## BOARD OF DIRECTORS SANTA CLARA VALLEY WATER DISTRICT

### **RESOLUTION NO. 19-**

# ADOPTING EMPLOYEE SALARY SCHEDULE— EFFECTIVE THE FIRST PAY PERIOD 14 OF FISCAL YEAR 2020

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

WHEREAS, at its regular meeting on 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 pay period 14 in year 2019; 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 pay period 14 in year 2019; 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 (PMA 2018–2022 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 pay period 14 in year 2019; and

WHEREAS, the Compensation Plan for Unrepresented Employees in the Executive Service (July 1, 2018, through June 30, 2022), was approved by the Board on May 22, 2018 through Resolution 18-25; and

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

WHEREAS, based upon the EA 2018-2021 MOU, the Supervising Program Administrator is classification will have a 4 percent increase to its maximum range effective pay period 14 in

year 2019, and based upon the PMA 2018-2021 MOU, the highest PMA classification will have a 4 percent increase to its maximum range effective pay period 14 in year 2019; and

WHEREAS, based upon the annual adjustments to the Supervising Program Administrator and PMA classifications set forth above, the classifications for Unrepresented Employees should have a corresponding 4 percent increase to their ranges effective pay period 14 in year 2019; andWHEREAS, despite the ranges outlined in the Compensation Plan for Unrepresented Employees in the Executive Service, the actual salaries of the three Board Appointed Officers shall be established separately by the Board of Directors and shall be reflected in their respective employment agreements; and

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

WHEREAS, the attached salary schedule (Exhibit A) shall amend and replace the salary schedule adopted on March 21, 2018, through Resolution 18-10, effective the first full pay period of June 2019.

NOW, THEREFORE BE IT RESOLVED that the Board of Directors of the Santa Clara Valley Water District does hereby approve and adopt the Salary Schedule attached hereto as Exhibit "A," effective as of Payroll Period 14—June 17, 2019).

PASSED AND ADOPTED by the Board of Directors of the Santa Clara Valley Water District by the following vote on June 25, 2019:

NOES: Directors

ABSENT: Directors

ABSTAIN: Directors

# SANTA CLARA VALLEY WATER DISTRICT

By:

LINDA J. LEZOTTE Chair, Board of Directors

ATTEST: MICHELE L. KING, CMC

Clerk, Board of Directors

# EXHIBIT A COVERSHEET

# SCVWD SALARY SCHEDULE FY 2019

No. of Pages: 31

Exhibit Attachments:

None

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CEO = BAO Effective Date: 06/17/2019 4:0% FLAT - Districtwide Effective Date: 06/17/2019 4.0% FLAT - Districtwide COB = BAO 4.0% FLAT - Districtwide 06/17/2019 DCL = BAOEffective Date: Effective Date: 06/17/2019 4.0% FLAT - Districtwide PMA = CLAS 4.0% FLAT - Districtwide = EAPR Effective Date: 06/17/2019 4.0% FLAT - Districtwide ES = ESPR Effective Date: 06/17/2019 4.0% FLAT - Districtwide UNC = UNCL Effective Date: 06/17/2019 Min-Pt All Fill Class Sal Class Title Mid-Pt Step4 Step6 Step7 Pos Pos\* Code EEO OT BU Rng Freq Step1 Step2 Step3 Step5 45.80 49.34 50.55 39.50 41.53 43.60 48 13 VA1 2.3 Y EA 145 HR 1 1 Accountant I 4.044.00 BW 3,160.00 3,322.40 3,488.00 3,664.00 3,850.40 3,947,20 8,762.00 MO 6,846.67 7,198.53 7,557.33 7,938.67 8,342.53 8,552.27 90,688.00 95,264.00 100,110.40 102,627.20 105,144.00 YR 82,160.00 86,382.40 VA5 2.3 Y EA 151 HR 48.13 50.55 53.11 55.81 57.24 58.64 45.80 Accountant II 6 6 3,850.40 4,579.20 4,691.20 4,044.00 4,248.80 4,464.80 BW 3,664.00 9,205.73 9,673.73 9,921.60 10,164.27 8,762.00 MO 7,938.67 8.342.53 95,264.00 100,110.40 105,144.00 110,468.80 116,084.80 119,059.20 121,971.20 YR VA8 2.3 Y EA 155 HR 50.55 53.11 55.81 58.64 61.61 63.15 64.70 Accounting Systems Analyst 1 1 5,052.00 5.176.00 4,044.00 4,248.80 4,464.80 4,691.20 4,928.80 BW 8,762.00 9,205.73 9,673.73 10,164.27 10,679.07 10,946.00 11,214.67 MO 105,144.00 110,468.80 116,084.80 121,971.20 128,148.80 131,352.00 134,576.00 YR 41.53 43.60 44.69 45.80 3 VC5 6.1 Y EA 141 HR 35.78 37.58 39.50 Accounting Tech 3,488,00 3,575,20 3,664.00 3,006.40 3,160.00 3,322.40 BW 2,862.40 7,557.33 7,746.27 7,938.67 6,201.87 6,513.87 6,846.67 7,198.53 MO 95,264.00 74,422.40 78,166.40 82,160.00 86,382.40 90,688.00 92,955.20 YR 35.78 39.50 41.53 42.55 43.60 37.58 Administrative Assistant 11 8 TJ5 6.1 Y EA 139 HR 34.08 3,404.00 3,006.40 3,160.00 3,322.40 3,488.00 2,862.40 BW 2,726.40 6,846.67 7,198.53 7,375.33 7,557.33 MO 5,907.20 6,201.87 6,513.87 86,382.40 82,160.00 79.72 88,504.00 90,688.00 YR 70,886.40 74,422.40 78,166.40 85.79 87.94 MA1 1.2 MMA 145 HR 68.86 72.30 75.91 83.70 ASM-Cap Prog Plan & Analysis Mgr 1 1 6,696.00 6.863.20 7.035.20 5,784.00 6,072.80 6,377.60 BW 5,508.80 МО 11,935.73 12,532.00 13,157.73 13,818.13 14,508.00 14,870.27 15,242.93 <u>143,228,80 150,384.00 157,892.80 165,817.60 174,096.00 178,443.20 182,915.20</u> <u>68.86 72.30 75.91 79.72 83.70 85.79 87.94</u> YR MA1 1.2 MMA 145 HR ASM-Civic Engagement Manager 0 5,508.80 6,072.80 6,377.60 6,696.00 6,863.20 7,035.20 BW 5.784.00 11,935.73 12,532.00 13,157.73 13,818.13 14,508.00 14,870.27 15,242.93 MO 143,228.80 150,384.00 157,892.80 165,817.60 174,096.00 178,443.20 182,915.20 YR 75.91 83.70 1 MA1 1.2 MMA 145 HR 68.86 72.30 79.72 85.79 87.94 ASM-Communications Manager 1 7,035.20 BW 5,508.80 5,784.00 6,072.80 6,377.60 6,696.00 6,863.20 11,935.73 12,532.00 13,157.73 13,818.13 14,508.00 14,870.27 15,242.93 MO 143,228.80 150,384.00 157,892.80 165,817.60 174,096.00 178,443.20 182,915.20 YR

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Class little					ГBU	Rng Freq		Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-P
									<b>BE 01</b>	79.72	83.70	85.79	87.94		
ASM-Emergency and Security Manager	1	1	MA1	1.2	MMA	145 HR	68.86	72.30	75.91		6,696.00	6,863.20	7,035.20		
						BW	5,508.80	5,784.00	6,072.80	13,818.13					
						MO	11,935.73	12,532.00	13,157.73	13,818.13	174,508.00	170 443 20	100 015 00		8
	_					YR	143,228.80		75.91	79.72	83.70	85.79	87.94		
ASM-Employment Services Manager	1	1	MA1	1.2	MMA	145 HR	68.86	72.30					7,035.20		
						BW	5,508.80	5,784.00							
						MO	11,935.73	12,532.00	13,157.73	13,818.13	14,508.00	14,870.27			
						YR	143,228.80		157,892.80	165,817.60	174,096.00	85.79	87.94		
ASM-Envir Health & Safety Manager	1	1	MA1	1.2	MMA	145 HR	68.86	72.30	75.91		83.70		7,035.20		
						BW	5,508.80	5,784.00	6,072.80			6,863.20			
						MO	11,935.73	12,532.00	13,157.73	13,818.13	14,508.00		15,242.93		
12						YR	143,228.80		157,892.80	165,817.60	174,096.00	178,443.20	182,915.20		
ASM-Purchasing & Contracts Mgr	1	1	MA1	1.2	MMA	145 HR	68.86	72.30	75.91		83.70		87.94		
<b>10</b> 11 <b>1</b> 1111111						BW	5,508.80	5,784.00	6,072.80	6,377.60	6,696.00	6,863.20	7,035.20		
						MO	11,935.73	12,532.00	13,157.73	13,818.13	14,508.00	14,870.27	15,242.93		
						YR	143,228.80			165,817.60	174,096.00	178,443.20	182,915.20		
ASM-Real Estate Services Manager	1	1	MA1	1.2	MMA	145 HR	68.86	72.30				85.79	87.94	1	
MON ROAT Docado Dorrigon Hannyer						BW	5,508.80	5,784.00	6,072.80						
						MO	11,935.73	12,532.00	13,157.73	13,818.13	14,508.00	14,870.27	15,242.93		
						YR	143,228.80	150,384.00	157,892.80	165,817.60	174,096.00	178,443.20	182,915.20		
ASM-Risk Manager	1	1	MA1	1.2	MMA	145 HR	68.86	72.30	75.91	79.72	83.70	85.79	87.94		
ASM-RISK Manager	-					BW	5,508.80	5,784.00	6,072.80	6,377.60	6,696.00		7,035.20		
						MO	11,935.73	12,532.00	13,157.73	13,818.13	14,508.00	14,870.27	15,242.93		
						YR	143,228.80	150,384.00	157,892.80	165,817.60	174,096.00	178,443.20	182,915.20		
ASM-Watersheds Bus Pln & Anlys Mgr	1	1	MA1	1.2	MMA	145 HR	68.86	72.30		79.72	83.70	85.79	87.94		
ASM-Watersheds bus rin & Anrys Mgr	-					BW	5,508.80	5,784.00	6,072.80	6,377.60	6,696.00	6,863.20	7,035.20		
						MO	11,935,73	12,532.00	13,157.73	13,818.13	14,508.00	14,870.27	15,242.93		
						YR	143.228.80	150,384.00	157,892.80	165,817.60	174,096.00	178,443.20	182,915.20		
Assist Biologist I	2	1	T <sub>u</sub> T1	2 2 Y	EA	149 HR	43.60	45.80			53.11	54.43	55.81		
ASSIST BIOLOGISC I	2	-	101	2.2 -		BW	3,488.00	3,664.00	3,850.40	4,044.00	4,248.80	4,354.40	4,464.80		
						MO	7.557.33	7.938.67	8,342.53	8,762.00	9,205.73		9,673.73		
						YR	90.688.00	95.264.00	100,110.40	105,144.00	110,468.80	113,214.40	116,084.80		
Assist Biologist II	0	0	TT3	2 2 Y	EA	152 HR	46.97	49.34	51.86	54.43	57.24	58.64	60.09		
ASSIST BIOLOGIST II	0	U	000	2.2 1	1.1.1	BW	3,757.60	3,947.20			4,579.20	4,691.20	4,807.20		
						MO	8,141,47	8,552.27	8,989.07	9,434.53	9,921.60	10,164.27	10,415.60		
						YR	97,697.60	102,627.20	107,868.80	113,214.40	119,059.20	121,971.20	124,987.20		
The data Departure Clearly T	0	0	TG1	6 1 V	EA	139 HR	34.08	35.78			41.53	42.55	43.60		
Assist Deputy Clerk I	0	U	101	0.1 1		BW	2,726.40	2,862.40					3,488.00		
						MO	5,907.20	6.201.87				7,375.33	7,557.33		
						YR		74,422.40				88 504 00	90,688.00		

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	5	5	TUCE	6 1 V	Fλ	143 HR	37.58	39.50	41.53	43.60	45.80	46.97	48.13		
Assist Deputy Clerk II	5	5	165	0.1 1	БA	BW	3,006.40	3,160.00	3,322.40	3,488.00	3,664.00	3,757.60	3,850.40		
						MO	6,513.87	6,846.67	7,198.53	7,557.33	7,938.67	8,141.47	8,342.53		
						YR	78,166.40			90,688.00		97,697.60	100,110.40		
	3	2	AH2	1 1	INC	ADC HR	95.16	00/200/00						107.18	119.20
Assist District Counsel	2	2	Anz	<b>T</b> • T	ONC	BW	7,612.80		14					8,574.40	9,536.00
						MO	16,494.40							18,577.87	20,661.33
							197,932.80							222,934.40	247,936.00
a li	1	0	<b>PD1</b>	2 1 V	FS	148 HR	44.62	46.86	49.23	51.73	54.34	55.70	57.09		
Assist Engineer I - Civil	T	0	BDI	2.1 1	10	BW	3,569.60	3,748.80	3,938.40	4,138.40	4,347.20	4,456.00	4,567.20		
						MO	7,734.13	8,122.40	8,533.20	8,966.53	9,418.93	9,654.67	9,895.60		
						YR	92,809.60	97 468 80	102.398.40	107,598.40		115,856.00	118,747.20		
	11	11	ED1	2 1 V	FS	148 HR	44.62	46.86	49.23	51.73	54.34	55.70	57.09		
Assistant Engineer I - Civil	11	11	GDI	4.1 1	шо	BW	3,569.60	3,748.80	3,938.40	4,138.40	4,347.20	4,456.00	4,567.20		
						MO	7,734.13	8,122.40	8,533.20	8,966.53	9,418.93	9,654.67	9,895.60		
						YR	92,809.60	97,468,80	102,398,40	107,598.40	113,027.20	115,856.00	118,747.20		
	1	1	PD1	2 1 V	FC	148 HR	44.62	46.86	49.23	51.73	54.34	55.70	57.09		
Assistant Engineer I- Civil	T	т	6D1	2.1 1	20	BW	3,569.60	3,748.80	3,938.40	4,138.40	4,347.20	4,456.00	4,567.20		
						MO	7,734.13	8,122.40	8,533.20	8,966.53			9,895.60		
						YR	92,809.60	97.468.80	102.398.40	107,598.40	113,027.20	115,856.00	118,747.20		
	1	1	<b>DD</b> 1	2 1 V	FC	150 HR	46.86	49.23	51.73	54.34	57.09	58.52	60.00		
Assistant Engineer I - Elec	T	т	EL T	2.1 1	60	BW	3,748.80	3,938.40	4,138.40	4,347.20	4,567.20	4,681.60	4,800.00		
						MO	8,122.40	8,533.20	8,966.53	9,418.93		10,143.47			
						YR	97 468 80	102 398 40	107.598.40	113,027.20	118,747.20	121,721.60	124,800.00		
	1	1	7771	2 1 V	FC	150 HR	46.86	49.23	51.73	54.34	57.09	58.52	60.00		
Assistant Engineer I - Elect	Ť	т	EL T	2.1 1	60	BW	3,748.80	3,938.40	4,138.40			4,681.60	4,800.00		
						MO	8,122.40	8,533.20	8,966.53	9,418,93	9,895.60	10,143.47	10,400.00		
						YR	97 468 80	102 398.40	107,598,40	113,027.20	118,747.20	121,721.60	124,800.00		
77 01-11	34	20	<b>FD2</b>	2 1 V	FS	152 HR	49.23	51.73	54.34	57,09	60.00	61.50	63.03		
Assistant Engineer II - Civil	54	50	602	2.1 1	ЦО	BW	3,938.40	4,138.40	4,347.20	4,567.20	4,800.00	4,920.00			
						MO	8 533.20	8,966,53	9,418.93	9,895.60	10,400.00	10,660.00	10,925.20		
						YR	102,398.40	107.598.40	113,027.20	118,747.20	124,800.00	127,920.00	131,102.40		
	1	1	ED2	2 1 V	FS	152 HR	49.23	51.73	54.34	57.09	60.00	61.50	63.03		
Assistant Engineer II- Civil	1	т	202	2.1 1	цо	BW	3,938.40	4,138.40	4,347.20	4,567.20	4,800.00	4,920.00			
						MO	8.533.20	8,966,53	9,418.93	9,895.60	10,400.00	10,660.00	10,925.20		
						YR	102,398.40	107,598.40	113,027.20	118,747.20	124,800.00	127,920.00	131,102.40		
Ast Engineer II (Ctrl Sys)	1	0	ET2	2 1 V	ES	154 HR	51.73	54.34	57.09	60.00	63.03	64.59	66.22		
Ast Engineer II (CUII Sys)	-	0		2.1 1	20	BW	4,138,40	4,347.20	4,567.20	4,800.00	5,042.40	5,167.20			
						MO	8,966,53	9,418,93	9,895.60	10,400.00	10,925.20	11,195.60	11,478.13		
						YR	107,598.40	113,027.20	118,747.20	124,800.00	131,102.40	134,347.20	137,737.60		
Regimeen II Mogh	1	0	FN2	2 1 Y	ES	152 HR	49.23	51.73	54.34	57.09	60.00	61.50	63.03		
Assistant Engineer II - Mech	T	U	1142	2.1 1	10	BW	3,938.40		4,347.20		4,800.00	4,920.00	5,042.40		
						MO	8 533 20	8 966 53	9,418,93	9,895,60	10.400.00	10,660.00	10,925.20		
						YR	102,398.40	107.598.40	113,027,20	118,747.20	124,800.00	127,920.00	131,102.40		
						11	102,000.10	2011000110							

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Class Title			Clas Code		гви	Sal Rng Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
						149 HR	43.60	45.80	48.13	50.55	53.11	54.43	55.81		
Assist Environmental Planner I	1	T	PAI	2.3 I	EA	149 HR BW	3,488.00	3,664.00			4,248.80	4,354.40	4,464.80		
						MO	7,557.33	7,938.67			9,205.73	9,434.53	9,673.73		
						YR	90 688 00	95 264 00			110,468.80				
Assist Environmntal Planner II	0	0	777	2 2 V	Ē٦	152 HR	46.97	49.34		54.43	57.24	58.64	60.09		
Assist Environmital Planner II	0	0	FRJ	2.5 1	DA	BW	3,757.60	3,947.20			4,579.20	4,691.20	4,807.20		
						MO	8,141.47	8,552.27				10,164.27	10,415.60		
						YR	97.697.60	102,627,20	107,868.80	113,214,40	119,059.20				
Assist Officer	5	4	AB2	1.1	UNC	AST HR	90.39							102.41	114.43
ASSIST OILICEL	5	- <b>T</b>	102	1.1	0110	BW	7,231.20							8,192.80	
						MO	15,667.60								19,834.53
						YR	188,011.20							213,012.80	238,014.40
Assist Procurement Spec	2	1	VP2	2.3 Y	EA	148 HR	42.55	44.69	46.97	49.34	51.86	53.11	54.43		
Assist Producement spec	4	-	*12	2.5 1		BW	3,404.00	3,575.20			4,148.80	4,248.80	4,354.40		
						MO	7,375.33	7,746.27	8,141.47	8,552.27	8,989.07	9,205.73	9,434.53		
						YR	88,504.00	92,955.20	97,697.60	102,627.20	107,868.80	110,468.80	113,214.40		
Assist Surveyor I	1	1	CAI	3.2 Y	EA	138 HR	33.23	34.92			40.49	41.53	42.55		
ASSISC Surveyor I	-	-	Q111	516 -		BW	2,658.40	2,793.60	2,935.20	3,084.80	3,239.20	3,322.40	3,404.00		
						MO	5,759.87	6,052.80		6,683.73	7,018.27	7,198.53	7,375.33		
						YR	69,118.40	72,633.60		80,204.80	84,219.20	86,382.40	88,504.00		
Assist Surveyor II	2	2	CA2	32 Y	EA	142 HR	36.69	38.56		42,55	44.69	45.80	46.97		
Assist Surveyor II	2	2	CI III	5.6 1	2	BW	2,935.20	3,084.80		3,404.00	3,575.20	3,664.00	3,757.60		
						MO	6,359.60	6,683.73		7,375.33	7,746.27	7,938.67	8,141.47		
						YR	76,315.20	80,204.80		88,504.00	92,955.20				
Assist Surveyor III	3	3	CAS	3.2 Y	EA	146 HR	40.49	42.55			49.34	50.55	51.86		
Assist Surveyor III	5	5	Chi	J.2 1		BW	3,239.20	3,404.00			3,947.20	4,044.00	4,148.80		
						MO	7,018.27	7,375.33	7,746.27	8,141.47	8,552.27	8,762.00	8,989.07		
						YR		88,504.00	92,955.20	97,697.60	102,627.20	105,144.00	107,868.80		
Assist Water Plant Operator I	5	5	FA1	7 Y	EA	140 HR	34.92	36.69			42.55	43.60	44.69		
ASSISt Water Flant Operator I	5	2				BW	2,793.60	2,935.20	3,084.80	3,239.20	3,404.00	3,488.00	3,575.20		
						MO	6.052.80	6,359.60	6,683.73	7,018.27	7,375.33	7,557.33	7,746.27		
						YR	72,633.60	76,315.20	80,204.80	84,219.20		90,688.00	92,955.20		
Assist Water Plant Operator II	10	9	FA2	7 Y	EA		40.49	42.55	44.69		49.34	50.55	51.86		
ASSISC Water Flanc Operator II		-				BW	3,239.20	3,404.00	3,575.20			4,044.00	4,148.80		
						MO	7,018.27	7,375.33	7,746.27	8,141.47	8,552.27	8,762.00	8,989.07		
						YR	84,219.20	88,504.00	92,955.20	97,697.60	102,627.20	105,144.00	107,868.80		
Assistant Water Res Spec II	4	4	EW2	2.2 Y	ES	152 HR	49.23	51.73	54.34		60.00	61.50	63.03		
Assistant water Kes Spec II	-	-				BW	3,938.40	4,138.40	4,347.20				5,042.40		
						MO	8,533.20	8,966.53	9,418.93	9,895.60	10,400.00	10,660.00	10,925.20		
						YR	102.398.40	107,598.40	113,027.20	118,747.20	124,800.00	127,920.00	131,102.40		
Assoc Biologist	7	7	LJ5	2.2 Y	EA	155 HR	50.55	53.11		58.64	61.61	63.15	64.70		
ASSOC Protograt	,					BW	4,044.00	4,248.80	4,464.80	4,691.20	4,928.80	5,052.00			
						MO	8,762.00	9,205.73	9,673.73	10,164.27	10,679.07	10,946.00	11,214.67		
						YR	105 144 00	110 469 90	116 004 00	121,971.20	100 140 00	121 252 00	134 576 00		

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Class Title	Al	1 Fil]	L Clas	s		Sal	Min-Pt								
	Pos	s Pos*	Code	EEO OT	гвU	Rng Fre	q Stepl	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
				0 1 17	D.C	158 HR	57.09	60.00	63.03	66.22	69.57	71.28	73.09		
Assoc Engineer - Civil	4	3	ED5	2.1 Y	ES	158 HR BW	4,567.20					5,702.40	5,847.20		
						MO		10,400.00	10,925,20	11,478,13	12,058.80	12,355.20	12,668.93		
						YR	118,747.20	124 800 00	131,102,40	137,737.60	144.705.60	148,262.40	152,027.20		
Circle	E7	54	<b>PD5</b>	2 1 V	FS	158 HR	57.09	60.00			69.57	71.28	73.09		
Associate Engineer - Civil	57	54	2000	2.1 1	10	BW	4.567.20	4.800.00	5,042,40	5,297.60	5,565.60	5,702.40	5,847.20		
						мо	9,895,60	10,400.00	10,925.20	11,478.13	12,058.80	12,355.20	12,668.93		
						YR	118,747.20	124,800.00	131,102.40	137,737.60	144,705.60	148,262.40	152,027.20		
Associate Engineer - Cntrol	8	7	ET5	2.1 Y	ES	160 HR	60.00	63.03		69.57	73.09	74.90	76.78		
Associate Bigineer - Cheror	0					BW	4,800.00	5,042.40	5,297.60	5,565.60	5,847.20	5,992.00	6,142.40		
						MO	10,400.00	10,925.20	11,478.13	12,058.80	12,668.93	12,982.67	13,308.53		
						YR	124,800.00	131,102.40	137,737.60	144,705.60	152,027.20	155,792.00	159,702.40		
Associate Engineer - Elect	5	5	EF3	2.1 Y	ES	160 HR	60.00	63.03				74.90	76.78		
Associate signeer breet						BW	4,800.00			5,565.60	5,847.20	5,992.00			
						MO	10,400.00	10,925.20	11,478.13	12,058.80	12,668.93	12,982.67	13,308.53		
						YR			137,737.60		152,027.20	155,792.00	159,702.40		
Associate Engineer - Mech	1	1	EN5	2.1 Y	ES	158 HR	57.09					71.28	73.09		
Apportate migrader meen						BW	4,567.20	4,800.00				5,702.40			
						MO	9,895.60	10,400.00	10,925.20	11,478.13	12,058.80	12,355.20	12,668.93		
						YR			131,102.40	137,737.60	144,705.60	148,262.40	152,027.20		
Assoc Environmental Planner	7	6	PA5	2.3 Y	EA	155 HR	50.55	53.11				63.15	64.70		
ASBOC BRITTONMONOUS TEAMONT						BW	4,044.00	4,248.80	4,464.80	4,691.20	4,928.80	5,052.00			
						MO	8,762.00	9,205.73	9,673.73	10,164.27	10,679.07	10,946.00	11,214.67		
						YR			116,084.80		128,148.80	131,352.00	134,576.00		
Assoc Real Estate Agent	2	2	RA5	2.3 Y	EA	154 HR	49.34	51.86				61.61	63.15		
Index index indexed						BW	3,947.20			4,579.20	4,807.20	4,928.80			
						MO	8,552.27	8,989.07	9,434.53	9,921.60	10,415.60	10,679.07	10,946.00		
						YR	102,627.20	107,868.80	113,214.40	119,059.20	124,987.20	128,148.80	131,352.00		
Assoc Water Res Spec	2	1	EW5	2.2 Y	ES	158 HR	57.09					71.28	73.09		
Inpos Hatte - F						BW	4,567.20	4,800.00	5,042.40	5,297.60	5,565.60	5,702.40			
						MO	9,895.60	10,400.00	10,925.20	11,478.13	12,058.80	12,355.20	12,668.93		
						YR			131,102.40	137,737.60	144,705.60	148,262.40	73.09		
Associate Water Res Spec	7	7	EW5	2.2 Y	ES	158 HR	57.09					5,702.40			
						BW	4,567.20	4,800.00	5,042.40	5,297.60	5,565.60				
						MO	9,895.60	10,400.00	10,925.20	11,478.13	12,058.80	149 262 40	152 027 20		
						YR			131,102.40	137,737.60	144,705.60	148,262.40	152,027.20	65.78	73.85
Board Support Officer	1	1	AM5	1.1	UNC	BSO HR	57.70							5,262.40	5,908.00
						BW	4,616.00							11,401.87	
						MO	10,001.33							136,822.40	
						YR	120,016.00			46 07	40.74	50.55	51.86		155,000.00
Carpenter	- 1	1	FX5	7 Y	EA	146 HR	40.49					4,044.00			
						BW	3,239.20					8,762.00			
						MO	7,018.27	7,375.33	7,746.27 92,955.20	8,141.47					
						YR	84,219.20	88,504.00	92,900.20	91,091.00	102,021.20	100,141.00	107,000.00		

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Class Title			Class		BII	Sal Rng Freg	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
	105	FUS	coue	BEO 01		ing rieg	Deepa	00000							
Chemist I	0	0	LA1	2.2 Y	EA	149 HR	43.60	45.80			53.11	54.43	55.81		
						BW	3,488.00	3,664.00							
						MO	7,557.33	7,938.67				9,434.53			
						YR	90,688.00				110,468.80		116,084.80		
Chemist II	0	0	LA3	2.2 Y	EA	152 HR	46.97	49.34				58.64	60.09		
						BW	3,757.60	3,947.20							
						MO	8,141.47	8,552.27				10,164.27			
						YR					119,059.20	121,971.20			
Chemist III	5	5	LA5	2.2 Y	EA	155 HR	50.55	53.11			61.61				
						BW	4,044.00	4,248.80	4,464.80						
						MO	8,762.00	9,205.73	9,673.73	10,164.27	10,679.07	10,946.00	124 576 00		
						YR					128,148.80	66.33	68.02		
Chief Construction Inspector	2	2	CN9	1.2 Y	EA	157 HR	53.11	55.81							
						BW	4,248.80	4,464.80	4,691.20	4,928.80	5,176.00	5,306.40	5,441.60 11 700 13		
						MO	9,205.73	9,6/3./3	10,164.27	10,6/9.0/	124.67	127 066 40	141 491 60		
						YR_	110,468.80	116,084.80	121,971.20	128,148.80	134,576.00	137,900.40	141,401.00	168.92	180.94
Chief Executive Officer	1	1	AA5	1.1	UNC	CEO HR	156.90								14,475.20
						BW	12,552.00								31,362.93
						MO	27,196.00							351,353.60	
			104		1010	YR . CFO HR	326,352.00							117.00	131.59
Chief Financial Officer	1	1	AB6	1.1	UNC		8,192.80								10,527.20
						BW MO	17,751.07								22,808.93
						MO YR	213,012.80							243,360.00	273,707.20
	2	3	AC5	1 1	INC	COO HR	117.00							130.88	144.75
Chief Operating Officer	3	3	AC5	1.1	UNC	BW	9,360.00								11,580.00
						MO	20,280.00								25,090.00
						YR	243,360.00							272,230.40	
Chief of External Affairs		1	AN5	1 1	TINC	CEA HR	117.00							130.88	144.75
Chief of External Alfairs	T	T	AND	1.1	ONC	BW	9,360.00								11,580.00
						MO	20,280.00								25,090.00
						YR	243,360.00							272,230.40	
Clerk of the Board	1	1	AF5	1 1	UNC	COB HR	102.41							117.00	131.59
CIEIK OI CHE BOAIG	-	-				BW	8,192.80								10,527.20
						MO	17,751.07							20,280.00	22,808.93
						YR	213,012.80							243,360.00	273,707.20
Construction Inspector I	1	1	CN1	3.2 Y	EA	145 HR	39.50	41.53	43.60	45.80	48.13	49.34			
construction inspector i	-	-				BW	3.160.00	3,322.40	3,488.00	3,664.00	3,850.40	3,947.20	4,044.00		
						MO	6,846.67	7,198.53	7,557.33	7,938.67					
						YR	82,160.00	86,382.40	90,688.00	95,264.00	100,110.40	102,627.20	105,144.00		
Construction Inspector II	0	0	CN2	3.1 Y	EA	149 HR	43.60	45.80	48.13			54.43			
Source and an and a source and	-					BW	3,488.00	3,664.00							
						MO	7,557.33	7,938.67							
						YR	00 699 00	95 264 00	100 110 40	105 144 00	110,468.80	113 214 40	116 084 80		

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#### PeopleSoft UNIFIED SALARY REPORT

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Class Title		Fill				Sal	Min-Pt							8	
	Pos	Pos*	Code	EEO O	r bu	Rng Freq	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-P
Territor Control Mark T	1	1	CV1	2 2 V	12 A	146 HR	40.49	42.55	44.69	46.97	49.34	50.55	51.86		
Corrosion Control Tech I	T	Т	CKI	5.4 1	БA	BW	3.239.20	3,404.00	3,575.20	3,757.60		4,044.00	4.148.80		
¥3						MO	7,018.27	7,375.33	7,746.27	8,141.47		8,762.00	8,989.07		
18						YR	84,219.20	88,504.00			102,627.20				
Corrosion Control Tech II	0	0	CK5	3.2 Y	EA	150 HR	44.69	46.97	49.34	51.86		55.81	57.24		
Jor Lobron Constant Loom D-						BW	3,575.20	3,757.60	3,947.20	4,148.80	4,354.40	4,464.80	4,579.20		
						MO	7,746.27	8,141.47	8,552.27	8,989.07	9,434.53	9,673.73	9,921.60		
						YR		97,697.60			113,214.40				
Data Base Administrator	1	1	XK8	2.3 Y	EA	160 HR	57.24	60.09	63.15	66.33	69.70	71.47	73.26		
						BW	4,579.20	4,807.20	5,052.00			5,717.60	5,860.80		
						MO	9,921.60	10,415.60	10,946.00	11,497.20	12,081.33	12,388.13	12,698.40		
								124,987.20	131,352.00	137,966.40	144,976.00	148,657.60	152,380.80		
Deputy Administrative Officer	4	2	AB4	1.1	UNC	DAO HR	102.41							117.00	131.5
						BW	8,192.80							9,360.00	
						MO	17,751.07							20,280.00	
							213,012.80							243,360.00	273,707.2
Deputy Clerk of the Board	1	1	TG9	6.1 Y	EA	156 HR	51.86	54.43	57.24	60.09		64.70	66.33		
						BW	4,148.80	4,354.40	4,579.20			5,176.00	5,306.40		
						MO	8,989.07	9,434.53			10,946.00				
								113,214.40	119,059.20	124,987.20	131,352.00	134,576.00	137,966.40	117.00	131.5
Deputy Operating Officer	8	8	AC4	1.1	UNC	DOO HR	102.41								10,527.2
						BW	8,192.80							20,280.00	
						MO	17,751.07							243,360.00	
		-	104	1 1	IDIO		213,012.80							150.85	157.3
District Counsel	1	1	AD4	1.1	UNC	DCL HR	144.36							12,068.00	
						BW MO	11,548.80 25,022.40							26,147.34	
							300,268.80							313,768.00	
Document Specialist I	0	0	TC1	6 0 V	E7.	130 HR	27.28	28.66	30.11	31.63	33.23	34.08	34.92	5157700.00	521750112
ocument specialist 1	0	0	ICI	0.2 1	БA	BW	2,182.40	2,292.80	2,408.80	2,530.40		2,726.40	2,793.60		
						MO	4,728.53	4,967.73	5,219.07	5,482.53		5,907,20	6,052.80		
						YR	56,742.40						72,633.60		
Document Specialist II	2	2	TC5	6 2 Y	EA	134 HR	30.11	31.63	33.23	34.92		37.58	38.56		
ocument specialist if	-	-	100	0.2 1		BW	2,408.80	2,530.40	2,658.40	2,793.60		3,006.40	3,084.80		
						MO	5,219.07	5,482.53	5,759.87	6,052.80		6,513.87	6,683.73		
						YR		65,790.40	69,118.40	72,633.60	76,315.20	78,166.40	80,204.80		
GM-Asset Management Manager	1	1	ME1	1.2	MMA	149 HR	76.01	79.81	83.80	87.98	92.39	94.70	97.06		
Ion Abbee Managemente Manager	-	-				BW	6,080.80	6,384.80	6,704.00	7,038.40	7,391.20	7,576.00	7,764.80		
						MO	13,175.07	13,833.73	14,525.33	15,249.87	16,014.27	16,414.67	16,823.73		
						YR	158,100.80	166,004.80			192,171.20	196,976.00	201,884.80		
GM-Capital Engineering Manager	8	8	ME1	1.2	MMA	149 HR	76.01	79.81	83.80	87.98	92.39	94.70	97.06		
	•	-		-		BW	6,080.80	6,384.80	6,704.00	7,038.40	7,391.20	7,576.00	7,764.80		
						MO	13,175.07	13,833.73	14,525.33	15,249.87	16,014.27				
						YR			174,304.00						

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Class Title			. Clas		Sal )T BU Rng Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-P
	103	103	couc		i bo laig lieg	000001	Deepa	000000	Deepi	beeps	00000	0000		110011
EGM-Community Projects Review Mgr	1	1	ME1	1.2	MMA 149 HR	76.01	79.81	83.80	87.98	92.39	94.70	97.06		
					BW	6,080.80	6,384.80	6,704.00	7,038.40	7,391.20	7,576.00	7,764.80		
					MO	13,175.07	13,833.73	14,525.33	15,249.87	16,014.27	16,414.67	16,823.73		
					YR	158,100.80	166,004.80	174,304.00	182,998.40	192,171.20				
EGM-Construction Manager	1	1	ME1	1.2	MMA 149 HR	76.01	79.81			92.39	94.70	97.06		
					BW	6,080.80				7,391.20	7,576.00	7,764.80		
					MO				15,249.87					
					YR				182,998.40					_
EGM-Dam Safety Program Manager	1	1	ME1	1.2	MMA 149 HR	76.01	79.81			92.39	94.70	97.06		
					BW	6,080.80				7,391.20	7,576.00	7,764.80		
					MO				15,249.87					
					YR				182,998.40					
EGM-Elec & Ctrl Sys Engineer Mgr	1	1	ME1	1.2	MMA 149 HR	76.01	79.81			92.39	94.70	97.06		
					BW	6,080.80				7,391.20	7,576.00	7,764.80		
					MO				15,249.87					
					YR				182,998.40					
EGM-Hydro, Hydra & Geomorph Mgr	1	1	ME1	1.2	MMA 149 HR	76.01	79.81			92.39	94.70	97.06		
					BW	6,080.80				7,391.20	7,576.00	7,764.80		
					MO				15,249.87					
					YR				182,998.40					
EGM-Ops & Maint Eng Support Mgr	1	1	ME1	1.2	MMA 149 HR	76.01	79.81			92.39	94.70	97.06		
					BW	6,080.80				7,391.20	7,576.00	7,764.80		
					MO				15,249.87					
					YR				182,998.40					
EGM-Pacheco Project Mgr	1	1	ME1	1.2	MMA 149 HR	76.01	79.81			92.39	94.70 7.576.00	97.06 7.764.80		
					BW	6,080.80			7,038.40 15,249.87	7,391.20				
					MO				182,998.40					
				1 0	YR	76.01				92.39	94.70	97.06		-1
EGM-Utility Maint Engineering Mgr	1	1	ME1	1.2	MMA 149 HR		79.81 6,384.80			7,391.20	7,576.00	7,764.80		
					BW	6,080.80			15,249.87					
					MO				182,998.40					
		- 1	10711	-1 0	YR		79.81			92.39	94.70	97.06		
EGM-Water Policy & Planning Mgr	1	1	ME1	1.2	MMA 149 HR	76.01 6,080.80				7,391.20	7,576.00	7,764.80		
					BW				15,249.87					
					MO YR				182,998.40					
		1	ME1	1 . 0	MMA 149 HR	76.01	79.81			92.39	94.70	97.06		
EGM-Water Supply Operations Mgr	T	T	MET	1.2	MMA 149 HR BW	6,080.80				7,391.20	7,576.00	7.764.80		
					MO				15,249.87					
									182,998.40					
DOM Land Commencing C Managing Man		1	ME2	1 2	YR	68.86				83.70	85.79	87.94		
ESSM-Land Surveying & Mapping Mgr	1	1	ME2	⊥.∠	MMA 145 HR BW	5,508.80				6,696.00	6,863.20	7,035.20		
									13,818.13					
					MO YR	143,228.80	12,332.00	157 000 00	10,010.13	14,506.00	170 442 20	100 015 00		

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Class Title			Clas		-	Sal	Min-Pt	<b>6</b> 1 0	(h 2	(h + + + 4	Step5	Store	Step7	Mid-Pt	Max-Pt
	Pos	Pos*	Code	EEO C	T BU	Rng Freq	Stepl	Step2	Step3	Step4	sceps	Step6	step/	MIG-PC	Max-rt
Engineering Tech I	0	0	CT1	3 2 Y	ΈA	137 HR	32.43	34.08	35.78	37.58	39.50	40.49	41.53		
Engineering lech i	0	0	001	5.6 1	1	BW	2,594.40	2,726.40		3,006.40	3,160.00	3,239.20	3,322.40		
						MO	5,621.20	5,907.20		6,513.87	6,846.67	7,018.27	7,198.53		24
						YR		70,886.40	74,422.40	78,166.40	82,160.00	84,219.20	86,382.40		
Engineering Tech II	7	7	CJ2	3.2 Y	EA	141 HR	35.78	37.58		41.53	43.60	44.69	45.80		
inginosiing toon to						BW	2,862.40	3,006.40		3,322.40	3,488.00	3,575.20	3,664.00		
						MO	6,201.87	6,513.87		7,198.53	7,557.33	7,746.27	7,938.67		
						YR	74,422.40				90,688.00		95,264.00		
Engineering Tech III	4	4	CJ5	3.2 Y	EA	145 HR	39.50	41.53		45.80	48.13	49.34	50.55		
5						BW	3,160.00	3,322.40		3,664.00	3,850.40	3,947.20	4,044.00		
						MO	6,846.67	7,198.53		7,938.67	8,342.53	8,552.27	8,762.00		
						YR	82,160.00				100,110.40				_
Environm Hlth & Safety Spec I	3	3	XG1	2.2 Y	EA	151 HR	45.80	48.13		53.11	55.81	57.24	58.64		
						BW	3,664.00	3,850.40			4,464.80	4,579.20	4,691.20		
						MO	7,938.67	8,342.53			9,673.73		10,164.27		
0						YR					116,084.80				
Environm Hlth & Safety Spec II	0	0	XG5	2.2 Y	EA	155 HR	50.55	53.11	55.81	58.64	61.61	63.15	64.70		
						BW	4,044.00	4,248.80			4,928.80	5,052.00	5,176.00		
<i>P</i>						MO	8,762.00	9,205.73	9,673.73	10,164.27	10,679.07	10,946.00	11,214.67		
										121,971.20	128,148.80		54.43		
Environm Hlth & Safety Tech	2	2	JD6	3.2 Y	EA	148 HR	42.55	44.69		49.34	51.86	53.11	4.354.40		
						BW	3,404.00				4,148.80	4,248.80			
						MO	7,375.33	7,746.27			8,989.07	9,205.73	9,434.53		
						YR				85.83	107,868.80 90.14	92.39	94.70		
ESM-Envir Mitigation & Monitor Mgr	1	1	ME3	1.2	MMA	148 HR	74.15	77.88 6,230.40			7,211.20	7,391.20	7,576.00		
						BW	5,932.00	6,230.40	6,540.00		15,624.27				
						MO YR	12,852.67	13,499.20	170,040,00	170 526 40	187,491.20	102 171 20	196 976 00		
			1000	1 0	1007	148 HR	74.15	77.88		85.83	90.14	92.39	94.70		
ESM-Envir Svcs Manager-Watershed	2	2	ME3	1.2	MIMA	BW	5,932.00	6,230.40			7,211.20	7,391.20	7,576.00		
						MO	10 050 67	17 499 20	14 170 00	14 877 20	15,624.27				
						YR	154 232 00	161 990 40	170 040 00	178,526,40	187,491.20	192.171.20	196,976.00		
TOM TO I S CLOSE Many Mathema Mathema		1	ME 3	1 2	MM7	148 HR	74.15	77.88		85.83	90.14	92.39	94.70		
ESM-Envir Svcs Mgr - Water Utility	1	T	PIES	1.2	LUUL	BW	5,932.00	6,230.40			7,211.20	7,391.20	7,576.00		
						MO	12 852 67	13,499,20	14,170.00	14.877.20	15,624.27		16,414.67		
						YR	154 232 00	161 990.40	170.040.00	178,526,40	187,491.20	192,171.20	196,976.00		
Equipment Mechanic I		0	JG1	7 Y	EA	140 HR	34.92	36.69		40.49	42.55	43.60	44.69		
Equipment Mechanic 1	0	U	0.91	, <u>1</u>	LIA	BW	2.793.60	2,935.20		3,239.20	3,404.00	3.488.00	3,575,20		
						MO	6,052.80	6,359.60		7,018.27	7,375.33	7,557.33	7,746.27		
						YR	72,633.60			84,219.20			92,955.20		
Equipment Mechanic II	5	5	JG5	7 Y	EA	146 HR	40.49	42.55		46.97	49.34	50.55	51.86		
Equipment rechange 11	5	5			2	BW	3,239.20	3,404.00		3,757.60	3,947.20	4,044.00	4,148.80		
						MO	7,018.27	7,375.33	7,746.27	8,141.47	8,552.27	8,762.00	8,989.07		
						YR	01 010 00	00 504 00	00 055 00	07 607 60	102,627.20	105 144 00	107 060 00		

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Class Title		Fill Pos*			T BU	Sal Rng Freq	Min-Pt Stepl	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
								42.55	44.69	46.97	49.34	50.55	51.86		
Executive Assistant	6	6	TJ6	6.1 1	EA	146 HR BW	40.49 3,239.20	42.55 3,404.00	3,575.20	3,757.60	3,947.20	4,044.00	4,148.80		
						MO	7,018.27	7,375.33	7,746.27	8,141.47	8,552.27	8,762.00	8,989.07		
						YR	84,219.20		92 955 20		102,627.20				
	1	1	TTO	6 1 1	۳A	150 HR	44.69	46.97	49.34	51.86	54.43	55.81	57.24		
Executive Assistant to CEO	T	т	100	0.1.1	DA.	BW	3,575.20	3,757.60		4,148.80	4,354.40	4,464.80	4,579.20		
						MO	7,746.27	8,141.47		8,989.07	9,434.53	9,673.73	9,921.60		
						YR	92,955,20	97,697.60			113,214.40	116,084.80	119,059.20		
Facility Maintenance Admin	1	1	FT8	231	EA	159 HR	55.81	58.64	61.61	64.70	68.02	69.70	71.47		
Facility Maintenance Admin	1	-	110	2.5	<i></i>	BW	4.464.80	4,691.20	4,928.80	5,176.00	5,441.60	5,576.00	5,717.60		
						MO	9,673.73	10,164.27	10,679.07	11,214.67	11,790.13	12,081.33	12,388.13		
						YR	116.084.80	121,971.20	128,148.80	134,576.00	141,481.60	144,976.00	148,657.60		
Facility Maintenance Tech I	0	0	FT1	7 )	EA	140 HR	34.92	36.69		40.49	42.55	43.60	44.69		
Facility Maintenance lech i	v	Ŭ				BW	2,793.60	2,935.20	3,084.80	3,239.20	3,404.00	3,488.00	3,575.20		
						MO	6,052.80	6,359.60		7,018.27	7,375.33	7,557.33	7,746.27		
						YR	72,633.60	76,315.20	80,204.80	84,219.20		90,688.00	92,955.20		
Facility Maintenance Tech II	5	5	FT5	7 Y	EA	144 HR	38.56	40.49	42.55	44.69	46.97	48.13	49.34		
racificy natificance room if						BW	3,084.80	3,239.20		3,575.20	3,757.60	3,850.40	3,947.20		
						MO	6,683.73	7,018.27		7,746.27	8,141.47		8,552.27		
						YR	80,204.80			92,955.20		100,110.40			
Facility Maintenance Tech III	2	1	FT6	7 3	EA	148 HR	42.55	44.69		49.34	51.86	53.11	54.43		
raciiicy nationalide teen						BW	3,404.00	3,575.20		3,947.20	4,148.80	4,248.80	4,354.40		
						MO	7,375.33	7,746.27	8,141.47	8,552.27	8,989.07		9,434.53		
						YR		92,955.20	97,697.60	102,627.20	107,868.80	110,468.80	113,214.40		
Fellowship	4	2	CS9	2.3 1	FEI		38.46								
						BW	0.00								
						MO	6,666.40								
						YR	79,996.80	50.64	61.61	64.70	68.02	69.70	71.47		
Field Construction Supervisor	6	6	JM9	1.2 }	EA	159 HR	55.81	58.64				5,576.00	5,717.60		
						BW	4,464.80	4,691.20	4,928.80	5,1/6.00	11,790.13				
						MO	9,673.73	10,164.27	10,6/9.0/	124 576 00	141,481.60	144 976 00	148.657.60		
						YR	50.55	53.11	55.81	58.64	61.61	63.15	64.70		
Field Operations Admin	12	11	JN8	1.2 3	EA	155 HR	4,044.00					5,052.00	5,176.00		
						BW		9,205.73	9,404.00	10 164 27	10,679.07				
						MO YR	8,762.00	110 469 90	116 084 80	121 971 20	128,148.80	131,352.00	134.576.00		
			14712	1 0	101	A 146 HR	70.58	74.12		81.71	85.79	87.94	90.14		
FSM-Accounting Manager	1	1	MET	1.2	MIN	BW	5,646.40			6,536.80		7,035.20	7,211.20		
						MO					14,870.27				
						YR	146 806 40	154 169 60	161.865.60	169,956,80	178,443.20	182,915.20	187,491.20		
	1	0	ME1	1 2	MM	A 146 HR	70.58	74.12		81.71	85.79	87.94	90.14		
FSM-Budget Manager	T	U	PIF 1	1.2	PHM	BW	5,646.40					7,035.20	7,211.20		
						MO	12 233 87	12.847.47	13,488,80	14,163.07	14,870.27				
						1.10	146,200,40	154 100 00	161,865.60	169 956 80	179 443 20	192 915 20	187 491 20		

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Class Title			Clas		דז כד ייד	Sal Rng Freg	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
	POS	PUS	coue	EEO U		idig Freq	- Occpi	beeps							
FSM-Revenue Manager	1	1	MF1	1.2	MMA	146 HR	70.58	74.12					90.14		
Ton Nevenue hanage						BW	5,646.40	5,929.60	6,225.60	6,536.80			7,211.20		
						MO	12,233.87	12,847.47	13,488.80	14,163.07	14,870.27	15,242.93	15,624.27		
						YR	146,806.40			169,956.80	178,443.20	182,915.20	187,491.20		
FSM-Treasury and Debt Manager	1	1	MF1	1.2	MMA	146 HR	70.58	74.12					90.14 7,211.20		
• –						BW	5,646.40	5,929.60	6,225.60	6,536.80	6,863.20 14,870.27				
						MO	12,233.87	12,84/.4/	101 965 60	160 056 00	179 443 20	182 915 20	187 491 20		
				6 0 W		YR	33.23	34.92	36.69	38.56	40.49	41.53	42.55		
Forms Tech I	0	0	TDI	6.2 Y	EA	138 HR BW	2,658.40	2,793.60					3,404.00		
						MO	5,759.87	6,052.80					7,375.33		
						YR	69,118.40				84,219.20				
	1	1	TTDE	6 1 V	22	142 HR	36.69	38.56					46.97		
Forms Tech II	T	1	105	0.1 1	DA	BW	2,935.20	3,084.80				3,664.00	3,757.60		
						MO	6.359.60	6,683.73					8,141.47		
						YR	76,315,20				92,955.20	95,264.00	97,697.60		
GSM-Bus Sppt Cust Svc & Whse Mgr	1	1	MG1	1.2	MMA	140 HR	60.86	63.90					77.71		
GSM-Bus Sppt Cust SVC & Wilse Mgr	1	-		1.15		BW	4.868.80	5,112.00	5,368.00	5,636.80	5,918.40	6,065.60	6,216.80		
						MO	10,549.07	11,076.00	11,630.67	12,213.07	12,823.20	13,142.13	13,469.73		
						YR	126,588.80	132,912.00	139,568.00	146,556.80	153,878.40	157,705.60	161,636.80		
GSM-Engineering Support Manager	1	1	MG1	1.2	MMA	140 HR	60.86	63.90					77.71		
Gon Engineering Dappers manages						BW	4,868.80	5,112.00	5,368.00	5,636.80	5,918.40				
						MO	10,549.07	11,076.00	11,630.67	12,213.07	12,823.20	13,142.13	13,469.73		
						YR	126,588.80	132,912.00	139,568.00	146,556.80	153,878.40	75.82	77.71		
GSM-Facilities Manager	1	0	MG1	1.2	MMA	140 HR	60.86						6,216.80		
						BW	4,868.80	5,112.00	5,368.00	. 5,636.80	12,823.20				
						MO	10,549.07	122 012 00	120 569 00	146 556 80	153,878.40	157 705 60	161,636,80		
					10/2	YR	126,588.80		67.10	70.46	73.98	75.82	77.71		
GSM-Records & Library Manager	1	1	MG1	1.2	MMA	140 HR BW	4.868.80								
						MO	4,868.60	3,112.00	11 630 67	12 213 07	12,823.20				
						YR	10,549.07	132 912 00	139 568 00	146.556.80	153,878.40	157,705.60	161,636.80		
	1	1	VDO	2 2 V	177	158 HR	54.43		60.09	63.15	66.33	68.02	69.70		
Government Relations Advocate	T	T	AD0	2.5 1	БA	BW	4,354.40						5,576.00		
						MO	9,434.53	9,921,60	10,415.60	10,946.00	11,497.20	11,790.13	12,081.33		
						YR	113,214.40	119,059,20	124,987.20	131,352.00	137,966.40	141,481.60	144,976.00		
HVACR Mechanic	2	2	FP5	7 V	EA	151 HR	45.80				55.81	57.24	58.64		
HVACK Mechanic	4	-	115			BW	3,664.00			4,248.80	4,464.80	4,579.20	4,691.20		
						MO	7.938.67	8.342.53	8,762.00	9,205.73	9,673.73		10,164.27		
						YR	95,264.00	100,110.40	105,144.00	110,468.80	116,084.80	119,059.20	121,971.20		
Heavy Equipment Operator	6	6	JN5	7 Y	EA	149 HR	43.60		48.13	50.55	53.11	54.43	55.81		
wearl Edathmone sheraper	-					BW	3,488.00	3,664.00							
						MO	7,557.33	7,938.67	8,342.53	8,762.00					
						YR	90,688.00	95,264.00	100,110.40	105,144.00	110,468.80	113,214.40	116,084.80		

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Class Title	A11	Fill	Clas	g		Sal	Min-Pt								
					T BU	Rng Freq	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-P
Human Resources Tech I	0	0	<b>YU</b> 2	6 1 V	F۵	140 HR	34.92	36.69	38.56	40.49	42.55	43.60	44.69		
Human Resources lech i	0	0	A112	0.1 1	1111	BW	2,793.60	2,935.20	3,084.80	3,239.20	3,404.00	3,488.00	3,575.20		
						MO	6,052.80	6,359.60	6,683.73	7,018.27	7,375.33	7,557.33	7,746.27		
						YR	72,633.60	76,315.20	80,204.80	84,219.20	88,504.00	90,688.00	92,955.20		
Human Resources Tech II	4	3	XH5	6.1 Y	EA	144 HR	38.56	40.49	42.55	44.69	46.97	48.13	49.34		
						BW	3,084.80	3,239.20	3,404.00	3,575.20	3,757.60	3,850.40	3,947.20		
						MO	6,683.73	7,018.27	7,375.33	7,746.27	8,141.47	8,342.53	8,552.27		
						YR	80,204.80	84,219.20		92,955.20		100,110.40			
Hydrographer I	0	0	CE1	3.2 Y	EA	146 HR	40.49	42.55	44.69	46.97	49.34	50.55	51.86		
- <u>1</u> <u>5</u> <u>F</u>						BW	3,239.20	3,404.00	3,575.20	3,757.60	3,947.20	4,044.00	4,148.80		
						MO	7,018.27	7,375.33	7,746.27	8,141.47	8,552.27	8,762.00	8,989.07		
						YR	84,219.20	88,504.00				105,144.00			
Hydrographer II	3	3	CE5	3.2 Y	EA	150 HR	44.69	46.97	49.34	51.86	54.43	55.81	57.24		
-1 5 1						BW	3,575.20	3,757.60	3,947.20	4,148.80	4,354.40	4,464.80	4,579.20		
						MO	7,746.27	8,141.47	8,552.27	8,989.07	9,434.53	9,673.73	9,921.60		
						YR			102,627.20	107,868.80	113,214.40	116,084.80	119,059.20		
IT Architect	3	3	IT9	2.1	ES	164 HR	66.22	69.57	73.09	76.78	80.66	82.67	84.76		
						BW	5,297.60	5,565.60	5,847.20	6,142.40	6,452.80	6,613.60	6,780.80		
						MO	11,478.13	12,058.80	12,668.93	13,308.53	13,981.07	14,329.47	14,691.73		
						YR		144,705.60		159,702.40	167,772.80	171,953.60	176,300.80		
IWM-Imported Water Manager	1	1	MI1	1.2	MMA	150 HR	77.92	81.81	85.90	90.20	94.70	97.06	99.50		
						BW	6,233.60	6,544.80	6,872.00	7,216.00	7,576.00	7,764.80	7,960.00		
						MO	13,506.13	14,180.40	14,889.33	15,634.67	16,414.67	16,823.73	17,246.67		
							162,073.60		178,672.00	187,616.00	196,976.00		206,960.00		
Industrial Coating Spec I	0	0	FV1	7 Y	EA	140 HR	34.92	36.69	38.56	40.49	42.55	43.60	44.69		
						BW	2,793.60	2,935.20	3,084.80	3,239.20	3,404.00	3,488.00	3,575.20		
						MO	6,052.80	6,359.60	6,683.73	7,018.27	7,375.33	7,557.33	7,746.27		
						YR	72,633.60	76,315.20		84,219.20		90,688.00	92,955.20		
Industrial Coating Spec II	2	2	FV5	7 Y	EA	146 HR	40.49	42.55	44.69	46.97	49.34	50.55	51.86		
						BW	3,239.20	3,404.00	3,575.20	3,757.60	3,947.20	4,044.00	4,148.80		
						MO	7,018.27	7,375.33	7,746.27	8,141.47	8,552.27	8,762.00	8,989.07		
					_	YR	84,219.20	88,504.00				105,144.00			_
Industrial Electrician I	0	0	FJ1	7 Y	EA	145 HR	39.50	41.53	43.60	45.80	48.13	49.34	50.55		
						BW	3,160.00	3,322.40	3,488.00	3,664.00	3,850.40	3,947.20	4,044.00		
						MO	6,846.67	7,198.53	7,557.33	7,938.67	8,342.53	8,552.27	8,762.00		
						YR	82,160.00	86,382.40				102,627.20			
Industrial Electrician II	5	3	FJ5	7 Y	EA	151 HR	45.80	48.13	50.55	53.11	55.81	57.24	58.64		
						BW	3,664.00	3,850.40	4,044.00	4,248.80	4,464.80		4,691.20		
						MO	7,938.67	8,342.53	8,762.00	9,205.73	9,673.73	9,921.60	10,164.27		
						YR						119,059.20			
ISM-Information Technology Manager	1	1	MI2	1.2	MMA	146 HR	70.58	74.12	77.82	81.71	85.79	87.94	90.14		
						BW	5,646.40	5,929.60	6,225.60	6,536.80	6,863.20	7,035.20	7,211.20		
						MO	12,233.87	12,847.47	13,488.80	14,163.07	14,870.27	15,242.93	15,624.27		
						YR	146,806.40	154,169.60	161,865.60	169,956.80	178,443.20	182,915.20	187,491.20		

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Class Title			Clas			Sal	Min-Pt	<b>a</b> , a			<b>a</b> . c				N. 5.
	Pos	Pos'	Code	EEO O	T. BO	Rng F	req Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
ISM-Sys Development & Support Mgr	1	1	MI2	1.2	MMA	146 HI	70.58	74.12	77.82	81.71	85.79	87.94	90.14		
						BI	5,646.40	5,929.60	6,225.60	6,536.80	6,863.20	7,035.20	7,211.20		
						M					14,870.27				
						YI					178,443.20				
Information Systems Admin	1	1	YA9	2.3 Y	EA	160 HI									
-						BI									
						M					12,081.33				
						YI					144,976.00				
Information Systems Anlyst I	0	0	XJ1	2.3 Y	EA	150 HI						55.81			
						BI									
						M									
						YI	92,955.20				113,214.40				
Information Systems Anlyst II	6	5	XJ2	2.3 Y	EA	154 H						61.61			
						BI									
						M					10,415.60				
						YI					124,987.20				
Information Systems Anlyst III	4	4	XJ5	2.3 Y	EA	158 HH						68.02			
						BI	4,354.40								
						M	9,434.53	9,921.60	10,415.60	10,946.00	11,497.20	11,790.13	12,081.33		
						YI		119,059.20			137,966.40				
Information Systems Tech I	0	0	YA1	3.2 Y	EA	140 HH	34.92	36.69				43.60			
						BV	2,793.60	2,935.20	3,084.80	3,239.20	3,404.00	3,488.00	3,575.20		
						M	6,052.80	6,359.60				7,557.33			
						YI				84,219.20			92,955.20		
Information Systems Tech II	4	4	YA5	3.2 Y	EA	146 HH	40.49	42.55				50.55			
						BV		3,404.00							
						M	7,018.27	7,375.33				8,762.00			
						YI		88,504.00	92,955.20		102,627.20	105,144.00	107,868.80		
Information Systems Tech III	1	1	YA4	3.2 Y	EA	149 HH	43.60	45.80				54.43			
1						BV	3,488.00	3,664.00	3,850.40	4,044.00	4,248.80	4,354.40	4,464.80		
						M		7,938.67				9,434.53		•	
						YI			100,110.40		110,468.80				_
Instrument & Controls Tech I	3	3	FM1	3.2 Y	EA	145 HH		41.53	43.60			49.34			
						BV	3,160.00	3,322.40	3,488.00						
						M	6,846.67	7,198.53	7,557.33			8,552.27			
						YI	82,160.00	86,382.40	90,688.00		100,110.40	102,627.20			_
Instrument & Controls Tech II	7	6	FM5	3.2 Y	EA	151 HH	45.80	48.13	50.55			57.24			
						BV	3,664.00	3,850.40	4,044.00			4,579.20	4,691.20		
						MC	7,938.67	8,342.53	8,762.00	9,205.73	9,673.73	9,921.60	10,164.27		
						YE		100,110.40	105,144.00	110,468.80	116,084.80	119,059.20			
Inventory Control Tech I	0	0	VH1	8 Y	EA	137 HH	32.43					40.49			1
-						BV	2,594.40	2,726.40	2,862.40			3,239.20			
						MC						7,018.27			
						YF	67.454.40	70,886,40	74,422,40	78,166.40	82.160.00	84,219,20	86,382.40		

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Class Title		l Class * Code EE	O OT BU	Sal Rng Freq	Min-Pt I Stepl	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Inventory Control Tech II	4 3	VH5 8	Y EA	141 HR	35.78	37.58	39.50	41.53	43.60	44.69	45.80		
inventory control reen 11	1 9	1115 0	1 111	BW	2,862.40								
				MO	6,201.87	6,513.87	6,846.67		7,557.33				
				YR	74,422.40				90,688.00		95,264.00		
Labor Relations Officer	1 1	AM4 1.	1 UN	C LRM HR	90.39							102.41	114.43
				BW	7,231.20							8,192.80	9,154.40
				MO	15,667.60							17,751.07	
				YR	188,011.20							213,012.80	
Labor Relations Specialist I	1 1	WA1 2.	3 Y EA	155 HR	50.55		55.81	58.64	61.61	63.15	64.70		
Labor Horacione epociation -				BW	4,044.00						5,176.00		
				MO	8,762.00				10,679.07				
				YR	105,144.00								
Labor Relations Specialist II	1 1	WA5 2	3 Y EA	158 HR	54.43	57.24			66.33		69.70		
Babor Relations Specialize 11				BW	4,354.40				5,306.40				
				MO	9,434.53				11,497.20				
				YR	113,214.40								
Laboratory Tech I	0 0	LG1 3	2 Y EA	139 HR	34.08				41.53		43.60		
habbiacory reen r	0 0	101 5.	<b>D 1 D 1</b>	BW	2,726.40				3,322.40	3,404.00	3,488.00		
				MO	5,907.20				7,198.53		7,557.33		
				YR		74,422.40		82,160.00			90,688.00		
Laboratory Tech II	3 3	1.05 3	2 V FA	143 HR	37.58	39.50			45.80		48.13		
Laboratory rech in	5 5		2 1 114	BW	3,006.40	3,160.00			3,664.00		3,850.40		
				MO	6,513.87	6,846.67	7,198.53		7,938.67				
				YR		82,160.00		90,688.00			100,110.40		
Legal Analyst I	0 0	XB1 2.	3 V FA		45.80	48.13	50.55	53.11	55.81	57.24	58.64		
Legar Anaryst I	0 0	ADI Z.	JIDA	BW	3,664.00								
				MO	7,938.67	8,342.53					10,164.27		
				YR					116,084.80				
Legal Analyst II	1 1	XB5 2.	3 V FA		50.55	53.11	55.81	58.64	61.61	63.15	64.70		
begai Analyst II		ADJ Z.	JIDA	BW	4,044.00								
				MO	8,762.00				10,679.07				
				YR	105,144.00								
Librarian	1 1	XEQ 2	3 V EA	150 HR	44.69	46.97	49.34	51.86	54.43	55.81	57.24		
DIDIATIAN		MI 5 2.	51 1.	BW	3,575.20								
				MO	7,746.27	8,141.47							
				YR	92,955.20				113,214.40				
Maintenance Worker I	3 3	.TM1 9	V FA	137 HR	32.43	34.08	35.78		39.50	40.49	41.53		
Maintenance worker i	د د	OMI 0	I DA	BW	2,594.40	2,726.40					3,322.40		
				MO	5,621.20	5,907.20			6,846.67	7,018.27	7,198.53		
				YR	67,454.40				82,160.00		86,382.40		
Maintenance Worker II	10 10	JM5 8	VEA		35.78	37.58	39.50	41.53	43.60	44.69	45.80		
maintenance worker ii	10 10	UMD 8	I EA	141 HR BW	2,862.40	3,006.40			3,488.00				
				ВW MO	2,862.40	6,513.87		7,198.53	7,557.33				
				YR					90,688.00				
				IR	74,422.40	/0,100.40	02,160.00	00,382.40	90,088.00	92,955.20	90,204.00		

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Class Title		. Fill			יים ייס	Sal Rnq Fre	Min-Pt g Stepl	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-P
	POS	PUS*	Code	EEO		Kilg Fie	g stepi	ocepz		00004	00000	00000	beepi	1110 10	man 1
Maintenance Worker III	12	11	JM6	8	Y EA	145 HR	39.50	41.53	43.60	45.80	48.13	49.34	50.55		
				-	0	BW	3,160.00	3,322.40	3,488.00	3,664.00	3,850.40	3,947.20	4,044.00		
						MO	6,846.67	7,198.53	7,557.33		8,342.53	. 8,552.27	8,762.00		
						YR	82,160.00	86,382.40	90,688.00	95,264.00	100,110.40		105,144.00		
Management Analyst I	5	5	XA2	2.3	Y EA	151 HR	45.80	48.13	50.55		55.81		58.64		
						BW	3,664.00	3,850.40	4,044.00	4,248.80	4,464.80		4,691.20		
						MO	7,938.67	8,342.53					10,164.27		
						YR	95,264.00	100,110.40			116,084.80	119,059.20			
Management Analyst II	32	27	XA5	2.3	Y EA	155 HR	50.55	53.11	55.81			63.15	64.70		
1						BW	4,044.00	4,248.80							
						MO	8,762.00	9,205.73	9,673.73	10,164.27	10,679.07	10,946.00	11,214.67		
						YR	105,144.00	110,468.80			128,148.80				
Microbiologist I	0	0	LD1	2.2	Ý EA	149 HR	43.60	45.80	48.13				55.81		
						BW	3,488.00	3,664.00					4,464.80		
						MO	7,557.33	7,938.67					9,673.73		
						YR	90,688.00				110,468.80				
Microbiologist II	0	0	LD3	2.2	Y EA	152 HR	46.97	49.34	51.86		57.24		60.09		
						BW	3,757.60	3,947.20					4,807.20		
						MO	8,141.47	8,552.27				10,164.27			
						YR					119,059.20				
Microbiologist III	2	2	LD5	2.2	Y EA	155 HR	50.55	53.11	55.81	58.64	61.61	63.15	64.70		
-						BW	4,044.00	4,248.80					5,176.00		
						MO	8,762.00	9,205.73			10,679.07				
	0.					YR				121,971.20	128,148.80				_
Network Architect	1	1	NT9	2.1	ES	164 HR	66.22	69.57	73.09				84.76		
						BW	5,297.60								
						MO					13,981.07				
						YR					167,772.80	171,953.60	176,300.80		
Office Specialist I	0	0	TA1	6.2	Y EA	130 HR	27.28	28.66			33.23	34.08	34.92		
						BW	2,182.40						2,793.60		
						MO	4,728.53	4,967.73					6,052.80		
						YR	56,742.40								
Office Specialist II	7	7	TA5	6.2	Y EA	134 HR	30.11	, 31.63				37.58	38.56		
						BW	2,408.80	2,530.40					3,084.80		
						MO	5,219.07	5,482.53					6,683.73		
						YR		65,790.40					80,204.80		
Plant/Pipe Mechanical Tech I	1	1	JA1	7	Y EA	144 HR	38.56	40.49	42.55			48.13	49.34		
						BW	3,084.80	3,239.20	3,404.00				3,947.20		
						MO	6,683.73	7,018.27	7,375.33		8,141.47	8,342.53	8,552.27		
						YR	80,204.80				97,697.60				
Plant/Pipe Mechanical Tech II	12	. 11	JA5	7	Y EA	148 HR	42.55	44.69	46.97	49.34	51.86	53.11	54.43		
						BW	3,404.00	3,575.20							
						MO	7,375.33	7,746.27	8,141.47	8,552.27			9,434.53		
						YR	88,504.00	92,955.20	97,697.60	102,627.20	107,868.80	110,468.80	113,214.40		

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Class Title			Class		זזם	Sal Rng Freq	Min-Pt Stepl	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
	POSI	POS*	code	EEO OI	50	Kilg Fleg	brebr	00002	Deeps	<u>ocopi</u>	00000				
Procurement Specialist	. 0	0	VP5	2.3 Y	EA	151 HR	45.80	48.13	50.55	53.11	55.81	57.24	58.64		
recould openante						BW	3,664.00	3,850.40	4,044.00		4,464.80	4,579.20	4,691.20		
						MO	7,938.67	8,342.53	8,762.00	9,205.73	9,673.73		10,164.27		
						"YR			105,144.00	110,468.80	116,084.80	119,059.20	121,971.20		
Procurement Technician	0	0	VD1	6.1 Y	EA		35.78	37.58	39.50		43.60	44.69	45.80		
						BW	2,862.40	3,006.40	3,160.00		3,488.00	3,575.20	3,664.00		
						MO	6,201.87	6,513.87	6,846.67		7,557.33	7,746.27	7,938.67		
					1	YR		78,166.40		86,382.40	90,688.00	<u>92,955.20</u> 69.70	95,264.00 71.47		
Program Administrator	31 2	25	XA9	2.3 Y	EA		55.81	58.64	61.61	64.70					
5						BW	4,464.80	4,691.20	4,928.80	5,176.00	5,441.60	5,576.00	5,717.60		
						MO	9,673.73	10,164.27	10,679.07	11,214.67	11,790.13	12,081.33	12,388.13		
							116,084.80				141,481.60	60.09	61.61		
Project Coordinator	1	1	XF8	2.3 Y	ΕA		48.13	50.55	53.11		58.64				
2						BW	3,850.40	4,044.00	4,248.80	4,464.80	4,691.20	4,807.20			
						MO	8,342.53	8,762.00	9,205.73	9,673.73	10,164.27	10,415.60	10,6/9.0/		
							100,110.40		110,468.80	116,084.80	71.28	73.09	74.90		
Project Manager	2	2	EC3	2.3 Y	ES		58.52	61.50	64.59			5,847.20	5,992.00		
						BW	4,681.60	4,920.00	5,167.20	5,430.40	12,355.20				
						MO	10,143.47	10,660.00	11,195.60	141 100 40	140 262 40	152,000.93	155 792.00		
							121,721.60	127,920.00	134,347.20	50.55	53.11	54.43	55.81		
Public Info Rep I	0	0	ZA1	2.3 Y	ΕA		43.60	45.80	48.13			4,354.40	4,464.80		
						BW	3,488.00	3,664.00				9,434.53	9,673.73		
						MO	7,557.33	7,938.67	8,342.53	8,762.00	9,205.73 110,468.80				
						YR	90,688.00				58.64	60.09	61.61		
Public Info Rep II	8	7	ZA5	2.3 Y	EA		48.13	50.55	53.11			4,807.20			
						BW	3,850.40	4,044.00		4,464.60	10,164.27				
						MO	8,342.53	8,762.00	9,205.73	9,6/3./3	10,104.27	10,413.00	120,079.07		
							100,110.40	105,144.00	58.64	61.61	64.70	66.33	68.02		
Public Info Rep III	7	6	ZA6	2.3 Y	EA		53.11	55.81				5,306.40	5,441.60		
						BW	4,248.80	4,464.80	4,691.20	4,920.00	11,214.67				
						MO	9,205.73 110,468.80	9,673.73	10,164.27	10,6/9.0/	124 576 00	137 966 40	141 481 60		
±								40.49	42.55	44.69	46.97	48.13	49.34		
Real Estate Agent I	0	0	RA1	2.3 Y	EA		38.56	3,239.20					3,947.20		
						BW	3,084.80		7,375.33			8,342.53	8,552.27		
						MO	6,683.73	7,018.27 84,219.20	7,373.33 99 E04 00	92 955 20	97,697.60				
						YR I I I I I I I	80,204.80	44.69	46.97		51.86	53.11	54.43		
Real Estate Agent II	2	2	RA2	2.3 Y	EA		42.55	3,575.20				4,248.80			
						BW	3,404.00	7,746.27	8,141.47			9,205.73	9,434.53		
						MO	7,375.33		8,141.47	102 627 20	107,868.80				
						YR	88,504.00	92,955.20	34.08			38.56	39.50		
Records Mgmt Specialist I	0	0	TM1	6.1 Y	EА		30.88	32.43				3,084.80	3,160.00		
						BW	2,470.40	2,594.40 5,621.20	2,726.40			6,683.73	6,846.67		
						MO	5,352.53	5,621.20	3,907.20	74 422 40	78,166.40	80 204 90			
						YR	04,230.40	07,454.40	10,000.40	/4,422.40	/0,100.40	00,204.00	02,100.00		

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Class Title		Fill Pos*			гви	Sal Rng Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
							-	25 89	37.58	39.50	41.53	42.55	43.60		
Records Mgmt Specialist II	3	3	TM5	6.1 Y	ΕA	139 HR	34.08	35.78 2,862.40	3,006.40	3,160.00		3,404.00	3,488.00		
						BW MO	2,726.40 5,907.20	6,201.87	6,513.87	6,846.67	7,198.53	7,375.33	7,557.33		
						YR	70,886.40	74,422.40	78,166.40			88,504.00			
Part Materia Regiliter Compt	2	2	E78	1 2 V	FΔ	157 HR	53.11	55.81	58.64	61.61	64.70	66.33	68.02		
Recycled Water Facility Supv	2	4	1 AU	1.2 1	шл	BW	4,248.80	4,464.80	4,691.20		5,176.00	5,306.40	5,441.60		
						MO	9,205,73	9.673.73	10,164.27	10,679.07	11,214.67	11,497.20	11,790.13		
						YR	110,468.80	116,084.80	121,971.20	128,148.80	134,576.00	137,966.40	141,481.60		
Reprographics Technician	0	0	TL1	6.1 Y	EA	134 HR	30.11	31.63	33.23	34.92	36.69	37.58	38.56		
Reprographics recimician	0	0				BW	2,408.80	2,530.40	2,658.40			3,006.40	3,084.80		
						MO	5,219.07	5,482.53	5,759.87			6,513.87	6,683.73		
						YR	62,628.80	65,790.40			76,315.20				
Resident Const Inspector	8	6	CN5	3.1 Y	EA	153 HR	48.13	50.55	53.11		58.64	60.09	61.61		
Replaced composition						BW	3,850.40	4,044.00	4,248.80			4,807.20	4,928.80		
						MO	8,342.53	8,762.00	9,205.73	9,673.73	10,164.27	10,415.60	10,679.07		
						YR	100,110.40	105,144.00	110,468.80	116,084.80	121,971.20	124,987.20	50.55		
Security Technician	.1	1	TR5	3.1 Y	EA	145 HR	39.50	41.53	43.60			49.34 3,947.20	4,044.00		
-						BW	3,160.00	3,322.40	3,488.00			8,552.27	8,762.00		
						MO	6,846.67	7,198.53	7,557.33	7,938.67	0,342.33	102,627.20			
						YR	82,160.00	86,382.40	90,688.00 55.81	<u>95,264.00</u> 58.64	61.61	63.15	64.70		
Sr Accountant	3	3	VA7	2.3 Y	EA	155 HR	50.55	4,248.80				5,052.00	5,176.00		
						BW MO	4,044.00 8,762.00	9,205.73	9 673 73	10,164.27					
						YR	105,144.00	110 468 80	116 084 80	121 971 20	128,148,80	131.352.00	134,576.00		
	3	3	AH3	1 1	TIMO	SDC HR	105,144.00	110,400.00	110,001.00	101,072700				119.10	
Sr Ast District Counsel	د	3	AHS	1.1	ONC	BW	8,566.40								10,489.60
						MO	18,560.53								22,727.47
						YR	222,726.40							247,728.00	272,729.60
Sr Biologist	6	6	TT7	2 2 Y	EA	159 HR	55.81	58.64	61.61			69.70	71.47		
Sr Biologist	0	0	10.	2.0 1		BW	4,464.80	4,691.20	4,928.80	5,176.00	5,441.60	5,576.00			
						MO	9,673.73	10,164.27	10,679.07	11,214.67	11,790.13	12,081.33	12,388.13		
						YR	116,084.80	121,971.20	128,148.80	134,576.00	141,481.60	144,976.00	148,657.60		
Sr Chemist	4	3	LA7	2.2 Y	EA	159 HR	55.81	58.64	61.61			69.70	71.47		
bi chemibe						BW	4,464.80	4,691.20	4,928.80	5,176.00	5,441.60	5,576.00	5,717.60		
						MO	9,673.73	10,164.27	10,679.07	11,214.67	11,790.13	12,081.33	12,388.13		
						YR	116,084.80		128,148.80	134,576.00	141,481.60	144,976.00	63.15		
Sr Corrosion Control Tech	1	1	CK6	3.1 Y	EA	154 HR	49.34	51.86	54.43			61.61 4,928.80	5,052.00		
						BW	3,947.20	4,148.80		4,579.20					
						MO	8,552.27	8,989.07	9,434.53	9,921.60	10,415.60	10,679.07	121 252 00		
						YR	102,627.20	<u>107,868.80</u> 69.57	73.09	119,059.20	80.66	82.67	84.76		
Senior Eng-Construction Svcs	2	0	ED9	2.1	ES	164 HR	66.22	5,565.60							
						BW MO	5,297.60	3,565.60	12,668.93	13 308 53					
						MO VD	137,737.60	144 705 40	152 027 20	159,702 40	167,772 80	171,953,60	176,300.80		
						IR	131,131.60	144,705.60	1.22,021.20	100,102.40	201,112.00	1.1,000.00	,		

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#### PeopleSoft UNIFIED SALARY REPORT

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Class Title			Class Code	EEO OT BU	Sal Rng Fr	Min-Pt eq Stepl	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-F
	100	100					-			-	•			
Senior Eng-Mechanical	1	0	ED9	2.1 ES	164 HR		69.57	73.09		80.66	82.67	84.76		
					BW			5,847.20						
					MO		12,058.80		13,308.53					
					YR				159,702.40					
Senior Eng-Treatment Plnt Dsgn	1	0	ED9	2.1 ES	164 HR	66.22	69.57	73.09		80.66	82.67	84.76		
					BW	5,297.60	5,565.60	5,847.20						
					MO	11,478.13	12,058.80	12,668.93	13,308.53 159,702.40	167 772 00	171 053 60	14,691.73		
			-		YR		69.57			80.66	82.67	84.76		
Senior Engineer	1	0	ED9	2.1 ES	164 HR	66.22	5,565.60	5,847.20		6,452.80	6,613.60			
					BW	5,297.60			13,308.53					
					MO YR				159,702.40					
		1	ED9	0.1 20	164 HR		69.57	73.09		80.66		84.76		
Sr Eng-Construction Svcs		1	ED9	Z.1 ES	164 HK BW	5,297.60	5,565.60	5,847.20			6,613.60			
					MO				13,308.53					
					YR				159,702.40					
Sr Eng-Control Sys/SCADA	1	1	ED9	2 1 ES	164 HR	66.22	69.57	73.09			82.67	84.76		
SI ENG-CONCLOI SYS/SCADA	-	-	000	2.1 20	BW	5.297.60		5.847.20						
					MO				13,308.53					
					YR	137,737,60	144.705.60	152.027.20	159,702.40	167,772.80	171,953.60	176,300.80		
Sr Eng-Geotechnical	1	1	ED9	2.1 ES	164 HR		69.57	73.09		80.66	82.67	84.76		
bi hig debecomitat	_	_			BW	5,297.60	5,565.60	5,847.20	6,142.40	6,452.80	6,613.60	6,780.80		
					MO	11,478.13	12,058.80	12,668.93	13,308.53	13,981.07	14,329.47	14,691.73		
					YR	137,737.60			159,702.40	167,772.80	171,953.60	176,300.80		
Sr Eng-Imported Water	1	1	ED9	2.1 ES	164 HR	66.22	69.57			80.66	82.67	84.76		
					BW	5,297.60		5,847.20						
					MO	11,478.13	12,058.80	12,668.93	13,308.53	13,981.07	14,329.47	14,691.73		
					YR				159,702.40	167,772.80	171,953.60	176,300.80		-
Sr Eng-Operations & Maint	1	1	ED9	2.1 ES	164 HR	66.22	69.57	73.09		80.66	82.67	84.76		
					BW	5,297.60	5,565.60	5,847.20						
					MO	11,478.13	12,058.80	12,668.93	13,308.53	13,981.07	14,329.47	14,691.73		
					YR				159,702.40	167,772.80	171,953.60	176,300.80		
Sr Eng-Pipeline	2	2	ED9	2.1 ES	164 HR		69.57	73.09		80.66	82.67 6,613.60	84.76 6,780.80		
					BW				6,142.40 13,308.53					
					MO				159,702.40					
			ED9	0.1	164 HR	66.22	69.57	73.09		80.66	82.67	84.76		
Sr Eng-Polution Prev &EnvC	1	1	ED9	2.1 ES	164 HR BW		5,565.60	5,847.20		6,452.80				
					MO				13,308.53					
					YR	137 737 60	144 705 60	152 027 20	159,702.40	167 772 80	171 953 60	176,300,80		
En Eng Baw Water Ong		2	ED9	2.1 ES	164 HR	66.22	69.57	73.09		80.66	82.67	84.76		
Sr Eng-Raw Water Ops	4	2	503	2.1 DO	104 HK BW		5,565.60				6,613.60			
					MO				13,308.53					
					YR				159,702.40					

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Class Title			. Clas		TBU	Sal Rng Freq	Min-Pt Stepl	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-P
	103	103	couc		1 00	ing ried	Decpi	000001	00000	Doopt	20050	<b>F</b>			
Sr Eng-Structural	1	1	ED9	2.1	ES	164 HR	66.22	69.57		76.78		82.67	84.76		
						BW	5,297.60	5,565.60		6,142.40					
						MO			12,668.93						
						YR	137,737.60					171,953.60	176,300.80		
Sr Eng-Treatment Plnt Dsgn	2	2	ED9	2.1	ES	164 HR	66.22	69.57		76.78					
						BW	5,297.60	5,565.60		6,142.40					
						MO			12,668.93						
						YR			152,027.20						
Sr Eng-Water Quality	2	2	ED9	2.1	ES	164 HR	66.22	69.57		76.78					
						BW	5,297.60	5,565.60		6,142.40					
						MO			12,668.93						
						YR			152,027.20						
Sr Engineering Tech	3	3	CJ6	3.1 Y	EA	149 HR	43.60	45.80		50.55		54.43			
						BW	3,488.00	3,664.00		4,044.00		4,354.40			
						MO	7,557.33	7,938.67							
						YR			100,110.40						
Sr Environm Hlth & Safety Spec	1	1	XG9	2.2 Y	EA	160 HR	57.24	60.09		66.33			73.26		
						BW	4,579.20	4,807.20		5,306.40					
						MO			10,946.00						
							119,059.20								
Sr Environmental Planner	5	4	PA7	2.3 Y	EA	159 HR	55.81	58.64		64.70		69.70			
						BW	4,464.80	4,691.20	4,928.80	5,176.00	5,441.60				
						MO	9,673.73	10,164.27	10,679.07	11,214.67	11,790.13	12,081.33	12,388.13		
							116,084.80						148,657.60		
Sr Equipment Mechanic	1	1	JG6	7 Y	EA	149 HR	43.60	45.80		50.55		54.43 4,354.40	55.81 4,464.80		
						BW	3,488.00	3,664.00							
						MO	7,557.33	7,938.67		8,762.00	9,205.73				
	<u>80</u>					YR	90,688.00		100,110.40		51.86	53.11	54.43		
Sr Human Resources Tech	0	0	XH6	2.3 Y	EA	148 HR	42.55	44.69 3,575.20		49.34 3,947.20					
						BW	3,404.00			8,552.27					
						MO	7,375.33	7,746.27			107,868.80				
			0.00			YR	49.34	92,955.20		57.24	60.09	61.61	63.15		
Sr Hydrographer	1	1	CE6	3.2 Y	EA	154 HR		4,148.80							
						BW	3,947.20				10,415.60				
						MO YR	8,552.27 102,627.20	8,989.07							
								53.11		58.64		63.15			
Sr Industrial Electrician	2	2	FU6	/ Y	ĿА	155 HR BW	50.55	4,248.80							
							4,044.00				10,679.07				
						MO YR	8,762.00 105,144.00	9,205.73							
	~ ~ ~	-	VIC	0 0 17	177					68.02		73.26			
Sr Information Systems Analyst	2	1	X9.P	2.3 Y	ĿА	161 HR	58.64	61.61							
						BW	4,691.20		11,214.67						
						MO	10,164.27								
						YR	141,9/1.20	128,140.80	10.00	141,401.00	140,007.00	192,300.00	100,100.40		-

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Class Title	All F	Fill	Clas		דופר יד	Sal Rng Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
	FUS F	205-	coue	<u>BB0 0</u> .	1 00	ing rieg	Deepi								
Sr Information Systems Tech	5	5	YA6	3.1 Y	EA	152 HR	46.97	49.34	51.86	54.43	57.24		60.09		
br information byboomb room						BW	3,757.60	3,947.20	4,148.80	4,354.40	4,579.20		4,807.20		
						MO	8,141.47	8,552.27	8,989.07	9,434.53		10,164.27	10,415.60		
						YR			107,868.80	113,214.40	119,059.20	121,971.20	124,987.20		
Sr Instrument & Controls Tech	2	2	FM6	3.1 Y	EA	155 HR	50.55	53.11	55.81	58.64	61.61	63.15 5,052.00	64.70 5,176.00		
						BW	4,044.00	4,248.80	4,464.80	4,691.20	4,928.80	10,946.00			
						MO	8,762.00	9,205.73	9,673.73	10,164.27	10,679.07	121 252 00	134 576 00		
						YR			43.60	45.80	48.13	131,352.00	50.55		
Sr Inventory Control Tech	2	1	VH6	8 Y	EA	145 HR	39.50	41.53			3,850.40		4,044.00		
						BW	3,160.00	3,322.40	7,557.33	7,938.67	8,342.53		8,762.00		
						MO	6,846.67	7,198.53 86,382.40	7,557.55	05 264 00	100 110 40	102,627.20			
						YR	82,160.00	46.97	49.34	51.86	54.43	55.81	57.24		
Sr Maintenance Worker	15 1	15	JM7	8 Y	EA	150 HR	44.69 3.575.20	3,757.60		4,148.80	4,354.40		4.579.20		
						BW		8,141.47		8,989.07	9,434.53	9,673.73	9,921.60		
						MO YR	7,746.27 92,955.20	0,141.47	102 627 20	107 868 80	113 214 40	116,084.80			
			NA C	0 0 V	112	158 HR	54.43	57.24	60.09	63.15	66.33	68.02	69.70		
Sr Management Analyst	30 2	26	XA6	2.3 Y	EA	158 HR BW	4,354.40	4,579.20			5,306.40	5,441.60	5,576.00		
						MO	9,434.53	4,379.20	10 415 60			11,790.13	12,081.33		
						MO YR	3,454.55	119 059 20	124 987 20	131 352 00	137,966,40	141,481.60			
		-	107	0 0 V	177	159 HR	55.81	58.64	61.61	64.70	68.02	69.70	71.47		
Sr Microbiologist	1	Т	וחד	2.2 I	БA	159 HK BW	4,464.80	4,691.20			5,441.60	5,576.00	5,717.60		
						MO	4,404.00	10 164 27	10 679 07	11,214,67		12,081.33			
						MO YR	116 004 00	121 971 20	128 148 80	134 576 00	141,481,60	144,976.00	148,657,60		
	10			C 1 V	137	137 HR	32.43	34.08		37.58	39.50	40.49	41.53		
Sr Office Specialist	13 3	12	TA6	6.1 I	EA	IS/ HR BW	2,594.40	2,726.40			3,160.00	3,239.20	3,322.40		
	100					MO	5,621.20	5,907.20			6,846.67		7,198.53		
						YR	67,454.40	70,886.40		78,166.40			86,382.40		
	5	F	TAC	7 V	٣٨	152 HR	46.97	49.34		54.43	57.24	58.64	60.09		
Sr Plant/Pipe Mechanical Tech	5	5	UA6	/ 1	EA	IJZ IIK BW	3,757.60	3,947.20			4,579.20	4,691.20	4,807.20		
						MO	8,141.47	8,552.27				10,164.27	10,415.60		
						YR	97 697 60	102,627,20	107.868.80	113,214,40	119,059.20	121,971.20	124,987.20		
	3	2	VDG	2 3 V	F۵	155 HR	50.55	53.11	55.81	58.64	61.61	63.15	64.70		
Sr Procurement Spec	د	2	VEO	2.5 1	1013	BW	4,044.00	4,248.80	4,464,80	4,691.20	4,928.80		5,176.00		
						MO	8.762.00	9,205.73	9,673.73	10,164.27	10,679.07	10,946.00	11,214.67		
						YR	105,144,00	110.468.80	116,084.80	121,971.20	128,148.80	131,352.00	134,576.00		
2 December Machailan	3	2	VD5	6 1 Y	EA	145 HR	39.50	41.53		45.80	48.13	49.34	50.55		
Sr Procurement Technician	3	5	105	0.1 1	ЪA	BW	3,160.00	3,322,40		3,664.00	3,850.40	3,947.20	4,044.00		
						MO	6,846.67	7,198.53	7,557.33	7,938.67	8,342.53	8,552.27	8,762.00		
						YR	82,160.00	86,382.40	90,688.00	95,264.00	100,110.40	102,627.20	105,144.00		
Conjer Project Manager	1	0	EC9	1.2	ES	168 HR	73.09	76.78		84.76	89.04	91.30	93.58		
Senior Project Manager	T	0	202		20	BW	5.847.20	6,142.40	6,452.80	6,780.80	7,123.20		7,486.40		
						MO	12,668,93	13.308.53	13,981.07	14,691.73	15,433.60	15,825.33	16,220.53		
						YR	152,027.20	150 702 40	167 772 80	176 300 80	185 203 20	189 904.00	194.646.40		

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Class Title			Clas			Sal Dog Ero	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-P
	Pos	Pos*	Code	EEO O.	I BU	Rng Free	<u>stepi</u>	SLepz	- aceps	JUEPT	00000	Бееро			
Gu Duriant Manager	5	5	EC9	1 2	ES	168 HR	73.09	76.78	80.66	84.76	89.04	91.30	93.58		
Sr Project Manager	5	5	102	1.2	10	BW	5.847.20	6,142.40	6,452.80	6,780.80	7,123.20	7,304.00	7,486.40		
						MO	12,668.93	13.308.53	13,981.07	14,691.73	15,433.60	15,825.33			
						YR	152,027.20	159,702.40	167,772.80	176,300.80	185,203.20	189,904.00	194,646.40		
Sr Real Estate Agent	2	2	RA7	2.3 Y	EA	158 HR	54.43	57.24	60.09	63.15	66.33	68.02	69.70		
SI Real Estate Agent	-					BW	4,354.40	4,579.20	4,807.20	5,052.00		5,441.60	5,576.00		
						MO	9,434.53	9,921.60	10,415.60	10,946.00	11,497.20	11,790.13			
						YR	113,214.40	119,059.20	124,987.20	131,352.00	137,966.40	141,481.60	144,976.00		
Sr Reprographics Tech	1	1	TL5	6.1 Y	EA	137 HR	32.43	34.08	35.78	37.58	39.50	40.49	41.53		
of Reprographiers						BŴ	2,594.40	2,726.40	2,862.40	3,006.40	3,160.00	3,239.20	3,322.40		
						MO	5,621.20	5,907.20	6,201.87	6,513.87	6,846.67	7,018.27	7,198.53		
						YR	67,454.40								
Sr Surveyor	2	2	CA6	3.1 Y	EA	150 HR	44.69	46.97	49.34	51.86		55.81	57.24		
-						BW	3,575.20	3,757.60	3,947.20	4,148.80		4,464.80	4,579.20		
						MO	7,746.27	8,141.47	8,552.27	8,989.07	9,434.53	9,673.73	9,921.60		
						YR	92,955.20				113,214.40 54.43	55.81	57.24		
Sr Telecommunications Spec	1	1	YE7	3.2 Y	EA	150 HR	44.69	46.97	49.34	51.86		4,464.80	4,579.20		
						BW	3,575.20	3,757.60	3,947.20	4,148.80		9,673.73	9,921.60		
						MO	7,746.27	8,141.47	8,552.27	8,989.07	113,214.40				
						YR	92,955.20		61.61	64.70	68.02	69.70	71.47		
Sr Water Conservation Spec	1	1	LT7	2.2 Y	EA	159 HR	55.81	58.64 4.691.20	4,928.80			5,576.00	5.717.60		
						BW MO	4,464.80	4,691.20	4,920.00	11 214 67	11,790.13				
							116,084.80	10,104.27	10,079.07	124 576 00	141 481 60	144 976 00	148 657 60		
				2 1 17		152 HR	46.97	49.34	51.86	54.43	57.24	58.64	60.09		
Sr Water Measurement Tech	3	3	VJ 7	3.1 X	EA	152 HR BW	3,757.60	3,947.20	4,148.80			4,691.20	4,807.20		
						MO	8,141.47	8,552.27	8,989.07	9,434.53		10,164.27			
						YR	97 697 60	102 627 20	107 868 80	113,214,40	119,059.20	121,971.20	124,987.20		
	10	15	FAG	1 2 V	E۵	154 HR	49.34	51.86	54.43	57.24	60.09	61.61	63.15		
Sr Water Plant Operator	16	12	PAO	1.2 1	DR.	BW	3,947.20	4,148.80			4,807.20	4,928.80	5,052.00		
						MO	8.552.27	8.989.07	9,434.53	9,921.60	10,415.60	10,679.07	10,946.00		
						YR	102,627.20	107,868.80	113,214.40	119,059.20	124,987.20	128,148.80	131,352.00		
Sr Water Res Spec	15	11	EW6	2 2	ES	163 HR	64.59	67.88	71.28	74.90	78.72	80.66	82.67		
Sr water Res Spec	10		2	5.5		BW	5 167 20	5,430.40	5,702.40	5,992.00	6,297.60	6,452.80	6,613.60		
						MO	11,195.60	11,765.87	12,355.20	12,982.67	13,644.80	13,981.07	14,329.47		
						YR	134,347.20	141,190.40	148,262.40	155,792.00	163,737.60	167,772.80	171,953.60		
Sr Water Resources Tech	2	2	FG6	3.1 Y	EA	154 HR	49.34	51.86	54.43	57.24		61.61	63.15		
DI Matti Mebballoop potti						BW	3,947.20	4,148.80		4,579.20	4,807.20	4,928.80	5,052.00		
						MO	8,552.27	8,989.07	9,434.53	9,921.60	10,415.60	10,679.07	10,946.00		
						YRYR	102,627.20		113,214.40	119,059.20	124,987.20	128,148.80	131,352.00		
Staff Analyst	24	21	XA1	2.3 Y	EA	148 HR	42.55	44.69	46.97	49.34		53.11	54.43 4,354.40		
						BW	3,404.00	3,575.20		3,947.20		4,248.80			
						MO	7,375.33	7,746.27	8,141.47	8,552.27	8,989.07	9,205.73	9,434.53		
						YR	88,504.00	92,955.20	97,697.60	102,627.20	107,868.80	110,468.80	113,214.40		

Min-Pt

Sal

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All Fill Class Class Title Mid-Pt Max-Pt Step4 Step5 Step6 Step7 Step2 Step3 Pos Pos\* Code EEO OT BU Rng Freq Step1 46.97 49.34 51.86 53.11 54.43 1 1 TA9 2.3 Y EA 148 HR 42.55 44.69 Support Services Supervisor 3,947.20 4,148.80 4,248.80 4,354.40 3,404.00 3,575.20 3,757.60 8,552.27 9,205.73 9,434.53 8.989.07 MO 7,375.33 7,746.27 8,141.47 97,697.60 102,627.20 107,868.80 110,468.80 113,214.40 88,504.00 92,955.20 YR CJ9 3.1 Y EA 154 HR 49.34 51.86 54.43 57.24 60.09 61.61 63.15 Supv Engineering Tech 2 2 4,579.20 4,807.20 4,928.80 5.052.00 3,947.20 4,148.80 4,354.40 8,989.07 10,415.60 10,679.07 10,946.00 9,434.53 9,921.60 MO 8,552.27 107,868.80 113,214.40 119,059.20 124,987.20 128,148.80 131,352.00 YR 102,627.20 66.33 64.70 FP9 7 Y EA 156 HR 51.86 54.43 57.24 60.09 63.15 1 Supv HVACR Mechanic 5,176.00 5,306.40 4,354.40 4,579.20 4,807.20 5,052.00 BW 4,148.80 11,497.20 9,921.60 10,415.60 10,946.00 11,214.67 MO 8,989.07 9,434.53 113,214.40 119,059.20 124,987.20 131,352.00 134,576.00 137,966.40 YR 107,868.80 69.70 CE9 1.2 Y EA 160 HR 71.47 73.26 60.09 63.15 66.33 1 57 24 Supv Hydrographer 5,576.00 5,717.60 5.860.80 4,807.20 5,052.00 5,306.40 4,579.20 RW 11,497.20 12,388.13 12,698.40 10,415.60 10,946.00 12,081.33 MO 9,921.60 119,059.20 124,987.20 131,352.00 137,966.40 144,976.00 148,657.60 152,380.80 YR 69.70 71.47 1.2 Y EA 159 HR 58.64 61.61 64.70 68.02 55.81 Supv Industrial Electrician 1 1 FJ9 5,576.00 5,717.60 4,691.20 4,928.80 5,176.00 5,441.60 4,464.80 BW 12,081.33 12,388.13 MO 9,673.73 10,164.27 10,679.07 11,214.67 11,790.13 116,084.80 121,971.20 128,148.80 134,576.00 141,481.60 144,976.00 148,657.60 YR 69.70 71.47 1.2 Y EA 159 HR 61.61 64.70 68.02 FM9 58.64 Supv Instrument & Cntrols Tech 1 55.81 5,576.00 5.717.60 4,691.20 4,928.80 5,176.00 5,441.60 BW 4,464.80 12,081.33 12,388.13 9,673.73 10,164.27 10,679.07 11,214.67 11,790.13 MO 116,084.80 121,971.20 128,148.80 134,576.00 141,481.60 144,976.00 148,657.60 YR 76.78 EX9 2.1 Y ES 160 HR 63.03 66.22 69.57 73.09 74.90 60.00 1 Supervising Land Surveyor 2 6.142.40 5,297.60 5,565.60 5,847.20 5,992.00 BW 4,800.00 5,042.40 13,308.53 12,668.93 12,982.67 10,400.00 10,925.20 11,478.13 12,058.80 MO 124,800.00 131,102.40 137,737.60 144,705.60 152,027.20 155,792.00 159,702.40 ΥÞ 68.02 69.70 JA9 1.2 Y EA 158 HR 57.24 60.09 63.15 66.33 2 2 54.43 Supv Plant/Pipe Mech Tech 5,306.40 5,441.60 5.576.00 4,579.20 4,807.20 5,052.00 4,354.40 BW 10,946.00 11,497.20 11,790.13 12,081.33 9,921.60 10,415.60 MO 9,434.53 113,214.40 119,059.20 124,987.20 131,352.00 137,966.40 141,481.60 144,976.00 YR 60.09 61.61 VJ9 3.1 Y EA 153 HR 50.55 53.11 55.81 58.64 1 0 48.13 Supv Water Measurement Tech 4,807.20 4,928.80 3,850.40 4,044.00 4,248.80 4,464.80 4,691.20 RW 10,415.60 10,679.07 8,342.53 8,762.00 9,205.73 9,673.73 10,164.27 MO 100,110.40 105,144.00 110,468.80 116,084.80 121,971.20 124,987.20 128,148.80 YR 71.47 63.15 66.33 69.70 73.26 FG9 1.2 Y EA 160 HR 60.09 1 57.24 Supv Water Resources Tech 5,860.80 4,579.20 4,807.20 5,052.00 5,306.40 5,576.00 5,717.60 BW 9,921.60 10,415.60 10,946.00 11,497.20 12,081.33 12,388.13 12,698.40 MO 119,059.20 124,987.20 131,352.00 137,966.40 144,976.00 148,657.60 152,380.80 YR 50.55 53.11 55.81 58.64 60.09 61.61 FH9 2.3 Y EA 153 HR 48.13 1 Supv Well Ord Comp Inspctr 1 4,807.20 4,044.00 4,248.80 4,464.80 4,691.20 4.928.80 BW 3.850.40 8,762.00 9,205.73 9,673.73 10,164.27 10,415.60 10,679.07 MO 8,342.53

YR

100,110.40 105,144.00 110,468.80 116,084.80 121,971.20 124,987.20 128,148.80

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Class Title			Clas Code	s EEO OI	гвu	Sal Rng		Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
	-								50.55	52.11	55.81	58.64	60.09	61.61		
Survey Party Chief	3	3	CA7	2.3 Y	EA	153		48.13	50.55	53.11 4.248.80			4,807.20			
							BW	3,850.40	4,044.00	4,248.80 9,205.73		10,164.27				
							MO	8,342.53	8,762.00	9,205.73	9,673.73 116,084.80	10,104.27	124 007 20	129 149 90		
							YR		42.55	44.69		49.34	50.55	51.86		
Systems Control Operator I	0	0	FD1	7 Y	ΕA	146		40.49								
							BW	3,239.20	3,404.00	7,746.27				8,989.07		
							MO	7,018.27	7,375.33	7,746.27	97,697.60	102 627 20				
						4 5 0	YR	84,219.20 44.69	88,504.00 46.97	49.34		54.43	55.81	57.24		
Systems Control Operator II	0	0	FD5	7 Y	EA	150			46.97 3,757.60	3,947.20						
							BW	3,575.20						9,921.60		
							MO	7,746.27	8,141.47	102 627 20	107,868.80					
			-			154	YR	49.34	51.86	54.43		60.09		63.15		
Systems Control Operator III	6	6	FD6	7 Y	БA	154			4,148.80							
							BW	3,947.20				10,415.60				
							MO YR	8,552.27	8,989.07	112 214 40	119,059.20					
		1		1 0 17		1.00		57.24	60.09	63.15	66.33	69.70	71.47	73.26		
Systems Control Supervisor	1	1	FD9	1.2 Y	EA	160		4,579.20	4.807.20	5,052.00						
							BW		10,415.60		11,497.20	12 081 33				
							MO YR	9,921.60	10,415.00	10, 940.00	137,966.40	144 976 00	148 657 60	152 380 80		
						1 4 1		41.53	43.60		48.13	50.55	51.86	53.11		
Telecommunications Specialist	1	T	XE2	3.2 Y	EA	14/		3,322.40	3,488.00							
							BW		7,557.33							
							MO	7,198.53 86,382.40		05 264 00	100,110.40	105 144 00				
				2.3 Y		150	YR	48.13	50.55	53.11		58.64		61.61		
Vegetation Program Spec I	4	4	LR2	2.3 Y	EA	153	BW	3,850.40	4.044.00							
									8,762.00		9 673 73	10,164.27				
							MO YR	8,342.53	105 144 00	110 469 90	116,084.80	121 971 20	124 987 20	128,148,80		
						1.5.0			55.81	58.64		64.70	66.33	68.02		
Vegetation Program Spec II	2	2	LR5	2.3 Y	EA	157		53.11								
							BW	4,248.80	4,464.60	4,091.20	10,679.07					
							MO YR	9,205.73	116 094 90	121 971 20	128,148.80	134 576 00	137 966 40	141,481,60		
						140		43.60	45.80		50.55	53.11	54.43	55.81		
Water Conservation Spec I	0	0	LLT	2.3 Y	ĽА	149		3,488.00	3,664.00							
							BW MO		7,938.67							
								7,557.33 90,688.00	7,930.07	100 110 40	105,144.00	110 468 80				
						100	YR	46.97	49.34			57.24	58.64	60.09		
Water Conservation Spec II	0	0	LТЗ	2.3 Y	EA	152										
							BW	3,757.60	8,552.27				10,164.27			
							MO	8,141.47	8,552.27	107 969.07	113,214.40	110 050 20	121 971 20	124 987 20		
							YR					61.61	63.15	64.70		
Water Conservation Spec III	3	3	LT5	2.3 Y	EА	155		50.55	53.11	55.81						
							BW	4,044.00		4,464.80	4,691.20					
							MO	8,762.00	9,205.73	9,673.73	101 071 00	10,0/9.0/	121 252 00	134 576 00		
							YR	105,144.00	110,468.80	110,084.80	121,971.20	120,148.80	131,352.00	134,578.00		

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#### PeopleSoft UNIFIED SALARY REPORT

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Class Title			Clas			Sal	Min-Pt			<i>.</i>	<b>a</b> , <b>a</b>	a			
1	Pos	Pos*	Code	EEO C	DT BU	Rng Fre	q Stepl	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-I
Vater Measurement Tech I	0	0	17.77	2 2 V		139 HR	34.08	35.78	37.58	39.50	41.53	42.55	43.60		
vater Measurement lech 1	0	0	VUI	5.2 1	БА	IS9 HR BW	2,726.40		3,006.40		3,322.40	3,404.00	3,488.00		
						MO	5,907.20		6,513.87	6,846.67	7,198.53	7,375.33	7,557.33		
						YR		74,422.40		82,160.00					
Vater Measurement Tech II	0	0	V.T2	3 2 V	FΔ	144 HR	38.56		42.55		46.97	48.13	49.34		
Vacer Measurement rech if	v	v	102	5.2 1		BW	3,084.80		3,404.00		3,757.60	3,850.40	3,947.20		
						MO	6,683.73		7,375.33	7,746.27	8,141.47	8,342.53	8,552.27		
						YR		84,219.20		92,955.20		100,110.40			
Vater Measurement Tech III	3	3	V.T6	3.2 Y	EA	148 HR	42.55	44.69	46.97	49.34	51.86	53.11	54.43		
acer neubarement reen 111	2	3				BW	3,404.00		3,757.60		4,148.80	4,248.80	4,354.40		
						MO	7,375.33	7,746.27			8,989.07		9,434.53		
						YR		92,955.20				110,468.80			
Nater Plant Operator	5	5	FA5	7 Y	EA	150 HR	44.69		49.34	51.86	54.43	55.81	57.24		
acer rrane operator						BW	3,575.20	3,757.60	3,947.20	4,148.80	4,354.40	4,464.80	4,579.20		
						MO	7,746.27					9,673.73	9,921.60		
						YR	92,955.20	97,697.60	102,627.20	107,868.80	113,214.40	116,084.80	119,059.20		
Nater Plant Supervisor	3	3	FA9	1.2 Y	EA	161 HR	58.64	61.61	64.70	68.02	71.47	73.26	75.08		
acor rrano seperiose						BW	4,691,20	4,928.80	5,176.00	5,441.60	5,717.60	5,860.80	6,006.40		
						MO	10,164.27	10,679.07	11,214.67	11,790.13	12,388.13	12,698.40	13,013.87		
						YR						152,380.80			
WRM-Groundwater Management Mgr	1	1	MR1	1.2	MMZ	148 HR	74.15		81.75		90.14	92.39	94.70		
nar oroananaoor nanagomono nge	_	_				BW	5,932,00	6,230.40	6,540.00	6,866.40	7,211.20	7,391.20	7,576.00		
						MO						16,014.27	16,414.67		
						YR						192,171.20			
VRM-Laboratory Services Manager	1	1	MR1	1.2	MMZ	148 HR	74.15	77.88	81.75		90.14	92.39	94.70		
har Babblabbly belilebb Hanages	-	_				BW	5,932.00	6,230.40	6,540.00	6,866.40	7,211.20	7,391.20	7,576.00		
						MO	12,852.67			14,877.20	15,624.27	16,014.27	16,414.67		
						YR						192,171.20			
VRM-Recycled & Purified Water Mgr	1	1	MR1	1.2	MMZ	148 HR	74.15	77.88	81.75		90.14	92.39	94.70		
						BW	5,932.00	6,230.40	6,540.00	6,866.40	7,211.20	7,391.20	7,576.00		
						MO	12,852.67	13,499.20	14,170.00	14,877.20	15,624.27	16,014.27	16,414.67		
						YR	154,232.00	161,990.40	170,040.00	178,526.40	187,491.20	192,171.20	196,976.00		
VRM-Water Quality Manager	1	1	MR1	1.2	MMZ	148 HR	74.15	77.88	81.75		90.14	92.39	94.70		
2 1 5						BW	5,932.00	6,230.40	6,540.00	6,866.40	7,211.20	7,391.20	7,576.00		
						MO	12,852.67	13,499.20	14,170.00	14,877.20	15,624.27	16,014.27	16,414.67		
						YR	154,232.00	161,990.40	170,040.00	178,526.40	187,491.20	192,171.20	196,976.00		
RM-Water Supl Pln & Conserv Mgr	1	1	MR1	1.2	MMZ	148 HR	74.15	77.88	81.75	85.83	90.14	92.39	94.70		
5						BW	5,932.00	6,230.40	6,540.00	6,866.40	7,211.20	7,391.20	7,576.00		
						MO	12,852.67	13,499.20	14,170.00	14,877.20	15,624.27	16,014.27	16,414.67		
						YR						192,171.20			
later Resources Tech I	1	1	FG1	3.2 Y	EA	146 HR	40.49	42.55	44.69	46.97	49.34	50.55	51.86		
						BW	3,239.20		3,575.20	3,757.60	3,947.20	4,044.00	4,148.80		
						MO	7,018.27		7,746.27	8,141.47	8,552.27	8,762.00	8,989.07		
						YR		00 504 00	00 055 00	07 607 60	100 607 00	105,144.00	107 060 00		

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Class Title			L Clas			Sal	Min-Pt	<b>a</b> . a	<i>a</i> , , ,	<b>.</b>	<b>G</b> 1 <b>F</b>	<b>0 b c c c</b>	0 + 7	Mid-Pt	Mass D4
	Pos	Pos	* Code	EEO O	r bu	Rng Freq	Step1	Step2	Step3	Step4	Step5	Step6	Step7	MIG-Pt	Max-Pt
Water Resources Tech II	3	3	FG5	3.2 Y	EA	150 HR	44.69	46.97	49.34	51.86	54.43	55.81	57.24		
	_					BW	3,575.20	3,757.60	3,947.20	4,148.80	4,354.40	4,464.80	4,579.20		
						MO	7,746.27	8,141.47	8,552.27	8,989.07	9,434.53	9,673.73			
						YR	92,955.20				113,214.40				
WUOM-Utility Ops & Maintenance Mgr	1	1	MU2	1.2	MMA	148 HR	74.15	77.88	81.75	85.83	90.14	92.39	94.70		
						BW	5,932.00	6,230.40		6,866.40		7,391.20			
						MO					15,624.27				
						YR			170,040.00	178,526.40	187,491.20				
WUOM-Water Treatment Manager	1	1	MU2	1.2	MMA	148 HR	74.15	77.88	81.75	85.83	90.14	92.39	94.70		
						BW	5,932.00	6,230.40				7,391.20			
						MO					15,624.27				
				1.0	10/3	145 HR		72.30	75.91	79.72	187,491.20 83.70	85.79	87.94		
WUOMM-Utility Maint Mgr - Distrib	T	T	MU1	1.2	MIME		68.86	5,784.00		6,377.60		6,863.20	7,035.20		
						BW MO	5,508.80				14,508.00				
						YR					174,096.00				
WUOMM-Utility Maint Mgr -Treatment	1	1	MU1	1.2	MMA	145 HR	68.86	72.30	75.91	79.72	83.70	85.79	87.94		
WUOMM-Utility Maint Mgr -Ireatment	Т	т	MOL	1.2	PhPi	BW	5,508.80	5,784.00		6,377.60	6,696.00	6,863.20	7,035.20		
						MO					14,508.00				
						YR	143 228 80	150 384 00	157 892 80	165,817,60	174,096.00	178,443,20	182,915,20		
WUOMM-Well & Water Measurement Mgr	1	1	MU1	1 2	MMZ	145 HR	68.86	72.30	75.91	79.72	83.70	85.79	87.94		
WOOMM-Well & Water Measurement Mgr	-	-	HOI	1.0		BW	5,508,80			6,377.60		6,863.20	7,035.20		
						MO					14,508.00	14,870.27	15,242.93		
						YR	143,228.80	150,384.00	157,892.80	165,817.60	174,096.00	178,443.20	182,915.20		
WSOMM-Integrated Vegetation Manager	1	1	MS1	1.2	MMA	144 HR	67.18	70.53	74.07	77.76	81.65	83.70	85.79		
aborar integrated vegetation nanager						BW	5,374.40	5,642.40	5,925.60	6,220.80	6,532.00	6,696.00			
						MO	11,644.53	12,225.20	12,838.80	13,478.40	14,152.67	14,508.00	14,870.27		
						YR	139,734.40	146,702.40	154,065.60	161,740.80	169,832.00	174,096.00	178,443.20		
WSOMM-Watershed Field Ops Manager	1	1	MS1	1.2	MMA	144 HR	67.18	70.53	74.07	77.76	81.65	83.70	85.79		
						BW	5,374.40	5,642.40	5,925.60	6,220.80		6,696.00			
						MO	11,644.53	12,225.20	12,838.80	13,478.40	14,152.67	14,508.00	14,870.27		
						YR					169,832.00				
Welder I	0	0	JH1	7 Y	EA	145 HR	39.50	41.53	43.60	45.80	48.13	49.34	50.55		
						BW	3,160.00	3,322.40		3,664.00		3,947.20			
						MO	6,846.67	7,198.53	7,557.33	7,938.67		8,552.27	8,762.00		
		-				YR	82,160.00		48.13	<u>95,264.00</u> 50.55	100,110.40 53.11	54.43	55.81		
Welder II	2	2	JH2	7 Y	ВA	149 HR BW	43.60 3,488.00	45.80 3,664.00		4,044.00		4,354.40			
						MO	7,557.33	7,938.67	8,342.53	8,762.00	9,205.73	9,434.53	9,673.73		
						YR	90,688.00				110,468.80				
The second se		0	12111	2 2 V	57	144 HR	38.56	40.49	42.55	44.69	46.97	48.13	49.34	1	
Well Ord Compliance Inspec I	0	U	FIL	2.2 I	БA	144 AR BW	3,084.80	3,239.20		3,575.20	3,757.60	3,850.40	3,947.20		
						MO	6,683.73	7,018.27	7,375.33	7,746.27	8,141.47	8,342.53	8,552.27		
						YR			88,504.00						

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Class Title			Clas Code		BU	Sal Rng Freq	Min-Pt Stepl	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Well Ord Compliance Inspec II	3	2	FH5	2.2 Y	EA	148 HR BW MO YR	7.375.33	7,746.27	8,141.47	8,552.27	8,989.07	9,205.73	54.43 4,354.40 9,434.53 113,214.40		

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PeopleSoft UNIFIED SALARY REPORT

<u>EEO</u>

<u>ÈA</u>

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BU	Class	All Pos	<u>Fill Pos</u>
<u>BU</u> EA	170	560	509
ES	26	189	165
MMA	12	57	54
UNC	13	33	29
Total	221	839	757

1. I				10	10
1.2	12	1	12		25
2.1		20			20
2.2	18	4			22
2.3	46	1			48
3.1	12				12
3.2	27				27
6.1	17				17
6.2	5				5
7	26				26
8	7				7
Total	170	26	12	13	222

MMA

UNC 13

Total

 $\underline{\mathrm{ES}}$ 

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

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#### Legend

EEO 1.1 -Officials & Managers 1.2 -Supervisors 2.1 -Engineer/Technical Professionals 2.2 -Scientific Professionals

2.3 -Administrative Professionals

3.1 -Senior Technicians

3.2 -Technicians

- 6.1 -Senior Clerical 6.2 -Clerical
- -Skilled Craft 7
- -Service & Maintenance 8

Y-Yes-Eligible N -Not Eligible -Not Applicable (no position)

BU EA -Employee Association ES -Engineering Society MMA -Mid MAnagement Association UNC -Unclassified

#### PMA Class Titles

ASM - Administrative Services Manager

EGM - Engineering Manager

- ESSM Engineering Support Services Manager
- ESM Environmental Services Manager
- FSM Financial Services Manager GSM General Services Manager IWM Imported Water Manager

ISM - Information Services Manager

WRM - Water Resources Manager

WUOM - Water Utility Operations & Maintenance Manager WUOM - Water Utility Operations Manager WSOMM - Watershed Operations & Maintenance Manager

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