



SALARY SCHEDULE

Effective March 5, 2018

Class Title	Tier	Range	Hourly Salary Range					Monthly Salary Range					Annual Salary Range				
			Steps					Steps					Steps				
			A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
Accountant	G	31	35.75	36.65	37.56	38.50	39.47	6,197	6,353	6,510	6,673	6,841	74,360	76,232	78,125	80,080	82,098
Accounting Technician	H	19	26.60	27.25	27.92	28.61	29.36	4,611	4,723	4,839	4,959	5,089	55,328	56,680	58,074	59,509	61,069
Administrative Assistant	H	22	28.61	29.36	30.08	30.84	31.60	4,959	5,089	5,214	5,346	5,477	59,509	61,069	62,566	64,147	65,728
Associate Engineer	P	40	44.65	45.76	46.92	48.09	49.29	7,739	7,932	8,133	8,336	8,544	92,872	95,181	97,594	100,027	102,523
Business Services Manager	M	46	51.80	53.08	54.41	55.76	57.17	8,979	9,201	9,431	9,665	9,909	107,744	110,406	113,173	115,981	118,914
Chief Financial Officer	E	66	84.85	86.97	89.15	91.38	93.66	14,707	15,075	15,453	15,839	16,234	176,488	180,898	185,432	190,070	194,813
Community Relations Intern	PT	Y			12.00					2,080					24,960		
Community Relations Officer	P	40	44.65	45.76	46.92	48.09	49.29	7,739	7,932	8,133	8,336	8,544	92,872	95,181	97,594	100,027	102,523
Conservation Coordinator	G	35	39.47	40.46	41.47	42.50	43.57	6,841	7,013	7,188	7,367	7,552	82,098	84,157	86,258	88,400	90,626
Construction Project Coordinator	M	36	40.46	41.47	42.50	43.57	44.65	7,013	7,188	7,367	7,552	7,739	84,157	86,258	88,400	90,626	92,872
*Construction Project Coordinator	M	Y			58.60					10,157					121,888		
Creative Services Representative	H	19	26.60	27.25	27.92	28.61	29.36	4,611	4,723	4,839	4,959	5,089	55,328	56,680	58,074	59,509	61,069
Customer Service Representative I	H	11	21.83	22.37	22.93	23.50	24.09	3,784	3,877	3,975	4,073	4,176	45,406	46,530	47,694	48,880	50,107
Customer Service Representative II	H	16	24.69	25.30	25.93	26.59	27.25	4,280	4,385	4,495	4,609	4,723	51,355	52,624	53,934	55,307	56,680
Customer Service Representative III	H	19	26.60	27.25	27.92	28.61	29.36	4,611	4,723	4,839	4,959	5,089	55,328	56,680	58,074	59,509	61,069
Customer Service Supervisor	P	39	43.57	44.65	45.76	46.92	48.09	7,552	7,739	7,932	8,133	8,336	90,626	92,872	95,181	97,594	100,027
Director of Engineering & Operations	A	66	84.85	86.97	89.15	91.38	93.66	14,707	15,075	15,453	15,839	16,234	176,488	180,898	185,432	190,070	194,813
Director of Strategic Services	E	57	67.94	69.65	71.39	73.17	75.00	11,776	12,073	12,374	12,683	13,000	141,315	144,872	148,491	152,194	156,000
District Clerk	S	41	45.76	46.92	48.09	49.29	50.51	7,932	8,133	8,336	8,544	8,755	95,181	97,594	100,027	102,523	105,061
*District Clerk	S	Y			56.63					9,816					117,790		
Engineering Technician II	H	26	31.60	32.39	33.21	34.04	34.88	5,477	5,614	5,756	5,900	6,046	65,728	67,371	69,077	70,803	72,550
Environmental Coordinator	P	40	44.65	45.76	46.92	48.09	49.29	7,739	7,932	8,133	8,336	8,544	92,872	95,181	97,594	100,027	102,523

A = At-Will
 E = Executive Management (Exempt)
 S = Senior Management (Exempt)
 M = Management (Exempt)

PT = Part-Time
 P = Professional/Supervisory (Exempt)
 G = General/Confidential (Non-Exempt)
 H = Hourly-EVWDEP Represented (Non-Exempt)

* = Y-Rate (Due to results of 2014 Compensation Analysis, base salary is set above the maximum for the range assigned)



SALARY SCHEDULE

Effective March 5, 2018

Class Title	Tier	Range	Hourly Salary Range					Monthly Salary Range					Annual Salary Range				
			Steps					Steps					Steps				
			A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
Equipment Mechanic II	H	25	30.83	31.60	32.39	33.21	34.04	5,344	5,477	5,614	5,756	5,900	64,126	65,728	67,371	69,077	70,803
Equipment Mechanic III	H	27	32.39	33.21	34.04	34.88	35.75	5,614	5,756	5,900	6,046	6,197	67,371	69,077	70,803	72,550	74,360
Facilities Maintenance Coordinator	H	34	38.50	39.47	40.46	41.47	42.50	6,673	6,841	7,013	7,188	7,367	80,080	82,098	84,157	86,258	88,400
Field Service Representative	H	22	28.61	29.36	30.08	30.84	31.60	4,959	5,089	5,214	5,346	5,477	59,509	61,069	62,566	64,147	65,728
Field Service Supervisor	G	39	43.57	44.65	45.76	46.92	48.09	7,552	7,739	7,932	8,133	8,336	90,626	92,872	95,181	97,594	100,027
Field Service Worker I	H	17	25.30	25.93	26.59	27.25	27.92	4,385	4,495	4,609	4,723	4,839	52,624	53,934	55,307	56,680	58,074
Field Service Worker II	H	22	28.61	29.36	30.08	30.84	31.60	4,959	5,089	5,214	5,346	5,477	59,509	61,069	62,566	64,147	65,728
*Field Service Worker II	H	Y			32.24					5,588					67,059		
Field Service Worker III	H	25	30.83	31.60	32.39	33.21	34.04	5,344	5,477	5,614	5,756	5,900	64,126	65,728	67,371	69,077	70,803
General Manager/CEO	A				128.80					22,325					267,903		
HR, Risk & Safety Manager	S	49	55.76	57.17	58.59	60.05	61.56	9,665	9,909	10,156	10,409	10,670	115,981	118,914	121,867	124,904	128,045
Information Systems Technician	G	26	31.60	32.39	33.21	34.04	34.88	5,477	5,614	5,756	5,900	6,046	65,728	67,371	69,077	70,803	72,550
Information Technology Manager	S	49	55.76	57.17	58.59	60.05	61.56	9,665	9,909	10,156	10,409	10,670	115,981	118,914	121,867	124,904	128,045
Meter Reader I	H	14	23.50	24.09	24.69	25.30	25.93	4,073	4,176	4,280	4,385	4,495	48,880	50,107	51,355	52,624	53,934
Meter Reader II	H	18	25.93	26.59	27.25	27.92	28.61	4,495	4,609	4,723	4,839	4,959	53,934	55,307	56,680	58,074	59,509
Network Administrator	P	38	42.50	43.57	44.65	45.76	46.92	7,367	7,552	7,739	7,932	8,133	88,400	90,626	92,872	95,181	97,594
Operations Manager	S	51	58.59	60.05	61.56	63.09	64.67	10,156	10,409	10,670	10,936	11,209	121,867	124,904	128,045	131,227	134,514
Public Affairs Events Coordinator	PT	Y			14.00					2,427					29,120		
Public Affairs Specialist	G	36	40.46	41.47	42.50	43.57	44.65	7,013	7,188	7,367	7,552	7,739	84,157	86,258	88,400	90,626	92,872
Receptionist	H	8	20.27	20.78	21.30	21.83	22.37	3,513	3,602	3,692	3,784	3,877	42,162	43,222	44,304	45,406	46,530
*Receptionist	H	Y			24.57					4,259					51,106		

A = At-Will
 E = Executive Management (Exempt)
 S = Senior Management (Exempt)
 M = Management (Exempt)

PT = Part-Time
 P = Professional/Supervisory (Exempt)
 G = General/Confidential (Non-Exempt)
 H = Hourly-EVWDEP Represented (Non-Exempt)

* = Y-Rate (Due to results of 2014 Compensation Analysis, base salary is set above the maximum for the range assigned)



SALARY SCHEDULE

Effective March 5, 2018

Class Title	Tier	Range	Hourly Salary Range Steps					Monthly Salary Range Steps					Annual Salary Range Steps				
			A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
Senior Accounting Technician	H	23	29.36	30.08	30.84	31.60	32.39	5,089	5,214	5,346	5,477	5,614	61,069	62,566	64,147	65,728	67,371
Senior Administrative Assistant	G	26	31.60	32.39	33.21	34.04	34.88	5,477	5,614	5,756	5,900	6,046	65,728	67,371	69,077	70,803	72,550
Senior Customer Service Representative	H	22	28.61	29.36	30.08	30.84	31.60	4,959	5,089	5,214	5,346	5,477	59,509	61,069	62,566	64,147	65,728
Senior Engineer	M	46	51.80	53.08	54.41	55.76	57.17	8,979	9,201	9,431	9,665	9,909	107,744	110,406	113,173	115,981	118,914
Senior Engineering Technician	H	30	34.88	35.75	36.65	37.57	38.50	6,046	6,197	6,353	6,512	6,673	72,550	74,360	76,232	78,146	80,080
Senior Equipment Mechanic	H	29	34.04	34.88	35.75	36.65	37.57	5,900	6,046	6,197	6,353	6,512	70,803	72,550	74,360	76,232	78,146
Senior Field Service Worker	H	27	32.39	33.21	34.04	34.88	35.75	5,614	5,756	5,900	6,046	6,197	67,371	69,077	70,803	72,550	74,360
Senior Treatment Plant Operator	H	36	40.46	41.47	42.50	43.57	44.65	7,013	7,188	7,367	7,552	7,739	84,157	86,258	88,400	90,626	92,872
Senior Water Production Operator	H	32	36.65	37.57	38.50	39.47	40.46	6,353	6,512	6,673	6,841	7,013	76,232	78,146	80,080	82,098	84,157
Storekeeper-Buyer	H	21	27.92	28.61	29.36	30.08	30.84	4,839	4,959	5,089	5,214	5,346	58,074	59,509	61,069	62,566	64,147
Water Production Operator I	H	22	28.61	29.36	30.08	30.84	31.60	4,959	5,089	5,214	5,346	5,477	59,509	61,069	62,566	64,147	65,728
Water Production Operator II	H	26	31.60	32.39	33.21	34.04	34.88	5,477	5,614	5,756	5,900	6,046	65,728	67,371	69,077	70,803	72,550
Water Production Operator III	H	30	34.88	35.75	36.65	37.57	38.50	6,046	6,197	6,353	6,512	6,673	72,550	74,360	76,232	78,146	80,080
Water Production Supervisor	G	41	45.76	46.92	48.09	49.29	50.51	7,932	8,133	8,336	8,544	8,755	95,181	97,594	100,027	102,523	105,061
Water Quality Coordinator	H	34	38.50	39.47	40.46	41.47	42.50	6,673	6,841	7,013	7,188	7,367	80,080	82,098	84,157	86,258	88,400
Water Quality Technician	H	23	29.36	30.08	30.84	31.60	32.39	5,089	5,214	5,346	5,477	5,614	61,069	62,566	64,147	65,728	67,371

A = At-Will
 E = Executive Management (Exempt)
 S = Senior Management (Exempt)
 M = Management (Exempt)

PT = Part-Time
 P = Professional/Supervisory (Exempt)
 G = General/Confidential (Non-Exempt)
 H = Hourly-EVWDEP Represented (Non-Exempt)

* = Y-Rate (Due to results of 2014 Compensation Analysis, base salary is set above the maximum for the range assigned)