

<b>POSITION</b>	<b>Range Number</b>
Accounting Supervisor	34
Accounting Technician	23
Administrative Assistant	24
Administrative Technician	26
Assist. General Manager	47
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	41
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
Safety and Training Technician	29
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	\$9.3151	\$9.5480	\$9.7808	\$10.0254	\$10.2699	\$10.5266	\$10.7834	\$11.0530	\$11.3225
2	\$9.7808	\$10.0254	\$10.2699	\$10.5266	\$10.7834	\$11.0530	\$11.3225	\$11.6056	\$11.8887
3	\$10.2699	\$10.5266	\$10.7834	\$11.0530	\$11.3225	\$11.6056	\$11.8887	\$12.1859	\$12.4831
4	\$10.7834	\$11.0530	\$11.3225	\$11.6056	\$11.8887	\$12.1859	\$12.4831	\$12.7952	\$13.1073
5	\$11.3225	\$11.6056	\$11.8887	\$12.1859	\$12.4831	\$12.7952	\$13.1073	\$13.4349	\$13.7626
6	\$11.8887	\$12.1859	\$12.4831	\$12.7952	\$13.1073	\$13.4349	\$13.7626	\$14.1067	\$14.4508
7	\$12.4831	\$12.7952	\$13.1073	\$13.4349	\$13.7626	\$14.1067	\$14.4508	\$14.8120	\$15.1733
8	\$13.1073	\$13.4349	\$13.7626	\$14.1067	\$14.4508	\$14.8120	\$15.1733	\$15.5526	\$15.9320
9	\$13.7626	\$14.1067	\$14.4508	\$14.8120	\$15.1733	\$15.5526	\$15.9320	\$16.3303	\$16.7286
10	\$14.4508	\$14.8120	\$15.1733	\$15.5526	\$15.9320	\$16.3303	\$16.7286	\$17.1468	\$17.5650
11	\$15.1733	\$15.5526	\$15.9320	\$16.3303	\$16.7286	\$17.1468	\$17.5650	\$18.0041	\$18.4432
12	\$15.9320	\$16.3303	\$16.7286	\$17.1468	\$17.5650	\$18.0041	\$18.4432	\$18.9043	\$19.3654
13	\$16.7286	\$17.1468	\$17.5650	\$18.0041	\$18.4432	\$18.9043	\$19.3654	\$19.8495	\$20.3337
14	\$17.5650	\$18.0041	\$18.4432	\$18.9043	\$19.3654	\$19.8495	\$20.3337	\$20.8420	\$21.3503
15	\$18.4432	\$18.9043	\$19.3654	\$19.8495	\$20.3337	\$20.8420	\$21.3503	\$21.8841	\$22.4179
16	\$19.3654	\$19.8495	\$20.3337	\$20.8420	\$21.3503	\$21.8841	\$22.4179	\$22.9783	\$23.5388
17	\$20.3337	\$20.8420	\$21.3503	\$21.8841	\$22.4179	\$22.9783	\$23.5388	\$24.1272	\$24.7157
18	\$21.3503	\$21.8841	\$22.4179	\$22.9783	\$23.5388	\$24.1272	\$24.7157	\$25.3336	\$25.9515
19	\$22.4179	\$22.9783	\$23.5388	\$24.1272	\$24.7157	\$25.3336	\$25.9515	\$26.6003	\$27.2491
20	\$23.5388	\$24.1272	\$24.7157	\$25.3336	\$25.9515	\$26.6003	\$27.2491	\$27.9303	\$28.6115
21	\$24.7157	\$25.3336	\$25.9515	\$26.6003	\$27.2491	\$27.9303	\$28.6115	\$29.3268	\$30.0421
22	\$25.9515	\$26.6003	\$27.2491	\$27.9303	\$28.6115	\$29.3268	\$30.0421	\$30.7931	\$31.5442
23	\$27.2491	\$27.9303	\$28.6115	\$29.3268	\$30.0421	\$30.7931	\$31.5442	\$32.3328	\$33.1214
24	\$28.6115	\$29.3268	\$30.0421	\$30.7931	\$31.5442	\$32.3328	\$33.1214	\$33.9494	\$34.7775
25	\$30.0421	\$30.7931	\$31.5442	\$32.3328	\$33.1214	\$33.9494	\$34.7775	\$35.6469	\$36.5163
26	\$31.5442	\$32.3328	\$33.1214	\$33.9494	\$34.7775	\$35.6469	\$36.5163	\$37.4292	\$38.3422
27	\$33.1214	\$33.9494	\$34.7775	\$35.6469	\$36.5163	\$37.4292	\$38.3422	\$39.3007	\$40.2593
28	\$34.7775	\$35.6469	\$36.5163	\$37.4292	\$38.3422	\$39.3007	\$40.2593	\$41.2657	\$42.2722
29	\$36.5163	\$37.4292	\$38.3422	\$39.3007	\$40.2593	\$41.2657	\$42.2722	\$43.3290	\$44.3858
30	\$38.3422	\$39.3007	\$40.2593	\$41.2657	\$42.2722	\$43.3290	\$44.3858	\$45.4955	\$46.6051
31	\$40.2593	\$41.2657	\$42.2722	\$43.3290	\$44.3858	\$45.4955	\$46.6051	\$47.7703	\$48.9354
32	\$42.2722	\$43.3290	\$44.3858	\$45.4955	\$46.6051	\$47.7703	\$48.9354	\$50.1588	\$51.3822
33	\$44.3858	\$45.4955	\$46.6051	\$47.7703	\$48.9354	\$50.1588	\$51.3822	\$52.6667	\$53.9513
34	\$46.6051	\$47.7703	\$48.9354	\$50.1588	\$51.3822	\$52.6667	\$53.9513	\$55.3000	\$56.6488
35	\$48.9354	\$50.1588	\$51.3822	\$52.6667	\$53.9513	\$55.3000	\$56.6488	\$58.0650	\$59.4813
36	\$51.3822	\$52.6667	\$53.9513	\$55.3000	\$56.6488	\$58.0650	\$59.4813	\$60.9683	\$62.4553
37	\$53.9513	\$55.3000	\$56.6488	\$58.0650	\$59.4813	\$60.9683	\$62.4553	\$64.0167	\$65.5781
38	\$56.6488	\$58.0650	\$59.4813	\$60.9683	\$62.4553	\$64.0167	\$65.5781	\$67.2175	\$68.8570
39	\$59.4813	\$60.9683	\$62.4553	\$64.0167	\$65.5781	\$67.2175	\$68.8570	\$70.5784	\$72.2998
40	\$62.4553	\$64.0167	\$65.5781	\$67.2175	\$68.8570	\$70.5784	\$72.2998	\$74.1073	\$75.9148
41	\$65.5781	\$67.2175	\$68.8570	\$70.5784	\$72.2998	\$74.1073	\$75.9148	\$77.8127	\$79.7106
42	\$68.8570	\$70.5784	\$72.2998	\$74.1073	\$75.9148	\$77.8127	\$79.7106	\$81.7033	\$83.6961
43	\$72.2998	\$74.1073	\$75.9148	\$77.8127	\$79.7106	\$81.7033	\$83.6961	\$85.7885	\$87.8809
44	\$75.9148	\$77.8127	\$79.7106	\$81.7033	\$83.6961	\$85.7885	\$87.8809	\$90.0779	\$92.2750
45	\$79.7106	\$81.7033	\$83.6961	\$85.7885	\$87.8809	\$90.0779	\$92.2750	\$94.5818	\$96.8887
46	\$83.6961	\$85.7885	\$87.8809	\$90.0779	\$92.2750	\$94.5818	\$96.8887	\$99.3109	\$101.7331
47	\$87.8809	\$90.0779	\$92.2750	\$94.5818	\$96.8887	\$99.3109	\$101.7331	\$104.2765	\$106.8198
48	\$92.2750	\$94.5818	\$96.8887	\$99.3109	\$101.7331	\$104.2765	\$106.8198	\$109.4903	\$112.1608
49	\$96.8887	\$99.3109	\$101.7331	\$104.2765	\$106.8198	\$109.4903	\$112.1608	\$114.9648	\$117.7688
50	\$101.7331	\$104.2765	\$106.8198	\$109.4903	\$112.1608	\$114.9648	\$117.7688	\$120.7131	\$123.6573
51	\$106.8198	\$109.4903	\$112.1608	\$114.9648	\$117.7688	\$120.7131	\$123.6573	\$126.7487	\$129.8401
52	\$112.1608	\$114.9648	\$117.7688	\$120.7131	\$123.6573	\$126.7487	\$129.8401	\$133.0861	\$136.3321
53	\$117.7688	\$120.7131	\$123.6573	\$126.7487	\$129.8401	\$133.0861	\$136.3321	\$139.7404	\$143.1488
54	\$123.6573	\$126.7487	\$129.8401	\$133.0861	\$136.3321	\$139.7404	\$143.1488	\$146.7275	\$150.3062
55	\$129.8401	\$133.0861	\$136.3321	\$139.7404	\$143.1488	\$146.7275	\$150.3062	\$154.0638	\$157.8215

= 5% Base Steps

RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	\$1,614.61	\$1,654.98	\$1,695.35	\$1,737.73	\$1,780.11	\$1,824.62	\$1,869.12	\$1,915.85	\$1,962.57
2	\$1,695.35	\$1,737.73	\$1,780.11	\$1,824.62	\$1,869.12	\$1,915.85	\$1,962.57	\$2,011.64	\$2,060.70
3	\$1,780.11	\$1,824.62	\$1,869.12	\$1,915.85	\$1,962.57	\$2,011.64	\$2,060.70	\$2,112.22	\$2,163.74
4	\$1,869.12	\$1,915.85	\$1,962.57	\$2,011.64	\$2,060.70	\$2,112.22	\$2,163.74	\$2,217.83	\$2,271.93
5	\$1,962.57	\$2,011.64	\$2,060.70	\$2,112.22	\$2,163.74	\$2,217.83	\$2,271.93	\$2,328.72	\$2,385.52
6	\$2,060.70	\$2,112.22	\$2,163.74	\$2,217.83	\$2,271.93	\$2,328.72	\$2,385.52	\$2,445.16	\$2,504.80
7	\$2,163.74	\$2,217.83	\$2,271.93	\$2,328.72	\$2,385.52	\$2,445.16	\$2,504.80	\$2,567.42	\$2,630.04
8	\$2,271.93	\$2,328.72	\$2,385.52	\$2,445.16	\$2,504.80	\$2,567.42	\$2,630.04	\$2,695.79	\$2,761.54
9	\$2,385.52	\$2,445.16	\$2,504.80	\$2,567.42	\$2,630.04	\$2,695.79	\$2,761.54	\$2,830.58	\$2,899.62
10	\$2,504.80	\$2,567.42	\$2,630.04	\$2,695.79	\$2,761.54	\$2,830.58	\$2,899.62	\$2,972.11	\$3,044.60
11	\$2,630.04	\$2,695.79	\$2,761.54	\$2,830.58	\$2,899.62	\$2,972.11	\$3,044.60	\$3,120.71	\$3,196.83
12	\$2,761.54	\$2,830.58	\$2,899.62	\$2,972.11	\$3,044.60	\$3,120.71	\$3,196.83	\$3,276.75	\$3,356.67
13	\$2,899.62	\$2,972.11	\$3,044.60	\$3,120.71	\$3,196.83	\$3,276.75	\$3,356.67	\$3,440.58	\$3,524.50
14	\$3,044.60	\$3,120.71	\$3,196.83	\$3,276.75	\$3,356.67	\$3,440.58	\$3,524.50	\$3,612.61	\$3,700.73
15	\$3,196.83	\$3,276.75	\$3,356.67	\$3,440.58	\$3,524.50	\$3,612.61	\$3,700.73	\$3,793.24	\$3,885.76
16	\$3,356.67	\$3,440.58	\$3,524.50	\$3,612.61	\$3,700.73	\$3,793.24	\$3,885.76	\$3,982.91	\$4,080.05
17	\$3,524.50	\$3,612.61	\$3,700.73	\$3,793.24	\$3,885.76	\$3,982.91	\$4,080.05	\$4,182.05	\$4,284.05
18	\$3,700.73	\$3,793.24	\$3,885.76	\$3,982.91	\$4,080.05	\$4,182.05	\$4,284.05	\$4,391.15	\$4,498.26
19	\$3,885.76	\$3,982.91	\$4,080.05	\$4,182.05	\$4,284.05	\$4,391.15	\$4,498.26	\$4,610.71	\$4,723.17
20	\$4,080.05	\$4,182.05	\$4,284.05	\$4,391.15	\$4,498.26	\$4,610.71	\$4,723.17	\$4,841.25	\$4,959.33
21	\$4,284.05	\$4,391.15	\$4,498.26	\$4,610.71	\$4,723.17	\$4,841.25	\$4,959.33	\$5,083.31	\$5,207.29
22	\$4,498.26	\$4,610.71	\$4,723.17	\$4,841.25	\$4,959.33	\$5,083.31	\$5,207.29	\$5,337.48	\$5,467.66
23	\$4,723.17	\$4,841.25	\$4,959.33	\$5,083.31	\$5,207.29	\$5,337.48	\$5,467.66	\$5,604.35	\$5,741.04
24	\$4,959.33	\$5,083.31	\$5,207.29	\$5,337.48	\$5,467.66	\$5,604.35	\$5,741.04	\$5,884.57	\$6,028.09
25	\$5,207.29	\$5,337.48	\$5,467.66	\$5,604.35	\$5,741.04	\$5,884.57	\$6,028.09	\$6,178.80	\$6,329.50
26	\$5,467.66	\$5,604.35	\$5,741.04	\$5,884.57	\$6,028.09	\$6,178.80	\$6,329.50	\$6,487.74	\$6,645.97
27	\$5,741.04	\$5,884.57	\$6,028.09	\$6,178.80	\$6,329.50	\$6,487.74	\$6,645.97	\$6,812.12	\$6,978.27
28	\$6,028.09	\$6,178.80	\$6,329.50	\$6,487.74	\$6,645.97	\$6,812.12	\$6,978.27	\$7,152.73	\$7,327.19
29	\$6,329.50	\$6,487.74	\$6,645.97	\$6,812.12	\$6,978.27	\$7,152.73	\$7,327.19	\$7,510.37	\$7,693.54
30	\$6,645.97	\$6,812.12	\$6,978.27	\$7,152.73	\$7,327.19	\$7,510.37	\$7,693.54	\$7,885.88	\$8,078.22
31	\$6,978.27	\$7,152.73	\$7,327.19	\$7,510.37	\$7,693.54	\$7,885.88	\$8,078.22	\$8,280.18	\$8,482.13
32	\$7,327.19	\$7,510.37	\$7,693.54	\$7,885.88	\$8,078.22	\$8,280.18	\$8,482.13	\$8,694.19	\$8,906.24
33	\$7,693.54	\$7,885.88	\$8,078.22	\$8,280.18	\$8,482.13	\$8,694.19	\$8,906.24	\$9,128.90	\$9,351.55
34	\$8,078.22	\$8,280.18	\$8,482.13	\$8,694.19	\$8,906.24	\$9,128.90	\$9,351.55	\$9,585.34	\$9,819.13
35	\$8,482.13	\$8,694.19	\$8,906.24	\$9,128.90	\$9,351.55	\$9,585.34	\$9,819.13	\$10,064.61	\$10,310.09
36	\$8,906.24	\$9,128.90	\$9,351.55	\$9,585.34	\$9,819.13	\$10,064.61	\$10,310.09	\$10,567.84	\$10,825.59
37	\$9,351.55	\$9,585.34	\$9,819.13	\$10,064.61	\$10,310.09	\$10,567.84	\$10,825.59	\$11,096.23	\$11,366.87
38	\$9,819.13	\$10,064.61	\$10,310.09	\$10,567.84	\$10,825.59	\$11,096.23	\$11,366.87	\$11,651.04	\$11,935.21
39	\$10,310.09	\$10,567.84	\$10,825.59	\$11,096.23	\$11,366.87	\$11,651.04	\$11,935.21	\$12,233.59	\$12,531.97
40	\$10,825.59	\$11,096.23	\$11,366.87	\$11,651.04	\$11,935.21	\$12,233.59	\$12,531.97	\$12,845.27	\$13,158.57
41	\$11,366.87	\$11,651.04	\$11,935.21	\$12,233.59	\$12,531.97	\$12,845.27	\$13,158.57	\$13,487.54	\$13,816.50
42	\$11,935.21	\$12,233.59	\$12,531.97	\$12,845.27	\$13,158.57	\$13,487.54	\$13,816.50	\$14,161.91	\$14,507.33
43	\$12,531.97	\$12,845.27	\$13,158.57	\$13,487.54	\$13,816.50	\$14,161.91	\$14,507.33	\$14,870.01	\$15,232.69
44	\$13,158.57	\$13,487.54	\$13,816.50	\$14,161.91	\$14,507.33	\$14,870.01	\$15,232.69	\$15,613.51	\$15,994.33
45	\$13,816.50	\$14,161.91	\$14,507.33	\$14,870.01	\$15,232.69	\$15,613.51	\$15,994.33	\$16,394.19	\$16,794.04
46	\$14,507.33	\$14,870.01	\$15,232.69	\$15,613.51	\$15,994.33	\$16,394.19	\$16,794.04	\$17,213.89	\$17,633.75
47	\$15,232.69	\$15,613.51	\$15,994.33	\$16,394.19	\$16,794.04	\$17,213.89	\$17,633.75	\$18,074.59	\$18,515.43
48	\$15,994.33	\$16,394.19	\$16,794.04	\$17,213.89	\$17,633.75	\$18,074.59	\$18,515.43	\$18,978.32	\$19,441.20
49	\$16,794.04	\$17,213.89	\$17,633.75	\$18,074.59	\$18,515.43	\$18,978.32	\$19,441.20	\$19,927.23	\$20,413.26
50	\$17,633.75	\$18,074.59	\$18,515.43	\$18,978.32	\$19,441.20	\$19,927.23	\$20,413.26	\$20,923.60	\$21,433.93
51	\$18,515.43	\$18,978.32	\$19,441.20	\$19,927.23	\$20,413.26	\$20,923.60	\$21,433.93	\$21,969.78	\$22,505.62
52	\$19,441.20	\$19,927.23	\$20,413.26	\$20,923.60	\$21,433.93	\$21,969.78	\$22,505.62	\$23,068.26	\$23,630.91
53	\$20,413.26	\$20,923.60	\$21,433.93	\$21,969.78	\$22,505.62	\$23,068.26	\$23,630.91	\$24,221.68	\$24,812.45
54	\$21,433.93	\$21,969.78	\$22,505.62	\$23,068.26	\$23,630.91	\$24,221.68	\$24,812.45	\$25,432.76	\$26,053.07
55	\$22,505.62	\$23,068.26	\$23,630.91	\$24,221.68	\$24,812.45	\$25,432.76	\$26,053.07	\$26,704.40	\$27,355.73

= 5% Base Steps