

PWD 2021

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 Trainee	25
Construction Inspector I	27
Construction Inspector II	29
Operations Supervisor - Construction	34
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 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
Operations Supervisor - Maintenance	34
Maintenance Worker I	21
Maintenance Worker II	24
Management Analyst	31
Network Administrator	34
Operations Manager	41
Operations Technician I	25
Operations Technician II	28
Operations Technician III	31
Plant Operator I	26
Plant Operator II	29
Plant Operator III	32
Public Affairs Director	38
Public Affairs Specialist 1	27
Public Affairs Specialist 2	30
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

PWD Hourly Rates

RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	\$10.0903	\$10.3426	\$10.5948	\$10.8597	\$11.1246	\$11.4027	\$11.6808	\$11.9728	\$12.2648
2	\$10.5948	\$10.8597	\$11.1246	\$11.4027	\$11.6808	\$11.9728	\$12.2648	\$12.5714	\$12.8781
3	\$11.1246	\$11.4027	\$11.6808	\$11.9728	\$12.2648	\$12.5714	\$12.8781	\$13.2000	\$13.5220
4	\$11.6808	\$11.9728	\$12.2648	\$12.5714	\$12.8781	\$13.2000	\$13.5220	\$13.8600	\$14.1981
5	\$12.2648	\$12.5714	\$12.8781	\$13.2000	\$13.5220	\$13.8600	\$14.1981	\$14.5530	\$14.9080
6	\$12.8781	\$13.2000	\$13.5220	\$13.8600	\$14.1981	\$14.5530	\$14.9080	\$15.2807	\$15.6534
7	\$13.5220	\$13.8600	\$14.1981	\$14.5530	\$14.9080	\$15.2807	\$15.6534	\$16.0447	\$16.4360
8	\$14.1981	\$14.5530	\$14.9080	\$15.2807	\$15.6534	\$16.0447	\$16.4360	\$16.8469	\$17.2578
9	\$14.9080	\$15.2807	\$15.6534	\$16.0447	\$16.4360	\$16.8469	\$17.2578	\$17.6893	\$18.1207
10	\$15.6534	\$16.0447	\$16.4360	\$16.8469	\$17.2578	\$17.6893	\$18.1207	\$18.5737	\$19.0268
11	\$16.4360	\$16.8469	\$17.2578	\$17.6893	\$18.1207	\$18.5737	\$19.0268	\$19.5024	\$19.9781
12	\$17.2578	\$17.6893	\$18.1207	\$18.5737	\$19.0268	\$19.5024	\$19.9781	\$20.4776	\$20.9770
13	\$18.1207	\$18.5737	\$19.0268	\$19.5024	\$19.9781	\$20.4776	\$20.9770	\$21.5014	\$22.0259
14	\$19.0268	\$19.5024	\$19.9781	\$20.4776	\$20.9770	\$21.5014	\$22.0259	\$22.5765	\$23.1272
15	\$19.9781	\$20.4776	\$20.9770	\$21.5014	\$22.0259	\$22.5765	\$23.1272	\$23.7053	\$24.2835
16	\$20.9770	\$21.5014	\$22.0259	\$22.5765	\$23.1272	\$23.7053	\$24.2835	\$24.8906	\$25.4977
17	\$22.0259	\$22.5765	\$23.1272	\$23.7053	\$24.2835	\$24.8906	\$25.4977	\$26.1351	\$26.7726
18	\$23.1272	\$23.7053	\$24.2835	\$24.8906	\$25.4977	\$26.1351	\$26.7726	\$27.4419	\$28.1112
19	\$24.2835	\$24.8906	\$25.4977	\$26.1351	\$26.7726	\$27.4419	\$28.1112	\$28.8140	\$29.5168
20	\$25.4977	\$26.1351	\$26.7726	\$27.4419	\$28.1112	\$28.8140	\$29.5168	\$30.2547	\$30.9926
21	\$26.7726	\$27.4419	\$28.1112	\$28.8140	\$29.5168	\$30.2547	\$30.9926	\$31.7674	\$32.5422
22	\$28.1112	\$28.8140	\$29.5168	\$30.2547	\$30.9926	\$31.7674	\$32.5422	\$33.3558	\$34.1693
23	\$29.5168	\$30.2547	\$30.9926	\$31.7674	\$32.5422	\$33.3558	\$34.1693	\$35.0236	\$35.8778
24	\$30.9926	\$31.7674	\$32.5422	\$33.3558	\$34.1693	\$35.0236	\$35.8778	\$36.7747	\$37.6717
25	\$32.5422	\$33.3558	\$34.1693	\$35.0236	\$35.8778	\$36.7747	\$37.6717	\$38.6135	\$39.5553
26	\$34.1693	\$35.0236	\$35.8778	\$36.7747	\$37.6717	\$38.6135	\$39.5553	\$40.5442	\$41.5330
27	\$35.8778	\$36.7747	\$37.6717	\$38.6135	\$39.5553	\$40.5442	\$41.5330	\$42.5714	\$43.6097
28	\$37.6717	\$38.6135	\$39.5553	\$40.5442	\$41.5330	\$42.5714	\$43.6097	\$44.6999	\$45.7902
29	\$39.5553	\$40.5442	\$41.5330	\$42.5714	\$43.6097	\$44.6999	\$45.7902	\$46.9349	\$48.0797
30	\$41.5330	\$42.5714	\$43.6097	\$44.6999	\$45.7902	\$46.9349	\$48.0797	\$49.2817	\$50.4837
31	\$43.6097	\$44.6999	\$45.7902	\$46.9349	\$48.0797	\$49.2817	\$50.4837	\$51.7458	\$53.0079
32	\$45.7902	\$46.9349	\$48.0797	\$49.2817	\$50.4837	\$51.7458	\$53.0079	\$54.3331	\$55.6582
33	\$48.0797	\$49.2817	\$50.4837	\$51.7458	\$53.0079	\$54.3331	\$55.6582	\$57.0497	\$58.4412
34	\$50.4837	\$51.7458	\$53.0079	\$54.3331	\$55.6582	\$57.0497	\$58.4412	\$59.9022	\$61.3632
35	\$53.0079	\$54.3331	\$55.6582	\$57.0497	\$58.4412	\$59.9022	\$61.3632	\$62.8973	\$64.4314
36	\$55.6582	\$57.0497	\$58.4412	\$59.9022	\$61.3632	\$62.8973	\$64.4314	\$66.0422	\$67.6530
37	\$58.4412	\$59.9022	\$61.3632	\$62.8973	\$64.4314	\$66.0422	\$67.6530	\$69.3443	\$71.0356
38	\$61.3632	\$62.8973	\$64.4314	\$66.0422	\$67.6530	\$69.3443	\$71.0356	\$72.8115	\$74.5874
39	\$64.4314	\$66.0422	\$67.6530	\$69.3443	\$71.0356	\$72.8115	\$74.5874	\$76.4521	\$78.3167
40	\$67.6530	\$69.3443	\$71.0356	\$72.8115	\$74.5874	\$76.4521	\$78.3167	\$80.2747	\$82.2326
41	\$71.0356	\$72.8115	\$74.5874	\$76.4521	\$78.3167	\$80.2747	\$82.2326	\$84.2884	\$86.3442
42	\$74.5874	\$76.4521	\$78.3167	\$80.2747	\$82.2326	\$84.2884	\$86.3442	\$88.5028	\$90.6614
43	\$78.3167	\$80.2747	\$82.2326	\$84.2884	\$86.3442	\$88.5028	\$90.6614	\$92.9280	\$95.1945
44	\$82.2326	\$84.2884	\$86.3442	\$88.5028	\$90.6614	\$92.9280	\$95.1945	\$97.5744	\$99.9542
45	\$86.3442	\$88.5028	\$90.6614	\$92.9280	\$95.1945	\$97.5744	\$99.9542	\$102.4531	\$104.9519
46	\$90.6614	\$92.9280	\$95.1945	\$97.5744	\$99.9542	\$102.4531	\$104.9519	\$107.5757	\$110.1995
47	\$95.1945	\$97.5744	\$99.9542	\$102.4531	\$104.9519	\$107.5757	\$110.1995	\$112.9545	\$115.7095
48	\$99.9542	\$102.4531	\$104.9519	\$107.5757	\$110.1995	\$112.9545	\$115.7095	\$118.6022	\$121.4950
49	\$104.9519	\$107.5757	\$110.1995	\$112.9545	\$115.7095	\$118.6022	\$121.4950	\$124.5324	\$127.5697
50	\$110.1995	\$112.9545	\$115.7095	\$118.6022	\$121.4950	\$124.5324	\$127.5697	\$130.7590	\$133.9482
51	\$115.7095	\$118.6022	\$121.4950	\$124.5324	\$127.5697	\$130.7590	\$133.9482	\$137.2969	\$140.6456
52	\$121.4950	\$124.5324	\$127.5697	\$130.7590	\$133.9482	\$137.2969	\$140.6456	\$144.1618	\$147.6779
53	\$127.5697	\$130.7590	\$133.9482	\$137.2969	\$140.6456	\$144.1618	\$147.6779	\$151.3699	\$155.0618
54	\$133.9482	\$137.2969	\$140.6456	\$144.1618	\$147.6779	\$151.3699	\$155.0618	\$158.9383	\$162.8149
55	\$140.6456	\$144.1618	\$147.6779	\$151.3699	\$155.0618	\$158.9383	\$162.8149	\$166.8853	\$170.9556

= 5% Base Steps

PWD Monthly Rate

RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	\$1,748.99	\$1,792.71	\$1,836.43	\$1,882.35	\$1,928.26	\$1,976.46	\$2,024.67	\$2,075.29	\$2,125.90
2	\$1,836.43	\$1,882.35	\$1,928.26	\$1,976.46	\$2,024.67	\$2,075.29	\$2,125.90	\$2,179.05	\$2,232.20
3	\$1,928.26	\$1,976.46	\$2,024.67	\$2,075.29	\$2,125.90	\$2,179.05	\$2,232.20	\$2,288.00	\$2,343.81
4	\$2,024.67	\$2,075.29	\$2,125.90	\$2,179.05	\$2,232.20	\$2,288.00	\$2,343.81	\$2,402.40	\$2,461.00
5	\$2,125.90	\$2,179.05	\$2,232.20	\$2,288.00	\$2,343.81	\$2,402.40	\$2,461.00	\$2,522.52	\$2,584.05
6	\$2,232.20	\$2,288.00	\$2,343.81	\$2,402.40	\$2,461.00	\$2,522.52	\$2,584.05	\$2,648.65	\$2,713.25
7	\$2,343.81	\$2,402.40	\$2,461.00	\$2,522.52	\$2,584.05	\$2,648.65	\$2,713.25	\$2,781.08	\$2,848.91
8	\$2,461.00	\$2,522.52	\$2,584.05	\$2,648.65	\$2,713.25	\$2,781.08	\$2,848.91	\$2,920.14	\$2,991.36
9	\$2,584.05	\$2,648.65	\$2,713.25	\$2,781.08	\$2,848.91	\$2,920.14	\$2,991.36	\$3,066.14	\$3,140.93
10	\$2,713.25	\$2,781.08	\$2,848.91	\$2,920.14	\$2,991.36	\$3,066.14	\$3,140.93	\$3,219.45	\$3,297.97
11	\$2,848.91	\$2,920.14	\$2,991.36	\$3,066.14	\$3,140.93	\$3,219.45	\$3,297.97	\$3,380.42	\$3,462.87
12	\$2,991.36	\$3,066.14	\$3,140.93	\$3,219.45	\$3,297.97	\$3,380.42	\$3,462.87	\$3,549.44	\$3,636.01
13	\$3,140.93	\$3,219.45	\$3,297.97	\$3,380.42	\$3,462.87	\$3,549.44	\$3,636.01	\$3,726.92	\$3,817.82
14	\$3,297.97	\$3,380.42	\$3,462.87	\$3,549.44	\$3,636.01	\$3,726.92	\$3,817.82	\$3,913.26	\$4,008.71
15	\$3,462.87	\$3,549.44	\$3,636.01	\$3,726.92	\$3,817.82	\$3,913.26	\$4,008.71	\$4,108.92	\$4,209.14
16	\$3,636.01	\$3,726.92	\$3,817.82	\$3,913.26	\$4,008.71	\$4,108.92	\$4,209.14	\$4,314.37	\$4,419.60
17	\$3,817.82	\$3,913.26	\$4,008.71	\$4,108.92	\$4,209.14	\$4,314.37	\$4,419.60	\$4,530.09	\$4,640.58
18	\$4,008.71	\$4,108.92	\$4,209.14	\$4,314.37	\$4,419.60	\$4,530.09	\$4,640.58	\$4,756.59	\$4,872.61
19	\$4,209.14	\$4,314.37	\$4,419.60	\$4,530.09	\$4,640.58	\$4,756.59	\$4,872.61	\$4,994.42	\$5,116.24
20	\$4,419.60	\$4,530.09	\$4,640.58	\$4,756.59	\$4,872.61	\$4,994.42	\$5,116.24	\$5,244.14	\$5,372.05
21	\$4,640.58	\$4,756.59	\$4,872.61	\$4,994.42	\$5,116.24	\$5,244.14	\$5,372.05	\$5,506.35	\$5,640.65
22	\$4,872.61	\$4,994.42	\$5,116.24	\$5,244.14	\$5,372.05	\$5,506.35	\$5,640.65	\$5,781.67	\$5,922.69
23	\$5,116.24	\$5,244.14	\$5,372.05	\$5,506.35	\$5,640.65	\$5,781.67	\$5,922.69	\$6,070.75	\$6,218.82
24	\$5,372.05	\$5,506.35	\$5,640.65	\$5,781.67	\$5,922.69	\$6,070.75	\$6,218.82	\$6,374.29	\$6,529.76
25	\$5,640.65	\$5,781.67	\$5,922.69	\$6,070.75	\$6,218.82	\$6,374.29	\$6,529.76	\$6,693.00	\$6,856.25
26	\$5,922.69	\$6,070.75	\$6,218.82	\$6,374.29	\$6,529.76	\$6,693.00	\$6,856.25	\$7,027.65	\$7,199.06
27	\$6,218.82	\$6,374.29	\$6,529.76	\$6,693.00	\$6,856.25	\$7,027.65	\$7,199.06	\$7,379.04	\$7,559.01
28	\$6,529.76	\$6,693.00	\$6,856.25	\$7,027.65	\$7,199.06	\$7,379.04	\$7,559.01	\$7,747.99	\$7,936.96
29	\$6,856.25	\$7,027.65	\$7,199.06	\$7,379.04	\$7,559.01	\$7,747.99	\$7,936.96	\$8,135.39	\$8,333.81
30	\$7,199.06	\$7,379.04	\$7,559.01	\$7,747.99	\$7,936.96	\$8,135.39	\$8,333.81	\$8,542.16	\$8,750.50
31	\$7,559.01	\$7,747.99	\$7,936.96	\$8,135.39	\$8,333.81	\$8,542.16	\$8,750.50	\$8,969.27	\$9,188.03
32	\$7,936.96	\$8,135.39	\$8,333.81	\$8,542.16	\$8,750.50	\$8,969.27	\$9,188.03	\$9,417.73	\$9,647.43
33	\$8,333.81	\$8,542.16	\$8,750.50	\$8,969.27	\$9,188.03	\$9,417.73	\$9,647.43	\$9,888.62	\$10,129.80
34	\$8,750.50	\$8,969.27	\$9,188.03	\$9,417.73	\$9,647.43	\$9,888.62	\$10,129.80	\$10,383.05	\$10,636.29
35	\$9,188.03	\$9,417.73	\$9,647.43	\$9,888.62	\$10,129.80	\$10,383.05	\$10,636.29	\$10,902.20	\$11,168.11
36	\$9,647.43	\$9,888.62	\$10,129.80	\$10,383.05	\$10,636.29	\$10,902.20	\$11,168.11	\$11,447.31	\$11,726.51
37	\$10,129.80	\$10,383.05	\$10,636.29	\$10,902.20	\$11,168.11	\$11,447.31	\$11,726.51	\$12,019.67	\$12,312.84
38	\$10,636.29	\$10,902.20	\$11,168.11	\$11,447.31	\$11,726.51	\$12,019.67	\$12,312.84	\$12,620.66	\$12,928.48
39	\$11,168.11	\$11,447.31	\$11,726.51	\$12,019.67	\$12,312.84	\$12,620.66	\$12,928.48	\$13,251.69	\$13,574.90
40	\$11,726.51	\$12,019.67	\$12,312.84	\$12,620.66	\$12,928.48	\$13,251.69	\$13,574.90	\$13,914.28	\$14,253.65
41	\$12,312.84	\$12,620.66	\$12,928.48	\$13,251.69	\$13,574.90	\$13,914.28	\$14,253.65	\$14,609.99	\$14,966.33
42	\$12,928.48	\$13,251.69	\$13,574.90	\$13,914.28	\$14,253.65	\$14,609.99	\$14,966.33	\$15,340.49	\$15,714.65
43	\$13,574.90	\$13,914.28	\$14,253.65	\$14,609.99	\$14,966.33	\$15,340.49	\$15,714.65	\$16,107.51	\$16,500.38
44	\$14,253.65	\$14,609.99	\$14,966.33	\$15,340.49	\$15,714.65	\$16,107.51	\$16,500.38	\$16,912.89	\$17,325.40
45	\$14,966.33	\$15,340.49	\$15,714.65	\$16,107.51	\$16,500.38	\$16,912.89	\$17,325.40	\$17,758.53	\$18,191.67
46	\$15,714.65	\$16,107.51	\$16,500.38	\$16,912.89	\$17,325.40	\$17,758.53	\$18,191.67	\$18,646.46	\$19,101.25
47	\$16,500.38	\$16,912.89	\$17,325.40	\$17,758.53	\$18,191.67	\$18,646.46	\$19,101.25	\$19,578.78	\$20,056.31
48	\$17,325.40	\$17,758.53	\$18,191.67	\$18,646.46	\$19,101.25	\$19,578.78	\$20,056.31	\$20,557.72	\$21,059.13
49	\$18,191.67	\$18,646.46	\$19,101.25	\$19,578.78	\$20,056.31	\$20,557.72	\$21,059.13	\$21,585.61	\$22,112.09
50	\$19,101.25	\$19,578.78	\$20,056.31	\$20,557.72	\$21,059.13	\$21,585.61	\$22,112.09	\$22,664.89	\$23,217.69
51	\$20,056.31	\$20,557.72	\$21,059.13	\$21,585.61	\$22,112.09	\$22,664.89	\$23,217.69	\$23,798.13	\$24,378.58
52	\$21,059.13	\$21,585.61	\$22,112.09	\$22,664.89	\$23,217.69	\$23,798.13	\$24,378.58	\$24,988.04	\$25,597.50
53	\$22,112.09	\$22,664.89	\$23,217.69	\$23,798.13	\$24,378.58	\$24,988.04	\$25,597.50	\$26,237.44	\$26,877.38
54	\$23,217.69	\$23,798.13	\$24,378.58	\$24,988.04	\$25,597.50	\$26,237.44	\$26,877.38	\$27,549.31	\$28,221.25
55	\$24,378.58	\$24,988.04	\$25,597.50	\$26,237.44	\$26,877.38	\$27,549.31	\$28,221.25	\$28,926.78	\$29,632.31

= 5% Base Steps