		
				YR	\$54,558.40	\$57,324.80	\$60,216.00	\$63,252.80	\$66,456.00	\$68,161.60	\$69,846.40		
Word Processing Operator II	TC5	EA	134	HR	\$28.95	\$30.41	\$31.95	\$33.58	\$35.28	\$36.13	\$37.08		
				BW	\$2,316.00	\$2,432.80	\$2,556.00	\$2,686.40	\$2,822.40	\$2,890.40	\$2,966.40		
				MO	\$5,018.00	\$5,271.07	\$5,538.00	\$5,820.53	\$6,115.20	\$6,262.53	\$6,427.20		
				YR	\$60,216.00	\$63,252.80	\$66,456.00	\$69,846.40	\$73,382.40	\$75,150.40	\$77,126.40		