

<b>POSITION</b>	<b>Range Number</b>
Accounting Supervisor	36
Accounts Payable Specialist	23
Administrative Assistant	25
Assist. General Manager	48
Construction Inspector II	29
Construction Supervisor	34
Cross Connection Control Specialist	29
Customer Care Representative I	20
Customer Care Representative II	23
Customer Care Supervisor	36
Customer Account Technician	24
Customer Finance Supervisor	35
Deputy Water and Energy Resource Director	40
Electrician I	25
Electrician II	29
Electronic Technician I	26
Electronic Technician II	30
Electrical/Electronic Technician III	32
Engineering Analyst	33
Engineering/Grant Manager	44
Engineering Design Technician	29
Engineering Technician I	25
Engineering Technician II	27
Executive Assistant	34
Facilities Manager	41
Field Customer Care Representative I	21
Field Customer Care Representative II	23
Finance Manager/CFO	45
GIS Coordinator	32
Human Resources Director	41
IT Manager	41
IT Specialist	27
Lab Analyst I	26
Lab Analyst II	29
Maintenance Supervisor	34
Maintenance Worker I	21
Maintenance Worker II	24
Management Analyst	31
Operations Manager	41
Operations Technician I	25
Operations Technician II	28
Operations Technician III	31
Payroll Specialist	25
Plant Operator I	26
Plant Operator II	29
Plant Operator III	32
Project Manager	35
Public Affairs Director	38
Public Affairs Specialist	27
Purchasing Technician	27
Safety and Training Technician	29
Senior Customer Care Representative	29
Senior Field Customer Care Representative	28
Service Worker I	21
Service Worker II	25
Service Worker III	29
Water & Energy Resources Director	45
Water Use Efficiency Specialist I	27
Water Use Efficiency Specialist II	30
Water Quality/Regulatory Affairs Supervisor	35

RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	\$9.6812	\$9.9232	\$10.1653	\$10.4194	\$10.6735	\$10.9404	\$11.2072	\$11.4874	\$11.7676
2	\$10.1653	\$10.4194	\$10.6735	\$10.9404	\$11.2072	\$11.4874	\$11.7676	\$12.0617	\$12.3559
3	\$10.6735	\$10.9404	\$11.2072	\$11.4874	\$11.7676	\$12.0617	\$12.3559	\$12.6648	\$12.9737
4	\$11.2072	\$11.4874	\$11.7676	\$12.0617	\$12.3559	\$12.6648	\$12.9737	\$13.2981	\$13.6224
5	\$11.7676	\$12.0617	\$12.3559	\$12.6648	\$12.9737	\$13.2981	\$13.6224	\$13.9630	\$14.3035
6	\$12.3559	\$12.6648	\$12.9737	\$13.2981	\$13.6224	\$13.9630	\$14.3035	\$14.6611	\$15.0187
7	\$12.9737	\$13.2981	\$13.6224	\$13.9630	\$14.3035	\$14.6611	\$15.0187	\$15.3942	\$15.7697
8	\$13.6224	\$13.9630	\$14.3035	\$14.6611	\$15.0187	\$15.3942	\$15.7697	\$16.1639	\$16.5581
9	\$14.3035	\$14.6611	\$15.0187	\$15.3942	\$15.7697	\$16.1639	\$16.5581	\$16.9721	\$17.3860
10	\$15.0187	\$15.3942	\$15.7697	\$16.1639	\$16.5581	\$16.9721	\$17.3860	\$17.8207	\$18.2553
11	\$15.7697	\$16.1639	\$16.5581	\$16.9721	\$17.3860	\$17.8207	\$18.2553	\$18.7117	\$19.1681
12	\$16.5581	\$16.9721	\$17.3860	\$17.8207	\$18.2553	\$18.7117	\$19.1681	\$19.6473	\$20.1265
13	\$17.3860	\$17.8207	\$18.2553	\$18.7117	\$19.1681	\$19.6473	\$20.1265	\$20.6297	\$21.1328
14	\$18.2553	\$18.7117	\$19.1681	\$19.6473	\$20.1265	\$20.6297	\$21.1328	\$21.6612	\$22.1895
15	\$19.1681	\$19.6473	\$20.1265	\$20.6297	\$21.1328	\$21.6612	\$22.1895	\$22.7442	\$23.2990
16	\$20.1265	\$20.6297	\$21.1328	\$21.6612	\$22.1895	\$22.7442	\$23.2990	\$23.8814	\$24.4639
17	\$21.1328	\$21.6612	\$22.1895	\$22.7442	\$23.2990	\$23.8814	\$24.4639	\$25.0755	\$25.6871
18	\$22.1895	\$22.7442	\$23.2990	\$23.8814	\$24.4639	\$25.0755	\$25.6871	\$26.3293	\$26.9715
19	\$23.2990	\$23.8814	\$24.4639	\$25.0755	\$25.6871	\$26.3293	\$26.9715	\$27.6457	\$28.3200
20	\$24.4639	\$25.0755	\$25.6871	\$26.3293	\$26.9715	\$27.6457	\$28.3200	\$29.0280	\$29.7360
21	\$25.6871	\$26.3293	\$26.9715	\$27.6457	\$28.3200	\$29.0280	\$29.7360	\$30.4794	\$31.2228
22	\$26.9715	\$27.6457	\$28.3200	\$29.0280	\$29.7360	\$30.4794	\$31.2228	\$32.0034	\$32.7840
23	\$28.3200	\$29.0280	\$29.7360	\$30.4794	\$31.2228	\$32.0034	\$32.7840	\$33.6036	\$34.4232
24	\$29.7360	\$30.4794	\$31.2228	\$32.0034	\$32.7840	\$33.6036	\$34.4232	\$35.2838	\$36.1443
25	\$31.2228	\$32.0034	\$32.7840	\$33.6036	\$34.4232	\$35.2838	\$36.1443	\$37.0479	\$37.9516
26	\$32.7840	\$33.6036	\$34.4232	\$35.2838	\$36.1443	\$37.0479	\$37.9516	\$38.9003	\$39.8491
27	\$34.4232	\$35.2838	\$36.1443	\$37.0479	\$37.9516	\$38.9003	\$39.8491	\$40.8454	\$41.8416
28	\$36.1443	\$37.0479	\$37.9516	\$38.9003	\$39.8491	\$40.8454	\$41.8416	\$42.8876	\$43.9337
29	\$37.9516	\$38.9003	\$39.8491	\$40.8454	\$41.8416	\$42.8876	\$43.9337	\$45.0320	\$46.1304
30	\$39.8491	\$40.8454	\$41.8416	\$42.8876	\$43.9337	\$45.0320	\$46.1304	\$47.2836	\$48.4369
31	\$41.8416	\$42.8876	\$43.9337	\$45.0320	\$46.1304	\$47.2836	\$48.4369	\$49.6478	\$50.8587
32	\$43.9337	\$45.0320	\$46.1304	\$47.2836	\$48.4369	\$49.6478	\$50.8587	\$52.1302	\$53.4016
33	\$46.1304	\$47.2836	\$48.4369	\$49.6478	\$50.8587	\$52.1302	\$53.4016	\$54.7367	\$56.0717
34	\$48.4369	\$49.6478	\$50.8587	\$52.1302	\$53.4016	\$54.7367	\$56.0717	\$57.4735	\$58.8753
35	\$50.8587	\$52.1302	\$53.4016	\$54.7367	\$56.0717	\$57.4735	\$58.8753	\$60.3472	\$61.8191
36	\$53.4016	\$54.7367	\$56.0717	\$57.4735	\$58.8753	\$60.3472	\$61.8191	\$63.3646	\$64.9100
37	\$56.0717	\$57.4735	\$58.8753	\$60.3472	\$61.8191	\$63.3646	\$64.9100	\$66.5328	\$68.1555
38	\$58.8753	\$60.3472	\$61.8191	\$63.3646	\$64.9100	\$66.5328	\$68.1555	\$69.8594	\$71.5633
39	\$61.8191	\$63.3646	\$64.9100	\$66.5328	\$68.1555	\$69.8594	\$71.5633	\$73.3524	\$75.1415
40	\$64.9100	\$66.5328	\$68.1555	\$69.8594	\$71.5633	\$73.3524	\$75.1415	\$77.0200	\$78.8986
41	\$68.1555	\$69.8594	\$71.5633	\$73.3524	\$75.1415	\$77.0200	\$78.8986	\$80.8710	\$82.8435
42	\$71.5633	\$73.3524	\$75.1415	\$77.0200	\$78.8986	\$80.8710	\$82.8435	\$84.9146	\$86.9857
43	\$75.1415	\$77.0200	\$78.8986	\$80.8710	\$82.8435	\$84.9146	\$86.9857	\$89.1603	\$91.3349
44	\$78.8986	\$80.8710	\$82.8435	\$84.9146	\$86.9857	\$89.1603	\$91.3349	\$93.6183	\$95.9017
45	\$82.8435	\$84.9146	\$86.9857	\$89.1603	\$91.3349	\$93.6183	\$95.9017	\$98.2992	\$100.6968
46	\$86.9857	\$89.1603	\$91.3349	\$93.6183	\$95.9017	\$98.2992	\$100.6968	\$103.2142	\$105.7316
47	\$91.3349	\$93.6183	\$95.9017	\$98.2992	\$100.6968	\$103.2142	\$105.7316	\$108.3749	\$111.0182
48	\$95.9017	\$98.2992	\$100.6968	\$103.2142	\$105.7316	\$108.3749	\$111.0182	\$113.7936	\$116.5691
49	\$100.6968	\$103.2142	\$105.7316	\$108.3749	\$111.0182	\$113.7936	\$116.5691	\$119.4833	\$122.3976
50	\$105.7316	\$108.3749	\$111.0182	\$113.7936	\$116.5691	\$119.4833	\$122.3976	\$125.4575	\$128.5174
51	\$111.0182	\$113.7936	\$116.5691	\$119.4833	\$122.3976	\$125.4575	\$128.5174	\$131.7304	\$134.9433
52	\$116.5691	\$119.4833	\$122.3976	\$125.4575	\$128.5174	\$131.7304	\$134.9433	\$138.3169	\$141.6905
53	\$122.3976	\$125.4575	\$128.5174	\$131.7304	\$134.9433	\$138.3169	\$141.6905	\$145.2327	\$148.7750
54	\$128.5174	\$131.7304	\$134.9433	\$138.3169	\$141.6905	\$145.2327	\$148.7750	\$152.4944	\$156.2137
55	\$134.9433	\$138.3169	\$141.6905	\$145.2327	\$148.7750	\$152.4944	\$156.2137	\$160.1191	\$164.0244

= 5% Base Steps

RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	\$1,678.07	\$1,720.03	\$1,761.98	\$1,806.03	\$1,850.08	\$1,896.33	\$1,942.58	\$1,991.15	\$2,039.71
2	\$1,761.98	\$1,806.03	\$1,850.08	\$1,896.33	\$1,942.58	\$1,991.15	\$2,039.71	\$2,090.70	\$2,141.70
3	\$1,850.08	\$1,896.33	\$1,942.58	\$1,991.15	\$2,039.71	\$2,090.70	\$2,141.70	\$2,195.24	\$2,248.78
4	\$1,942.58	\$1,991.15	\$2,039.71	\$2,090.70	\$2,141.70	\$2,195.24	\$2,248.78	\$2,305.00	\$2,361.22
5	\$2,039.71	\$2,090.70	\$2,141.70	\$2,195.24	\$2,248.78	\$2,305.00	\$2,361.22	\$2,420.25	\$2,479.28
6	\$2,141.70	\$2,195.24	\$2,248.78	\$2,305.00	\$2,361.22	\$2,420.25	\$2,479.28	\$2,541.26	\$2,603.24
7	\$2,248.78	\$2,305.00	\$2,361.22	\$2,420.25	\$2,479.28	\$2,541.26	\$2,603.24	\$2,668.33	\$2,733.41
8	\$2,361.22	\$2,420.25	\$2,479.28	\$2,541.26	\$2,603.24	\$2,668.33	\$2,733.41	\$2,801.74	\$2,870.08
9	\$2,479.28	\$2,541.26	\$2,603.24	\$2,668.33	\$2,733.41	\$2,801.74	\$2,870.08	\$2,941.83	\$3,013.58
10	\$2,603.24	\$2,668.33	\$2,733.41	\$2,801.74	\$2,870.08	\$2,941.83	\$3,013.58	\$3,088.92	\$3,164.26
11	\$2,733.41	\$2,801.74	\$2,870.08	\$2,941.83	\$3,013.58	\$3,088.92	\$3,164.26	\$3,243.37	\$3,322.47
12	\$2,870.08	\$2,941.83	\$3,013.58	\$3,088.92	\$3,164.26	\$3,243.37	\$3,322.47	\$3,405.53	\$3,488.60
13	\$3,013.58	\$3,088.92	\$3,164.26	\$3,243.37	\$3,322.47	\$3,405.53	\$3,488.60	\$3,575.81	\$3,663.03
14	\$3,164.26	\$3,243.37	\$3,322.47	\$3,405.53	\$3,488.60	\$3,575.81	\$3,663.03	\$3,754.60	\$3,846.18
15	\$3,322.47	\$3,405.53	\$3,488.60	\$3,575.81	\$3,663.03	\$3,754.60	\$3,846.18	\$3,942.33	\$4,038.49
16	\$3,488.60	\$3,575.81	\$3,663.03	\$3,754.60	\$3,846.18	\$3,942.33	\$4,038.49	\$4,139.45	\$4,240.41
17	\$3,663.03	\$3,754.60	\$3,846.18	\$3,942.33	\$4,038.49	\$4,139.45	\$4,240.41	\$4,346.42	\$4,452.43
18	\$3,846.18	\$3,942.33	\$4,038.49	\$4,139.45	\$4,240.41	\$4,346.42	\$4,452.43	\$4,563.74	\$4,675.05
19	\$4,038.49	\$4,139.45	\$4,240.41	\$4,346.42	\$4,452.43	\$4,563.74	\$4,675.05	\$4,791.93	\$4,908.81
20	\$4,240.41	\$4,346.42	\$4,452.43	\$4,563.74	\$4,675.05	\$4,791.93	\$4,908.81	\$5,031.53	\$5,154.25
21	\$4,452.43	\$4,563.74	\$4,675.05	\$4,791.93	\$4,908.81	\$5,031.53	\$5,154.25	\$5,283.10	\$5,411.96
22	\$4,675.05	\$4,791.93	\$4,908.81	\$5,031.53	\$5,154.25	\$5,283.10	\$5,411.96	\$5,547.26	\$5,682.56
23	\$4,908.81	\$5,031.53	\$5,154.25	\$5,283.10	\$5,411.96	\$5,547.26	\$5,682.56	\$5,824.62	\$5,966.68
24	\$5,154.25	\$5,283.10	\$5,411.96	\$5,547.26	\$5,682.56	\$5,824.62	\$5,966.68	\$6,115.85	\$6,265.02
25	\$5,411.96	\$5,547.26	\$5,682.56	\$5,824.62	\$5,966.68	\$6,115.85	\$6,265.02	\$6,421.64	\$6,578.27
26	\$5,682.56	\$5,824.62	\$5,966.68	\$6,115.85	\$6,265.02	\$6,421.64	\$6,578.27	\$6,742.73	\$6,907.18
27	\$5,966.68	\$6,115.85	\$6,265.02	\$6,421.64	\$6,578.27	\$6,742.73	\$6,907.18	\$7,079.86	\$7,252.54
28	\$6,265.02	\$6,421.64	\$6,578.27	\$6,742.73	\$6,907.18	\$7,079.86	\$7,252.54	\$7,433.86	\$7,615.17
29	\$6,578.27	\$6,742.73	\$6,907.18	\$7,079.86	\$7,252.54	\$7,433.86	\$7,615.17	\$7,805.55	\$7,995.93
30	\$6,907.18	\$7,079.86	\$7,252.54	\$7,433.86	\$7,615.17	\$7,805.55	\$7,995.93	\$8,195.83	\$8,395.72
31	\$7,252.54	\$7,433.86	\$7,615.17	\$7,805.55	\$7,995.93	\$8,195.83	\$8,395.72	\$8,605.62	\$8,815.51
32	\$7,615.17	\$7,805.55	\$7,995.93	\$8,195.83	\$8,395.72	\$8,605.62	\$8,815.51	\$9,035.90	\$9,256.29
33	\$7,995.93	\$8,195.83	\$8,395.72	\$8,605.62	\$8,815.51	\$9,035.90	\$9,256.29	\$9,487.69	\$9,719.10
34	\$8,395.72	\$8,605.62	\$8,815.51	\$9,035.90	\$9,256.29	\$9,487.69	\$9,719.10	\$9,962.08	\$10,205.05
35	\$8,815.51	\$9,035.90	\$9,256.29	\$9,487.69	\$9,719.10	\$9,962.08	\$10,205.05	\$10,460.18	\$10,715.31
36	\$9,256.29	\$9,487.69	\$9,719.10	\$9,962.08	\$10,205.05	\$10,460.18	\$10,715.31	\$10,983.19	\$11,251.07
37	\$9,719.10	\$9,962.08	\$10,205.05	\$10,460.18	\$10,715.31	\$10,983.19	\$11,251.07	\$11,532.35	\$11,813.63
38	\$10,205.05	\$10,460.18	\$10,715.31	\$10,983.19	\$11,251.07	\$11,532.35	\$11,813.63	\$12,108.97	\$12,404.31
39	\$10,715.31	\$10,983.19	\$11,251.07	\$11,532.35	\$11,813.63	\$12,108.97	\$12,404.31	\$12,714.42	\$13,024.52
40	\$11,251.07	\$11,532.35	\$11,813.63	\$12,108.97	\$12,404.31	\$12,714.42	\$13,024.52	\$13,350.14	\$13,675.75
41	\$11,813.63	\$12,108.97	\$12,404.31	\$12,714.42	\$13,024.52	\$13,350.14	\$13,675.75	\$14,017.64	\$14,359.54
42	\$12,404.31	\$12,714.42	\$13,024.52	\$13,350.14	\$13,675.75	\$14,017.64	\$14,359.54	\$14,718.53	\$15,077.51
43	\$13,024.52	\$13,350.14	\$13,675.75	\$14,017.64	\$14,359.54	\$14,718.53	\$15,077.51	\$15,454.45	\$15,831.39
44	\$13,675.75	\$14,017.64	\$14,359.54	\$14,718.53	\$15,077.51	\$15,454.45	\$15,831.39	\$16,227.17	\$16,622.96
45	\$14,359.54	\$14,718.53	\$15,077.51	\$15,454.45	\$15,831.39	\$16,227.17	\$16,622.96	\$17,038.53	\$17,454.11
46	\$15,077.51	\$15,454.45	\$15,831.39	\$16,227.17	\$16,622.96	\$17,038.53	\$17,454.11	\$17,890.46	\$18,326.81
47	\$15,831.39	\$16,227.17	\$16,622.96	\$17,038.53	\$17,454.11	\$17,890.46	\$18,326.81	\$18,784.98	\$19,243.15
48	\$16,622.96	\$17,038.53	\$17,454.11	\$17,890.46	\$18,326.81	\$18,784.98	\$19,243.15	\$19,724.23	\$20,205.31
49	\$17,454.11	\$17,890.46	\$18,326.81	\$18,784.98	\$19,243.15	\$19,724.23	\$20,205.31	\$20,710.44	\$21,215.58
50	\$18,326.81	\$18,784.98	\$19,243.15	\$19,724.23	\$20,205.31	\$20,710.44	\$21,215.58	\$21,745.97	\$22,276.36
51	\$19,243.15	\$19,724.23	\$20,205.31	\$20,710.44	\$21,215.58	\$21,745.97	\$22,276.36	\$22,833.26	\$23,390.17
52	\$20,205.31	\$20,710.44	\$21,215.58	\$21,745.97	\$22,276.36	\$22,833.26	\$23,390.17	\$23,974.93	\$24,559.68
53	\$21,215.58	\$21,745.97	\$22,276.36	\$22,833.26	\$23,390.17	\$23,974.93	\$24,559.68	\$25,173.67	\$25,787.67
54	\$22,276.36	\$22,833.26	\$23,390.17	\$23,974.93	\$24,559.68	\$25,173.67	\$25,787.67	\$26,432.36	\$27,077.05
55	\$23,390.17	\$23,974.93	\$24,559.68	\$25,173.67	\$25,787.67	\$26,432.36	\$27,077.05	\$27,753.98	\$28,430.90

= 5% Base Steps