| POSITION | Range Number |
|---|---|
| Accounting Supervisor | 34 |
| Accounting Technician | 30 |
| Accounts Payable Clerk | 23 |
| Administrative Assistant | 24 |
| Administrative Technician | 26 |
| Administrative Technician II | 30 |
| Assist. General Manager | 43 |
| Construction Inspector II | 27 |
| Construction Supervisor | 30 |
| Cross Connection Technician | 28 |
| Cust. Care Rep I | 19 |
| Customer Account Technician | 23 |
| Customer Finance Supervisor | 36 |
| Deputy Water and Energy Resource Director | 36 |
| Electrician II | 28 |
| Elec. Technician II | 29 |
| Engineering Aide II | 27 |
| Engineering/Grant Manager | 39 |
| Engineering Technician II | 27 |
| Equipment Mechanic II | 24 |
| Equipment Mechanic Supervisor | 31 |
| Executive Secretary | 30 |
| Facilities Manager | 35 |
| Field Customer Care Representative I | 20 |
| Field Customer Care Representative II | 24 |
| Finance Manager/CFO | 39 |
| Human Resources Manager | 34 |
| Information Sys. Spec. II (ACS) | 29 |
| IT Manager | 37 |
| Lab Analyst | 24 |
| Lead Field Serv. Tech. | 27 |
| Maintenance Supervisor | 31 |
| Operations Manager | 36 |
| Plant Mant. Mechanic I | 17 |
| Plant Operator II | 28 |
| Project Manager | 31 |
| Public Information Officer/Water Conserv Mgr | 37 |
| Pump Operator II | 26 |
| Senior Customer Care Representative | 30 |
| Senior Field Customer Care Representative | 30 |
| Senior Plant Maint. Mechanic | 27 |
| Senior Service Worker | 27 |
| Service Worker I | 19 |
| Service Worker II | 23 |
| Treatment Plant Supervisor | 31 |
| Warehouse Technician | 26 |
| Water & Energy Resources Manager | 38 |
| Water Conserv. Aide I | 24 |
| Water Conserv. Supervisor | 32 |
| Water Quality Supervisor | 31 |

Hourly Rate by Range and Step

| RANGE | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
|---|---|---|---|---|---|---|---|---|---|
| 1 | $8.7997 | $9.0197 | $9.2397 | $9.4707 | $9.7017 | $9.9443 | $10.1868 | $10.4415 | $10.6961 |
| 2 | $9.2397 | $9.4707 | $9.7017 | $9.9443 | $10.1868 | $10.4415 | $10.6961 | $10.9635 | $11.2309 |
| 3 | $9.7017 | $9.9443 | $10.1868 | $10.4415 | $10.6961 | $10.9635 | $11.2309 | $11.5117 | $11.7925 |
| 4 | $10.1868 | $10.4415 | $10.6961 | $10.9635 | $11.2309 | $11.5117 | $11.7925 | $12.0873 | $12.3821 |
| 5 | $10.6961 | $10.9635 | $11.2309 | $11.5117 | $11.7925 | $12.0873 | $12.3821 | $12.6917 | $13.0012 |
| 6 | $11.2309 | $11.5117 | $11.7925 | $12.0873 | $12.3821 | $12.6917 | $13.0012 | $13.3263 | $13.6513 |
| 7 | $11.7925 | $12.0873 | $12.3821 | $12.6917 | $13.0012 | $13.3263 | $13.6513 | $13.9926 | $14.3339 |
| 8 | $12.3821 | $12.6917 | $13.0012 | $13.3263 | $13.6513 | $13.9926 | $14.3339 | $14.6922 | $15.0505 |
| 9 | $13.0012 | $13.3263 | $13.6513 | $13.9926 | $14.3339 | $14.6922 | $15.0505 | $15.4268 | $15.8031 |
| 10 | $13.6513 | $13.9926 | $14.3339 | $14.6922 | $15.0505 | $15.4268 | $15.8031 | $16.1981 | $16.5932 |
| 11 | $14.3339 | $14.6922 | $15.0505 | $15.4268 | $15.8031 | $16.1981 | $16.5932 | $17.0081 | $17.4229 |
| 12 | $15.0505 | $15.4268 | $15.8031 | $16.1981 | $16.5932 | $17.0081 | $17.4229 | $17.8585 | $18.2940 |
| 13 | $15.8031 | $16.1981 | $16.5932 | $17.0081 | $17.4229 | $17.8585 | $18.2940 | $18.7514 | $19.2087 |
| 14 | $16.5932 | $17.0081 | $17.4229 | $17.8585 | $18.2940 | $18.7514 | $19.2087 | $19.6890 | $20.1692 |
| 15 | $17.4229 | $17.8585 | $18.2940 | $18.7514 | $19.2087 | $19.6890 | $20.1692 | $20.6734 | $21.1776 |
| 16 | $18.2940 | $18.7514 | $19.2087 | $19.6890 | $20.1692 | $20.6734 | $21.1776 | $21.7071 | $22.2365 |
| 17 | $19.2087 | $19.6890 | $20.1692 | $20.6734 | $21.1776 | $21.7071 | $22.2365 | $22.7924 | $23.3483 |
| 18 | $20.1692 | $20.6734 | $21.1776 | $21.7071 | $22.2365 | $22.7924 | $23.3483 | $23.9320 | $24.5158 |
| 19 | $21.1776 | $21.7071 | $22.2365 | $22.7924 | $23.3483 | $23.9320 | $24.5158 | $25.1286 | $25.7415 |
| 20 | $22.2365 | $22.7924 | $23.3483 | $23.9320 | $24.5158 | $25.1286 | $25.7415 | $26.3851 | $27.0286 |
| 21 | $23.3483 | $23.9320 | $24.5158 | $25.1286 | $25.7415 | $26.3851 | $27.0286 | $27.7043 | $28.3800 |
| 22 | $24.5158 | $25.1286 | $25.7415 | $26.3851 | $27.0286 | $27.7043 | $28.3800 | $29.0895 | $29.7991 |
| 23 | $25.7415 | $26.3851 | $27.0286 | $27.7043 | $28.3800 | $29.0895 | $29.7991 | $30.5440 | $31.2890 |
| 24 | $27.0286 | $27.7043 | $28.3800 | $29.0895 | $29.7991 | $30.5440 | $31.2890 | $32.0712 | $32.8535 |
| 25 | $28.3800 | $29.0895 | $29.7991 | $30.5440 | $31.2890 | $32.0712 | $32.8535 | $33.6748 | $34.4961 |
| 26 | $29.7991 | $30.5440 | $31.2890 | $32.0712 | $32.8535 | $33.6748 | $34.4961 | $35.3585 | $36.2209 |
| 27 | $31.2890 | $32.0712 | $32.8535 | $33.6748 | $34.4961 | $35.3585 | $36.2209 | $37.1265 | $38.0320 |
| 28 | $32.8535 | $33.6748 | $34.4961 | $35.3585 | $36.2209 | $37.1265 | $38.0320 | $38.9828 | $39.9336 |
| 29 | $34.4961 | $35.3585 | $36.2209 | $37.1265 | $38.0320 | $38.9828 | $39.9336 | $40.9319 | $41.9303 |
| 30 | $36.2209 | $37.1265 | $38.0320 | $38.9828 | $39.9336 | $40.9319 | $41.9303 | $42.9785 | $44.0268 |
| 31 | $38.0320 | $38.9828 | $39.9336 | $40.9319 | $41.9303 | $42.9785 | $44.0268 | $45.1274 | $46.2281 |
| 32 | $39.9336 | $40.9319 | $41.9303 | $42.9785 | $44.0268 | $45.1274 | $46.2281 | $47.3838 | $48.5395 |
| 33 | $41.9303 | $42.9785 | $44.0268 | $45.1274 | $46.2281 | $47.3838 | $48.5395 | $49.7530 | $50.9665 |
| 34 | $44.0268 | $45.1274 | $46.2281 | $47.3838 | $48.5395 | $49.7530 | $50.9665 | $52.2407 | $53.5148 |
| 35 | $46.2281 | $47.3838 | $48.5395 | $49.7530 | $50.9665 | $52.2407 | $53.5148 | $54.8527 | $56.1906 |
| 36 | $48.5395 | $49.7530 | $50.9665 | $52.2407 | $53.5148 | $54.8527 | $56.1906 | $57.5953 | $59.0001 |
| 37 | $50.9665 | $52.2407 | $53.5148 | $54.8527 | $56.1906 | $57.5953 | $59.0001 | $60.4751 | $61.9501 |
| 38 | $53.5148 | $54.8527 | $56.1906 | $57.5953 | $59.0001 | $60.4751 | $61.9501 | $63.4988 | $65.0476 |
| 39 | $56.1906 | $57.5953 | $59.0001 | $60.4751 | $61.9501 | $63.4988 | $65.0476 | $66.6738 | $68.3000 |
| 40 | $59.0001 | $60.4751 | $61.9501 | $63.4988 | $65.0476 | $66.6738 | $68.3000 | $70.0075 | $71.7150 |
| 41 | $61.9501 | $63.4988 | $65.0476 | $66.6738 | $68.3000 | $70.0075 | $71.7150 | $73.5078 | $75.3007 |
| 42 | $65.0476 | $66.6738 | $68.3000 | $70.0075 | $71.7150 | $73.5078 | $75.3007 | $77.1832 | $79.0658 |
| 43 | $68.3000 | $70.0075 | $71.7150 | $73.5078 | $75.3007 | $77.1832 | $79.0658 | $81.0424 | $83.0190 |
| 44 | $71.7150 | $73.5078 | $75.3007 | $77.1832 | $79.0658 | $81.0424 | $83.0190 | $85.0945 | $87.1700 |
| 45 | $75.3007 | $77.1832 | $79.0658 | $81.0424 | $83.0190 | $85.0945 | $87.1700 | $89.3492 | $91.5285 |
| 46 | $79.0658 | $81.0424 | $83.0190 | $85.0945 | $87.1700 | $89.3492 | $91.5285 | $93.8167 | $96.1049 |
| 47 | $83.0190 | $85.0945 | $87.1700 | $89.3492 | $91.5285 | $93.8167 | $96.1049 | $98.5075 | $100.9102 |
| 48 | $87.1700 | $89.3492 | $91.5285 | $93.8167 | $96.1049 | $98.5075 | $100.9102 | $103.4329 | $105.9557 |
| 49 | $91.5285 | $93.8167 | $96.1049 | $98.5075 | $100.9102 | $103.4329 | $105.9557 | $108.6046 | $111.2535 |
| 50 | $96.1049 | $98.5075 | $100.9102 | $103.4329 | $105.9557 | $108.6046 | $111.2535 | $114.0348 | $116.8161 |
| 51 | $100.9102 | $103.4329 | $105.9557 | $108.6046 | $111.2535 | $114.0348 | $116.8161 | $119.7365 | $122.6569 |
| 52 | $105.9557 | $108.6046 | $111.2535 | $114.0348 | $116.8161 | $119.7365 | $122.6569 | $125.7234 | $128.7898 |
| 53 | $111.2535 | $114.0348 | $116.8161 | $119.7365 | $122.6569 | $125.7234 | $128.7898 | $132.0095 | $135.2293 |
| 54 | $116.8161 | $119.7365 | $122.6569 | $125.7234 | $128.7898 | $132.0095 | $135.2293 | $138.6100 | $141.9907 |
| 55 | $122.6569 | $125.7234 | $128.7898 | $132.0095 | $135.2293 | $138.6100 | $141.9907 | $145.5405 | $149.0903 |

HOURLY = 5% Base Steps

Monthly Rate by Range and Step

| RANGE | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
|---|---|---|---|---|---|---|---|---|---|
| 1 | $1,525.29 | $1,563.42 | $1,601.55 | $1,641.59 | $1,681.63 | $1,723.67 | $1,765.71 | $1,809.86 | $1,854.00 |
| 2 | $1,601.55 | $1,641.59 | $1,681.63 | $1,723.67 | $1,765.71 | $1,809.86 | $1,854.00 | $1,900.35 | $1,946.70 |
| 3 | $1,681.63 | $1,723.67 | $1,765.71 | $1,809.86 | $1,854.00 | $1,900.35 | $1,946.70 | $1,995.37 | $2,044.03 |
| 4 | $1,765.71 | $1,809.86 | $1,854.00 | $1,900.35 | $1,946.70 | $1,995.37 | $2,044.03 | $2,095.13 | $2,146.23 |
| 5 | $1,854.00 | $1,900.35 | $1,946.70 | $1,995.37 | $2,044.03 | $2,095.13 | $2,146.23 | $2,199.89 | $2,253.55 |
| 6 | $1,946.70 | $1,995.37 | $2,044.03 | $2,095.13 | $2,146.23 | $2,199.89 | $2,253.55 | $2,309.88 | $2,366.22 |
| 7 | $2,044.03 | $2,095.13 | $2,146.23 | $2,199.89 | $2,253.55 | $2,309.88 | $2,366.22 | $2,425.38 | $2,484.53 |
| 8 | $2,146.23 | $2,199.89 | $2,253.55 | $2,309.88 | $2,366.22 | $2,425.38 | $2,484.53 | $2,546.65 | $2,608.76 |
| 9 | $2,253.55 | $2,309.88 | $2,366.22 | $2,425.38 | $2,484.53 | $2,546.65 | $2,608.76 | $2,673.98 | $2,739.20 |
| 10 | $2,366.22 | $2,425.38 | $2,484.53 | $2,546.65 | $2,608.76 | $2,673.98 | $2,739.20 | $2,807.68 | $2,876.16 |
| 11 | $2,484.53 | $2,546.65 | $2,608.76 | $2,673.98 | $2,739.20 | $2,807.68 | $2,876.16 | $2,948.06 | $3,019.97 |
| 12 | $2,608.76 | $2,673.98 | $2,739.20 | $2,807.68 | $2,876.16 | $2,948.06 | $3,019.97 | $3,095.47 | $3,170.97 |
| 13 | $2,739.20 | $2,807.68 | $2,876.16 | $2,948.06 | $3,019.97 | $3,095.47 | $3,170.97 | $3,250.24 | $3,329.51 |
| 14 | $2,876.16 | $2,948.06 | $3,019.97 | $3,095.47 | $3,170.97 | $3,250.24 | $3,329.51 | $3,412.75 | $3,495.99 |
| 15 | $3,019.97 | $3,095.47 | $3,170.97 | $3,250.24 | $3,329.51 | $3,412.75 | $3,495.99 | $3,583.39 | $3,670.79 |
| 16 | $3,170.97 | $3,250.24 | $3,329.51 | $3,412.75 | $3,495.99 | $3,583.39 | $3,670.79 | $3,762.56 | $3,854.33 |
| 17 | $3,329.51 | $3,412.75 | $3,495.99 | $3,583.39 | $3,670.79 | $3,762.56 | $3,854.33 | $3,950.69 | $4,047.04 |
| 18 | $3,495.99 | $3,583.39 | $3,670.79 | $3,762.56 | $3,854.33 | $3,950.69 | $4,047.04 | $4,148.22 | $4,249.40 |
| 19 | $3,670.79 | $3,762.56 | $3,854.33 | $3,950.69 | $4,047.04 | $4,148.22 | $4,249.40 | $4,355.63 | $4,461.87 |
| 20 | $3,854.33 | $3,950.69 | $4,047.04 | $4,148.22 | $4,249.40 | $4,355.63 | $4,461.87 | $4,573.41 | $4,684.96 |
| 21 | $4,047.04 | $4,148.22 | $4,249.40 | $4,355.63 | $4,461.87 | $4,573.41 | $4,684.96 | $4,802.08 | $4,919.21 |
| 22 | $4,249.40 | $4,355.63 | $4,461.87 | $4,573.41 | $4,684.96 | $4,802.08 | $4,919.21 | $5,042.19 | $5,165.17 |
| 23 | $4,461.87 | $4,573.41 | $4,684.96 | $4,802.08 | $4,919.21 | $5,042.19 | $5,165.17 | $5,294.30 | $5,423.43 |
| 24 | $4,684.96 | $4,802.08 | $4,919.21 | $5,042.19 | $5,165.17 | $5,294.30 | $5,423.43 | $5,559.01 | $5,694.60 |
| 25 | $4,919.21 | $5,042.19 | $5,165.17 | $5,294.30 | $5,423.43 | $5,559.01 | $5,694.60 | $5,836.96 | $5,979.33 |
| 26 | $5,165.17 | $5,294.30 | $5,423.43 | $5,559.01 | $5,694.60 | $5,836.96 | $5,979.33 | $6,128.81 | $6,278.29 |
| 27 | $5,423.43 | $5,559.01 | $5,694.60 | $5,836.96 | $5,979.33 | $6,128.81 | $6,278.29 | $6,435.25 | $6,592.21 |
| 28 | $5,694.60 | $5,836.96 | $5,979.33 | $6,128.81 | $6,278.29 | $6,435.25 | $6,592.21 | $6,757.01 | $6,921.82 |
| 29 | $5,979.33 | $6,128.81 | $6,278.29 | $6,435.25 | $6,592.21 | $6,757.01 | $6,921.82 | $7,094.87 | $7,267.91 |
| 30 | $6,278.29 | $6,435.25 | $6,592.21 | $6,757.01 | $6,921.82 | $7,094.87 | $7,267.91 | $7,449.61 | $7,631.31 |
| 31 | $6,592.21 | $6,757.01 | $6,921.82 | $7,094.87 | $7,267.91 | $7,449.61 | $7,631.31 | $7,822.09 | $8,012.87 |
| 32 | $6,921.82 | $7,094.87 | $7,267.91 | $7,449.61 | $7,631.31 | $7,822.09 | $8,012.87 | $8,213.19 | $8,413.52 |
| 33 | $7,267.91 | $7,449.61 | $7,631.31 | $7,822.09 | $8,012.87 | $8,213.19 | $8,413.52 | $8,623.85 | $8,834.19 |
| 34 | $7,631.31 | $7,822.09 | $8,012.87 | $8,213.19 | $8,413.52 | $8,623.85 | $8,834.19 | $9,055.05 | $9,275.90 |
| 35 | $8,012.87 | $8,213.19 | $8,413.52 | $8,623.85 | $8,834.19 | $9,055.05 | $9,275.90 | $9,507.80 | $9,739.70 |
| 36 | $8,413.52 | $8,623.85 | $8,834.19 | $9,055.05 | $9,275.90 | $9,507.80 | $9,739.70 | $9,983.19 | $10,226.68 |
| 37 | $8,834.19 | $9,055.05 | $9,275.90 | $9,507.80 | $9,739.70 | $9,983.19 | $10,226.68 | $10,482.35 | $10,738.01 |
| 38 | $9,275.90 | $9,507.80 | $9,739.70 | $9,983.19 | $10,226.68 | $10,482.35 | $10,738.01 | $11,006.47 | $11,274.92 |
| 39 | $9,739.70 | $9,983.19 | $10,226.68 | $10,482.35 | $10,738.01 | $11,006.47 | $11,274.92 | $11,556.79 | $11,838.66 |
| 40 | $10,226.68 | $10,482.35 | $10,738.01 | $11,006.47 | $11,274.92 | $11,556.79 | $11,838.66 | $12,134.63 | $12,430.59 |
| 41 | $10,738.01 | $11,006.47 | $11,274.92 | $11,556.79 | $11,838.66 | $12,134.63 | $12,430.59 | $12,741.36 | $13,052.12 |
| 42 | $11,274.92 | $11,556.79 | $11,838.66 | $12,134.63 | $12,430.59 | $12,741.36 | $13,052.12 | $13,378.43 | $13,704.73 |
| 43 | $11,838.66 | $12,134.63 | $12,430.59 | $12,741.36 | $13,052.12 | $13,378.43 | $13,704.73 | $14,047.35 | $14,389.97 |
| 44 | $12,430.59 | $12,741.36 | $13,052.12 | $13,378.43 | $13,704.73 | $14,047.35 | $14,389.97 | $14,749.72 | $15,109.47 |
| 45 | $13,052.12 | $13,378.43 | $13,704.73 | $14,047.35 | $14,389.97 | $14,749.72 | $15,109.47 | $15,487.20 | $15,864.94 |
| 46 | $13,704.73 | $14,047.35 | $14,389.97 | $14,749.72 | $15,109.47 | $15,487.20 | $15,864.94 | $16,261.56 | $16,658.19 |
| 47 | $14,389.97 | $14,749.72 | $15,109.47 | $15,487.20 | $15,864.94 | $16,261.56 | $16,658.19 | $17,074.64 | $17,491.09 |
| 48 | $15,109.47 | $15,487.20 | $15,864.94 | $16,261.56 | $16,658.19 | $17,074.64 | $17,491.09 | $17,928.37 | $18,365.65 |
| 49 | $15,864.94 | $16,261.56 | $16,658.19 | $17,074.64 | $17,491.09 | $17,928.37 | $18,365.65 | $18,824.79 | $19,283.93 |
| 50 | $16,658.19 | $17,074.64 | $17,491.09 | $17,928.37 | $18,365.65 | $18,824.79 | $19,283.93 | $19,766.03 | $20,248.13 |
| 51 | $17,491.09 | $17,928.37 | $18,365.65 | $18,824.79 | $19,283.93 | $19,766.03 | $20,248.13 | $20,754.33 | $21,260.53 |
| 52 | $18,365.65 | $18,824.79 | $19,283.93 | $19,766.03 | $20,248.13 | $20,754.33 | $21,260.53 | $21,792.05 | $22,323.56 |
| 53 | $19,283.93 | $19,766.03 | $20,248.13 | $20,754.33 | $21,260.53 | $21,792.05 | $22,323.56 | $22,881.65 | $23,439.74 |
| 54 | $20,248.13 | $20,754.33 | $21,260.53 | $21,792.05 | $22,323.56 | $22,881.65 | $23,439.74 | $24,025.73 | $24,611.73 |
| 55 | $21,260.53 | $21,792.05 | $22,323.56 | $22,881.65 | $23,439.74 | $24,025.73 | $24,611.73 | $25,227.02 | $25,842.31 |

MONTHLY = 5% Base Steps