POSITION	Range Number
Accounting Supervisor	36
Accounts Payable Specialist	23
Assistant Engineer	32
Assist. General Manager	48
Construction Inspector II	29
Construction Supervisor	34
Cross Connection Control Specialist	29
Customer Account Technician	24
Customer Care Representative I	20
Customer Care Representative II	23
Customer Care Supervisor	36
Customer Finance Supervisor	35
Electrician II	29
Electronic Technician II	30
Electrical/Electronic Instrumentation Technician III	32
Engineering Technician II	27
Engineering Analyst	33
Engineering Design Technician	29
Engineering/Grant Manager	44
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 Specialist	27
Information Technology Manager	41
Lab Analyst I	26
Lab Analyst II	29
Maintenance Supervisor	34
Maintenance Worker II	24
Management Analyst	31
Operations Manager	41
Operations Technician I	25
Operations Technician II	28
Operations Technician III - Fleet	31
Plant Operator I	26
Plant Operator II	29
Plant Operator III	32
Project Manager	35
Public Affairs Director	38
Public Affairs Specialist II	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 Field Customer Care Representative	28
Service Worker I	21
Service Worker II	25
Service Worker III - Forman	29
Water Use Efficiency Technician 1	27
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	$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

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