

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

RESOLUTION NO. 20-

**ADOPTING EMPLOYEE SALARY SCHEDULE –
EFFECTIVE THE FIRST PAY PERIOD 14 OF FISCAL YEAR 2021**

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 2020; 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 2020; 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 2018-2021 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 pay period 14 in year 2020; 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 classification will have a 4 percent increase to its maximum range effective pay period 14 in

year 2020, 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 2020; 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 2020; and

WHEREAS, 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 June 25, 2019, through Resolution 19-54, effective the first full pay period in June 2020.

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 15, 2020.

PASSED AND ADOPTED by the Board of Directors of the Santa Clara Valley Water District by the following vote on June 9, 2020:

AYES: Directors

NOES: Directors

ABSENT: Directors

ABSTAIN: Directors

SANTA CLARA VALLEY WATER DISTRICT

NAI HSUEH
Chair, Board of Directors

ATTEST: MICHELE L. KING, CMC

Clerk, Board of Directors

EXHIBIT A COVERSHEET

SANTA CLARA VALLEY WATER DISTRICT SALARY SCHEDULE FY 2021

No. of Pages: 26

Exhibit Attachments: None

CEO = BAO Effective Date: 06/15/2020 4.0% FLAT- Districtwide
COB = BAO Effective Date: 06/15/2020 4.0% FLAT- Districtwide
DCL = BAO Effective Date: 06/15/2020 4.0% FLAT- Districtwide
MMR = CLAS Effective Date: 06/15/2020 4.0% FLAT- Districtwide
EA = EAPR Effective Date: 06/15/2020 4.0% FLAT- Districtwide
ES = ESPR Effective Date: 06/15/2020 4.0% FLAT- Districtwide
UNC = UNCL Effective Date: 06/15/2020 4.0% FLAT- Districtwide

Class Title	All Pos	Fill Pos*	Class Code	EE	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Accountant I	1	1	VA1	2.3	Y	EA	145	HR	41.08	43.19	45.34	47.63	50.06	51.31	52.57		
								BW	3,286.40	3,455.20	3,627.20	3,810.40	4,004.80	4,104.80	4,205.60		
								MO	7,120.53	7,486.27	7,858.93	8,255.87	8,677.07	8,893.73	9,112.13		
								YR	85,446.40	89,835.20	94,307.20	99,070.40	104,124.80	106,724.80	109,345.60		
Accountant II	6	6	VA5	2.3	Y	EA	151	HR	47.63	50.06	52.57	55.23	58.04	59.53	60.99		
								BW	3,810.40	4,004.80	4,205.60	4,418.40	4,643.20	4,762.40	4,879.20		
								MO	8,255.87	8,677.07	9,112.13	9,573.20	10,060.27	10,318.53	10,571.60		
								YR	99,070.40	104,124.80	109,345.60	114,878.40	120,723.20	123,822.40	126,859.20		
Accounting Systems Analyst	1	1	VA8	2.3	Y	EA	155	HR	52.57	55.23	58.04	60.99	64.07	65.68	67.29		
								BW	4,205.60	4,418.40	4,643.20	4,879.20	5,125.60	5,254.40	5,383.20		
								MO	9,112.13	9,573.20	10,060.27	10,571.60	11,105.47	11,384.53	11,663.60		
								YR	109,345.60	114,878.40	120,723.20	126,859.20	133,265.60	136,614.40	139,963.20		
Accounting Tech	6	6	VC5	6.1	Y	EA	141	HR	37.21	39.08	41.08	43.19	45.34	46.48	47.63		
								BW	2,976.80	3,126.40	3,286.40	3,455.20	3,627.20	3,718.40	3,810.40		
								MO	6,449.73	6,773.87	7,120.53	7,486.27	7,858.93	8,056.53	8,255.87		
								YR	77,396.80	81,286.40	85,446.40	89,835.20	94,307.20	96,678.40	99,070.40		
Administrative Assistant	11	10	TJ5	6.1	Y	EA	139	HR	35.44	37.21	39.08	41.08	43.19	44.25	45.34		
								BW	2,835.20	2,976.80	3,126.40	3,286.40	3,455.20	3,540.00	3,627.20		
								MO	6,142.93	6,449.73	6,773.87	7,120.53	7,486.27	7,670.00	7,858.93		
								YR	73,715.20	77,396.80	81,286.40	85,446.40	89,835.20	92,040.00	94,307.20		
ASM-Cap Prog Plan & Analysis Mgr	1	0	MA1	1.2		MMA	145	HR	71.61	75.19	78.95	82.91	87.05	89.22	91.46		
								BW	5,728.80	6,015.20	6,316.00	6,632.80	6,964.00	7,137.60	7,316.80		
								MO	12,412.40	13,032.93	13,684.67	14,371.07	15,088.67	15,464.80	15,853.07		
								YR	148,948.80	156,395.20	164,216.00	172,452.80	181,064.00	185,577.60	190,236.80		
ASM-Civic Engagement Manager	1	1	MA1	1.2		MMA	145	HR	71.61	75.19	78.95	82.91	87.05	89.22	91.46		
								BW	5,728.80	6,015.20	6,316.00	6,632.80	6,964.00	7,137.60	7,316.80		
								MO	12,412.40	13,032.93	13,684.67	14,371.07	15,088.67	15,464.80	15,853.07		
								YR	148,948.80	156,395.20	164,216.00	172,452.80	181,064.00	185,577.60	190,236.80		
ASM-Communications Manager	1	1	MA1	1.2		MMA	145	HR	71.61	75.19	78.95	82.91	87.05	89.22	91.46		
								BW	5,728.80	6,015.20	6,316.00	6,632.80	6,964.00	7,137.60	7,316.80		
								MO	12,412.40	13,032.93	13,684.67	14,371.07	15,088.67	15,464.80	15,853.07		
								YR	148,948.80	156,395.20	164,216.00	172,452.80	181,064.00	185,577.60	190,236.80		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
ASM-Construct Proc & Contracts Mgr	1	0	MA1	1.2		MMA	145	HR	71.61	75.19	78.95	82.91	87.05	89.22	91.46		
								BW	5,728.80	6,015.20	6,316.00	6,632.80	6,964.00	7,137.60	7,316.80		
								MO	12,412.40	13,032.93	13,684.67	14,371.07	15,088.67	15,464.80	15,853.07		
								YR	148,948.80	156,395.20	164,216.00	172,452.80	181,064.00	185,577.60	190,236.80		
ASM-Emergency and Security Manager	1	1	MA1	1.2		MMA	145	HR	71.61	75.19	78.95	82.91	87.05	89.22	91.46		
								BW	5,728.80	6,015.20	6,316.00	6,632.80	6,964.00	7,137.60	7,316.80		
								MO	12,412.40	13,032.93	13,684.67	14,371.07	15,088.67	15,464.80	15,853.07		
								YR	148,948.80	156,395.20	164,216.00	172,452.80	181,064.00	185,577.60	190,236.80		
ASM-Employment Services Manager	2	1	MA1	1.2		MMA	145	HR	71.61	75.19	78.95	82.91	87.05	89.22	91.46		
								BW	5,728.80	6,015.20	6,316.00	6,632.80	6,964.00	7,137.60	7,316.80		
								MO	12,412.40	13,032.93	13,684.67	14,371.07	15,088.67	15,464.80	15,853.07		
								YR	148,948.80	156,395.20	164,216.00	172,452.80	181,064.00	185,577.60	190,236.80		
ASM-Envir Health & Safety Manager	1	1	MA1	1.2		MMA	145	HR	71.61	75.19	78.95	82.91	87.05	89.22	91.46		
								BW	5,728.80	6,015.20	6,316.00	6,632.80	6,964.00	7,137.60	7,316.80		
								MO	12,412.40	13,032.93	13,684.67	14,371.07	15,088.67	15,464.80	15,853.07		
								YR	148,948.80	156,395.20	164,216.00	172,452.80	181,064.00	185,577.60	190,236.80		
ASM-Real Estate Services Manager	1	1	MA1	1.2		MMA	145	HR	71.61	75.19	78.95	82.91	87.05	89.22	91.46		
								BW	5,728.80	6,015.20	6,316.00	6,632.80	6,964.00	7,137.60	7,316.80		
								MO	12,412.40	13,032.93	13,684.67	14,371.07	15,088.67	15,464.80	15,853.07		
								YR	148,948.80	156,395.20	164,216.00	172,452.80	181,064.00	185,577.60	190,236.80		
ASM-Risk Manager	1	1	MA1	1.2		MMA	145	HR	71.61	75.19	78.95	82.91	87.05	89.22	91.46		
								BW	5,728.80	6,015.20	6,316.00	6,632.80	6,964.00	7,137.60	7,316.80		
								MO	12,412.40	13,032.93	13,684.67	14,371.07	15,088.67	15,464.80	15,853.07		
								YR	148,948.80	156,395.20	164,216.00	172,452.80	181,064.00	185,577.60	190,236.80		
ASM-Watersheds Bus Pln & Anlys Mgr	1	1	MA1	1.2		MMA	145	HR	71.61	75.19	78.95	82.91	87.05	89.22	91.46		
								BW	5,728.80	6,015.20	6,316.00	6,632.80	6,964.00	7,137.60	7,316.80		
								MO	12,412.40	13,032.93	13,684.67	14,371.07	15,088.67	15,464.80	15,853.07		
								YR	148,948.80	156,395.20	164,216.00	172,452.80	181,064.00	185,577.60	190,236.80		
Assist Biologist I	2	0	LJ1	2.2	Y	EA	149	HR	45.34	47.63	50.06	52.57	55.23	56.61	58.04		
								BW	3,627.20	3,810.40	4,004.80	4,205.60	4,418.40	4,528.80	4,643.20		
								MO	7,858.93	8,255.87	8,677.07	9,112.13	9,573.20	9,812.40	10,060.27		
								YR	94,307.20	99,070.40	104,124.80	109,345.60	114,878.40	117,748.80	120,723.20		
Assist Biologist II	2	2	LJ3	2.2	Y	EA	152	HR	48.85	51.31	53.93	56.61	59.53	60.99	62.49		
								BW	3,908.00	4,104.80	4,314.40	4,528.80	4,762.40	4,879.20	4,999.20		
								MO	8,467.33	8,893.73	9,347.87	9,812.40	10,318.53	10,571.60	10,831.60		
								YR	101,608.00	106,724.80	112,174.40	117,748.80	123,822.40	126,859.20	129,979.20		
Assist Deputy Clerk I	0	0	TG1	6.1	Y	EA	139	HR	35.44	37.21	39.08	41.08	43.19	44.25	45.34		
								BW	2,835.20	2,976.80	3,126.40	3,286.40	3,455.20	3,540.00	3,627.20		
								MO	6,142.93	6,449.73	6,773.87	7,120.53	7,486.27	7,670.00	7,858.93		
								YR	73,715.20	77,396.80	81,286.40	85,446.40	89,835.20	92,040.00	94,307.20		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Assist Deputy Clerk II	5	4	TG5	6.1	Y	EA	143	HR	39.08	41.08	43.19	45.34	47.63	48.85	50.06		
								BW	3,126.40	3,286.40	3,455.20	3,627.20	3,810.40	3,908.00	4,004.80		
								MO	6,773.87	7,120.53	7,486.27	7,858.93	8,255.87	8,467.33	8,677.07		
								YR	81,286.40	85,446.40	89,835.20	94,307.20	99,070.40	101,608.00	104,124.80		
Assist District Counsel	3	3	AH2	1.1		UNC	ADC	HR	99.93							111.95	123.97
								BW	7,994.40							8,956.00	9,917.60
								MO	17,321.20							19,404.67	21,488.13
								YR	207,854.40							232,856.00	257,857.60
Assist Engineer I - Civil	5	5	ED1	2.1	Y	ES	148	HR	46.40	48.73	51.20	53.80	56.51	57.93	59.37		
								BW	3,712.00	3,898.40	4,096.00	4,304.00	4,520.80	4,634.40	4,749.60		
								MO	8,042.67	8,446.53	8,874.67	9,325.33	9,795.07	10,041.20	10,290.80		
								YR	96,512.00	101,358.40	106,496.00	111,904.00	117,540.80	120,494.40	123,489.60		
Assist Engineer I - Cntrol	0	0	ET1	2.1	Y	ES	150	HR	48.73	51.20	53.80	56.51	59.37	60.86	62.40		
								BW	3,898.40	4,096.00	4,304.00	4,520.80	4,749.60	4,868.80	4,992.00		
								MO	8,446.53	8,874.67	9,325.33	9,795.07	10,290.80	10,549.07	10,816.00		
								YR	101,358.40	106,496.00	111,904.00	117,540.80	123,489.60	126,588.80	129,792.00		
Assist Engineer I - Elect	2	2	EF1	2.1	Y	ES	150	HR	48.73	51.20	53.80	56.51	59.37	60.86	62.40		
								BW	3,898.40	4,096.00	4,304.00	4,520.80	4,749.60	4,868.80	4,992.00		
								MO	8,446.53	8,874.67	9,325.33	9,795.07	10,290.80	10,549.07	10,816.00		
								YR	101,358.40	106,496.00	111,904.00	117,540.80	123,489.60	126,588.80	129,792.00		
Assist Engineer I - Mech	1	1	EN1	2.1	Y	ES	148	HR	46.40	48.73	51.20	53.80	56.51	57.93	59.37		
								BW	3,712.00	3,898.40	4,096.00	4,304.00	4,520.80	4,634.40	4,749.60		
								MO	8,042.67	8,446.53	8,874.67	9,325.33	9,795.07	10,041.20	10,290.80		
								YR	96,512.00	101,358.40	106,496.00	111,904.00	117,540.80	120,494.40	123,489.60		
Assist Engineer II - Civil	44	33	ED2	2.1	Y	ES	152	HR	51.20	53.80	56.51	59.37	62.40	63.96	65.55		
								BW	4,096.00	4,304.00	4,520.80	4,749.60	4,992.00	5,116.80	5,244.00		
								MO	8,874.67	9,325.33	9,795.07	10,290.80	10,816.00	11,086.40	11,362.00		
								YR	106,496.00	111,904.00	117,540.80	123,489.60	129,792.00	133,036.80	136,344.00		
Assist Engineer II - Cntrol	1	0	ET2	2.1	Y	ES	154	HR	53.80	56.51	59.37	62.40	65.55	67.17	68.87		
								BW	4,304.00	4,520.80	4,749.60	4,992.00	5,244.00	5,373.60	5,509.60		
								MO	9,325.33	9,795.07	10,290.80	10,816.00	11,362.00	11,642.80	11,937.47		
								YR	111,904.00	117,540.80	123,489.60	129,792.00	136,344.00	139,713.60	143,249.60		
Assist Engineer II - Elec	0	0	EF2	2.1	Y	ES	154	HR	53.80	56.51	59.37	62.40	65.55	67.17	68.87		
								BW	4,304.00	4,520.80	4,749.60	4,992.00	5,244.00	5,373.60	5,509.60		
								MO	9,325.33	9,795.07	10,290.80	10,816.00	11,362.00	11,642.80	11,937.47		
								YR	111,904.00	117,540.80	123,489.60	129,792.00	136,344.00	139,713.60	143,249.60		
Assist Engineer II - Mech	0	0	EN2	2.1	Y	ES	152	HR	51.20	53.80	56.51	59.37	62.40	63.96	65.55		
								BW	4,096.00	4,304.00	4,520.80	4,749.60	4,992.00	5,116.80	5,244.00		
								MO	8,874.67	9,325.33	9,795.07	10,290.80	10,816.00	11,086.40	11,362.00		
								YR	106,496.00	111,904.00	117,540.80	123,489.60	129,792.00	133,036.80	136,344.00		
Assist Engineering Geo I	0	0	EH1	2.1	Y	ES	148	HR	46.40	48.73	51.20	53.80	56.51	57.93	59.37		
								BW	3,712.00	3,898.40	4,096.00	4,304.00	4,520.80	4,634.40	4,749.60		
								MO	8,042.67	8,446.53	8,874.67	9,325.33	9,795.07	10,041.20	10,290.80		
								YR	96,512.00	101,358.40	106,496.00	111,904.00	117,540.80	120,494.40	123,489.60		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Assist Engineering Geo II	0	0	EH2	2.1	Y	ES	152	HR	51.20	53.80	56.51	59.37	62.40	63.96	65.55		
								BW	4,096.00	4,304.00	4,520.80	4,749.60	4,992.00	5,116.80	5,244.00		
								MO	8,874.67	9,325.33	9,795.07	10,290.80	10,816.00	11,086.40	11,362.00		
								YR	106,496.00	111,904.00	117,540.80	123,489.60	129,792.00	133,036.80	136,344.00		
Assist Environmental Planner I	0	0	PA1	2.3	Y	EA	149	HR	45.34	47.63	50.06	52.57	55.23	56.61	58.04		
								BW	3,627.20	3,810.40	4,004.80	4,205.60	4,418.40	4,528.80	4,643.20		
								MO	7,858.93	8,255.87	8,677.07	9,112.13	9,573.20	9,812.40	10,060.27		
								YR	94,307.20	99,070.40	104,124.80	109,345.60	114,878.40	117,748.80	120,723.20		
Assist Environmntal Planner II	2	1	PA3	2.3	Y	EA	152	HR	48.85	51.31	53.93	56.61	59.53	60.99	62.49		
								BW	3,908.00	4,104.80	4,314.40	4,528.80	4,762.40	4,879.20	4,999.20		
								MO	8,467.33	8,893.73	9,347.87	9,812.40	10,318.53	10,571.60	10,831.60		
								YR	101,608.00	106,724.80	112,174.40	117,748.80	123,822.40	126,859.20	129,979.20		
Assist Officer	7	7	AB2	1.1		UNC	AST	HR	94.96							106.98	119.00
								BW	7,596.80							8,558.40	9,520.00
								MO	16,459.73							18,543.20	20,626.67
								YR	197,516.80							222,518.40	247,520.00
Assist Procurement Spec	2	2	VP2	2.3	Y	EA	148	HR	44.25	46.48	48.85	51.31	53.93	55.23	56.61		
								BW	3,540.00	3,718.40	3,908.00	4,104.80	4,314.40	4,418.40	4,528.80		
								MO	7,670.00	8,056.53	8,467.33	8,893.73	9,347.87	9,573.20	9,812.40		
								YR	92,040.00	96,678.40	101,608.00	106,724.80	112,174.40	114,878.40	117,748.80		
Assist Surveyor I	0	0	CA1	3.2	Y	EA	138	HR	34.56	36.32	38.16	40.10	42.11	43.19	44.25		
								BW	2,764.80	2,905.60	3,052.80	3,208.00	3,368.80	3,455.20	3,540.00		
								MO	5,990.40	6,295.47	6,614.40	6,950.67	7,299.07	7,486.27	7,670.00		
								YR	71,884.80	75,545.60	79,372.80	83,408.00	87,588.80	89,835.20	92,040.00		
Assist Surveyor II	3	3	CA2	3.2	Y	EA	142	HR	38.16	40.10	42.11	44.25	46.48	47.63	48.85		
								BW	3,052.80	3,208.00	3,368.80	3,540.00	3,718.40	3,810.40	3,908.00		
								MO	6,614.40	6,950.67	7,299.07	7,670.00	8,056.53	8,255.87	8,467.33		
								YR	79,372.80	83,408.00	87,588.80	92,040.00	96,678.40	99,070.40	101,608.00		
Assist Surveyor III	3	3	CA5	3.2	Y	EA	146	HR	42.11	44.25	46.48	48.85	51.31	52.57	53.93		
								BW	3,368.80	3,540.00	3,718.40	3,908.00	4,104.80	4,205.60	4,314.40		
								MO	7,299.07	7,670.00	8,056.53	8,467.33	8,893.73	9,112.13	9,347.87		
								YR	87,588.80	92,040.00	96,678.40	101,608.00	106,724.80	109,345.60	112,174.40		
Assist Water Plant Operator I	3	3	FA1	7	Y	EA	140	HR	36.32	38.16	40.10	42.11	44.25	45.34	46.48		
								BW	2,905.60	3,052.80	3,208.00	3,368.80	3,540.00	3,627.20	3,718.40		
								MO	6,295.47	6,614.40	6,950.67	7,299.07	7,670.00	7,858.93	8,056.53		
								YR	75,545.60	79,372.80	83,408.00	87,588.80	92,040.00	94,307.20	96,678.40		
Assist Water Plant Operator II	11	11	FA2	7	Y	EA	146	HR	42.11	44.25	46.48	48.85	51.31	52.57	53.93		
								BW	3,368.80	3,540.00	3,718.40	3,908.00	4,104.80	4,205.60	4,314.40		
								MO	7,299.07	7,670.00	8,056.53	8,467.33	8,893.73	9,112.13	9,347.87		
								YR	87,588.80	92,040.00	96,678.40	101,608.00	106,724.80	109,345.60	112,174.40		
Assist Water Res Spec I	0	0	EW1	2.2	Y	ES	148	HR	46.40	48.73	51.20	53.80	56.51	57.93	59.37		
								BW	3,712.00	3,898.40	4,096.00	4,304.00	4,520.80	4,634.40	4,749.60		
								MO	8,042.67	8,446.53	8,874.67	9,325.33	9,795.07	10,041.20	10,290.80		
								YR	96,512.00	101,358.40	106,496.00	111,904.00	117,540.80	120,494.40	123,489.60		

Class Title	All Pos	Fill Pos*	Class Code	EO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Assist Water Res Spec II	4	4	EW2	2.2	Y	ES	152	HR	51.20	53.80	56.51	59.37	62.40	63.96	65.55		
								BW	4,096.00	4,304.00	4,520.80	4,749.60	4,992.00	5,116.80	5,244.00		
								MO	8,874.67	9,325.33	9,795.07	10,290.80	10,816.00	11,086.40	11,362.00		
								YR	106,496.00	111,904.00	117,540.80	123,489.60	129,792.00	133,036.80	136,344.00		
Assoc Biologist	7	7	LJ5	2.2	Y	EA	155	HR	52.57	55.23	58.04	60.99	64.07	65.68	67.29		
								BW	4,205.60	4,418.40	4,643.20	4,879.20	5,125.60	5,254.40	5,383.20		
								MO	9,112.13	9,573.20	10,060.27	10,571.60	11,105.47	11,384.53	11,663.60		
								YR	109,345.60	114,878.40	120,723.20	126,859.20	133,265.60	136,614.40	139,963.20		
Assoc Engineer - Civil	65	55	ED5	2.1	Y	ES	158	HR	59.37	62.40	65.55	68.87	72.35	74.13	76.01		
								BW	4,749.60	4,992.00	5,244.00	5,509.60	5,788.00	5,930.40	6,080.80		
								MO	10,290.80	10,816.00	11,362.00	11,937.47	12,540.67	12,849.20	13,175.07		
								YR	123,489.60	129,792.00	136,344.00	143,249.60	150,488.00	154,190.40	158,100.80		
Assoc Engineer - Cntrol	8	7	ET5	2.1	Y	ES	160	HR	62.40	65.55	68.87	72.35	76.01	77.90	79.85		
								BW	4,992.00	5,244.00	5,509.60	5,788.00	6,080.80	6,232.00	6,388.00		
								MO	10,816.00	11,362.00	11,937.47	12,540.67	13,175.07	13,502.67	13,840.67		
								YR	129,792.00	136,344.00	143,249.60	150,488.00	158,100.80	162,032.00	166,088.00		
Assoc Engineer - Elect	5	4	EF3	2.1	Y	ES	160	HR	62.40	65.55	68.87	72.35	76.01	77.90	79.85		
								BW	4,992.00	5,244.00	5,509.60	5,788.00	6,080.80	6,232.00	6,388.00		
								MO	10,816.00	11,362.00	11,937.47	12,540.67	13,175.07	13,502.67	13,840.67		
								YR	129,792.00	136,344.00	143,249.60	150,488.00	158,100.80	162,032.00	166,088.00		
Assoc Engineer - Mech	1	1	EN5	2.1	Y	ES	158	HR	59.37	62.40	65.55	68.87	72.35	74.13	76.01		
								BW	4,749.60	4,992.00	5,244.00	5,509.60	5,788.00	5,930.40	6,080.80		
								MO	10,290.80	10,816.00	11,362.00	11,937.47	12,540.67	12,849.20	13,175.07		
								YR	123,489.60	129,792.00	136,344.00	143,249.60	150,488.00	154,190.40	158,100.80		
Assoc Engineering Geo	0	0	EH5	2.1	Y	ES	158	HR	59.37	62.40	65.55	68.87	72.35	74.13	76.01		
								BW	4,749.60	4,992.00	5,244.00	5,509.60	5,788.00	5,930.40	6,080.80		
								MO	10,290.80	10,816.00	11,362.00	11,937.47	12,540.67	12,849.20	13,175.07		
								YR	123,489.60	129,792.00	136,344.00	143,249.60	150,488.00	154,190.40	158,100.80		
Assoc Environmental Planner	6	5	PA5	2.3	Y	EA	155	HR	52.57	55.23	58.04	60.99	64.07	65.68	67.29		
								BW	4,205.60	4,418.40	4,643.20	4,879.20	5,125.60	5,254.40	5,383.20		
								MO	9,112.13	9,573.20	10,060.27	10,571.60	11,105.47	11,384.53	11,663.60		
								YR	109,345.60	114,878.40	120,723.20	126,859.20	133,265.60	136,614.40	139,963.20		
Assoc Real Estate Agent	2	1	RA5	2.3	Y	EA	154	HR	51.31	53.93	56.61	59.53	62.49	64.07	65.68		
								BW	4,104.80	4,314.40	4,528.80	4,762.40	4,999.20	5,125.60	5,254.40		
								MO	8,893.73	9,347.87	9,812.40	10,318.53	10,831.60	11,105.47	11,384.53		
								YR	106,724.80	112,174.40	117,748.80	123,822.40	129,979.20	133,265.60	136,614.40		
Assoc Water Res Spec	13	12	EW5	2.2	Y	ES	158	HR	59.37	62.40	65.55	68.87	72.35	74.13	76.01		
								BW	4,749.60	4,992.00	5,244.00	5,509.60	5,788.00	5,930.40	6,080.80		
								MO	10,290.80	10,816.00	11,362.00	11,937.47	12,540.67	12,849.20	13,175.07		
								YR	123,489.60	129,792.00	136,344.00	143,249.60	150,488.00	154,190.40	158,100.80		
Board Support Officer	1	1	AM5	1.1		UNC	BSO	HR	60.01							68.41	76.80
								BW	4,800.80							5,472.80	6,144.00
								MO	10,401.73							11,857.73	13,312.00
								YR	124,820.80							142,292.80	159,744.00

Class Title	All Pos	Fill Pos*	Class Code	EO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Carpenter	1	1	FX5	7	Y	EA	146	HR	42.11	44.25	46.48	48.85	51.31	52.57	53.93		
								BW	3,368.80	3,540.00	3,718.40	3,908.00	4,104.80	4,205.60	4,314.40		
								MO	7,299.07	7,670.00	8,056.53	8,467.33	8,893.73	9,112.13	9,347.87		
								YR	87,588.80	92,040.00	96,678.40	101,608.00	106,724.80	109,345.60	112,174.40		
Chemist I	0	0	LA1	2.2	Y	EA	149	HR	45.34	47.63	50.06	52.57	55.23	56.61	58.04		
								BW	3,627.20	3,810.40	4,004.80	4,205.60	4,418.40	4,528.80	4,643.20		
								MO	7,858.93	8,255.87	8,677.07	9,112.13	9,573.20	9,812.40	10,060.27		
								YR	94,307.20	99,070.40	104,124.80	109,345.60	114,878.40	117,748.80	120,723.20		
Chemist II	0	0	LA3	2.2	Y	EA	152	HR	48.85	51.31	53.93	56.61	59.53	60.99	62.49		
								BW	3,908.00	4,104.80	4,314.40	4,528.80	4,762.40	4,879.20	4,999.20		
								MO	8,467.33	8,893.73	9,347.87	9,812.40	10,318.53	10,571.60	10,831.60		
								YR	101,608.00	106,724.80	112,174.40	117,748.80	123,822.40	126,859.20	129,979.20		
Chemist III	6	6	LA5	2.2	Y	EA	155	HR	52.57	55.23	58.04	60.99	64.07	65.68	67.29		
								BW	4,205.60	4,418.40	4,643.20	4,879.20	5,125.60	5,254.40	5,383.20		
								MO	9,112.13	9,573.20	10,060.27	10,571.60	11,105.47	11,384.53	11,663.60		
								YR	109,345.60	114,878.40	120,723.20	126,859.20	133,265.60	136,614.40	139,963.20		
Chief Construction Inspector	2	2	CN9	1.2	Y	EA	157	HR	55.23	58.04	60.99	64.07	67.29	68.98	70.74		
								BW	4,418.40	4,643.20	4,879.20	5,125.60	5,383.20	5,518.40	5,659.20		
								MO	9,573.20	10,060.27	10,571.60	11,105.47	11,663.60	11,956.53	12,261.60		
								YR	114,878.40	120,723.20	126,859.20	133,265.60	139,963.20	143,478.40	147,139.20		
Chief Executive Officer	1	1	AA5	1.1		UNC	CEO	HR	164.14							176.16	188.18
								BW	13,131.20							14,092.80	15,054.40
								MO	28,450.93							30,534.40	32,617.87
								YR	341,411.20							366,412.80	391,414.40
Chief Financial Officer	1	1	AB6	1.1		UNC	CFO	HR	106.98							121.92	136.85
								BW	8,558.40							9,753.60	10,948.00
								MO	18,543.20							21,132.80	23,720.67
								YR	222,518.40							253,593.60	284,648.00
Chief Operating Officer	3	3	AC5	1.1		UNC	COO	HR	121.92							136.23	150.54
								BW	9,753.60							10,898.40	12,043.20
								MO	21,132.80							23,613.20	26,093.60
								YR	253,593.60							283,358.40	313,123.20
Chief of External Affairs	1	1	AN5	1.1		UNC	CEA	HR	121.92							136.23	150.54
								BW	9,753.60							10,898.40	12,043.20
								MO	21,132.80							23,613.20	26,093.60
								YR	253,593.60							283,358.40	313,123.20
Clerk of the Board	1	1	AF5	1.1		UNC	COB	HR	106.98							121.92	136.85
								BW	8,558.40							9,753.60	10,948.00
								MO	18,543.20							21,132.80	23,720.67
								YR	222,518.40							253,593.60	284,648.00
Construction Inspector I	2	2	CN1	3.2	Y	EA	145	HR	41.08	43.19	45.34	47.63	50.06	51.31	52.57		
								BW	3,286.40	3,455.20	3,627.20	3,810.40	4,004.80	4,104.80	4,205.60		
								MO	7,120.53	7,486.27	7,858.93	8,255.87	8,677.07	8,893.73	9,112.13		
								YR	85,446.40	89,835.20	94,307.20	99,070.40	104,124.80	106,724.80	109,345.60		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Construction Inspector II	0	0	CN2	3.1	Y	EA	149	HR	45.34	47.63	50.06	52.57	55.23	56.61	58.04		
								BW	3,627.20	3,810.40	4,004.80	4,205.60	4,418.40	4,528.80	4,643.20		
								MO	7,858.93	8,255.87	8,677.07	9,112.13	9,573.20	9,812.40	10,060.27		
								YR	94,307.20	99,070.40	104,124.80	109,345.60	114,878.40	117,748.80	120,723.20		
Contracts Administrator I	0	0	CP1	2.3	Y	EA	151	HR	47.63	50.06	52.57	55.23	58.04	59.53	60.99		
								BW	3,810.40	4,004.80	4,205.60	4,418.40	4,643.20	4,762.40	4,879.20		
								MO	8,255.87	8,677.07	9,112.13	9,573.20	10,060.27	10,318.53	10,571.60		
								YR	99,070.40	104,124.80	109,345.60	114,878.40	120,723.20	123,822.40	126,859.20		
Contracts Administrator II	0	0	CP5	2.3	Y	EA	155	HR	52.57	55.23	58.04	60.99	64.07	65.68	67.29		
								BW	4,205.60	4,418.40	4,643.20	4,879.20	5,125.60	5,254.40	5,383.20		
								MO	9,112.13	9,573.20	10,060.27	10,571.60	11,105.47	11,384.53	11,663.60		
								YR	109,345.60	114,878.40	120,723.20	126,859.20	133,265.60	136,614.40	139,963.20		
Corrosion Control Tech I	0	0	CK1	3.2	Y	EA	146	HR	42.11	44.25	46.48	48.85	51.31	52.57	53.93		
								BW	3,368.80	3,540.00	3,718.40	3,908.00	4,104.80	4,205.60	4,314.40		
								MO	7,299.07	7,670.00	8,056.53	8,467.33	8,893.73	9,112.13	9,347.87		
								YR	87,588.80	92,040.00	96,678.40	101,608.00	106,724.80	109,345.60	112,174.40		
Corrosion Control Tech II	1	1	CK5	3.2	Y	EA	150	HR	46.48	48.85	51.31	53.93	56.61	58.04	59.53		
								BW	3,718.40	3,908.00	4,104.80	4,314.40	4,528.80	4,643.20	4,762.40		
								MO	8,056.53	8,467.33	8,893.73	9,347.87	9,812.40	10,060.27	10,318.53		
								YR	96,678.40	101,608.00	106,724.80	112,174.40	117,748.80	120,723.20	123,822.40		
Data Base Administrator	1	1	XK8	2.3	Y	EA	160	HR	59.53	62.49	65.68	68.98	72.49	74.33	76.19		
								BW	4,762.40	4,999.20	5,254.40	5,518.40	5,799.20	5,946.40	6,095.20		
								MO	10,318.53	10,831.60	11,384.53	11,956.53	12,564.93	12,883.87	13,206.27		
								YR	123,822.40	129,979.20	136,614.40	143,478.40	150,779.20	154,606.40	158,475.20		
Deputy Administrative Officer	3	3	AB4	1.1		UNC	DAO	HR	106.98							121.92	136.85
								BW	8,558.40							9,753.60	10,948.00
								MO	18,543.20							21,132.80	23,720.67
								YR	222,518.40							253,593.60	284,648.00
Deputy Clerk of the Board	1	1	TG9	6.1	Y	EA	156	HR	53.93	56.61	59.53	62.49	65.68	67.29	68.98		
								BW	4,314.40	4,528.80	4,762.40	4,999.20	5,254.40	5,383.20	5,518.40		
								MO	9,347.87	9,812.40	10,318.53	10,831.60	11,384.53	11,663.60	11,956.53		
								YR	112,174.40	117,748.80	123,822.40	129,979.20	136,614.40	139,963.20	143,478.40		
Deputy Operating Officer	8	8	AC4	1.1		UNC	DOO	HR	106.98							121.92	136.85
								BW	8,558.40							9,753.60	10,948.00
								MO	18,543.20							21,132.80	23,720.67
								YR	222,518.40							253,593.60	284,648.00
District Counsel	1	1	AD4	1.1		UNC	DCL	HR	150.66							157.15	163.64
								BW	12,052.80							12,572.00	13,091.20
								MO	26,114.40							27,239.34	28,364.27
								YR	313,372.80							326,872.00	340,371.20
Document Specialist I	0	0	TC1	6.2	Y	EA	130	HR	28.37	29.81	31.31	32.90	34.56	35.44	36.32		
								BW	2,269.60	2,384.80	2,504.80	2,632.00	2,764.80	2,835.20	2,905.60		
								MO	4,917.47	5,167.07	5,427.07	5,702.67	5,990.40	6,142.93	6,295.47		
								YR	59,009.60	62,004.80	65,124.80	68,432.00	71,884.80	73,715.20	75,545.60		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Document Specialist II	2	2	TC5	6.2	Y	EA	134	HR	31.31	32.90	34.56	36.32	38.16	39.08	40.10		
								BW	2,504.80	2,632.00	2,764.80	2,905.60	3,052.80	3,126.40	3,208.00		
								MO	5,427.07	5,702.67	5,990.40	6,295.47	6,614.40	6,773.87	6,950.67		
								YR	65,124.80	68,432.00	71,884.80	75,545.60	79,372.80	81,286.40	83,408.00		
EGM-Asset Management Manager	1	0	ME1	1.2		MMA	149	HR	79.05	83.00	87.15	91.50	96.09	98.49	100.94		
								BW	6,324.00	6,640.00	6,972.00	7,320.00	7,687.20	7,879.20	8,075.20		
								MO	13,702.00	14,386.67	15,106.00	15,860.00	16,655.60	17,071.60	17,496.27		
								YR	164,424.00	172,640.00	181,272.00	190,320.00	199,867.20	204,859.20	209,955.20		
EGM-Capital Engineering Manager	8	8	ME1	1.2		MMA	149	HR	79.05	83.00	87.15	91.50	96.09	98.49	100.94		
								BW	6,324.00	6,640.00	6,972.00	7,320.00	7,687.20	7,879.20	8,075.20		
								MO	13,702.00	14,386.67	15,106.00	15,860.00	16,655.60	17,071.60	17,496.27		
								YR	164,424.00	172,640.00	181,272.00	190,320.00	199,867.20	204,859.20	209,955.20		
EGM-Community Projects Review Mgr	1	1	ME1	1.2		MMA	149	HR	79.05	83.00	87.15	91.50	96.09	98.49	100.94		
								BW	6,324.00	6,640.00	6,972.00	7,320.00	7,687.20	7,879.20	8,075.20		
								MO	13,702.00	14,386.67	15,106.00	15,860.00	16,655.60	17,071.60	17,496.27		
								YR	164,424.00	172,640.00	181,272.00	190,320.00	199,867.20	204,859.20	209,955.20		
EGM-Construction Manager	1	1	ME1	1.2		MMA	149	HR	79.05	83.00	87.15	91.50	96.09	98.49	100.94		
								BW	6,324.00	6,640.00	6,972.00	7,320.00	7,687.20	7,879.20	8,075.20		
								MO	13,702.00	14,386.67	15,106.00	15,860.00	16,655.60	17,071.60	17,496.27		
								YR	164,424.00	172,640.00	181,272.00	190,320.00	199,867.20	204,859.20	209,955.20		
EGM-Dam Safety Program Manager	1	1	ME1	1.2		MMA	149	HR	79.05	83.00	87.15	91.50	96.09	98.49	100.94		
								BW	6,324.00	6,640.00	6,972.00	7,320.00	7,687.20	7,879.20	8,075.20		
								MO	13,702.00	14,386.67	15,106.00	15,860.00	16,655.60	17,071.60	17,496.27		
								YR	164,424.00	172,640.00	181,272.00	190,320.00	199,867.20	204,859.20	209,955.20		
EGM-Elec & Ctrl Sys Engineer Mgr	1	1	ME1	1.2		MMA	149	HR	79.05	83.00	87.15	91.50	96.09	98.49	100.94		
								BW	6,324.00	6,640.00	6,972.00	7,320.00	7,687.20	7,879.20	8,075.20		
								MO	13,702.00	14,386.67	15,106.00	15,860.00	16,655.60	17,071.60	17,496.27		
								YR	164,424.00	172,640.00	181,272.00	190,320.00	199,867.20	204,859.20	209,955.20		
EGM-Hydro, Hydra & Geomorph Mgr	1	1	ME1	1.2		MMA	149	HR	79.05	83.00	87.15	91.50	96.09	98.49	100.94		
								BW	6,324.00	6,640.00	6,972.00	7,320.00	7,687.20	7,879.20	8,075.20		
								MO	13,702.00	14,386.67	15,106.00	15,860.00	16,655.60	17,071.60	17,496.27		
								YR	164,424.00	172,640.00	181,272.00	190,320.00	199,867.20	204,859.20	209,955.20		
EGM-Ops & Maint Eng Support Mgr	1	1	ME1	1.2		MMA	149	HR	79.05	83.00	87.15	91.50	96.09	98.49	100.94		
								BW	6,324.00	6,640.00	6,972.00	7,320.00	7,687.20	7,879.20	8,075.20		
								MO	13,702.00	14,386.67	15,106.00	15,860.00	16,655.60	17,071.60	17,496.27		
								YR	164,424.00	172,640.00	181,272.00	190,320.00	199,867.20	204,859.20	209,955.20		
EGM-Pacheco Project Mgr	1	1	ME1	1.2		MMA	149	HR	79.05	83.00	87.15	91.50	96.09	98.49	100.94		
								BW	6,324.00	6,640.00	6,972.00	7,320.00	7,687.20	7,879.20	8,075.20		
								MO	13,702.00	14,386.67	15,106.00	15,860.00	16,655.60	17,071.60	17,496.27		
								YR	164,424.00	172,640.00	181,272.00	190,320.00	199,867.20	204,859.20	209,955.20		
EGM-Utility Maint Engineering Mgr	1	1	ME1	1.2		MMA	149	HR	79.05	83.00	87.15	91.50	96.09	98.49	100.94		
								BW	6,324.00	6,640.00	6,972.00	7,320.00	7,687.20	7,879.20	8,075.20		
								MO	13,702.00	14,386.67	15,106.00	15,860.00	16,655.60	17,071.60	17,496.27		
								YR	164,424.00	172,640.00	181,272.00	190,320.00	199,867.20	204,859.20	209,955.20		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
EGM-Water Policy & Planning Mgr	1	1	ME1	1.2		MMA	149	HR	79.05	83.00	87.15	91.50	96.09	98.49	100.94		
								BW	6,324.00	6,640.00	6,972.00	7,320.00	7,687.20	7,879.20	8,075.20		
								MO	13,702.00	14,386.67	15,106.00	15,860.00	16,655.60	17,071.60	17,496.27		
								YR	164,424.00	172,640.00	181,272.00	190,320.00	199,867.20	204,859.20	209,955.20		
EGM-Water Supply Operations Mgr	1	1	ME1	1.2		MMA	149	HR	79.05	83.00	87.15	91.50	96.09	98.49	100.94		
								BW	6,324.00	6,640.00	6,972.00	7,320.00	7,687.20	7,879.20	8,075.20		
								MO	13,702.00	14,386.67	15,106.00	15,860.00	16,655.60	17,071.60	17,496.27		
								YR	164,424.00	172,640.00	181,272.00	190,320.00	199,867.20	204,859.20	209,955.20		
ESSM-Land Surveying & Mapping Mgr	1	1	ME2	1.2		MMA	145	HR	71.61	75.19	78.95	82.91	87.05	89.22	91.46		
								BW	5,728.80	6,015.20	6,316.00	6,632.80	6,964.00	7,137.60	7,316.80		
								MO	12,412.40	13,032.93	13,684.67	14,371.07	15,088.67	15,464.80	15,853.07		
								YR	148,948.80	156,395.20	164,216.00	172,452.80	181,064.00	185,577.60	190,236.80		
Engineering Tech I	0	0	CJ1	3.2	Y	EA	137	HR	33.73	35.44	37.21	39.08	41.08	42.11	43.19		
								BW	2,698.40	2,835.20	2,976.80	3,126.40	3,286.40	3,368.80	3,455.20		
								MO	5,846.53	6,142.93	6,449.73	6,773.87	7,120.53	7,299.07	7,486.27		
								YR	70,158.40	73,715.20	77,396.80	81,286.40	85,446.40	87,588.80	89,835.20		
Engineering Tech II	5	4	CJ2	3.2	Y	EA	141	HR	37.21	39.08	41.08	43.19	45.34	46.48	47.63		
								BW	2,976.80	3,126.40	3,286.40	3,455.20	3,627.20	3,718.40	3,810.40		
								MO	6,449.73	6,773.87	7,120.53	7,486.27	7,858.93	8,056.53	8,255.87		
								YR	77,396.80	81,286.40	85,446.40	89,835.20	94,307.20	96,678.40	99,070.40		
Engineering Tech III	5	5	CJ5	3.2	Y	EA	145	HR	41.08	43.19	45.34	47.63	50.06	51.31	52.57		
								BW	3,286.40	3,455.20	3,627.20	3,810.40	4,004.80	4,104.80	4,205.60		
								MO	7,120.53	7,486.27	7,858.93	8,255.87	8,677.07	8,893.73	9,112.13		
								YR	85,446.40	89,835.20	94,307.20	99,070.40	104,124.80	106,724.80	109,345.60		
Environm Hlth & Safety Spec I	1	1	XG1	2.2	Y	EA	151	HR	47.63	50.06	52.57	55.23	58.04	59.53	60.99		
								BW	3,810.40	4,004.80	4,205.60	4,418.40	4,643.20	4,762.40	4,879.20		
								MO	8,255.87	8,677.07	9,112.13	9,573.20	10,060.27	10,318.53	10,571.60		
								YR	99,070.40	104,124.80	109,345.60	114,878.40	120,723.20	123,822.40	126,859.20		
Environm Hlth & Safety Spec II	2	2	XG5	2.2	Y	EA	155	HR	52.57	55.23	58.04	60.99	64.07	65.68	67.29		
								BW	4,205.60	4,418.40	4,643.20	4,879.20	5,125.60	5,254.40	5,383.20		
								MO	9,112.13	9,573.20	10,060.27	10,571.60	11,105.47	11,384.53	11,663.60		
								YR	109,345.60	114,878.40	120,723.20	126,859.20	133,265.60	136,614.40	139,963.20		
Environm Hlth & Safety Tech	2	2	JD6	3.2	Y	EA	148	HR	44.25	46.48	48.85	51.31	53.93	55.23	56.61		
								BW	3,540.00	3,718.40	3,908.00	4,104.80	4,314.40	4,418.40	4,528.80		
								MO	7,670.00	8,056.53	8,467.33	8,893.73	9,347.87	9,573.20	9,812.40		
								YR	92,040.00	96,678.40	101,608.00	106,724.80	112,174.40	114,878.40	117,748.80		
ESM-Envir Mitigation & Monitor Mgr	1	1	ME3	1.2		MMA	148	HR	77.12	81.00	85.02	89.26	93.75	96.09	98.49		
								BW	6,169.60	6,480.00	6,801.60	7,140.80	7,500.00	7,687.20	7,879.20		
								MO	13,367.47	14,040.00	14,736.80	15,471.73	16,250.00	16,655.60	17,071.60		
								YR	160,409.60	168,480.00	176,841.60	185,660.80	195,000.00	199,867.20	204,859.20		
ESM-Envir Svcs Manager-Watershed	2	2	ME3	1.2		MMA	148	HR	77.12	81.00	85.02	89.26	93.75	96.09	98.49		
								BW	6,169.60	6,480.00	6,801.60	7,140.80	7,500.00	7,687.20	7,879.20		
								MO	13,367.47	14,040.00	14,736.80	15,471.73	16,250.00	16,655.60	17,071.60		
								YR	160,409.60	168,480.00	176,841.60	185,660.80	195,000.00	199,867.20	204,859.20		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Equipment Mechanic I	0	0	JG1	7	Y	EA	140	HR	36.32	38.16	40.10	42.11	44.25	45.34	46.48		
								BW	2,905.60	3,052.80	3,208.00	3,368.80	3,540.00	3,627.20	3,718.40		
								MO	6,295.47	6,614.40	6,950.67	7,299.07	7,670.00	7,858.93	8,056.53		
								YR	75,545.60	79,372.80	83,408.00	87,588.80	92,040.00	94,307.20	96,678.40		
Equipment Mechanic II	5	4	JG5	7	Y	EA	146	HR	42.11	44.25	46.48	48.85	51.31	52.57	53.93		
								BW	3,368.80	3,540.00	3,718.40	3,908.00	4,104.80	4,205.60	4,314.40		
								MO	7,299.07	7,670.00	8,056.53	8,467.33	8,893.73	9,112.13	9,347.87		
								YR	87,588.80	92,040.00	96,678.40	101,608.00	106,724.80	109,345.60	112,174.40		
Executive Assistant	6	6	TJ6	6.1	Y	EA	146	HR	42.11	44.25	46.48	48.85	51.31	52.57	53.93		
								BW	3,368.80	3,540.00	3,718.40	3,908.00	4,104.80	4,205.60	4,314.40		
								MO	7,299.07	7,670.00	8,056.53	8,467.33	8,893.73	9,112.13	9,347.87		
								YR	87,588.80	92,040.00	96,678.40	101,608.00	106,724.80	109,345.60	112,174.40		
Executive Assistant to CEO	1	1	TJ8	6.1	Y	EA	150	HR	46.48	48.85	51.31	53.93	56.61	58.04	59.53		
								BW	3,718.40	3,908.00	4,104.80	4,314.40	4,528.80	4,643.20	4,762.40		
								MO	8,056.53	8,467.33	8,893.73	9,347.87	9,812.40	10,060.27	10,318.53		
								YR	96,678.40	101,608.00	106,724.80	112,174.40	117,748.80	120,723.20	123,822.40		
Facility Maintenance Admin	1	1	FT8	2.3	Y	EA	159	HR	58.04	60.99	64.07	67.29	70.74	72.49	74.33		
								BW	4,643.20	4,879.20	5,125.60	5,383.20	5,659.20	5,799.20	5,946.40		
								MO	10,060.27	10,571.60	11,105.47	11,663.60	12,261.60	12,564.93	12,883.87		
								YR	120,723.20	126,859.20	133,265.60	139,963.20	147,139.20	150,779.20	154,606.40		
Facility Maintenance Tech I	0	0	FT1	7	Y	EA	140	HR	36.32	38.16	40.10	42.11	44.25	45.34	46.48		
								BW	2,905.60	3,052.80	3,208.00	3,368.80	3,540.00	3,627.20	3,718.40		
								MO	6,295.47	6,614.40	6,950.67	7,299.07	7,670.00	7,858.93	8,056.53		
								YR	75,545.60	79,372.80	83,408.00	87,588.80	92,040.00	94,307.20	96,678.40		
Facility Maintenance Tech II	6	5	FT5	7	Y	EA	144	HR	40.10	42.11	44.25	46.48	48.85	50.06	51.31		
								BW	3,208.00	3,368.80	3,540.00	3,718.40	3,908.00	4,004.80	4,104.80		
								MO	6,950.67	7,299.07	7,670.00	8,056.53	8,467.33	8,677.07	8,893.73		
								YR	83,408.00	87,588.80	92,040.00	96,678.40	101,608.00	104,124.80	106,724.80		
Facility Maintenance Tech III	2	2	FT6	7	Y	EA	148	HR	44.25	46.48	48.85	51.31	53.93	55.23	56.61		
								BW	3,540.00	3,718.40	3,908.00	4,104.80	4,314.40	4,418.40	4,528.80		
								MO	7,670.00	8,056.53	8,467.33	8,893.73	9,347.87	9,573.20	9,812.40		
								YR	92,040.00	96,678.40	101,608.00	106,724.80	112,174.40	114,878.40	117,748.80		
Fellowship	4	4	CS9	2.3	Y	FEL	1	HR	38.46								
								BW	0.00								
								MO	6,666.40								
								YR	79,996.80								
Field Construction Supervisor	6	6	JM9	1.2	Y	EA	159	HR	58.04	60.99	64.07	67.29	70.74	72.49	74.33		
								BW	4,643.20	4,879.20	5,125.60	5,383.20	5,659.20	5,799.20	5,946.40		
								MO	10,060.27	10,571.60	11,105.47	11,663.60	12,261.60	12,564.93	12,883.87		
								YR	120,723.20	126,859.20	133,265.60	139,963.20	147,139.20	150,779.20	154,606.40		
Field Operations Admin	12	12	JN8	1.2	Y	EA	155	HR	52.57	55.23	58.04	60.99	64.07	65.68	67.29		
								BW	4,205.60	4,418.40	4,643.20	4,879.20	5,125.60	5,254.40	5,383.20		
								MO	9,112.13	9,573.20	10,060.27	10,571.60	11,105.47	11,384.53	11,663.60		
								YR	109,345.60	114,878.40	120,723.20	126,859.20	133,265.60	136,614.40	139,963.20		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
FSM-Accounting Manager	1	1	MF1	1.2		MMA	146	HR	73.40	77.08	80.93	84.98	89.22	91.46	93.75		
								BW	5,872.00	6,166.40	6,474.40	6,798.40	7,137.60	7,316.80	7,500.00		
								MO	12,722.67	13,360.53	14,027.87	14,729.87	15,464.80	15,853.07	16,250.00		
								YR	152,672.00	160,326.40	168,334.40	176,758.40	185,577.60	190,236.80	195,000.00		
FSM-Budget Manager	1	1	MF1	1.2		MMA	146	HR	73.40	77.08	80.93	84.98	89.22	91.46	93.75		
								BW	5,872.00	6,166.40	6,474.40	6,798.40	7,137.60	7,316.80	7,500.00		
								MO	12,722.67	13,360.53	14,027.87	14,729.87	15,464.80	15,853.07	16,250.00		
								YR	152,672.00	160,326.40	168,334.40	176,758.40	185,577.60	190,236.80	195,000.00		
FSM-Fin Planning & Revenue Manager	1	0	MF1	1.2		MMA	146	HR	73.40	77.08	80.93	84.98	89.22	91.46	93.75		
								BW	5,872.00	6,166.40	6,474.40	6,798.40	7,137.60	7,316.80	7,500.00		
								MO	12,722.67	13,360.53	14,027.87	14,729.87	15,464.80	15,853.07	16,250.00		
								YR	152,672.00	160,326.40	168,334.40	176,758.40	185,577.60	190,236.80	195,000.00		
FSM-Treasury and Debt Manager	1	1	MF1	1.2		MMA	146	HR	73.40	77.08	80.93	84.98	89.22	91.46	93.75		
								BW	5,872.00	6,166.40	6,474.40	6,798.40	7,137.60	7,316.80	7,500.00		
								MO	12,722.67	13,360.53	14,027.87	14,729.87	15,464.80	15,853.07	16,250.00		
								YR	152,672.00	160,326.40	168,334.40	176,758.40	185,577.60	190,236.80	195,000.00		
Forms Tech I	0	0	TD1	6.2	Y	EA	138	HR	34.56	36.32	38.16	40.10	42.11	43.19	44.25		
								BW	2,764.80	2,905.60	3,052.80	3,208.00	3,368.80	3,455.20	3,540.00		
								MO	5,990.40	6,295.47	6,614.40	6,950.67	7,299.07	7,486.27	7,670.00		
								YR	71,884.80	75,545.60	79,372.80	83,408.00	87,588.80	89,835.20	92,040.00		
Forms Tech II	1	1	TD5	6.1	Y	EA	142	HR	38.16	40.10	42.11	44.25	46.48	47.63	48.85		
								BW	3,052.80	3,208.00	3,368.80	3,540.00	3,718.40	3,810.40	3,908.00		
								MO	6,614.40	6,950.67	7,299.07	7,670.00	8,056.53	8,255.87	8,467.33		
								YR	79,372.80	83,408.00	87,588.80	92,040.00	96,678.40	99,070.40	101,608.00		
GSM-Bus Sppt Cust Svc & Whse Mgr	1	1	MG1	1.2		MMA	143	HR	68.15	71.56	75.15	78.90	82.86	84.92	87.05		
								BW	5,452.00	5,724.80	6,012.00	6,312.00	6,628.80	6,793.60	6,964.00		
								MO	11,812.67	12,403.73	13,026.00	13,676.00	14,362.40	14,719.47	15,088.67		
								YR	141,752.00	148,844.80	156,312.00	164,112.00	172,348.80	176,633.60	181,064.00		
GSM-Engineering Support Manager	1	0	MG1	1.2		MMA	143	HR	68.15	71.56	75.15	78.90	82.86	84.92	87.05		
								BW	5,452.00	5,724.80	6,012.00	6,312.00	6,628.80	6,793.60	6,964.00		
								MO	11,812.67	12,403.73	13,026.00	13,676.00	14,362.40	14,719.47	15,088.67		
								YR	141,752.00	148,844.80	156,312.00	164,112.00	172,348.80	176,633.60	181,064.00		
GSM-Facilities and Fleet Manager	1	0	MG1	1.2		MMA	143	HR	68.15	71.56	75.15	78.90	82.86	84.92	87.05		
								BW	5,452.00	5,724.80	6,012.00	6,312.00	6,628.80	6,793.60	6,964.00		
								MO	11,812.67	12,403.73	13,026.00	13,676.00	14,362.40	14,719.47	15,088.67		
								YR	141,752.00	148,844.80	156,312.00	164,112.00	172,348.80	176,633.60	181,064.00		
GSM-Records & Library Manager	1	1	MG1	1.2		MMA	143	HR	68.15	71.56	75.15	78.90	82.86	84.92	87.05		
								BW	5,452.00	5,724.80	6,012.00	6,312.00	6,628.80	6,793.60	6,964.00		
								MO	11,812.67	12,403.73	13,026.00	13,676.00	14,362.40	14,719.47	15,088.67		
								YR	141,752.00	148,844.80	156,312.00	164,112.00	172,348.80	176,633.60	181,064.00		
Government Relations Advocate	1	1	XD8	2.3	Y	EA	158	HR	56.61	59.53	62.49	65.68	68.98	70.74	72.49		
								BW	4,528.80	4,762.40	4,999.20	5,254.40	5,518.40	5,659.20	5,799.20		
								MO	9,812.40	10,318.53	10,831.60	11,384.53	11,956.53	12,261.60	12,564.93		
								YR	117,748.80	123,822.40	129,979.20	136,614.40	143,478.40	147,139.20	150,779.20		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
HVACR Mechanic	2	2	FP5	7	Y	EA	151	HR	47.63	50.06	52.57	55.23	58.04	59.53	60.99		
								BW	3,810.40	4,004.80	4,205.60	4,418.40	4,643.20	4,762.40	4,879.20		
								MO	8,255.87	8,677.07	9,112.13	9,573.20	10,060.27	10,318.53	10,571.60		
								YR	99,070.40	104,124.80	109,345.60	114,878.40	120,723.20	123,822.40	126,859.20		
Heavy Equipment Operator	7	7	JN5	7	Y	EA	149	HR	45.34	47.63	50.06	52.57	55.23	56.61	58.04		
								BW	3,627.20	3,810.40	4,004.80	4,205.60	4,418.40	4,528.80	4,643.20		
								MO	7,858.93	8,255.87	8,677.07	9,112.13	9,573.20	9,812.40	10,060.27		
								YR	94,307.20	99,070.40	104,124.80	109,345.60	114,878.40	117,748.80	120,723.20		
Human Resources Tech I	2	2	XH2	6.1	Y	EA	140	HR	36.32	38.16	40.10	42.11	44.25	45.34	46.48		
								BW	2,905.60	3,052.80	3,208.00	3,368.80	3,540.00	3,627.20	3,718.40		
								MO	6,295.47	6,614.40	6,950.67	7,299.07	7,670.00	7,858.93	8,056.53		
								YR	75,545.60	79,372.80	83,408.00	87,588.80	92,040.00	94,307.20	96,678.40		
Human Resources Tech II	3	3	XH5	6.1	Y	EA	144	HR	40.10	42.11	44.25	46.48	48.85	50.06	51.31		
								BW	3,208.00	3,368.80	3,540.00	3,718.40	3,908.00	4,004.80	4,104.80		
								MO	6,950.67	7,299.07	7,670.00	8,056.53	8,467.33	8,677.07	8,893.73		
								YR	83,408.00	87,588.80	92,040.00	96,678.40	101,608.00	104,124.80	106,724.80		
Hydrographer I	1	1	CE1	3.2	Y	EA	146	HR	42.11	44.25	46.48	48.85	51.31	52.57	53.93		
								BW	3,368.80	3,540.00	3,718.40	3,908.00	4,104.80	4,205.60	4,314.40		
								MO	7,299.07	7,670.00	8,056.53	8,467.33	8,893.73	9,112.13	9,347.87		
								YR	87,588.80	92,040.00	96,678.40	101,608.00	106,724.80	109,345.60	112,174.40		
Hydrographer II	3	3	CE5	3.2	Y	EA	150	HR	46.48	48.85	51.31	53.93	56.61	58.04	59.53		
								BW	3,718.40	3,908.00	4,104.80	4,314.40	4,528.80	4,643.20	4,762.40		
								MO	8,056.53	8,467.33	8,893.73	9,347.87	9,812.40	10,060.27	10,318.53		
								YR	96,678.40	101,608.00	106,724.80	112,174.40	117,748.80	120,723.20	123,822.40		
IT Architect	3	3	IT9	2.1		ES	164	HR	68.87	72.35	76.01	79.85	83.89	85.98	88.15		
								BW	5,509.60	5,788.00	6,080.80	6,388.00	6,711.20	6,878.40	7,052.00		
								MO	11,937.47	12,540.67	13,175.07	13,840.67	14,540.93	14,903.20	15,279.33		
								YR	143,249.60	150,488.00	158,100.80	166,088.00	174,491.20	178,838.40	183,352.00		
IWM-Imported Water Manager	1	1	MI1	1.2		MMA	150	HR	81.04	85.08	89.34	93.81	98.49	100.94	103.48		
								BW	6,483.20	6,806.40	7,147.20	7,504.80	7,879.20	8,075.20	8,278.40		
								MO	14,046.93	14,747.20	15,485.60	16,260.40	17,071.60	17,496.27	17,936.53		
								YR	168,563.20	176,966.40	185,827.20	195,124.80	204,859.20	209,955.20	215,238.40		
Industrial Coating Spec I	0	0	FV1	7	Y	EA	140	HR	36.32	38.16	40.10	42.11	44.25	45.34	46.48		
								BW	2,905.60	3,052.80	3,208.00	3,368.80	3,540.00	3,627.20	3,718.40		
								MO	6,295.47	6,614.40	6,950.67	7,299.07	7,670.00	7,858.93	8,056.53		
								YR	75,545.60	79,372.80	83,408.00	87,588.80	92,040.00	94,307.20	96,678.40		
Industrial Coating Spec II	2	2	FV5	7	Y	EA	146	HR	42.11	44.25	46.48	48.85	51.31	52.57	53.93		
								BW	3,368.80	3,540.00	3,718.40	3,908.00	4,104.80	4,205.60	4,314.40		
								MO	7,299.07	7,670.00	8,056.53	8,467.33	8,893.73	9,112.13	9,347.87		
								YR	87,588.80	92,040.00	96,678.40	101,608.00	106,724.80	109,345.60	112,174.40		
Industrial Electrician I	0	0	FJ1	7	Y	EA	145	HR	41.08	43.19	45.34	47.63	50.06	51.31	52.57		
								BW	3,286.40	3,455.20	3,627.20	3,810.40	4,004.80	4,104.80	4,205.60		
								MO	7,120.53	7,486.27	7,858.93	8,255.87	8,677.07	8,893.73	9,112.13		
								YR	85,446.40	89,835.20	94,307.20	99,070.40	104,124.80	106,724.80	109,345.60		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Industrial Electrician II	5	4	FJ5	7	Y	EA	151	HR	47.63	50.06	52.57	55.23	58.04	59.53	60.99		
								BW	3,810.40	4,004.80	4,205.60	4,418.40	4,643.20	4,762.40	4,879.20		
								MO	8,255.87	8,677.07	9,112.13	9,573.20	10,060.27	10,318.53	10,571.60		
								YR	99,070.40	104,124.80	109,345.60	114,878.40	120,723.20	123,822.40	126,859.20		
ISM-Inform Tech Proj & Bus Opr Mgr	1	0	MI2	1.2		MMA	146	HR	73.40	77.08	80.93	84.98	89.22	91.46	93.75		
								BW	5,872.00	6,166.40	6,474.40	6,798.40	7,137.60	7,316.80	7,500.00		
								MO	12,722.67	13,360.53	14,027.87	14,729.87	15,464.80	15,853.07	16,250.00		
								YR	152,672.00	160,326.40	168,334.40	176,758.40	185,577.60	190,236.80	195,000.00		
ISM-Information Technology Manager	1	1	MI2	1.2		MMA	146	HR	73.40	77.08	80.93	84.98	89.22	91.46	93.75		
								BW	5,872.00	6,166.40	6,474.40	6,798.40	7,137.60	7,316.80	7,500.00		
								MO	12,722.67	13,360.53	14,027.87	14,729.87	15,464.80	15,853.07	16,250.00		
								YR	152,672.00	160,326.40	168,334.40	176,758.40	185,577.60	190,236.80	195,000.00		
ISM-Sys Development & Support Mgr	1	1	MI2	1.2		MMA	146	HR	73.40	77.08	80.93	84.98	89.22	91.46	93.75		
								BW	5,872.00	6,166.40	6,474.40	6,798.40	7,137.60	7,316.80	7,500.00		
								MO	12,722.67	13,360.53	14,027.87	14,729.87	15,464.80	15,853.07	16,250.00		
								YR	152,672.00	160,326.40	168,334.40	176,758.40	185,577.60	190,236.80	195,000.00		
Information Systems Admin	1	1	YA9	2.3	Y	EA	160	HR	59.53	62.49	65.68	68.98	72.49	74.33	76.19		
								BW	4,762.40	4,999.20	5,254.40	5,518.40	5,799.20	5,946.40	6,095.20		
								MO	10,318.53	10,831.60	11,384.53	11,956.53	12,564.93	12,883.87	13,206.27		
								YR	123,822.40	129,979.20	136,614.40	143,478.40	150,779.20	154,606.40	158,475.20		
Information Systems Anlyst I	0	0	XJ1	2.3	Y	EA	150	HR	46.48	48.85	51.31	53.93	56.61	58.04	59.53		
								BW	3,718.40	3,908.00	4,104.80	4,314.40	4,528.80	4,643.20	4,762.40		
								MO	8,056.53	8,467.33	8,893.73	9,347.87	9,812.40	10,060.27	10,318.53		
								YR	96,678.40	101,608.00	106,724.80	112,174.40	117,748.80	120,723.20	123,822.40		
Information Systems Anlyst II	4	4	XJ2	2.3	Y	EA	154	HR	51.31	53.93	56.61	59.53	62.49	64.07	65.68		
								BW	4,104.80	4,314.40	4,528.80	4,762.40	4,999.20	5,125.60	5,254.40		
								MO	8,893.73	9,347.87	9,812.40	10,318.53	10,831.60	11,105.47	11,384.53		
								YR	106,724.80	112,174.40	117,748.80	123,822.40	129,979.20	133,265.60	136,614.40		
Information Systems Anlyst III	6	4	XJ5	2.3	Y	EA	158	HR	56.61	59.53	62.49	65.68	68.98	70.74	72.49		
								BW	4,528.80	4,762.40	4,999.20	5,254.40	5,518.40	5,659.20	5,799.20		
								MO	9,812.40	10,318.53	10,831.60	11,384.53	11,956.53	12,261.60	12,564.93		
								YR	117,748.80	123,822.40	129,979.20	136,614.40	143,478.40	147,139.20	150,779.20		
Information Systems Tech I	0	0	YA1	3.2	Y	EA	140	HR	36.32	38.16	40.10	42.11	44.25	45.34	46.48		
								BW	2,905.60	3,052.80	3,208.00	3,368.80	3,540.00	3,627.20	3,718.40		
								MO	6,295.47	6,614.40	6,950.67	7,299.07	7,670.00	7,858.93	8,056.53		
								YR	75,545.60	79,372.80	83,408.00	87,588.80	92,040.00	94,307.20	96,678.40		
Information Systems Tech II	4	4	YA5	3.2	Y	EA	146	HR	42.11	44.25	46.48	48.85	51.31	52.57	53.93		
								BW	3,368.80	3,540.00	3,718.40	3,908.00	4,104.80	4,205.60	4,314.40		
								MO	7,299.07	7,670.00	8,056.53	8,467.33	8,893.73	9,112.13	9,347.87		
								YR	87,588.80	92,040.00	96,678.40	101,608.00	106,724.80	109,345.60	112,174.40		
Information Systems Tech III	1	1	YA4	3.2	Y	EA	149	HR	45.34	47.63	50.06	52.57	55.23	56.61	58.04		
								BW	3,627.20	3,810.40	4,004.80	4,205.60	4,418.40	4,528.80	4,643.20		
								MO	7,858.93	8,255.87	8,677.07	9,112.13	9,573.20	9,812.40	10,060.27		
								YR	94,307.20	99,070.40	104,124.80	109,345.60	114,878.40	117,748.80	120,723.20		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Instrument & Controls Tech I	2	2	FM1	3.2	Y	EA	145	HR	41.08	43.19	45.34	47.63	50.06	51.31	52.57		
								BW	3,286.40	3,455.20	3,627.20	3,810.40	4,004.80	4,104.80	4,205.60		
								MO	7,120.53	7,486.27	7,858.93	8,255.87	8,677.07	8,893.73	9,112.13		
								YR	85,446.40	89,835.20	94,307.20	99,070.40	104,124.80	106,724.80	109,345.60		
Instrument & Controls Tech II	7	7	FM5	3.2	Y	EA	151	HR	47.63	50.06	52.57	55.23	58.04	59.53	60.99		
								BW	3,810.40	4,004.80	4,205.60	4,418.40	4,643.20	4,762.40	4,879.20		
								MO	8,255.87	8,677.07	9,112.13	9,573.20	10,060.27	10,318.53	10,571.60		
								YR	99,070.40	104,124.80	109,345.60	114,878.40	120,723.20	123,822.40	126,859.20		
Inventory Control Tech I	0	0	VH1	8	Y	EA	137	HR	33.73	35.44	37.21	39.08	41.08	42.11	43.19		
								BW	2,698.40	2,835.20	2,976.80	3,126.40	3,286.40	3,368.80	3,455.20		
								MO	5,846.53	6,142.93	6,449.73	6,773.87	7,120.53	7,299.07	7,486.27		
								YR	70,158.40	73,715.20	77,396.80	81,286.40	85,446.40	87,588.80	89,835.20		
Inventory Control Tech II	4	3	VH5	8	Y	EA	141	HR	37.21	39.08	41.08	43.19	45.34	46.48	47.63		
								BW	2,976.80	3,126.40	3,286.40	3,455.20	3,627.20	3,718.40	3,810.40		
								MO	6,449.73	6,773.87	7,120.53	7,486.27	7,858.93	8,056.53	8,255.87		
								YR	77,396.80	81,286.40	85,446.40	89,835.20	94,307.20	96,678.40	99,070.40		
Labor Relations Officer	1	1	AM4	1.1		UNC	LRM	HR	94.96							106.98	119.00
								BW	7,596.80							8,558.40	9,520.00
								MO	16,459.73							18,543.20	20,626.67
								YR	197,516.80							222,518.40	247,520.00
Labor Relations Specialist I	0	0	WA1	2.3	Y	EA	155	HR	52.57	55.23	58.04	60.99	64.07	65.68	67.29		
								BW	4,205.60	4,418.40	4,643.20	4,879.20	5,125.60	5,254.40	5,383.20		
								MO	9,112.13	9,573.20	10,060.27	10,571.60	11,105.47	11,384.53	11,663.60		
								YR	109,345.60	114,878.40	120,723.20	126,859.20	133,265.60	136,614.40	139,963.20		
Labor Relations Specialist II	2	2	WA5	2.3	Y	EA	158	HR	56.61	59.53	62.49	65.68	68.98	70.74	72.49		
								BW	4,528.80	4,762.40	4,999.20	5,254.40	5,518.40	5,659.20	5,799.20		
								MO	9,812.40	10,318.53	10,831.60	11,384.53	11,956.53	12,261.60	12,564.93		
								YR	117,748.80	123,822.40	129,979.20	136,614.40	143,478.40	147,139.20	150,779.20		
Laboratory Tech I	0	0	LG1	3.2	Y	EA	139	HR	35.44	37.21	39.08	41.08	43.19	44.25	45.34		
								BW	2,835.20	2,976.80	3,126.40	3,286.40	3,455.20	3,540.00	3,627.20		
								MO	6,142.93	6,449.73	6,773.87	7,120.53	7,486.27	7,670.00	7,858.93		
								YR	73,715.20	77,396.80	81,286.40	85,446.40	89,835.20	92,040.00	94,307.20		
Laboratory Tech II	3	3	LG5	3.2	Y	EA	143	HR	39.08	41.08	43.19	45.34	47.63	48.85	50.06		
								BW	3,126.40	3,286.40	3,455.20	3,627.20	3,810.40	3,908.00	4,004.80		
								MO	6,773.87	7,120.53	7,486.27	7,858.93	8,255.87	8,467.33	8,677.07		
								YR	81,286.40	85,446.40	89,835.20	94,307.20	99,070.40	101,608.00	104,124.80		
Legal Analyst I	0	0	XB1	2.3	Y	EA	151	HR	47.63	50.06	52.57	55.23	58.04	59.53	60.99		
								BW	3,810.40	4,004.80	4,205.60	4,418.40	4,643.20	4,762.40	4,879.20		
								MO	8,255.87	8,677.07	9,112.13	9,573.20	10,060.27	10,318.53	10,571.60		
								YR	99,070.40	104,124.80	109,345.60	114,878.40	120,723.20	123,822.40	126,859.20		
Legal Analyst II	1	1	XB5	2.3	Y	EA	155	HR	52.57	55.23	58.04	60.99	64.07	65.68	67.29		
								BW	4,205.60	4,418.40	4,643.20	4,879.20	5,125.60	5,254.40	5,383.20		
								MO	9,112.13	9,573.20	10,060.27	10,571.60	11,105.47	11,384.53	11,663.60		
								YR	109,345.60	114,878.40	120,723.20	126,859.20	133,265.60	136,614.40	139,963.20		

Class Title	All Pos	Fill Pos*	Class Code	EO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Librarian	1	1	XF9	2.3	Y	EA	150	HR	46.48	48.85	51.31	53.93	56.61	58.04	59.53		
								BW	3,718.40	3,908.00	4,104.80	4,314.40	4,528.80	4,643.20	4,762.40		
								MO	8,056.53	8,467.33	8,893.73	9,347.87	9,812.40	10,060.27	10,318.53		
								YR	96,678.40	101,608.00	106,724.80	112,174.40	117,748.80	120,723.20	123,822.40		
Maintenance Liaison	0	0	UM6	2.2	Y	EA	157	HR	55.23	58.04	60.99	64.07	67.29	68.98	70.74		
								BW	4,418.40	4,643.20	4,879.20	5,125.60	5,383.20	5,518.40	5,659.20		
								MO	9,573.20	10,060.27	10,571.60	11,105.47	11,663.60	11,956.53	12,261.60		
								YR	114,878.40	120,723.20	126,859.20	133,265.60	139,963.20	143,478.40	147,139.20		
Maintenance Worker I	3	3	JM1	8	Y	EA	137	HR	33.73	35.44	37.21	39.08	41.08	42.11	43.19		
								BW	2,698.40	2,835.20	2,976.80	3,126.40	3,286.40	3,368.80	3,455.20		
								MO	5,846.53	6,142.93	6,449.73	6,773.87	7,120.53	7,299.07	7,486.27		
								YR	70,158.40	73,715.20	77,396.80	81,286.40	85,446.40	87,588.80	89,835.20		
Maintenance Worker II	11	5	JM5	8	Y	EA	141	HR	37.21	39.08	41.08	43.19	45.34	46.48	47.63		
								BW	2,976.80	3,126.40	3,286.40	3,455.20	3,627.20	3,718.40	3,810.40		
								MO	6,449.73	6,773.87	7,120.53	7,486.27	7,858.93	8,056.53	8,255.87		
								YR	77,396.80	81,286.40	85,446.40	89,835.20	94,307.20	96,678.40	99,070.40		
Maintenance Worker III	13	13	JM6	8	Y	EA	145	HR	41.08	43.19	45.34	47.63	50.06	51.31	52.57		
								BW	3,286.40	3,455.20	3,627.20	3,810.40	4,004.80	4,104.80	4,205.60		
								MO	7,120.53	7,486.27	7,858.93	8,255.87	8,677.07	8,893.73	9,112.13		
								YR	85,446.40	89,835.20	94,307.20	99,070.40	104,124.80	106,724.80	109,345.60		
Management Analyst I	9	9	XA2	2.3	Y	EA	151	HR	47.63	50.06	52.57	55.23	58.04	59.53	60.99		
								BW	3,810.40	4,004.80	4,205.60	4,418.40	4,643.20	4,762.40	4,879.20		
								MO	8,255.87	8,677.07	9,112.13	9,573.20	10,060.27	10,318.53	10,571.60		
								YR	99,070.40	104,124.80	109,345.60	114,878.40	120,723.20	123,822.40	126,859.20		
Management Analyst II	32	25	XA5	2.3	Y	EA	155	HR	52.57	55.23	58.04	60.99	64.07	65.68	67.29		
								BW	4,205.60	4,418.40	4,643.20	4,879.20	5,125.60	5,254.40	5,383.20		
								MO	9,112.13	9,573.20	10,060.27	10,571.60	11,105.47	11,384.53	11,663.60		
								YR	109,345.60	114,878.40	120,723.20	126,859.20	133,265.60	136,614.40	139,963.20		
Microbiologist I	0	0	LD1	2.2	Y	EA	149	HR	45.34	47.63	50.06	52.57	55.23	56.61	58.04		
								BW	3,627.20	3,810.40	4,004.80	4,205.60	4,418.40	4,528.80	4,643.20		
								MO	7,858.93	8,255.87	8,677.07	9,112.13	9,573.20	9,812.40	10,060.27		
								YR	94,307.20	99,070.40	104,124.80	109,345.60	114,878.40	117,748.80	120,723.20		
Microbiologist II	1	1	LD3	2.2	Y	EA	152	HR	48.85	51.31	53.93	56.61	59.53	60.99	62.49		
								BW	3,908.00	4,104.80	4,314.40	4,528.80	4,762.40	4,879.20	4,999.20		
								MO	8,467.33	8,893.73	9,347.87	9,812.40	10,318.53	10,571.60	10,831.60		
								YR	101,608.00	106,724.80	112,174.40	117,748.80	123,822.40	126,859.20	129,979.20		
Microbiologist III	1	1	LD5	2.2	Y	EA	155	HR	52.57	55.23	58.04	60.99	64.07	65.68	67.29		
								BW	4,205.60	4,418.40	4,643.20	4,879.20	5,125.60	5,254.40	5,383.20		
								MO	9,112.13	9,573.20	10,060.27	10,571.60	11,105.47	11,384.53	11,663.60		
								YR	109,345.60	114,878.40	120,723.20	126,859.20	133,265.60	136,614.40	139,963.20		
Network Architect	1	0	NT9	2.1		ES	164	HR	68.87	72.35	76.01	79.85	83.89	85.98	88.15		
								BW	5,509.60	5,788.00	6,080.80	6,388.00	6,711.20	6,878.40	7,052.00		
								MO	11,937.47	12,540.67	13,175.07	13,840.67	14,540.93	14,903.20	15,279.33		
								YR	143,249.60	150,488.00	158,100.80	166,088.00	174,491.20	178,838.40	183,352.00		

Class Title	All Pos	Fill Pos*	Class Code	EO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Office Specialist I	0	0	TA1	6.2	Y	EA	130	HR	28.37	29.81	31.31	32.90	34.56	35.44	36.32		
								BW	2,269.60	2,384.80	2,504.80	2,632.00	2,764.80	2,835.20	2,905.60		
								MO	4,917.47	5,167.07	5,427.07	5,702.67	5,990.40	6,142.93	6,295.47		
								YR	59,009.60	62,004.80	65,124.80	68,432.00	71,884.80	73,715.20	75,545.60		
Office Specialist II	6	6	TA5	6.2	Y	EA	134	HR	31.31	32.90	34.56	36.32	38.16	39.08	40.10		
								BW	2,504.80	2,632.00	2,764.80	2,905.60	3,052.80	3,126.40	3,208.00		
								MO	5,427.07	5,702.67	5,990.40	6,295.47	6,614.40	6,773.87	6,950.67		
								YR	65,124.80	68,432.00	71,884.80	75,545.60	79,372.80	81,286.40	83,408.00		
Operations Liaison	0	0	UT6	2.2	Y	EA	157	HR	55.23	58.04	60.99	64.07	67.29	68.98	70.74		
								BW	4,418.40	4,643.20	4,879.20	5,125.60	5,383.20	5,518.40	5,659.20		
								MO	9,573.20	10,060.27	10,571.60	11,105.47	11,663.60	11,956.53	12,261.60		
								YR	114,878.40	120,723.20	126,859.20	133,265.60	139,963.20	143,478.40	147,139.20		
Plant/Pipe Mechanical Tech I	2	1	JA1	7	Y	EA	144	HR	40.10	42.11	44.25	46.48	48.85	50.06	51.31		
								BW	3,208.00	3,368.80	3,540.00	3,718.40	3,908.00	4,004.80	4,104.80		
								MO	6,950.67	7,299.07	7,670.00	8,056.53	8,467.33	8,677.07	8,893.73		
								YR	83,408.00	87,588.80	92,040.00	96,678.40	101,608.00	104,124.80	106,724.80		
Plant/Pipe Mechanical Tech II	11	8	JA5	7	Y	EA	148	HR	44.25	46.48	48.85	51.31	53.93	55.23	56.61		
								BW	3,540.00	3,718.40	3,908.00	4,104.80	4,314.40	4,418.40	4,528.80		
								MO	7,670.00	8,056.53	8,467.33	8,893.73	9,347.87	9,573.20	9,812.40		
								YR	92,040.00	96,678.40	101,608.00	106,724.80	112,174.40	114,878.40	117,748.80		
Prin Cnst Contracts Admin	0	0	CP9	2.3	Y	EA	165	HR	67.29	70.74	74.33	78.08	82.04	84.07	86.18		
								BW	5,383.20	5,659.20	5,946.40	6,246.40	6,563.20	6,725.60	6,894.40		
								MO	11,663.60	12,261.60	12,883.87	13,533.87	14,220.27	14,572.13	14,937.87		
								YR	139,963.20	147,139.20	154,606.40	162,406.40	170,643.20	174,865.60	179,254.40		
Procurement Specialist	0	0	VP5	2.3	Y	EA	151	HR	47.63	50.06	52.57	55.23	58.04	59.53	60.99		
								BW	3,810.40	4,004.80	4,205.60	4,418.40	4,643.20	4,762.40	4,879.20		
								MO	8,255.87	8,677.07	9,112.13	9,573.20	10,060.27	10,318.53	10,571.60		
								YR	99,070.40	104,124.80	109,345.60	114,878.40	120,723.20	123,822.40	126,859.20		
Procurement Technician	0	0	VD1	6.1	Y	EA	141	HR	37.21	39.08	41.08	43.19	45.34	46.48	47.63		
								BW	2,976.80	3,126.40	3,286.40	3,455.20	3,627.20	3,718.40	3,810.40		
								MO	6,449.73	6,773.87	7,120.53	7,486.27	7,858.93	8,056.53	8,255.87		
								YR	77,396.80	81,286.40	85,446.40	89,835.20	94,307.20	96,678.40	99,070.40		
Program Administrator	32	24	XA9	2.3	Y	EA	159	HR	58.04	60.99	64.07	67.29	70.74	72.49	74.33		
								BW	4,643.20	4,879.20	5,125.60	5,383.20	5,659.20	5,799.20	5,946.40		
								MO	10,060.27	10,571.60	11,105.47	11,663.60	12,261.60	12,564.93	12,883.87		
								YR	120,723.20	126,859.20	133,265.60	139,963.20	147,139.20	150,779.20	154,606.40		
Project Coordinator	1	1	XF8	2.3	Y	EA	153	HR	50.06	52.57	55.23	58.04	60.99	62.49	64.07		
								BW	4,004.80	4,205.60	4,418.40	4,643.20	4,879.20	4,999.20	5,125.60		
								MO	8,677.07	9,112.13	9,573.20	10,060.27	10,571.60	10,831.60	11,105.47		
								YR	104,124.80	109,345.60	114,878.40	120,723.20	126,859.20	129,979.20	133,265.60		
Project Manager	2	2	EC3	2.3	Y	ES	159	HR	60.86	63.96	67.17	70.60	74.13	76.01	77.90		
								BW	4,868.80	5,116.80	5,373.60	5,648.00	5,930.40	6,080.80	6,232.00		
								MO	10,549.07	11,086.40	11,642.80	12,237.33	12,849.20	13,175.07	13,502.67		
								YR	126,588.80	133,036.80	139,713.60	146,848.00	154,190.40	158,100.80	162,032.00		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Public Info Rep I	0	0	ZA1	2.3	Y	EA	149	HR	45.34	47.63	50.06	52.57	55.23	56.61	58.04		
								BW	3,627.20	3,810.40	4,004.80	4,205.60	4,418.40	4,528.80	4,643.20		
								MO	7,858.93	8,255.87	8,677.07	9,112.13	9,573.20	9,812.40	10,060.27		
								YR	94,307.20	99,070.40	104,124.80	109,345.60	114,878.40	117,748.80	120,723.20		
Public Info Rep II	9	9	ZA5	2.3	Y	EA	153	HR	50.06	52.57	55.23	58.04	60.99	62.49	64.07		
								BW	4,004.80	4,205.60	4,418.40	4,643.20	4,879.20	4,999.20	5,125.60		
								MO	8,677.07	9,112.13	9,573.20	10,060.27	10,571.60	10,831.60	11,105.47		
								YR	104,124.80	109,345.60	114,878.40	120,723.20	126,859.20	129,979.20	133,265.60		
Public Info Rep III	7	7	ZA6	2.3	Y	EA	157	HR	55.23	58.04	60.99	64.07	67.29	68.98	70.74		
								BW	4,418.40	4,643.20	4,879.20	5,125.60	5,383.20	5,518.40	5,659.20		
								MO	9,573.20	10,060.27	10,571.60	11,105.47	11,663.60	11,956.53	12,261.60		
								YR	114,878.40	120,723.20	126,859.20	133,265.60	139,963.20	143,478.40	147,139.20		
Real Estate Agent I	0	0	RA1	2.3	Y	EA	144	HR	40.10	42.11	44.25	46.48	48.85	50.06	51.31		
								BW	3,208.00	3,368.80	3,540.00	3,718.40	3,908.00	4,004.80	4,104.80		
								MO	6,950.67	7,299.07	7,670.00	8,056.53	8,467.33	8,677.07	8,893.73		
								YR	83,408.00	87,588.80	92,040.00	96,678.40	101,608.00	104,124.80	106,724.80		
Real Estate Agent II	2	2	RA2	2.3	Y	EA	148	HR	44.25	46.48	48.85	51.31	53.93	55.23	56.61		
								BW	3,540.00	3,718.40	3,908.00	4,104.80	4,314.40	4,418.40	4,528.80		
								MO	7,670.00	8,056.53	8,467.33	8,893.73	9,347.87	9,573.20	9,812.40		
								YR	92,040.00	96,678.40	101,608.00	106,724.80	112,174.40	114,878.40	117,748.80		
Records Mgmt Specialist I	0	0	TM1	6.1	Y	EA	135	HR	32.12	33.73	35.44	37.21	39.08	40.10	41.08		
								BW	2,569.60	2,698.40	2,835.20	2,976.80	3,126.40	3,208.00	3,286.40		
								MO	5,567.47	5,846.53	6,142.93	6,449.73	6,773.87	6,950.67	7,120.53		
								YR	66,809.60	70,158.40	73,715.20	77,396.80	81,286.40	83,408.00	85,446.40		
Records Mgmt Specialist II	3	3	TM5	6.1	Y	EA	139	HR	35.44	37.21	39.08	41.08	43.19	44.25	45.34		
								BW	2,835.20	2,976.80	3,126.40	3,286.40	3,455.20	3,540.00	3,627.20		
								MO	6,142.93	6,449.73	6,773.87	7,120.53	7,486.27	7,670.00	7,858.93		
								YR	73,715.20	77,396.80	81,286.40	85,446.40	89,835.20	92,040.00	94,307.20		
Recycled Water Facility Supv	2	2	FA8	1.2	Y	EA	157	HR	55.23	58.04	60.99	64.07	67.29	68.98	70.74		
								BW	4,418.40	4,643.20	4,879.20	5,125.60	5,383.20	5,518.40	5,659.20		
								MO	9,573.20	10,060.27	10,571.60	11,105.47	11,663.60	11,956.53	12,261.60		
								YR	114,878.40	120,723.20	126,859.20	133,265.60	139,963.20	143,478.40	147,139.20		
Reprographics Technician	0	0	TL1	6.1	Y	EA	134	HR	31.31	32.90	34.56	36.32	38.16	39.08	40.10		
								BW	2,504.80	2,632.00	2,764.80	2,905.60	3,052.80	3,126.40	3,208.00		
								MO	5,427.07	5,702.67	5,990.40	6,295.47	6,614.40	6,773.87	6,950.67		
								YR	65,124.80	68,432.00	71,884.80	75,545.60	79,372.80	81,286.40	83,408.00		
Resident Const Inspector	9	7	CN5	3.1	Y	EA	153	HR	50.06	52.57	55.23	58.04	60.99	62.49	64.07		
								BW	4,004.80	4,205.60	4,418.40	4,643.20	4,879.20	4,999.20	5,125.60		
								MO	8,677.07	9,112.13	9,573.20	10,060.27	10,571.60	10,831.60	11,105.47		
								YR	104,124.80	109,345.60	114,878.40	120,723.20	126,859.20	129,979.20	133,265.60		
Security Technician	1	1	TR5	3.1	Y	EA	145	HR	41.08	43.19	45.34	47.63	50.06	51.31	52.57		
								BW	3,286.40	3,455.20	3,627.20	3,810.40	4,004.80	4,104.80	4,205.60		
								MO	7,120.53	7,486.27	7,858.93	8,255.87	8,677.07	8,893.73	9,112.13		
								YR	85,446.40	89,835.20	94,307.20	99,070.40	104,124.80	106,724.80	109,345.60		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Sr Accountant	3	3	VA7	2.3	Y	EA	155	HR	52.57	55.23	58.04	60.99	64.07	65.68	67.29		
								BW	4,205.60	4,418.40	4,643.20	4,879.20	5,125.60	5,254.40	5,383.20		
								MO	9,112.13	9,573.20	10,060.27	10,571.60	11,105.47	11,384.53	11,663.60		
								YR	109,345.60	114,878.40	120,723.20	126,859.20	133,265.60	136,614.40	139,963.20		
Sr Ast District Counsel	3	3	AH3	1.1		UNC	SDC	HR	112.33							124.35	136.37
								BW	8,986.40							9,948.00	10,909.60
								MO	19,470.53							21,554.00	23,637.47
								YR	233,646.40							258,648.00	283,649.60
Sr Biologist	6	6	LJ7	2.2	Y	EA	159	HR	58.04	60.99	64.07	67.29	70.74	72.49	74.33		
								BW	4,643.20	4,879.20	5,125.60	5,383.20	5,659.20	5,799.20	5,946.40		
								MO	10,060.27	10,571.60	11,105.47	11,663.60	12,261.60	12,564.93	12,883.87		
								YR	120,723.20	126,859.20	133,265.60	139,963.20	147,139.20	150,779.20	154,606.40		
Sr Chemist	3	3	LA7	2.2	Y	EA	159	HR	58.04	60.99	64.07	67.29	70.74	72.49	74.33		
								BW	4,643.20	4,879.20	5,125.60	5,383.20	5,659.20	5,799.20	5,946.40		
								MO	10,060.27	10,571.60	11,105.47	11,663.60	12,261.60	12,564.93	12,883.87		
								YR	120,723.20	126,859.20	133,265.60	139,963.20	147,139.20	150,779.20	154,606.40		
Sr Cnst Contracts Admin	0	0	CP6	2.3	Y	EA	158	HR	56.61	59.53	62.49	65.68	68.98	70.74	72.49		
								BW	4,528.80	4,762.40	4,999.20	5,254.40	5,518.40	5,659.20	5,799.20		
								MO	9,812.40	10,318.53	10,831.60	11,384.53	11,956.53	12,261.60	12,564.93		
								YR	117,748.80	123,822.40	129,979.20	136,614.40	143,478.40	147,139.20	150,779.20		
Sr Corrosion Control Tech	1	1	CK6	3.1	Y	EA	154	HR	51.31	53.93	56.61	59.53	62.49	64.07	65.68		
								BW	4,104.80	4,314.40	4,528.80	4,762.40	4,999.20	5,125.60	5,254.40		
								MO	8,893.73	9,347.87	9,812.40	10,318.53	10,831.60	11,105.47	11,384.53		
								YR	106,724.80	112,174.40	117,748.80	123,822.40	129,979.20	133,265.60	136,614.40		
Sr Engineer	25	20	ED9	2.1		ES	164	HR	68.87	72.35	76.01	79.85	83.89	85.98	88.15		
								BW	5,509.60	5,788.00	6,080.80	6,388.00	6,711.20	6,878.40	7,052.00		
								MO	11,937.47	12,540.67	13,175.07	13,840.67	14,540.93	14,903.20	15,279.33		
								YR	143,249.60	150,488.00	158,100.80	166,088.00	174,491.20	178,838.40	183,352.00		
Sr Engineering Geo	1	1	EH9	2.1		ES	164	HR	68.87	72.35	76.01	79.85	83.89	85.98	88.15		
								BW	5,509.60	5,788.00	6,080.80	6,388.00	6,711.20	6,878.40	7,052.00		
								MO	11,937.47	12,540.67	13,175.07	13,840.67	14,540.93	14,903.20	15,279.33		
								YR	143,249.60	150,488.00	158,100.80	166,088.00	174,491.20	178,838.40	183,352.00		
Sr Engineering Tech	3	2	CJ6	3.1	Y	EA	149	HR	45.34	47.63	50.06	52.57	55.23	56.61	58.04		
								BW	3,627.20	3,810.40	4,004.80	4,205.60	4,418.40	4,528.80	4,643.20		
								MO	7,858.93	8,255.87	8,677.07	9,112.13	9,573.20	9,812.40	10,060.27		
								YR	94,307.20	99,070.40	104,124.80	109,345.60	114,878.40	117,748.80	120,723.20		
Sr Environm Hlth & Safety Spec	1	1	XG9	2.2	Y	EA	160	HR	59.53	62.49	65.68	68.98	72.49	74.33	76.19		
								BW	4,762.40	4,999.20	5,254.40	5,518.40	5,799.20	5,946.40	6,095.20		
								MO	10,318.53	10,831.60	11,384.53	11,956.53	12,564.93	12,883.87	13,206.27		
								YR	123,822.40	129,979.20	136,614.40	143,478.40	150,779.20	154,606.40	158,475.20		
Sr Environmental Planner	4	4	PA7	2.3	Y	EA	159	HR	58.04	60.99	64.07	67.29	70.74	72.49	74.33		
								BW	4,643.20	4,879.20	5,125.60	5,383.20	5,659.20	5,799.20	5,946.40		
								MO	10,060.27	10,571.60	11,105.47	11,663.60	12,261.60	12,564.93	12,883.87		
								YR	120,723.20	126,859.20	133,265.60	139,963.20	147,139.20	150,779.20	154,606.40		

Class Title	All Pos	Fill Pos*	Class Code	EO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Sr Equipment Mechanic	1	1	JG6	7	Y	EA	149	HR	45.34	47.63	50.06	52.57	55.23	56.61	58.04		
								BW	3,627.20	3,810.40	4,004.80	4,205.60	4,418.40	4,528.80	4,643.20		
								MO	7,858.93	8,255.87	8,677.07	9,112.13	9,573.20	9,812.40	10,060.27		
								YR	94,307.20	99,070.40	104,124.80	109,345.60	114,878.40	117,748.80	120,723.20		
Sr Human Resources Tech	0	0	XH6	2.3	Y	EA	148	HR	44.25	46.48	48.85	51.31	53.93	55.23	56.61		
								BW	3,540.00	3,718.40	3,908.00	4,104.80	4,314.40	4,418.40	4,528.80		
								MO	7,670.00	8,056.53	8,467.33	8,893.73	9,347.87	9,573.20	9,812.40		
								YR	92,040.00	96,678.40	101,608.00	106,724.80	112,174.40	114,878.40	117,748.80		
Sr Hydrographer	1	1	CE6	3.2	Y	EA	154	HR	51.31	53.93	56.61	59.53	62.49	64.07	65.68		
								BW	4,104.80	4,314.40	4,528.80	4,762.40	4,999.20	5,125.60	5,254.40		
								MO	8,893.73	9,347.87	9,812.40	10,318.53	10,831.60	11,105.47	11,384.53		
								YR	106,724.80	112,174.40	117,748.80	123,822.40	129,979.20	133,265.60	136,614.40		
Sr Industrial Electrician	2	2	FJ6	7	Y	EA	155	HR	52.57	55.23	58.04	60.99	64.07	65.68	67.29		
								BW	4,205.60	4,418.40	4,643.20	4,879.20	5,125.60	5,254.40	5,383.20		
								MO	9,112.13	9,573.20	10,060.27	10,571.60	11,105.47	11,384.53	11,663.60		
								YR	109,345.60	114,878.40	120,723.20	126,859.20	133,265.60	136,614.40	139,963.20		
Sr Information Systems Analyst	2	1	XJ6	2.3	Y	EA	161	HR	60.99	64.07	67.29	70.74	74.33	76.19	78.08		
								BW	4,879.20	5,125.60	5,383.20	5,659.20	5,946.40	6,095.20	6,246.40		
								MO	10,571.60	11,105.47	11,663.60	12,261.60	12,883.87	13,206.27	13,533.87		
								YR	126,859.20	133,265.60	139,963.20	147,139.20	154,606.40	158,475.20	162,406.40		
Sr Information Systems Tech	5	5	YA6	3.1	Y	EA	152	HR	48.85	51.31	53.93	56.61	59.53	60.99	62.49		
								BW	3,908.00	4,104.80	4,314.40	4,528.80	4,762.40	4,879.20	4,999.20		
								MO	8,467.33	8,893.73	9,347.87	9,812.40	10,318.53	10,571.60	10,831.60		
								YR	101,608.00	106,724.80	112,174.40	117,748.80	123,822.40	126,859.20	129,979.20		
Sr Instrument & Controls Tech	2	2	FM6	3.1	Y	EA	155	HR	52.57	55.23	58.04	60.99	64.07	65.68	67.29		
								BW	4,205.60	4,418.40	4,643.20	4,879.20	5,125.60	5,254.40	5,383.20		
								MO	9,112.13	9,573.20	10,060.27	10,571.60	11,105.47	11,384.53	11,663.60		
								YR	109,345.60	114,878.40	120,723.20	126,859.20	133,265.60	136,614.40	139,963.20		
Sr Inventory Control Tech	2	1	VH6	8	Y	EA	145	HR	41.08	43.19	45.34	47.63	50.06	51.31	52.57		
								BW	3,286.40	3,455.20	3,627.20	3,810.40	4,004.80	4,104.80	4,205.60		
								MO	7,120.53	7,486.27	7,858.93	8,255.87	8,677.07	8,893.73	9,112.13		
								YR	85,446.40	89,835.20	94,307.20	99,070.40	104,124.80	106,724.80	109,345.60		
Sr Maintenance Worker	17	17	JM7	8	Y	EA	150	HR	46.48	48.85	51.31	53.93	56.61	58.04	59.53		
								BW	3,718.40	3,908.00	4,104.80	4,314.40	4,528.80	4,643.20	4,762.40		
								MO	8,056.53	8,467.33	8,893.73	9,347.87	9,812.40	10,060.27	10,318.53		
								YR	96,678.40	101,608.00	106,724.80	112,174.40	117,748.80	120,723.20	123,822.40		
Sr Management Analyst	32	30	XA6	2.3	Y	EA	158	HR	56.61	59.53	62.49	65.68	68.98	70.74	72.49		
								BW	4,528.80	4,762.40	4,999.20	5,254.40	5,518.40	5,659.20	5,799.20		
								MO	9,812.40	10,318.53	10,831.60	11,384.53	11,956.53	12,261.60	12,564.93		
								YR	117,748.80	123,822.40	129,979.20	136,614.40	143,478.40	147,139.20	150,779.20		
Sr Microbiologist	2	2	LD7	2.2	Y	EA	159	HR	58.04	60.99	64.07	67.29	70.74	72.49	74.33		
								BW	4,643.20	4,879.20	5,125.60	5,383.20	5,659.20	5,799.20	5,946.40		
								MO	10,060.27	10,571.60	11,105.47	11,663.60	12,261.60	12,564.93	12,883.87		
								YR	120,723.20	126,859.20	133,265.60	139,963.20	147,139.20	150,779.20	154,606.40		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Sr Office Specialist	11	10	TA6	6.1	Y	EA	137	HR	33.73	35.44	37.21	39.08	41.08	42.11	43.19		
								BW	2,698.40	2,835.20	2,976.80	3,126.40	3,286.40	3,368.80	3,455.20		
								MO	5,846.53	6,142.93	6,449.73	6,773.87	7,120.53	7,299.07	7,486.27		
								YR	70,158.40	73,715.20	77,396.80	81,286.40	85,446.40	87,588.80	89,835.20		
Sr Plant/Pipe Mechanical Tech	5	5	JA6	7	Y	EA	152	HR	48.85	51.31	53.93	56.61	59.53	60.99	62.49		
								BW	3,908.00	4,104.80	4,314.40	4,528.80	4,762.40	4,879.20	4,999.20		
								MO	8,467.33	8,893.73	9,347.87	9,812.40	10,318.53	10,571.60	10,831.60		
								YR	101,608.00	106,724.80	112,174.40	117,748.80	123,822.40	126,859.20	129,979.20		
Sr Procurement Spec	3	2	VP6	2.3	Y	EA	155	HR	52.57	55.23	58.04	60.99	64.07	65.68	67.29		
								BW	4,205.60	4,418.40	4,643.20	4,879.20	5,125.60	5,254.40	5,383.20		
								MO	9,112.13	9,573.20	10,060.27	10,571.60	11,105.47	11,384.53	11,663.60		
								YR	109,345.60	114,878.40	120,723.20	126,859.20	133,265.60	136,614.40	139,963.20		
Sr Procurement Technician	2	2	VD5	6.1	Y	EA	145	HR	41.08	43.19	45.34	47.63	50.06	51.31	52.57		
								BW	3,286.40	3,455.20	3,627.20	3,810.40	4,004.80	4,104.80	4,205.60		
								MO	7,120.53	7,486.27	7,858.93	8,255.87	8,677.07	8,893.73	9,112.13		
								YR	85,446.40	89,835.20	94,307.20	99,070.40	104,124.80	106,724.80	109,345.60		
Sr Project Manager	5	5	EC9	1.2		ES	168	HR	76.01	79.85	83.89	88.15	92.60	94.95	97.32		
								BW	6,080.80	6,388.00	6,711.20	7,052.00	7,408.00	7,596.00	7,785.60		
								MO	13,175.07	13,840.67	14,540.93	15,279.33	16,050.67	16,458.00	16,868.80		
								YR	158,100.80	166,088.00	174,491.20	183,352.00	192,608.00	197,496.00	202,425.60		
Sr Real Estate Agent	2	2	RA7	2.3	Y	EA	158	HR	56.61	59.53	62.49	65.68	68.98	70.74	72.49		
								BW	4,528.80	4,762.40	4,999.20	5,254.40	5,518.40	5,659.20	5,799.20		
								MO	9,812.40	10,318.53	10,831.60	11,384.53	11,956.53	12,261.60	12,564.93		
								YR	117,748.80	123,822.40	129,979.20	136,614.40	143,478.40	147,139.20	150,779.20		
Sr Reprographics Tech	1	1	TL5	6.1	Y	EA	137	HR	33.73	35.44	37.21	39.08	41.08	42.11	43.19		
								BW	2,698.40	2,835.20	2,976.80	3,126.40	3,286.40	3,368.80	3,455.20		
								MO	5,846.53	6,142.93	6,449.73	6,773.87	7,120.53	7,299.07	7,486.27		
								YR	70,158.40	73,715.20	77,396.80	81,286.40	85,446.40	87,588.80	89,835.20		
Sr Surveyor	2	2	CA6	3.1	Y	EA	150	HR	46.48	48.85	51.31	53.93	56.61	58.04	59.53		
								BW	3,718.40	3,908.00	4,104.80	4,314.40	4,528.80	4,643.20	4,762.40		
								MO	8,056.53	8,467.33	8,893.73	9,347.87	9,812.40	10,060.27	10,318.53		
								YR	96,678.40	101,608.00	106,724.80	112,174.40	117,748.80	120,723.20	123,822.40		
Sr Telecommunications Spec	1	1	YE7	3.2	Y	EA	150	HR	46.48	48.85	51.31	53.93	56.61	58.04	59.53		
								BW	3,718.40	3,908.00	4,104.80	4,314.40	4,528.80	4,643.20	4,762.40		
								MO	8,056.53	8,467.33	8,893.73	9,347.87	9,812.40	10,060.27	10,318.53		
								YR	96,678.40	101,608.00	106,724.80	112,174.40	117,748.80	120,723.20	123,822.40		
Sr Water Conservation Spec	1	1	LT7	2.2	Y	EA	159	HR	58.04	60.99	64.07	67.29	70.74	72.49	74.33		
								BW	4,643.20	4,879.20	5,125.60	5,383.20	5,659.20	5,799.20	5,946.40		
								MO	10,060.27	10,571.60	11,105.47	11,663.60	12,261.60	12,564.93	12,883.87		
								YR	120,723.20	126,859.20	133,265.60	139,963.20	147,139.20	150,779.20	154,606.40		
Sr Water Measurement Tech	1	1	VJ7	3.1	Y	EA	152	HR	48.85	51.31	53.93	56.61	59.53	60.99	62.49		
								BW	3,908.00	4,104.80	4,314.40	4,528.80	4,762.40	4,879.20	4,999.20		
								MO	8,467.33	8,893.73	9,347.87	9,812.40	10,318.53	10,571.60	10,831.60		
								YR	101,608.00	106,724.80	112,174.40	117,748.80	123,822.40	126,859.20	129,979.20		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Sr Water Plant Operator	15	14	FA6	1.2	Y	EA	154	HR	51.31	53.93	56.61	59.53	62.49	64.07	65.68		
								BW	4,104.80	4,314.40	4,528.80	4,762.40	4,999.20	5,125.60	5,254.40		
								MO	8,893.73	9,347.87	9,812.40	10,318.53	10,831.60	11,105.47	11,384.53		
								YR	106,724.80	112,174.40	117,748.80	123,822.40	129,979.20	133,265.60	136,614.40		
Sr Water Res Spec	18	16	EW6	2.2		ES	163	HR	67.17	70.60	74.13	77.90	81.87	83.89	85.98		
								BW	5,373.60	5,648.00	5,930.40	6,232.00	6,549.60	6,711.20	6,878.40		
								MO	11,642.80	12,237.33	12,849.20	13,502.67	14,190.80	14,540.93	14,903.20		
								YR	139,713.60	146,848.00	154,190.40	162,032.00	170,289.60	174,491.20	178,838.40		
Sr Water Resources Tech	2	2	FG6	3.1	Y	EA	154	HR	51.31	53.93	56.61	59.53	62.49	64.07	65.68		
								BW	4,104.80	4,314.40	4,528.80	4,762.40	4,999.20	5,125.60	5,254.40		
								MO	8,893.73	9,347.87	9,812.40	10,318.53	10,831.60	11,105.47	11,384.53		
								YR	106,724.80	112,174.40	117,748.80	123,822.40	129,979.20	133,265.60	136,614.40		
Staff Analyst	22	20	XA1	2.3	Y	EA	148	HR	44.25	46.48	48.85	51.31	53.93	55.23	56.61		
								BW	3,540.00	3,718.40	3,908.00	4,104.80	4,314.40	4,418.40	4,528.80		
								MO	7,670.00	8,056.53	8,467.33	8,893.73	9,347.87	9,573.20	9,812.40		
								YR	92,040.00	96,678.40	101,608.00	106,724.80	112,174.40	114,878.40	117,748.80		
Support Services Supervisor	1	1	TA9	2.3	Y	EA	148	HR	44.25	46.48	48.85	51.31	53.93	55.23	56.61		
								BW	3,540.00	3,718.40	3,908.00	4,104.80	4,314.40	4,418.40	4,528.80		
								MO	7,670.00	8,056.53	8,467.33	8,893.73	9,347.87	9,573.20	9,812.40		
								YR	92,040.00	96,678.40	101,608.00	106,724.80	112,174.40	114,878.40	117,748.80		
Supv Engineering Tech	2	2	CJ9	3.1	Y	EA	154	HR	51.31	53.93	56.61	59.53	62.49	64.07	65.68		
								BW	4,104.80	4,314.40	4,528.80	4,762.40	4,999.20	5,125.60	5,254.40		
								MO	8,893.73	9,347.87	9,812.40	10,318.53	10,831.60	11,105.47	11,384.53		
								YR	106,724.80	112,174.40	117,748.80	123,822.40	129,979.20	133,265.60	136,614.40		
Supv HVACR Mechanic	1	1	FP9	7	Y	EA	156	HR	53.93	56.61	59.53	62.49	65.68	67.29	68.98		
								BW	4,314.40	4,528.80	4,762.40	4,999.20	5,254.40	5,383.20	5,518.40		
								MO	9,347.87	9,812.40	10,318.53	10,831.60	11,384.53	11,663.60	11,956.53		
								YR	112,174.40	117,748.80	123,822.40	129,979.20	136,614.40	139,963.20	143,478.40		
Supv Hydrographer	1	1	CE9	1.2	Y	EA	160	HR	59.53	62.49	65.68	68.98	72.49	74.33	76.19		
								BW	4,762.40	4,999.20	5,254.40	5,518.40	5,799.20	5,946.40	6,095.20		
								MO	10,318.53	10,831.60	11,384.53	11,956.53	12,564.93	12,883.87	13,206.27		
								YR	123,822.40	129,979.20	136,614.40	143,478.40	150,779.20	154,606.40	158,475.20		
Supv Industrial Electrician	1	1	FJ9	1.2	Y	EA	159	HR	58.04	60.99	64.07	67.29	70.74	72.49	74.33		
								BW	4,643.20	4,879.20	5,125.60	5,383.20	5,659.20	5,799.20	5,946.40		
								MO	10,060.27	10,571.60	11,105.47	11,663.60	12,261.60	12,564.93	12,883.87		
								YR	120,723.20	126,859.20	133,265.60	139,963.20	147,139.20	150,779.20	154,606.40		
Supv Instrument & Cntrols Tech	1	1	FM9	1.2	Y	EA	159	HR	58.04	60.99	64.07	67.29	70.74	72.49	74.33		
								BW	4,643.20	4,879.20	5,125.60	5,383.20	5,659.20	5,799.20	5,946.40		
								MO	10,060.27	10,571.60	11,105.47	11,663.60	12,261.60	12,564.93	12,883.87		
								YR	120,723.20	126,859.20	133,265.60	139,963.20	147,139.20	150,779.20	154,606.40		
Supv Land Surveyor	2	2	EX9	2.1	Y	ES	160	HR	62.40	65.55	68.87	72.35	76.01	77.90	79.85		
								BW	4,992.00	5,244.00	5,509.60	5,788.00	6,080.80	6,232.00	6,388.00		
								MO	10,816.00	11,362.00	11,937.47	12,540.67	13,175.07	13,502.67	13,840.67		
								YR	129,792.00	136,344.00	143,249.60	150,488.00	158,100.80	162,032.00	166,088.00		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Supv Plant/Pipe Mech Tech	2	2	JA9	1.2	Y	EA	158	HR	56.61	59.53	62.49	65.68	68.98	70.74	72.49		
								BW	4,528.80	4,762.40	4,999.20	5,254.40	5,518.40	5,659.20	5,799.20		
								MO	9,812.40	10,318.53	10,831.60	11,384.53	11,956.53	12,261.60	12,564.93		
								YR	117,748.80	123,822.40	129,979.20	136,614.40	143,478.40	147,139.20	150,779.20		
Supv Water Measurement Tech	1	1	VJ9	3.1	Y	EA	153	HR	50.06	52.57	55.23	58.04	60.99	62.49	64.07		
								BW	4,004.80	4,205.60	4,418.40	4,643.20	4,879.20	4,999.20	5,125.60		
								MO	8,677.07	9,112.13	9,573.20	10,060.27	10,571.60	10,831.60	11,105.47		
								YR	104,124.80	109,345.60	114,878.40	120,723.20	126,859.20	129,979.20	133,265.60		
Supv Water Resources Tech	1	1	FG9	1.2	Y	EA	160	HR	59.53	62.49	65.68	68.98	72.49	74.33	76.19		
								BW	4,762.40	4,999.20	5,254.40	5,518.40	5,799.20	5,946.40	6,095.20		
								MO	10,318.53	10,831.60	11,384.53	11,956.53	12,564.93	12,883.87	13,206.27		
								YR	123,822.40	129,979.20	136,614.40	143,478.40	150,779.20	154,606.40	158,475.20		
Supv Well Ord Comp Inspctr	1	1	FH9	2.3	Y	EA	153	HR	50.06	52.57	55.23	58.04	60.99	62.49	64.07		
								BW	4,004.80	4,205.60	4,418.40	4,643.20	4,879.20	4,999.20	5,125.60		
								MO	8,677.07	9,112.13	9,573.20	10,060.27	10,571.60	10,831.60	11,105.47		
								YR	104,124.80	109,345.60	114,878.40	120,723.20	126,859.20	129,979.20	133,265.60		
Survey Party Chief	3	3	CA7	2.3	Y	EA	153	HR	50.06	52.57	55.23	58.04	60.99	62.49	64.07		
								BW	4,004.80	4,205.60	4,418.40	4,643.20	4,879.20	4,999.20	5,125.60		
								MO	8,677.07	9,112.13	9,573.20	10,060.27	10,571.60	10,831.60	11,105.47		
								YR	104,124.80	109,345.60	114,878.40	120,723.20	126,859.20	129,979.20	133,265.60		
Systems Control Operator I	0	0	FD1	7	Y	EA	146	HR	42.11	44.25	46.48	48.85	51.31	52.57	53.93		
								BW	3,368.80	3,540.00	3,718.40	3,908.00	4,104.80	4,205.60	4,314.40		
								MO	7,299.07	7,670.00	8,056.53	8,467.33	8,893.73	9,112.13	9,347.87		
								YR	87,588.80	92,040.00	96,678.40	101,608.00	106,724.80	109,345.60	112,174.40		
Systems Control Operator II	0	0	FD5	7	Y	EA	150	HR	46.48	48.85	51.31	53.93	56.61	58.04	59.53		
								BW	3,718.40	3,908.00	4,104.80	4,314.40	4,528.80	4,643.20	4,762.40		
								MO	8,056.53	8,467.33	8,893.73	9,347.87	9,812.40	10,060.27	10,318.53		
								YR	96,678.40	101,608.00	106,724.80	112,174.40	117,748.80	120,723.20	123,822.40		
Systems Control Operator III	6	6	FD6	7	Y	EA	154	HR	51.31	53.93	56.61	59.53	62.49	64.07	65.68		
								BW	4,104.80	4,314.40	4,528.80	4,762.40	4,999.20	5,125.60	5,254.40		
								MO	8,893.73	9,347.87	9,812.40	10,318.53	10,831.60	11,105.47	11,384.53		
								YR	106,724.80	112,174.40	117,748.80	123,822.40	129,979.20	133,265.60	136,614.40		
Systems Control Supervisor	1	1	FD9	1.2	Y	EA	160	HR	59.53	62.49	65.68	68.98	72.49	74.33	76.19		
								BW	4,762.40	4,999.20	5,254.40	5,518.40	5,799.20	5,946.40	6,095.20		
								MO	10,318.53	10,831.60	11,384.53	11,956.53	12,564.93	12,883.87	13,206.27		
								YR	123,822.40	129,979.20	136,614.40	143,478.40	150,779.20	154,606.40	158,475.20		
Telecommunications Specialist	1	1	YE5	3.2	Y	EA	147	HR	43.19	45.34	47.63	50.06	52.57	53.93	55.23		
								BW	3,455.20	3,627.20	3,810.40	4,004.80	4,205.60	4,314.40	4,418.40		
								MO	7,486.27	7,858.93	8,255.87	8,677.07	9,112.13	9,347.87	9,573.20		
								YR	89,835.20	94,307.20	99,070.40	104,124.80	109,345.60	112,174.40	114,878.40		
Vegetation Program Spec I	3	3	LR2	2.3	Y	EA	153	HR	50.06	52.57	55.23	58.04	60.99	62.49	64.07		
								BW	4,004.80	4,205.60	4,418.40	4,643.20	4,879.20	4,999.20	5,125.60		
								MO	8,677.07	9,112.13	9,573.20	10,060.27	10,571.60	10,831.60	11,105.47		
								YR	104,124.80	109,345.60	114,878.40	120,723.20	126,859.20	129,979.20	133,265.60		

Class Title	All Pos	Fill Pos*	Class Code	EO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
Vegetation Program Spec II	3	3	LR5	2.3	Y	EA	157	HR	55.23	58.04	60.99	64.07	67.29	68.98	70.74		
								BW	4,418.40	4,643.20	4,879.20	5,125.60	5,383.20	5,518.40	5,659.20		
								MO	9,573.20	10,060.27	10,571.60	11,105.47	11,663.60	11,956.53	12,261.60		
								YR	114,878.40	120,723.20	126,859.20	133,265.60	139,963.20	143,478.40	147,139.20		
Water Conservation Spec I	0	0	LT1	2.3	Y	EA	149	HR	45.34	47.63	50.06	52.57	55.23	56.61	58.04		
								BW	3,627.20	3,810.40	4,004.80	4,205.60	4,418.40	4,528.80	4,643.20		
								MO	7,858.93	8,255.87	8,677.07	9,112.13	9,573.20	9,812.40	10,060.27		
								YR	94,307.20	99,070.40	104,124.80	109,345.60	114,878.40	117,748.80	120,723.20		
Water Conservation Spec II	0	0	LT3	2.3	Y	EA	152	HR	48.85	51.31	53.93	56.61	59.53	60.99	62.49		
								BW	3,908.00	4,104.80	4,314.40	4,528.80	4,762.40	4,879.20	4,999.20		
								MO	8,467.33	8,893.73	9,347.87	9,812.40	10,318.53	10,571.60	10,831.60		
								YR	101,608.00	106,724.80	112,174.40	117,748.80	123,822.40	126,859.20	129,979.20		
Water Conservation Spec III	3	2	LT5	2.3	Y	EA	155	HR	52.57	55.23	58.04	60.99	64.07	65.68	67.29		
								BW	4,205.60	4,418.40	4,643.20	4,879.20	5,125.60	5,254.40	5,383.20		
								MO	9,112.13	9,573.20	10,060.27	10,571.60	11,105.47	11,384.53	11,663.60		
								YR	109,345.60	114,878.40	120,723.20	126,859.20	133,265.60	136,614.40	139,963.20		
Water Measurement Tech I	0	0	VJ1	3.2	Y	EA	139	HR	35.44	37.21	39.08	41.08	43.19	44.25	45.34		
								BW	2,835.20	2,976.80	3,126.40	3,286.40	3,455.20	3,540.00	3,627.20		
								MO	6,142.93	6,449.73	6,773.87	7,120.53	7,486.27	7,670.00	7,858.93		
								YR	73,715.20	77,396.80	81,286.40	85,446.40	89,835.20	92,040.00	94,307.20		
Water Measurement Tech II	0	0	VJ2	3.2	Y	EA	144	HR	40.10	42.11	44.25	46.48	48.85	50.06	51.31		
								BW	3,208.00	3,368.80	3,540.00	3,718.40	3,908.00	4,004.80	4,104.80		
								MO	6,950.67	7,299.07	7,670.00	8,056.53	8,467.33	8,677.07	8,893.73		
								YR	83,408.00	87,588.80	92,040.00	96,678.40	101,608.00	104,124.80	106,724.80		
Water Measurement Tech III	4	4	VJ6	3.2	Y	EA	148	HR	44.25	46.48	48.85	51.31	53.93	55.23	56.61		
								BW	3,540.00	3,718.40	3,908.00	4,104.80	4,314.40	4,418.40	4,528.80		
								MO	7,670.00	8,056.53	8,467.33	8,893.73	9,347.87	9,573.20	9,812.40		
								YR	92,040.00	96,678.40	101,608.00	106,724.80	112,174.40	114,878.40	117,748.80		
Water Plant Operator	6	6	FA5	7	Y	EA	150	HR	46.48	48.85	51.31	53.93	56.61	58.04	59.53		
								BW	3,718.40	3,908.00	4,104.80	4,314.40	4,528.80	4,643.20	4,762.40		
								MO	8,056.53	8,467.33	8,893.73	9,347.87	9,812.40	10,060.27	10,318.53		
								YR	96,678.40	101,608.00	106,724.80	112,174.40	117,748.80	120,723.20	123,822.40		
Water Plant Supervisor	3	3	FA9	1.2	Y	EA	161	HR	60.99	64.07	67.29	70.74	74.33	76.19	78.08		
								BW	4,879.20	5,125.60	5,383.20	5,659.20	5,946.40	6,095.20	6,246.40		
								MO	10,571.60	11,105.47	11,663.60	12,261.60	12,883.87	13,206.27	13,533.87		
								YR	126,859.20	133,265.60	139,963.20	147,139.20	154,606.40	158,475.20	162,406.40		
WRM-Groundwater Management Mgr	1	1	MR1	1.2		MMA	148	HR	77.12	81.00	85.02	89.26	93.75	96.09	98.49		
								BW	6,169.60	6,480.00	6,801.60	7,140.80	7,500.00	7,687.20	7,879.20		
								MO	13,367.47	14,040.00	14,736.80	15,471.73	16,250.00	16,655.60	17,071.60		
								YR	160,409.60	168,480.00	176,841.60	185,660.80	195,000.00	199,867.20	204,859.20		
WRM-Laboratory Services Manager	1	1	MR1	1.2		MMA	148	HR	77.12	81.00	85.02	89.26	93.75	96.09	98.49		
								BW	6,169.60	6,480.00	6,801.60	7,140.80	7,500.00	7,687.20	7,879.20		
								MO	13,367.47	14,040.00	14,736.80	15,471.73	16,250.00	16,655.60	17,071.60		
								YR	160,409.60	168,480.00	176,841.60	185,660.80	195,000.00	199,867.20	204,859.20		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
WRM-Recycled & Purified Water Mgr	1	1	MR1	1.2		MMA	148	HR	77.12	81.00	85.02	89.26	93.75	96.09	98.49		
								BW	6,169.60	6,480.00	6,801.60	7,140.80	7,500.00	7,687.20	7,879.20		
								MO	13,367.47	14,040.00	14,736.80	15,471.73	16,250.00	16,655.60	17,071.60		
								YR	160,409.60	168,480.00	176,841.60	185,660.80	195,000.00	199,867.20	204,859.20		
WRM-Water Quality Manager	1	1	MR1	1.2		MMA	148	HR	77.12	81.00	85.02	89.26	93.75	96.09	98.49		
								BW	6,169.60	6,480.00	6,801.60	7,140.80	7,500.00	7,687.20	7,879.20		
								MO	13,367.47	14,040.00	14,736.80	15,471.73	16,250.00	16,655.60	17,071.60		
								YR	160,409.60	168,480.00	176,841.60	185,660.80	195,000.00	199,867.20	204,859.20		
WRM-Water Supl Pln & Conserv Mgr	1	1	MR1	1.2		MMA	148	HR	77.12	81.00	85.02	89.26	93.75	96.09	98.49		
								BW	6,169.60	6,480.00	6,801.60	7,140.80	7,500.00	7,687.20	7,879.20		
								MO	13,367.47	14,040.00	14,736.80	15,471.73	16,250.00	16,655.60	17,071.60		
								YR	160,409.60	168,480.00	176,841.60	185,660.80	195,000.00	199,867.20	204,859.20		
Water Resources Tech I	0	0	FG1	3.2	Y	EA	146	HR	42.11	44.25	46.48	48.85	51.31	52.57	53.93		
								BW	3,368.80	3,540.00	3,718.40	3,908.00	4,104.80	4,205.60	4,314.40		
								MO	7,299.07	7,670.00	8,056.53	8,467.33	8,893.73	9,112.13	9,347.87		
								YR	87,588.80	92,040.00	96,678.40	101,608.00	106,724.80	109,345.60	112,174.40		
Water Resources Tech II	3	3	FG5	3.2	Y	EA	150	HR	46.48	48.85	51.31	53.93	56.61	58.04	59.53		
								BW	3,718.40	3,908.00	4,104.80	4,314.40	4,528.80	4,643.20	4,762.40		
								MO	8,056.53	8,467.33	8,893.73	9,347.87	9,812.40	10,060.27	10,318.53		
								YR	96,678.40	101,608.00	106,724.80	112,174.40	117,748.80	120,723.20	123,822.40		
WUOM-Utility Ops & Maintenance Mgr	1	1	MU2	1.2		MMA	148	HR	77.12	81.00	85.02	89.26	93.75	96.09	98.49		
								BW	6,169.60	6,480.00	6,801.60	7,140.80	7,500.00	7,687.20	7,879.20		
								MO	13,367.47	14,040.00	14,736.80	15,471.73	16,250.00	16,655.60	17,071.60		
								YR	160,409.60	168,480.00	176,841.60	185,660.80	195,000.00	199,867.20	204,859.20		
WUOM-Water Treatment Manager	1	1	MU2	1.2		MMA	148	HR	77.12	81.00	85.02	89.26	93.75	96.09	98.49		
								BW	6,169.60	6,480.00	6,801.60	7,140.80	7,500.00	7,687.20	7,879.20		
								MO	13,367.47	14,040.00	14,736.80	15,471.73	16,250.00	16,655.60	17,071.60		
								YR	160,409.60	168,480.00	176,841.60	185,660.80	195,000.00	199,867.20	204,859.20		
WUOMM-Utility Maint Mgr - Distrib	1	1	MU1	1.2		MMA	145	HR	71.61	75.19	78.95	82.91	87.05	89.22	91.46		
								BW	5,728.80	6,015.20	6,316.00	6,632.80	6,964.00	7,137.60	7,316.80		
								MO	12,412.40	13,032.93	13,684.67	14,371.07	15,088.67	15,464.80	15,853.07		
								YR	148,948.80	156,395.20	164,216.00	172,452.80	181,064.00	185,577.60	190,236.80		
WUOMM-Utility Maint Mgr -Treatment	1	1	MU1	1.2		MMA	145	HR	71.61	75.19	78.95	82.91	87.05	89.22	91.46		
								BW	5,728.80	6,015.20	6,316.00	6,632.80	6,964.00	7,137.60	7,316.80		
								MO	12,412.40	13,032.93	13,684.67	14,371.07	15,088.67	15,464.80	15,853.07		
								YR	148,948.80	156,395.20	164,216.00	172,452.80	181,064.00	185,577.60	190,236.80		
WUOMM-Well & Water Measurement Mgr	1	1	MU1	1.2		MMA	145	HR	71.61	75.19	78.95	82.91	87.05	89.22	91.46		
								BW	5,728.80	6,015.20	6,316.00	6,632.80	6,964.00	7,137.60	7,316.80		
								MO	12,412.40	13,032.93	13,684.67	14,371.07	15,088.67	15,464.80	15,853.07		
								YR	148,948.80	156,395.20	164,216.00	172,452.80	181,064.00	185,577.60	190,236.80		
WSOMM-Integrated Vegetation Manager	1	1	MS1	1.2		MMA	144	HR	69.87	73.35	77.03	80.87	84.92	87.05	89.22		
								BW	5,589.60	5,868.00	6,162.40	6,469.60	6,793.60	6,964.00	7,137.60		
								MO	12,110.80	12,714.00	13,351.87	14,017.47	14,719.47	15,088.67	15,464.80		
								YR	145,329.60	152,568.00	160,222.40	168,209.60	176,633.60	181,064.00	185,577.60		

Class Title	All Pos	Fill Pos*	Class Code	EEO	OT	BU	Sal Rng	Freq	Min-Pt Step1	Step2	Step3	Step4	Step5	Step6	Step7	Mid-Pt	Max-Pt
WSOMM-Watershed Field Ops Manager	1	1	MS1	1.2		MMA	144	HR	69.87	73.35	77.03	80.87	84.92	87.05	89.22		
								BW	5,589.60	5,868.00	6,162.40	6,469.60	6,793.60	6,964.00	7,137.60		
								MO	12,110.80	12,714.00	13,351.87	14,017.47	14,719.47	15,088.67	15,464.80		
								YR	145,329.60	152,568.00	160,222.40	168,209.60	176,633.60	181,064.00	185,577.60		
Welder I	0	0	JH1	7	Y	EA	145	HR	41.08	43.19	45.34	47.63	50.06	51.31	52.57		
								BW	3,286.40	3,455.20	3,627.20	3,810.40	4,004.80	4,104.80	4,205.60		
								MO	7,120.53	7,486.27	7,858.93	8,255.87	8,677.07	8,893.73	9,112.13		
								YR	85,446.40	89,835.20	94,307.20	99,070.40	104,124.80	106,724.80	109,345.60		
Welder II	2	2	JH5	7	Y	EA	149	HR	45.34	47.63	50.06	52.57	55.23	56.61	58.04		
								BW	3,627.20	3,810.40	4,004.80	4,205.60	4,418.40	4,528.80	4,643.20		
								MO	7,858.93	8,255.87	8,677.07	9,112.13	9,573.20	9,812.40	10,060.27		
								YR	94,307.20	99,070.40	104,124.80	109,345.60	114,878.40	117,748.80	120,723.20		
Well Ord Compliance Inspec I	0	0	FH1	2.2	Y	EA	144	HR	40.10	42.11	44.25	46.48	48.85	50.06	51.31		
								BW	3,208.00	3,368.80	3,540.00	3,718.40	3,908.00	4,004.80	4,104.80		
								MO	6,950.67	7,299.07	7,670.00	8,056.53	8,467.33	8,677.07	8,893.73		
								YR	83,408.00	87,588.80	92,040.00	96,678.40	101,608.00	104,124.80	106,724.80		
Well Ord Compliance Inspec II	3	3	FH5	2.2	Y	EA	148	HR	44.25	46.48	48.85	51.31	53.93	55.23	56.61		
								BW	3,540.00	3,718.40	3,908.00	4,104.80	4,314.40	4,418.40	4,528.80		
								MO	7,670.00	8,056.53	8,467.33	8,893.73	9,347.87	9,573.20	9,812.40		
								YR	92,040.00	96,678.40	101,608.00	106,724.80	112,174.40	114,878.40	117,748.80		

<u>BU</u>	<u>Class</u>	<u>All Pos</u>	<u>Fill Pos</u>	<u>EEO</u>	<u>EA</u>	<u>ES</u>	<u>MMA</u>	<u>UNC</u>	<u>Total</u>
EA	176	569	517	1.1				13	13
ES	26	206	173	1.2	12	1	12		25
MMA	12	58	50	2.1		20			20
UNC	13	34	34	2.2	20	4			24
Total	227	867	774	2.3	50	1			52
				3.1	12				12
				3.2	27				27
				6.1	17				17
				6.2	5				5
				7	26				26
				8	7				7
				Total	176	26	12	13	228

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

Legend

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