



SALARY SCHEDULE

Effective April 12, 2019

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	36.82	37.75	38.69	39.66	40.65	6,382	6,543	6,706	6,874	7,046	76,586	78,520	80,475	82,493	84,552
Accounting Technician	H	19	27.40	28.07	28.76	29.47	30.24	4,749	4,865	4,985	5,108	5,242	56,992	58,386	59,821	61,298	62,899
Administrative Assistant	H	22	29.47	30.24	30.98	31.77	32.55	5,108	5,242	5,370	5,507	5,642	61,298	62,899	64,438	66,082	67,704
Associate Engineer	P	40	45.99	47.13	48.33	49.53	50.77	7,972	8,169	8,377	8,585	8,800	95,659	98,030	100,526	103,022	105,602
Business Services Manager	M	46	53.35	54.67	56.04	57.43	58.89	9,247	9,476	9,714	9,955	10,208	110,968	113,714	116,563	119,454	122,491
Chief Financial Officer	E	66	87.40	89.58	91.82	94.12	96.47	15,149	15,527	15,915	16,314	16,721	181,792	186,326	190,986	195,770	200,658
Conservation Coordinator	G	35	40.65	41.67	42.71	43.78	44.88	7,046	7,223	7,403	7,589	7,779	84,552	86,674	88,837	91,062	93,350
Creative Services Representative	H	19	27.40	28.07	28.76	29.47	30.24	4,749	4,865	4,985	5,108	5,242	56,992	58,386	59,821	61,298	62,899
Customer Services Representative	PT	Y			15.00					2,600					31,200		
Customer Service Representative I	H	11	22.48	23.04	23.62	24.21	24.81	3,897	3,994	4,094	4,196	4,300	46,758	47,923	49,130	50,357	51,605
Customer Service Representative II	H	16	25.43	26.06	26.71	27.39	28.07	4,408	4,517	4,630	4,748	4,865	52,894	54,205	55,557	56,971	58,386
Customer Service Representative III	H	19	27.40	28.07	28.76	29.47	30.24	4,749	4,865	4,985	5,108	5,242	56,992	58,386	59,821	61,298	62,899
Customer Service Supervisor	P	39	44.88	45.99	47.13	48.33	49.53	7,779	7,972	8,169	8,377	8,585	93,350	95,659	98,030	100,526	103,022
Director of Engineering & Operations	A	66	87.40	89.58	91.82	94.12	96.47	15,149	15,527	15,915	16,314	16,721	181,792	186,326	190,986	195,770	200,658
Director of Strategic Services	E	57	69.98	71.74	73.53	75.37	77.25	12,130	12,435	12,745	13,064	13,390	145,558	149,219	152,942	156,770	160,680
District Clerk	S	41	47.13	48.33	49.53	50.77	52.03	8,169	8,377	8,585	8,800	9,019	98,030	100,526	103,022	105,602	108,222
*District Clerk	S	Y			56.63					9,816					117,790		
Engineering Technician II	H	26	32.55	33.36	34.21	35.06	35.93	5,642	5,782	5,930	6,077	6,228	67,704	69,389	71,157	72,925	74,734
Equipment Mechanic III	H	27	33.36	34.21	35.06	35.93	36.82	5,782	5,930	6,077	6,228	6,382	69,389	71,157	72,925	74,734	76,586
Facilities Maintenance Coordinator	H	34	39.66	40.65	41.67	42.71	43.78	6,874	7,046	7,223	7,403	7,589	82,493	84,552	86,674	88,837	91,062
Facilities Maintenance Worker I	H	14	24.21	24.81	25.43	26.06	26.71	4,196	4,300	4,408	4,517	4,630	50,357	51,605	52,894	54,205	55,557
Field Service Representative	H	22	29.47	30.24	30.98	31.77	32.55	5,108	5,242	5,370	5,507	5,642	61,298	62,899	64,438	66,082	67,704
Field Service Supervisor	G	39	44.88	45.99	47.13	48.33	49.53	7,779	7,972	8,169	8,377	8,585	93,350	95,659	98,030	100,526	103,022

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

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



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Field Service Worker I	H	17	26.06	26.71	27.39	28.07	28.76	4,517	4,630	4,748	4,865	4,985	54,205	55,557	56,971	58,386	59,821
Field Service Worker II	H	22	29.47	30.24	30.98	31.77	32.55	5,108	5,242	5,370	5,507	5,642	61,298	62,899	64,438	66,082	67,704
Field Service Worker III	H	25	31.75	32.55	33.36	34.21	35.06	5,503	5,642	5,782	5,930	6,077	66,040	67,704	69,389	71,157	72,925
General Manager/CEO	A		135.33					23,457					281,486				
HR, Risk & Safety Manager	S	49	57.43	58.89	60.35	61.85	63.41	9,955	10,208	10,461	10,721	10,991	119,454	122,491	125,528	128,648	131,893
Information Systems Technician	G	26	32.55	33.36	34.21	35.06	35.93	5,642	5,782	5,930	6,077	6,228	67,704	69,389	71,157	72,925	74,734
Information Technology Manager	S	49	57.43	58.89	60.35	61.85	63.41	9,955	10,208	10,461	10,721	10,991	119,454	122,491	125,528	128,648	131,893
Meter Reader I	H	14	24.21	24.81	25.43	26.06	26.71	4,196	4,300	4,408	4,517	4,630	50,357	51,605	52,894	54,205	55,557
Meter Reader II	H	18	26.71	27.39	28.07	28.76	29.47	4,630	4,748	4,865	4,985	5,108	55,557	56,971	58,386	59,821	61,298
Network Administrator	P	38	43.78	44.88	45.99	47.13	48.33	7,589	7,779	7,972	8,169	8,377	91,062	93,350	95,659	98,030	100,526
Operations Manager	S	51	60.35	61.85	63.41	64.98	66.61	10,461	10,721	10,991	11,263	11,546	125,528	128,648	131,893	135,158	138,549
Public Affairs Events Coordinator	PT	Y	14.00					2,427					29,120				
Public Affairs Specialist	G	36	41.67	42.71	43.78	44.88	45.99	7,223	7,403	7,589	7,779	7,972	86,674	88,837	91,062	93,350	95,659
Receptionist	H	8	20.88	21.40	21.94	22.48	23.04	3,619	3,709	3,803	3,897	3,994	43,430	44,512	45,635	46,758	47,923
*Receptionist	H	Y	24.57					4,259					51,106				
Senior Accounting Technician	H	23	30.24	30.98	31.77	32.55	33.36	5,242	5,370	5,507	5,642	5,782	62,899	64,438	66,082	67,704	69,389
Senior Administrative Assistant	G	26	32.55	33.36	34.21	35.06	35.93	5,642	5,782	5,930	6,077	6,228	67,704	69,389	71,157	72,925	74,734
Senior Customer Service Representative	H	22	29.47	30.24	30.98	31.77	32.55	5,108	5,242	5,370	5,507	5,642	61,298	62,899	64,438	66,082	67,704
Senior Engineer	M	46	53.35	54.67	56.04	57.43	58.89	9,247	9,476	9,714	9,955	10,208	110,968	113,714	116,563	119,454	122,491
Senior Engineering Technician	H	30	35.93	36.82	37.75	38.70	39.66	6,228	6,382	6,543	6,708	6,874	74,734	76,586	78,520	80,496	82,493
Senior Equipment Mechanic	H	29	35.06	35.93	36.82	37.75	38.70	6,077	6,228	6,382	6,543	6,708	72,925	74,734	76,586	78,520	80,496
Senior Field Service Worker	H	27	33.36	34.21	35.06	35.93	36.82	5,782	5,930	6,077	6,228	6,382	69,389	71,157	72,925	74,734	76,586
Senior Treatment Plant Operator	H	36	41.67	42.71	43.78	44.88	45.99	7,223	7,403	7,589	7,779	7,972	86,674	88,837	91,062	93,350	95,659

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Senior Water Production Operator	H	32	37.75	38.70	39.66	40.65	41.67	6,543	6,708	6,874	7,046	7,223	78,520	80,496	82,493	84,552	86,674
Storekeeper-Buyer	H	21	28.76	29.47	30.24	30.98	31.77	4,985	5,108	5,242	5,370	5,507	59,821	61,298	62,899	64,438	66,082
Water Production Operator I	H	22	29.47	30.24	30.98	31.77	32.55	5,108	5,242	5,370	5,507	5,642	61,298	62,899	64,438	66,082	67,704
Water Production Operator II	H	26	32.55	33.36	34.21	35.06	35.93	5,642	5,782	5,930	6,077	6,228	67,704	69,389	71,157	72,925	74,734
Water Production Operator III	H	30	35.93	36.82	37.75	38.70	39.66	6,228	6,382	6,543	6,708	6,874	74,734	76,586	78,520	80,496	82,493
Water Production Supervisor	G	41	47.13	48.33	49.53	50.77	52.03	8,169	8,377	8,585	8,800	9,019	98,030	100,526	103,022	105,602	108,222
Water Quality Coordinator	H	34	39.66	40.65	41.67	42.71	43.78	6,874	7,046	7,223	7,403	7,589	82,493	84,552	86,674	88,837	91,062
Water Quality Technician	H	23	30.24	30.98	31.77	32.55	33.36	5,242	5,370	5,507	5,642	5,782	62,899	64,438	66,082	67,704	69,389

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