



SCHEDULE EFFECTIVE DATE : May 15, 2019

COLA 2019 : 2.5%

SCHEDULE ADOPTED BY RESOLUTIONS 17-973 and 17-974 ON JULY 5, 2017

RANGE	JOB DESCRIPTION	CLASS	STEP %												MONTHLY		ANNUALLY		
			2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	MIN	MAX	MIN	MAX
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	MIN	MAX	MIN	MAX	
1			\$14,343	\$14,701	\$15,069	\$15,446	\$15,832	\$16,228	\$16,633	\$17,049	\$17,475	\$17,912	\$18,360	\$18,819	\$2,486.09	\$3,261.96	\$29,833.07	\$39,143.57	
2			\$14,701	\$15,069	\$15,446	\$15,832	\$16,228	\$16,633	\$17,049	\$17,475	\$17,912	\$18,360	\$18,819	\$19,290	\$2,548.24	\$3,343.51	\$30,578.90	\$40,122.16	
3			\$15,069	\$15,446	\$15,832	\$16,228	\$16,633	\$17,049	\$17,475	\$17,912	\$18,360	\$18,819	\$19,290	\$19,772	\$2,611.95	\$3,427.10	\$31,343.37	\$41,125.22	
4			\$15,446	\$15,832	\$16,228	\$16,633	\$17,049	\$17,475	\$17,912	\$18,360	\$18,819	\$19,290	\$19,772	\$20,266	\$2,677.25	\$3,512.78	\$32,126.95	\$42,153.35	
5			\$15,832	\$16,228	\$16,633	\$17,049	\$17,475	\$17,912	\$18,360	\$18,819	\$19,290	\$19,772	\$20,266	\$20,773	\$2,744.18	\$3,600.60	\$32,930.13	\$43,207.18	
6			\$16,228	\$16,633	\$17,049	\$17,475	\$17,912	\$18,360	\$18,819	\$19,290	\$19,772	\$20,266	\$20,773	\$21,292	\$2,812.78	\$3,690.61	\$33,753.38	\$44,287.36	
7	OFFICE ASSISTANT (PART TIME)	AFSCME	\$16,633	\$17,049	\$17,475	\$17,912	\$18,360	\$18,819	\$19,290	\$19,772	\$20,266	\$20,773	\$21,292	\$21,824	\$2,883.10	\$3,782.88	\$34,597.21	\$45,394.54	
8			\$17,049	\$17,475	\$17,912	\$18,360	\$18,819	\$19,290	\$19,772	\$20,266	\$20,773	\$21,292	\$21,824	\$22,370	\$2,955.18	\$3,877.45	\$35,462.15	\$46,529.41	
9			\$17,475	\$17,912	\$18,360	\$18,819	\$19,290	\$19,772	\$20,266	\$20,773	\$21,292	\$21,824	\$22,370	\$22,929	\$3,029.06	\$3,974.39	\$36,348.70	\$47,692.64	
10			\$17,912	\$18,360	\$18,819	\$19,290	\$19,772	\$20,266	\$20,773	\$21,292	\$21,824	\$22,370	\$22,929	\$23,502	\$3,104.78	\$4,073.75	\$37,257.42	\$48,884.96	
11	OPERATIONS TECHNICIAN CIRP LABORER	AFSCME	\$18,360	\$18,819	\$19,290	\$19,772	\$20,266	\$20,773	\$21,292	\$21,824	\$22,370	\$22,929	\$23,502	\$24,090	\$3,182.40	\$4,175.59	\$38,188.85	\$50,107.08	
12			\$18,819	\$19,290	\$19,772	\$20,266	\$20,773	\$21,292	\$21,824	\$22,370	\$22,929	\$23,502	\$24,090	\$24,692	\$3,261.96	\$4,279.98	\$39,143.57	\$51,359.76	
13	CUSTOMER SERVICE REPRESENTATIVE	AFSCME	\$19,290	\$19,772	\$20,266	\$20,773	\$21,292	\$21,824	\$22,370	\$22,929	\$23,502	\$24,090	\$24,692	\$25,309	\$3,343.51	\$4,386.98	\$40,122.16	\$52,643.75	
14			\$19,772	\$20,266	\$20,773	\$21,292	\$21,824	\$22,370	\$22,929	\$23,502	\$24,090	\$24,692	\$25,309	\$25,942	\$3,427.10	\$4,496.65	\$41,125.22	\$53,959.85	
15	ACCOUNTS RECEIVABLE TECHNICIAN CIRP PIPELAYER I	AFSCME	\$20,266	\$20,773	\$21,292	\$21,824	\$22,370	\$22,929	\$23,502	\$24,090	\$24,692	\$25,309	\$25,942	\$26,591	\$3,512.78	\$4,609.07	\$42,153.35	\$55,308.84	
16	CONSTRUCTION & MAINTENANCE I	AFSCME	\$20,773	\$21,292	\$21,824	\$22,370	\$22,929	\$23,502	\$24,090	\$24,692	\$25,309	\$25,942	\$26,591	\$27,256	\$3,600.60	\$4,724.30	\$43,207.18	\$56,691.57	
17			\$21,292	\$21,824	\$22,370	\$22,929	\$23,502	\$24,090	\$24,692	\$25,309	\$25,942	\$26,591	\$27,256	\$27,937	\$3,690.61	\$4,842.40	\$44,287.36	\$58,108.85	
18	FIELD SERVICE TECHNICIAN WATER PRODUCTION OPERATOR I	AFSCME	\$21,824	\$22,370	\$22,929	\$23,502	\$24,090	\$24,692	\$25,309	\$25,942	\$26,591	\$27,256	\$27,937	\$28,635	\$3,782.88	\$4,963.46	\$45,394.54	\$59,561.58	
19	ACCOUNTING TECHNICIAN LEAD CUSTOMER SERVICE REPRESENTATIVE SENIOR ADMINISTRATIVE ASSISTANT	AFSCME	\$22,370	\$22,929	\$23,502	\$24,090	\$24,692	\$25,309	\$25,942	\$26,591	\$27,256	\$27,937	\$28,635	\$29,351	\$3,877.45	\$5,087.55	\$46,529.41	\$61,050.61	
20			\$22,929	\$23,502	\$24,090	\$24,692	\$25,309	\$25,942	\$26,591	\$27,256	\$27,937	\$28,635	\$29,351	\$30,085	\$3,974.39	\$5,214.74	\$47,692.64	\$62,576.88	
21			\$23,502	\$24,090	\$24,692	\$25,309	\$25,942	\$26,591	\$27,256	\$27,937	\$28,635	\$29,351	\$30,085	\$30,837	\$4,073.75	\$5,345.11	\$48,884.96	\$64,141.30	
22	CONSTRUCTION & MAINTENANCE II CIRP PIPELAYER II	AFSCME	\$24,090	\$24,692	\$25,309	\$25,942	\$26,591	\$27,256	\$27,937	\$28,635	\$29,351	\$30,085	\$30,837	\$31,608	\$4,175.59	\$5,478.74	\$50,107.08	\$65,744.83	
23			\$24,692	\$25,309	\$25,942	\$26,591	\$27,256	\$27,937	\$28,635	\$29,351	\$30,085	\$30,837	\$31,608	\$32,398	\$4,279.98	\$5,615.70	\$51,359.76	\$67,388.46	
24	WATER PRODUCTION OPERATOR II	AFSCME	\$25,309	\$25,942	\$26,591	\$27,256	\$27,937	\$28,635	\$29,351	\$30,085	\$30,837	\$31,608	\$32,398	\$33,208	\$4,386.98	\$5,756.10	\$52,643.75	\$69,073.17	
25			\$25,942	\$26,591	\$27,256	\$27,937	\$28,635	\$29,351	\$30,085	\$30,837	\$31,608	\$32,398	\$33,208	\$34,038	\$4,496.65	\$5,900.00	\$53,959.85	\$70,800.00	
26	REGULATORY COMPLIANCE ADMINISTRATIVE ANALYST	AFSCME	\$26,591	\$27,256	\$27,937	\$28,635	\$29,351	\$30,085	\$30,837	\$31,608	\$32,398	\$33,208	\$34,038	\$34,889	\$4,609.07	\$6,047.50	\$55,308.84	\$72,570.00	
27			\$27,256	\$27,937	\$28,635	\$29,351	\$30,085	\$30,837	\$31,608	\$32,398	\$33,208	\$34,038	\$34,889	\$35,762	\$4,724.30	\$6,198.69	\$56,691.57	\$74,384.25	
28	CONSTRUCTION & MAINTENANCE LEAD CIRP LEAD EQUIPMENT OPERATOR WATER QUALITY SPECIALIST	AFSCME	\$27,937	\$28,635	\$29,351	\$30,085	\$30,837	\$31,608	\$32,398	\$33,208	\$34,038	\$34,889	\$35,762	\$36,656	\$4,842.40	\$6,353.65	\$58,108.85	\$76,243.85	
29			\$28,635	\$29,351	\$30,085	\$30,837	\$31,608	\$32,398	\$33,208	\$34,038	\$34,889	\$35,762	\$36,656	\$37,572	\$4,963.46	\$6,512.50	\$59,561.58	\$78,149.95	
30	WATER PRODUCTION OPERATOR LEAD DEVELOPMENT COORDINATOR	AFSCME MSC	\$29,351	\$30,085	\$30,837	\$31,608	\$32,398	\$33,208	\$34,038	\$34,889	\$35,762	\$36,656	\$37,572	\$38,511	\$5,087.55	\$6,675.31	\$61,050.61	\$80,103.70	
31	PURCHASING & CONTRACTS ADMINISTRATOR	MSC	\$30,085	\$30,837	\$31,608	\$32,398	\$33,208	\$34,038	\$34,889	\$35,762	\$36,656	\$37,572	\$38,511	\$39,474	\$5,214.74	\$6,842.19	\$62,576.88	\$82,106.29	
32			\$30,837	\$31,608	\$32,398	\$33,208	\$34,038	\$34,889	\$35,762	\$36,656	\$37,572	\$38,511	\$39,474	\$40,461	\$5,345.11	\$7,013.25	\$64,141.30	\$84,158.95	
33	ACCOUNTANT	MSC	\$31,608	\$32,398	\$33,208	\$34,038	\$34,889	\$35,762	\$36,656	\$37,572	\$38,511	\$39,474	\$40,461	\$41,473	\$5,478.74	\$7,188.58	\$65,744.83	\$86,262.92	
34	EXECUTIVE ASSISTANT	MSC	\$32,398	\$33,208	\$34,038	\$34,889	\$35,762	\$36,656	\$37,572	\$38,511	\$39,474	\$40,461	\$41,473	\$42,509	\$5,615.70	\$7,368.29	\$67,388.46	\$88,419.49	
35			\$33,208	\$34,038	\$34,889	\$35,762	\$36,656	\$37,572	\$38,511	\$39,474	\$40,461	\$41,473	\$42,509	\$43,572	\$5,756.10	\$7,552.50	\$69,073.17	\$90,629.98	
36			\$34,038	\$34,889	\$35,762	\$36,656	\$37,572	\$38,511	\$39,474	\$40,461	\$41,473	\$42,509	\$43,572	\$44,661	\$5,900.00	\$7,741.31	\$70,800.00	\$92,895.73	
37			\$34,889	\$35,762	\$36,656	\$37,572	\$38,511	\$39,474	\$40,461	\$41,473	\$42,509	\$43,572	\$44,661	\$45,778	\$6,047.50	\$7,934.84	\$72,570.00	\$95,218.12	
38			\$35,762	\$36,656	\$37,572	\$38,511	\$39,474	\$40,461	\$41,473	\$42,509	\$43,572	\$44,661	\$45,778	\$46,922	\$6,198.69	\$8,133.21	\$74,384.25	\$97,598.58	
39			\$36,656	\$37,572	\$38,511	\$39,474	\$40,461	\$41,473	\$42,509	\$43,572	\$44,661	\$45,778	\$46,922	\$48,095	\$6,353.65	\$8,336.55	\$76,243.85	\$100,038.54	
40	WATER PRODUCTION SUPERVISOR	MSC	\$37,572	\$38,511	\$39,474	\$40,461	\$41,473	\$42,509	\$43,572	\$44,661	\$45,778	\$46,922	\$48,095	\$49,298	\$6,512.50	\$8,544.96	\$78,149.95	\$102,539.50	
41			\$38,511	\$39,474	\$40,461	\$41,473	\$42,509	\$43,572	\$44,661	\$45,778	\$46,922	\$48,095	\$49,298	\$50,530	\$6,675.31	\$8,758.58	\$80,103.70	\$105,102.99	
42			\$39,474	\$40,461	\$41,473	\$42,509	\$43,572	\$44,661	\$45,778	\$46,922	\$48,095	\$49,298	\$50,530	\$51,794	\$6,842.19	\$8,977.55	\$82,106.29	\$107,730.57	
43	DISTRIBUTION SUPERVISOR	MSC	\$40,461	\$41,473	\$42,509	\$43,572	\$44,661	\$45,778	\$46,922	\$48,095	\$49,298	\$50,530	\$51,794	\$53,088	\$7,013.25	\$9,201.99	\$84,158.95	\$110,423.83	
44			\$41,473	\$42,509	\$43,572	\$44,661	\$45,778	\$46,922	\$48,095	\$49,298	\$50,530	\$51,794	\$53,088	\$54,416	\$7,188.58	\$9,432.04	\$86,262.92	\$113,184.43	
45			\$42,509	\$43,572	\$44,661	\$45,778	\$46,922	\$48,095	\$49,298	\$50,530	\$51,794	\$53,088	\$54,416	\$55,776	\$7,368.29	\$9,667.84	\$88,419.49	\$116,014.04	
46			\$43,572	\$44,661	\$45,778	\$46,922	\$48,095	\$49,298	\$50,530	\$51,794	\$53,088	\$54,416	\$55,776	\$57,170	\$7,552.50	\$9,909.53	\$90,629.98	\$118,914.39	
47			\$44,661	\$45,778	\$46,922	\$48,095	\$49,298	\$50,530	\$51,794	\$53,088	\$54,416	\$55,776	\$57,170	\$58,600	\$7,741.31	\$10,157.27	\$92,895.73	\$121,887.25	
48			\$45,778	\$46,922	\$48,095	\$49,298	\$50,530	\$51,794	\$53,088	\$54,416	\$55,776	\$57,170	\$58,600	\$60,065	\$7,934.84	\$10,411.20	\$95,218.12	\$124,934.43	
49			\$46,922	\$48,095	\$49,298	\$50,530	\$51,794	\$53,088	\$54,416	\$55,776	\$57,170	\$58,600	\$60,065	\$61,566	\$8,133.21	\$10,671.48	\$97,598.58	\$128,057.79	
50			\$48,095	\$49,298	\$50,530	\$51,794	\$53,088	\$54,416	\$55,776	\$57,170	\$58,600	\$60,065	\$61,566	\$63,105	\$8,336.55	\$10,938.27	\$100,038.54	\$131,259.24	
51			\$49,298	\$50,530	\$51,794	\$53,088	\$54,416	\$55,776	\$57,170	\$58,600	\$60,065	\$61,566	\$63,105	\$64,683	\$8,544.96	\$11,211.73	\$102,539.50	\$134,540.72	
52			\$50,530	\$51,794	\$53,088	\$54,416	\$55,776	\$57,170	\$58,600	\$60,065	\$61,566	\$63,105	\$64,683	\$66,300	\$8,758.58	\$11,492.02	\$105,102.99	\$137,904.23	
53	DIRECTOR OF ADMINISTRATION	MSC	\$51,794	\$53,088	\$54,416	\$55,776	\$57,170	\$58,600	\$60,065	\$61,566	\$63,105	\$64,683	\$66,300	\$67,958	\$8,977.55	\$11,779.32	\$107,730.57	\$141,351.84	
54			\$53,088	\$54,416	\$55,776	\$57,170	\$58,600	\$60,065	\$61,566	\$63,105	\$64,683	\$66,300	\$67,958	\$69,657	\$9,201.99	\$12,073.80	\$110,423.83	\$144,885.64	
55			\$54																