

POSITION	Range Number
Accounting Supervisor	36
Accounts Payable Specialist	23
Administrative Assistant	25
Assist. General Manager	48
Assistant Engineer	32
Associate Engineer	35
Construction Inspector I	26
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
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
Information Technology Manager	41
IT Specialist	27
Junior Engineer	31
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
Resource and Analytics Director	45
Resource and Analytics Supervisor	35
Safety and Training Technician	29
Senior Customer Care Representative	29
Senior Engineer	38
Senior Field Customer Care Representative	28
Service Worker I	21
Service Worker II	25
Service Worker III	29
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	\$9.9707	\$10.2200	\$10.4692	\$10.7310	\$10.9927	\$11.2675	\$11.5423	\$11.8309	\$12.1194
2	\$10.4692	\$10.7310	\$10.9927	\$11.2675	\$11.5423	\$11.8309	\$12.1194	\$12.4224	\$12.7254
3	\$10.9927	\$11.2675	\$11.5423	\$11.8309	\$12.1194	\$12.4224	\$12.7254	\$13.0436	\$13.3617
4	\$11.5423	\$11.8309	\$12.1194	\$12.4224	\$12.7254	\$13.0436	\$13.3617	\$13.6957	\$14.0298
5	\$12.1194	\$12.4224	\$12.7254	\$13.0436	\$13.3617	\$13.6957	\$14.0298	\$14.3805	\$14.7313
6	\$12.7254	\$13.0436	\$13.3617	\$13.6957	\$14.0298	\$14.3805	\$14.7313	\$15.0995	\$15.4678
7	\$13.3617	\$13.6957	\$14.0298	\$14.3805	\$14.7313	\$15.0995	\$15.4678	\$15.8545	\$16.2412
8	\$14.0298	\$14.3805	\$14.7313	\$15.0995	\$15.4678	\$15.8545	\$16.2412	\$16.6473	\$17.0533
9	\$14.7313	\$15.0995	\$15.4678	\$15.8545	\$16.2412	\$16.6473	\$17.0533	\$17.4796	\$17.9059
10	\$15.4678	\$15.8545	\$16.2412	\$16.6473	\$17.0533	\$17.4796	\$17.9059	\$18.3536	\$18.8012
11	\$16.2412	\$16.6473	\$17.0533	\$17.4796	\$17.9059	\$18.3536	\$18.8012	\$19.2713	\$19.7413
12	\$17.0533	\$17.4796	\$17.9059	\$18.3536	\$18.8012	\$19.2713	\$19.7413	\$20.2348	\$20.7284
13	\$17.9059	\$18.3536	\$18.8012	\$19.2713	\$19.7413	\$20.2348	\$20.7284	\$21.2466	\$21.7648
14	\$18.8012	\$19.2713	\$19.7413	\$20.2348	\$20.7284	\$21.2466	\$21.7648	\$22.3089	\$22.8530
15	\$19.7413	\$20.2348	\$20.7284	\$21.2466	\$21.7648	\$22.3089	\$22.8530	\$23.4244	\$23.9957
16	\$20.7284	\$21.2466	\$21.7648	\$22.3089	\$22.8530	\$23.4244	\$23.9957	\$24.5956	\$25.1955
17	\$21.7648	\$22.3089	\$22.8530	\$23.4244	\$23.9957	\$24.5956	\$25.1955	\$25.8253	\$26.4552
18	\$22.8530	\$23.4244	\$23.9957	\$24.5956	\$25.1955	\$25.8253	\$26.4552	\$27.1166	\$27.7780
19	\$23.9957	\$24.5956	\$25.1955	\$25.8253	\$26.4552	\$27.1166	\$27.7780	\$28.4724	\$29.1669
20	\$25.1955	\$25.8253	\$26.4552	\$27.1166	\$27.7780	\$28.4724	\$29.1669	\$29.8961	\$30.6252
21	\$26.4552	\$27.1166	\$27.7780	\$28.4724	\$29.1669	\$29.8961	\$30.6252	\$31.3909	\$32.1565
22	\$27.7780	\$28.4724	\$29.1669	\$29.8961	\$30.6252	\$31.3909	\$32.1565	\$32.9604	\$33.7643
23	\$29.1669	\$29.8961	\$30.6252	\$31.3909	\$32.1565	\$32.9604	\$33.7643	\$34.6084	\$35.4525
24	\$30.6252	\$31.3909	\$32.1565	\$32.9604	\$33.7643	\$34.6084	\$35.4525	\$36.3389	\$37.2252
25	\$32.1565	\$32.9604	\$33.7643	\$34.6084	\$35.4525	\$36.3389	\$37.2252	\$38.1558	\$39.0864
26	\$33.7643	\$34.6084	\$35.4525	\$36.3389	\$37.2252	\$38.1558	\$39.0864	\$40.0636	\$41.0408
27	\$35.4525	\$36.3389	\$37.2252	\$38.1558	\$39.0864	\$40.0636	\$41.0408	\$42.0668	\$43.0928
28	\$37.2252	\$38.1558	\$39.0864	\$40.0636	\$41.0408	\$42.0668	\$43.0928	\$44.1701	\$45.2474
29	\$39.0864	\$40.0636	\$41.0408	\$42.0668	\$43.0928	\$44.1701	\$45.2474	\$46.3786	\$47.5098
30	\$41.0408	\$42.0668	\$43.0928	\$44.1701	\$45.2474	\$46.3786	\$47.5098	\$48.6975	\$49.8853
31	\$43.0928	\$44.1701	\$45.2474	\$46.3786	\$47.5098	\$48.6975	\$49.8853	\$51.1324	\$52.3796
32	\$45.2474	\$46.3786	\$47.5098	\$48.6975	\$49.8853	\$51.1324	\$52.3796	\$53.6890	\$54.9985
33	\$47.5098	\$48.6975	\$49.8853	\$51.1324	\$52.3796	\$53.6890	\$54.9985	\$56.3735	\$57.7485
34	\$49.8853	\$51.1324	\$52.3796	\$53.6890	\$54.9985	\$56.3735	\$57.7485	\$59.1922	\$60.6359
35	\$52.3796	\$53.6890	\$54.9985	\$56.3735	\$57.7485	\$59.1922	\$60.6359	\$62.1518	\$63.6677
36	\$54.9985	\$56.3735	\$57.7485	\$59.1922	\$60.6359	\$62.1518	\$63.6677	\$65.2594	\$66.8511
37	\$57.7485	\$59.1922	\$60.6359	\$62.1518	\$63.6677	\$65.2594	\$66.8511	\$68.5223	\$70.1936
38	\$60.6359	\$62.1518	\$63.6677	\$65.2594	\$66.8511	\$68.5223	\$70.1936	\$71.9485	\$73.7033
39	\$63.6677	\$65.2594	\$66.8511	\$68.5223	\$70.1936	\$71.9485	\$73.7033	\$75.5459	\$77.3885
40	\$66.8511	\$68.5223	\$70.1936	\$71.9485	\$73.7033	\$75.5459	\$77.3885	\$79.3232	\$81.2579
41	\$70.1936	\$71.9485	\$73.7033	\$75.5459	\$77.3885	\$79.3232	\$81.2579	\$83.2893	\$85.3208
42	\$73.7033	\$75.5459	\$77.3885	\$79.3232	\$81.2579	\$83.2893	\$85.3208	\$87.4538	\$89.5868
43	\$77.3885	\$79.3232	\$81.2579	\$83.2893	\$85.3208	\$87.4538	\$89.5868	\$91.8265	\$94.0662
44	\$81.2579	\$83.2893	\$85.3208	\$87.4538	\$89.5868	\$91.8265	\$94.0662	\$96.4178	\$98.7695
45	\$85.3208	\$87.4538	\$89.5868	\$91.8265	\$94.0662	\$96.4178	\$98.7695	\$101.2387	\$103.7079
46	\$89.5868	\$91.8265	\$94.0662	\$96.4178	\$98.7695	\$101.2387	\$103.7079	\$106.3006	\$108.8933
47	\$94.0662	\$96.4178	\$98.7695	\$101.2387	\$103.7079	\$106.3006	\$108.8933	\$111.6157	\$114.3380
48	\$98.7695	\$101.2387	\$103.7079	\$106.3006	\$108.8933	\$111.6157	\$114.3380	\$117.1965	\$120.0549
49	\$103.7079	\$106.3006	\$108.8933	\$111.6157	\$114.3380	\$117.1965	\$120.0549	\$123.0563	\$126.0576
50	\$108.8933	\$111.6157	\$114.3380	\$117.1965	\$120.0549	\$123.0563	\$126.0576	\$129.2091	\$132.3605
51	\$114.3380	\$117.1965	\$120.0549	\$123.0563	\$126.0576	\$129.2091	\$132.3605	\$135.6695	\$138.9786
52	\$120.0549	\$123.0563	\$126.0576	\$129.2091	\$132.3605	\$135.6695	\$138.9786	\$142.4530	\$145.9275
53	\$126.0576	\$129.2091	\$132.3605	\$135.6695	\$138.9786	\$142.4530	\$145.9275	\$149.5757	\$153.2239
54	\$132.3605	\$135.6695	\$138.9786	\$142.4530	\$145.9275	\$149.5757	\$153.2239	\$157.0545	\$160.8851
55	\$138.9786	\$142.4530	\$145.9275	\$149.5757	\$153.2239	\$157.0545	\$160.8851	\$164.9072	\$168.9293

= 5% Base Steps

RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	\$1,728.25	\$1,771.46	\$1,814.67	\$1,860.03	\$1,905.40	\$1,953.04	\$2,000.67	\$2,050.69	\$2,100.70
2	\$1,814.67	\$1,860.03	\$1,905.40	\$1,953.04	\$2,000.67	\$2,050.69	\$2,100.70	\$2,153.22	\$2,205.74
3	\$1,905.40	\$1,953.04	\$2,000.67	\$2,050.69	\$2,100.70	\$2,153.22	\$2,205.74	\$2,260.88	\$2,316.03
4	\$2,000.67	\$2,050.69	\$2,100.70	\$2,153.22	\$2,205.74	\$2,260.88	\$2,316.03	\$2,373.93	\$2,431.83
5	\$2,100.70	\$2,153.22	\$2,205.74	\$2,260.88	\$2,316.03	\$2,373.93	\$2,431.83	\$2,492.62	\$2,553.42
6	\$2,205.74	\$2,260.88	\$2,316.03	\$2,373.93	\$2,431.83	\$2,492.62	\$2,553.42	\$2,617.25	\$2,681.09
7	\$2,316.03	\$2,373.93	\$2,431.83	\$2,492.62	\$2,553.42	\$2,617.25	\$2,681.09	\$2,748.12	\$2,815.14
8	\$2,431.83	\$2,492.62	\$2,553.42	\$2,617.25	\$2,681.09	\$2,748.12	\$2,815.14	\$2,885.52	\$2,955.90
9	\$2,553.42	\$2,617.25	\$2,681.09	\$2,748.12	\$2,815.14	\$2,885.52	\$2,955.90	\$3,029.80	\$3,103.70
10	\$2,681.09	\$2,748.12	\$2,815.14	\$2,885.52	\$2,955.90	\$3,029.80	\$3,103.70	\$3,181.29	\$3,258.88
11	\$2,815.14	\$2,885.52	\$2,955.90	\$3,029.80	\$3,103.70	\$3,181.29	\$3,258.88	\$3,340.35	\$3,421.83
12	\$2,955.90	\$3,029.80	\$3,103.70	\$3,181.29	\$3,258.88	\$3,340.35	\$3,421.83	\$3,507.37	\$3,592.92
13	\$3,103.70	\$3,181.29	\$3,258.88	\$3,340.35	\$3,421.83	\$3,507.37	\$3,592.92	\$3,682.74	\$3,772.56
14	\$3,258.88	\$3,340.35	\$3,421.83	\$3,507.37	\$3,592.92	\$3,682.74	\$3,772.56	\$3,866.88	\$3,961.19
15	\$3,421.83	\$3,507.37	\$3,592.92	\$3,682.74	\$3,772.56	\$3,866.88	\$3,961.19	\$4,060.22	\$4,159.25
16	\$3,592.92	\$3,682.74	\$3,772.56	\$3,866.88	\$3,961.19	\$4,060.22	\$4,159.25	\$4,263.23	\$4,367.21
17	\$3,772.56	\$3,866.88	\$3,961.19	\$4,060.22	\$4,159.25	\$4,263.23	\$4,367.21	\$4,476.39	\$4,585.57
18	\$3,961.19	\$4,060.22	\$4,159.25	\$4,263.23	\$4,367.21	\$4,476.39	\$4,585.57	\$4,700.21	\$4,814.85
19	\$4,159.25	\$4,263.23	\$4,367.21	\$4,476.39	\$4,585.57	\$4,700.21	\$4,814.85	\$4,935.22	\$5,055.60
20	\$4,367.21	\$4,476.39	\$4,585.57	\$4,700.21	\$4,814.85	\$4,935.22	\$5,055.60	\$5,181.99	\$5,308.38
21	\$4,585.57	\$4,700.21	\$4,814.85	\$4,935.22	\$5,055.60	\$5,181.99	\$5,308.38	\$5,441.08	\$5,573.79
22	\$4,814.85	\$4,935.22	\$5,055.60	\$5,181.99	\$5,308.38	\$5,441.08	\$5,573.79	\$5,713.14	\$5,852.48
23	\$5,055.60	\$5,181.99	\$5,308.38	\$5,441.08	\$5,573.79	\$5,713.14	\$5,852.48	\$5,998.80	\$6,145.11
24	\$5,308.38	\$5,441.08	\$5,573.79	\$5,713.14	\$5,852.48	\$5,998.80	\$6,145.11	\$6,298.74	\$6,452.36
25	\$5,573.79	\$5,713.14	\$5,852.48	\$5,998.80	\$6,145.11	\$6,298.74	\$6,452.36	\$6,613.67	\$6,774.98
26	\$5,852.48	\$5,998.80	\$6,145.11	\$6,298.74	\$6,452.36	\$6,613.67	\$6,774.98	\$6,944.36	\$7,113.73
27	\$6,145.11	\$6,298.74	\$6,452.36	\$6,613.67	\$6,774.98	\$6,944.36	\$7,113.73	\$7,291.57	\$7,469.42
28	\$6,452.36	\$6,613.67	\$6,774.98	\$6,944.36	\$7,113.73	\$7,291.57	\$7,469.42	\$7,656.15	\$7,842.89
29	\$6,774.98	\$6,944.36	\$7,113.73	\$7,291.57	\$7,469.42	\$7,656.15	\$7,842.89	\$8,038.96	\$8,235.03
30	\$7,113.73	\$7,291.57	\$7,469.42	\$7,656.15	\$7,842.89	\$8,038.96	\$8,235.03	\$8,440.91	\$8,646.78
31	\$7,469.42	\$7,656.15	\$7,842.89	\$8,038.96	\$8,235.03	\$8,440.91	\$8,646.78	\$8,862.95	\$9,079.12
32	\$7,842.89	\$8,038.96	\$8,235.03	\$8,440.91	\$8,646.78	\$8,862.95	\$9,079.12	\$9,306.10	\$9,533.08
33	\$8,235.03	\$8,440.91	\$8,646.78	\$8,862.95	\$9,079.12	\$9,306.10	\$9,533.08	\$9,771.41	\$10,009.73
34	\$8,646.78	\$8,862.95	\$9,079.12	\$9,306.10	\$9,533.08	\$9,771.41	\$10,009.73	\$10,259.98	\$10,510.22
35	\$9,079.12	\$9,306.10	\$9,533.08	\$9,771.41	\$10,009.73	\$10,259.98	\$10,510.22	\$10,772.98	\$11,035.73
36	\$9,533.08	\$9,771.41	\$10,009.73	\$10,259.98	\$10,510.22	\$10,772.98	\$11,035.73	\$11,311.62	\$11,587.52
37	\$10,009.73	\$10,259.98	\$10,510.22	\$10,772.98	\$11,035.73	\$11,311.62	\$11,587.52	\$11,877.21	\$12,166.89
38	\$10,510.22	\$10,772.98	\$11,035.73	\$11,311.62	\$11,587.52	\$11,877.21	\$12,166.89	\$12,471.07	\$12,775.24
39	\$11,035.73	\$11,311.62	\$11,587.52	\$11,877.21	\$12,166.89	\$12,471.07	\$12,775.24	\$13,094.62	\$13,414.00
40	\$11,587.52	\$11,877.21	\$12,166.89	\$12,471.07	\$12,775.24	\$13,094.62	\$13,414.00	\$13,749.35	\$14,084.70
41	\$12,166.89	\$12,471.07	\$12,775.24	\$13,094.62	\$13,414.00	\$13,749.35	\$14,084.70	\$14,436.82	\$14,788.93
42	\$12,775.24	\$13,094.62	\$13,414.00	\$13,749.35	\$14,084.70	\$14,436.82	\$14,788.93	\$15,158.66	\$15,528.38
43	\$13,414.00	\$13,749.35	\$14,084.70	\$14,436.82	\$14,788.93	\$15,158.66	\$15,528.38	\$15,916.59	\$16,304.80
44	\$14,084.70	\$14,436.82	\$14,788.93	\$15,158.66	\$15,528.38	\$15,916.59	\$16,304.80	\$16,712.42	\$17,120.04
45	\$14,788.93	\$15,158.66	\$15,528.38	\$15,916.59	\$16,304.80	\$16,712.42	\$17,120.04	\$17,548.04	\$17,976.04
46	\$15,528.38	\$15,916.59	\$16,304.80	\$16,712.42	\$17,120.04	\$17,548.04	\$17,976.04	\$18,425.44	\$18,874.84
47	\$16,304.80	\$16,712.42	\$17,120.04	\$17,548.04	\$17,976.04	\$18,425.44	\$18,874.84	\$19,346.72	\$19,818.59
48	\$17,120.04	\$17,548.04	\$17,976.04	\$18,425.44	\$18,874.84	\$19,346.72	\$19,818.59	\$20,314.05	\$20,809.52
49	\$17,976.04	\$18,425.44	\$18,874.84	\$19,346.72	\$19,818.59	\$20,314.05	\$20,809.52	\$21,329.75	\$21,849.99
50	\$18,874.84	\$19,346.72	\$19,818.59	\$20,314.05	\$20,809.52	\$21,329.75	\$21,849.99	\$22,396.24	\$22,942.49
51	\$19,818.59	\$20,314.05	\$20,809.52	\$21,329.75	\$21,849.99	\$22,396.24	\$22,942.49	\$23,516.05	\$24,089.62
52	\$20,809.52	\$21,329.75	\$21,849.99	\$22,396.24	\$22,942.49	\$23,516.05	\$24,089.62	\$24,691.86	\$25,294.10
53	\$21,849.99	\$22,396.24	\$22,942.49	\$23,516.05	\$24,089.62	\$24,691.86	\$25,294.10	\$25,926.45	\$26,558.80
54	\$22,942.49	\$23,516.05	\$24,089.62	\$24,691.86	\$25,294.10	\$25,926.45	\$26,558.80	\$27,222.77	\$27,886.74
55	\$24,089.62	\$24,691.86	\$25,294.10	\$25,926.45	\$26,558.80	\$27,222.77	\$27,886.74	\$28,583.91	\$29,281.08

 = 5% Base Steps