POSITION	Range Number
Accounting Supervisor	34
Accounting Technician	23
Administrative Assistant	24
Administrative Technician	26
Assist. General Manager	44
Construction Inspector II	27
Construction Supervisor	32
Cross Connection Control Specialist	28
Customer Care Representative I	19
Customer Care Representative II	23
Customer Care Supervisor	32
Customer Account Technician	23
Customer Finance Supervisor	34
Deputy Water and Energy Resource Director	36
Electrician II	28
Electronic Technician II	29
Electrical/Electronic Technician III	30
Engineering Analyst	32
Engineering/Grant Manager	40
Engineering Design Technician	28
Engineering Technician II	27
Executive Assistant	31
Facilities Manager	37
Field Customer Care Representative I	20
Field Customer Care Representative II	23
Finance Manager/CFO	41
GIS Coordinator	30
Human Resources Director	37
Help Desk Assistant	15
IT Manager	37
Lab Analyst I	24
Lab Analyst II	27
Maintenance Worker I	16
Management Analyst	30
Operations Manager	37
Operations Technician I	24
Operations Technician II	26
Operations Technician III	29
Plant Operator II	28
Project Manager	32
Public Affairs Director	37
Public Affairs Specialist	23
Purchasing Technician	26
Senior Customer Care Representative	29
Senior Field Customer Care Representative	27
Service Worker I	20
Service Worker II	24
Service Worker III	27
Water & Energy Resources Director	40
Water Conservation Aide	25
Water Quality/Regulatory Affairs Supervisor	34

RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	$9.0350	$9.2609	$9.4868	$9.7239	$9.9611	$10.2101	$10.4592	$10.7206	$10.9821
2	$9.4868	$9.7239	$9.9611	$10.2101	$10.4592	$10.7206	$10.9821	$11.2567	$11.5312
3	$9.9611	$10.2101	$10.4592	$10.7206	$10.9821	$11.2567	$11.5312	$11.8195	$12.1078
4	$10.4592	$10.7206	$10.9821	$11.2567	$11.5312	$11.8195	$12.1078	$12.4105	$12.7132
5	$10.9821	$11.2567	$11.5312	$11.8195	$12.1078	$12.4105	$12.7132	$13.0310	$13.3488
6	$11.5312	$11.8195	$12.1078	$12.4105	$12.7132	$13.0310	$13.3488	$13.6826	$14.0163
7	$12.1078	$12.4105	$12.7132	$13.0310	$13.3488	$13.6826	$14.0163	$14.3667	$14.7171
8	$12.7132	$13.0310	$13.3488	$13.6826	$14.0163	$14.3667	$14.7171	$15.0850	$15.4530
9	$13.3488	$13.6826	$14.0163	$14.3667	$14.7171	$15.0850	$15.4530	$15.8393	$16.2256
10	$14.0163	$14.3667	$14.7171	$15.0850	$15.4530	$15.8393	$16.2256	$16.6312	$17.0369
11	$14.7171	$15.0850	$15.4530	$15.8393	$16.2256	$16.6312	$17.0369	$17.4628	$17.8887
12	$15.4530	$15.8393	$16.2256	$16.6312	$17.0369	$17.4628	$17.8887	$18.3359	$18.7832
13	$16.2256	$16.6312	$17.0369	$17.4628	$17.8887	$18.3359	$18.7832	$19.2527	$19.7223
14	$17.0369	$17.4628	$17.8887	$18.3359	$18.7832	$19.2527	$19.7223	$20.2154	$20.7084
15	$17.8887	$18.3359	$18.7832	$19.2527	$19.7223	$20.2154	$20.7084	$21.2261	$21.7439
16	$18.7832	$19.2527	$19.7223	$20.2154	$20.7084	$21.2261	$21.7439	$22.2875	$22.8311
17	$19.7223	$20.2154	$20.7084	$21.2261	$21.7439	$22.2875	$22.8311	$23.4018	$23.9726
18	$20.7084	$21.2261	$21.7439	$22.2875	$22.8311	$23.4018	$23.9726	$24.5719	$25.1712
19	$21.7439	$22.2875	$22.8311	$23.4018	$23.9726	$24.5719	$25.1712	$25.8005	$26.4298
20	$22.8311	$23.4018	$23.9726	$24.5719	$25.1712	$25.8005	$26.4298	$27.0905	$27.7513
21	$23.9726	$24.5719	$25.1712	$25.8005	$26.4298	$27.0905	$27.7513	$28.4451	$29.1389
22	$25.1712	$25.8005	$26.4298	$27.0905	$27.7513	$28.4451	$29.1389	$29.8673	$30.5958
23	$26.4298	$27.0905	$27.7513	$28.4451	$29.1389	$29.8673	$30.5958	$31.3607	$32.1256
24	$27.7513	$28.4451	$29.1389	$29.8673	$30.5958	$31.3607	$32.1256	$32.9287	$33.7319
25	$29.1389	$29.8673	$30.5958	$31.3607	$32.1256	$32.9287	$33.7319	$34.5752	$35.4185
26	$30.5958	$31.3607	$32.1256	$32.9287	$33.7319	$34.5752	$35.4185	$36.3039	$37.1894
27	$32.1256	$32.9287	$33.7319	$34.5752	$35.4185	$36.3039	$37.1894	$38.1191	$39.0488
28	$33.7319	$34.5752	$35.4185	$36.3039	$37.1894	$38.1191	$39.0488	$40.0251	$41.0013
29	$35.4185	$36.3039	$37.1894	$38.1191	$39.0488	$40.0251	$41.0013	$42.0263	$43.0514
30	$37.1894	$38.1191	$39.0488	$40.0251	$41.0013	$42.0263	$43.0514	$44.1276	$45.2039
31	$39.0488	$40.0251	$41.0013	$42.0263	$43.0514	$44.1276	$45.2039	$46.3340	$47.4641
32	$41.0013	$42.0263	$43.0514	$44.1276	$45.2039	$46.3340	$47.4641	$48.6507	$49.8373
33	$43.0514	$44.1276	$45.2039	$46.3340	$47.4641	$48.6507	$49.8373	$51.0833	$52.3292
34	$45.2039	$46.3340	$47.4641	$48.6507	$49.8373	$51.0833	$52.3292	$53.6374	$54.9456
35	$47.4641	$48.6507	$49.8373	$51.0833	$52.3292	$53.6374	$54.9456	$56.3193	$57.6929
36	$49.8373	$51.0833	$52.3292	$53.6374	$54.9456	$56.3193	$57.6929	$59.1353	$60.5776
37	$52.3292	$53.6374	$54.9456	$56.3193	$57.6929	$59.1353	$60.5776	$62.0920	$63.6065
38	$54.9456	$56.3193	$57.6929	$59.1353	$60.5776	$62.0920	$63.6065	$65.1966	$66.7868
39	$57.6929	$59.1353	$60.5776	$62.0920	$63.6065	$65.1966	$66.7868	$68.4564	$70.1261
40	$60.5776	$62.0920	$63.6065	$65.1966	$66.7868	$68.4564	$70.1261	$71.8793	$73.6324
41	$63.6065	$65.1966	$66.7868	$68.4564	$70.1261	$71.8793	$73.6324	$75.4732	$77.3140
42	$66.7868	$68.4564	$70.1261	$71.8793	$73.6324	$75.4732	$77.3140	$79.2469	$81.1797
43	$70.1261	$71.8793	$73.6324	$75.4732	$77.3140	$79.2469	$81.1797	$83.2092	$85.2387
44	$73.6324	$75.4732	$77.3140	$79.2469	$81.1797	$83.2092	$85.2387	$87.3697	$89.5007
45	$77.3140	$79.2469	$81.1797	$83.2092	$85.2387	$87.3697	$89.5007	$91.7382	$93.9757
46	$81.1797	$83.2092	$85.2387	$87.3697	$89.5007	$91.7382	$93.9757	$96.3251	$98.6745
47	$85.2387	$87.3697	$89.5007	$91.7382	$93.9757	$96.3251	$98.6745	$101.1414	$103.6082
48	$89.5007	$91.7382	$93.9757	$96.3251	$98.6745	$101.1414	$103.6082	$106.1984	$108.7886
49	$93.9757	$96.3251	$98.6745	$101.1414	$103.6082	$106.1984	$108.7886	$111.5083	$114.2281
50	$98.6745	$101.1414	$103.6082	$106.1984	$108.7886	$111.5083	$114.2281	$117.0838	$119.9395
51	$103.6082	$106.1984	$108.7886	$111.5083	$114.2281	$117.0838	$119.9395	$122.9379	$125.9364
52	$108.7886	$111.5083	$114.2281	$117.0838	$119.9395	$122.9379	$125.9364	$129.0848	$132.2333
53	$114.2281	$117.0838	$119.9395	$122.9379	$125.9364	$129.0848	$132.2333	$135.5391	$138.8449
54	$119.9395	$122.9379	$125.9364	$129.0848	$132.2333	$135.5391	$138.8449	$142.3160	$145.7872
55	$125.9364	$129.0848	$132.2333	$135.5391	$138.8449	$142.3160	$145.7872	$149.4318	$153.0765

= 5% Base Steps

RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	$1,566.07	$1,605.22	$1,644.37	$1,685.48	$1,726.59	$1,769.76	$1,812.92	$1,858.25	$1,903.57
2	$1,644.37	$1,685.48	$1,726.59	$1,769.76	$1,812.92	$1,858.25	$1,903.57	$1,951.16	$1,998.75
3	$1,726.59	$1,769.76	$1,812.92	$1,858.25	$1,903.57	$1,951.16	$1,998.75	$2,048.72	$2,098.68
4	$1,812.92	$1,858.25	$1,903.57	$1,951.16	$1,998.75	$2,048.72	$2,098.68	$2,151.15	$2,203.62
5	$1,903.57	$1,951.16	$1,998.75	$2,048.72	$2,098.68	$2,151.15	$2,203.62	$2,258.71	$2,313.80
6	$1,998.75	$2,048.72	$2,098.68	$2,151.15	$2,203.62	$2,258.71	$2,313.80	$2,371.64	$2,429.49
7	$2,098.68	$2,151.15	$2,203.62	$2,258.71	$2,313.80	$2,371.64	$2,429.49	$2,490.23	$2,550.96
8	$2,203.62	$2,258.71	$2,313.80	$2,371.64	$2,429.49	$2,490.23	$2,550.96	$2,614.74	$2,678.51
9	$2,313.80	$2,371.64	$2,429.49	$2,490.23	$2,550.96	$2,614.74	$2,678.51	$2,745.47	$2,812.44
10	$2,429.49	$2,490.23	$2,550.96	$2,614.74	$2,678.51	$2,745.47	$2,812.44	$2,882.75	$2,953.06
11	$2,550.96	$2,614.74	$2,678.51	$2,745.47	$2,812.44	$2,882.75	$2,953.06	$3,026.89	$3,100.71
12	$2,678.51	$2,745.47	$2,812.44	$2,882.75	$2,953.06	$3,026.89	$3,100.71	$3,178.23	$3,255.75
13	$2,812.44	$2,882.75	$2,953.06	$3,026.89	$3,100.71	$3,178.23	$3,255.75	$3,337.14	$3,418.54
14	$2,953.06	$3,026.89	$3,100.71	$3,178.23	$3,255.75	$3,337.14	$3,418.54	$3,504.00	$3,589.46
15	$3,100.71	$3,178.23	$3,255.75	$3,337.14	$3,418.54	$3,504.00	$3,589.46	$3,679.20	$3,768.94
16	$3,255.75	$3,337.14	$3,418.54	$3,504.00	$3,589.46	$3,679.20	$3,768.94	$3,863.16	$3,957.38
17	$3,418.54	$3,504.00	$3,589.46	$3,679.20	$3,768.94	$3,863.16	$3,957.38	$4,056.32	$4,155.25
18	$3,589.46	$3,679.20	$3,768.94	$3,863.16	$3,957.38	$4,056.32	$4,155.25	$4,259.13	$4,363.01
19	$3,768.94	$3,863.16	$3,957.38	$4,056.32	$4,155.25	$4,259.13	$4,363.01	$4,472.09	$4,581.16
20	$3,957.38	$4,056.32	$4,155.25	$4,259.13	$4,363.01	$4,472.09	$4,581.16	$4,695.69	$4,810.22
21	$4,155.25	$4,259.13	$4,363.01	$4,472.09	$4,581.16	$4,695.69	$4,810.22	$4,930.48	$5,050.73
22	$4,363.01	$4,472.09	$4,581.16	$4,695.69	$4,810.22	$4,930.48	$5,050.73	$5,177.00	$5,303.27
23	$4,581.16	$4,695.69	$4,810.22	$4,930.48	$5,050.73	$5,177.00	$5,303.27	$5,435.85	$5,568.43
24	$4,810.22	$4,930.48	$5,050.73	$5,177.00	$5,303.27	$5,435.85	$5,568.43	$5,707.65	$5,846.86
25	$5,050.73	$5,177.00	$5,303.27	$5,435.85	$5,568.43	$5,707.65	$5,846.86	$5,993.03	$6,139.20
26	$5,303.27	$5,435.85	$5,568.43	$5,707.65	$5,846.86	$5,993.03	$6,139.20	$6,292.68	$6,446.16
27	$5,568.43	$5,707.65	$5,846.86	$5,993.03	$6,139.20	$6,292.68	$6,446.16	$6,607.31	$6,768.47
28	$5,846.86	$5,993.03	$6,139.20	$6,292.68	$6,446.16	$6,607.31	$6,768.47	$6,937.68	$7,106.89
29	$6,139.20	$6,292.68	$6,446.16	$6,607.31	$6,768.47	$6,937.68	$7,106.89	$7,284.56	$7,462.23
30	$6,446.16	$6,607.31	$6,768.47	$6,937.68	$7,106.89	$7,284.56	$7,462.23	$7,648.79	$7,835.35
31	$6,768.47	$6,937.68	$7,106.89	$7,284.56	$7,462.23	$7,648.79	$7,835.35	$8,031.23	$8,227.11
32	$7,106.89	$7,284.56	$7,462.23	$7,648.79	$7,835.35	$8,031.23	$8,227.11	$8,432.79	$8,638.47
33	$7,462.23	$7,648.79	$7,835.35	$8,031.23	$8,227.11	$8,432.79	$8,638.47	$8,854.43	$9,070.39
34	$7,835.35	$8,031.23	$8,227.11	$8,432.79	$8,638.47	$8,854.43	$9,070.39	$9,297.15	$9,523.91
35	$8,227.11	$8,432.79	$8,638.47	$8,854.43	$9,070.39	$9,297.15	$9,523.91	$9,762.01	$10,000.11
36	$8,638.47	$8,854.43	$9,070.39	$9,297.15	$9,523.91	$9,762.01	$10,000.11	$10,250.11	$10,500.11
37	$9,070.39	$9,297.15	$9,523.91	$9,762.01	$10,000.11	$10,250.11	$10,500.11	$10,762.62	$11,025.12
38	$9,523.91	$9,762.01	$10,000.11	$10,250.11	$10,500.11	$10,762.62	$11,025.12	$11,300.75	$11,576.38
39	$10,000.11	$10,250.11	$10,500.11	$10,762.62	$11,025.12	$11,300.75	$11,576.38	$11,865.78	$12,155.19
40	$10,500.11	$10,762.62	$11,025.12	$11,300.75	$11,576.38	$11,865.78	$12,155.19	$12,459.07	$12,762.95
41	$11,025.12	$11,300.75	$11,576.38	$11,865.78	$12,155.19	$12,459.07	$12,762.95	$13,082.03	$13,401.10
42	$11,576.38	$11,865.78	$12,155.19	$12,459.07	$12,762.95	$13,082.03	$13,401.10	$13,736.13	$14,071.16
43	$12,155.19	$12,459.07	$12,762.95	$13,082.03	$13,401.10	$13,736.13	$14,071.16	$14,422.94	$14,774.71
44	$12,762.95	$13,082.03	$13,401.10	$13,736.13	$14,071.16	$14,422.94	$14,774.71	$15,144.08	$15,513.45
45	$13,401.10	$13,736.13	$14,071.16	$14,422.94	$14,774.71	$15,144.08	$15,513.45	$15,901.29	$16,289.12
46	$14,071.16	$14,422.94	$14,774.71	$15,144.08	$15,513.45	$15,901.29	$16,289.12	$16,696.35	$17,103.58
47	$14,774.71	$15,144.08	$15,513.45	$15,901.29	$16,289.12	$16,696.35	$17,103.58	$17,531.17	$17,958.76
48	$15,513.45	$15,901.29	$16,289.12	$16,696.35	$17,103.58	$17,531.17	$17,958.76	$18,407.73	$18,856.70
49	$16,289.12	$16,696.35	$17,103.58	$17,531.17	$17,958.76	$18,407.73	$18,856.70	$19,328.11	$19,799.53
50	$17,103.58	$17,531.17	$17,958.76	$18,407.73	$18,856.70	$19,328.11	$19,799.53	$20,294.52	$20,789.51
51	$17,958.76	$18,407.73	$18,856.70	$19,328.11	$19,799.53	$20,294.52	$20,789.51	$21,309.24	$21,828.98
52	$18,856.70	$19,328.11	$19,799.53	$20,294.52	$20,789.51	$21,309.24	$21,828.98	$22,374.71	$22,920.43
53	$19,799.53	$20,294.52	$20,789.51	$21,309.24	$21,828.98	$22,374.71	$22,920.43	$23,493.44	$24,066.45
54	$20,789.51	$21,309.24	$21,828.98	$22,374.71	$22,920.43	$23,493.44	$24,066.45	$24,668.11	$25,269.78
55	$21,828.98	$22,374.71	$22,920.43	$23,493.44	$24,066.45	$24,668.11	$25,269.78	$25,901.52	$26,533.26

= 5% Base Steps