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
Cross Connection Technician	28
Customer Care Representative I	19
Customer Account Technician	23
Customer Finance Supervisor	36
Deputy Water and Energy Resource Director	36
Electrician II	28
Electronic Technician II	29
Engineering Aide II	27
Engineering/Grant Manager	39
Engineering Technician II	27
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 Director	34
Information Sys. Spec. II (ACS)	29
IT Manager	37
Lab Analyst I	24
Operations Manager	36
Operations Technician I	24
Operations Technician II	26
Plant Operator II	28
Project Manager	31
Public Information Officer/Water Conserv Mgr	37
Senior Customer Care Representative	30
Senior Field Customer Care Representative	27
Senior Service Worker	27
Service Worker I	19
Service Worker II	23
Systems Supervisor	31
Warehouse Technician	26
Water & Energy Resources Director	38
Water Conservation Aide I	24
Water Quality Supervisor	31

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

= 5% Base Steps

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

= 5% Base Steps