

Title	Grade	Minimum	Midpoint	Maximum
Account Specialist	G13	35429.5779	45172.71182	54915.84575
Accounting Manager	G22	60994.5363	77768.03378	94541.53127
Accounts Payable Specialist	G15	39107.6141	49862.20798	60616.80186
Admin Support Specialist-BF	G12	33722.385	42996.04088	52269.69675
Administrative Support Specialist	G12	33722.385	42996.04088	52269.69675
Administrative Support Tech	G10	30550.8133	38952.28696	47353.76062
Asset Coordinator	G21	55258.0494	70454.01299	85649.97657
Assistant Engineering Director	G25	82030.8769	104589.368	127147.8592
Assistant Procurement Manager	G17	43167.501	55038.56378	66909.62655
Benefits Manager	G21	55258.0494	70454.01299	85649.97657
Billing and Collections Manager	G21	55258.0494	70454.01299	85649.97657
Billing Specialist	G11	32097.4465	40924.24429	49751.04208
Billing Specialist-BF	G11	32097.4465	40924.24429	49751.04208
Billing Supervisor	G17	43167.501	55038.56378	66909.62655
Budget /Finance Manager	G22	60994.5363	77768.03378	94541.53127
Camera Assistant	G10	30550.8133	38952.28696	47353.76062
Camera Crew Foreman	G15	39107.6141	49862.20798	60616.80186
Camera Operator	G12	33722.385	42996.04088	52269.69675
Capital Projects Finance Manager	G21	55258.0494	70454.01299	85649.97657
Cash Application Specialist	G13	35429.5779	45172.71182	54915.84575
Cash Application Technician	G10	30550.8133	38952.28696	47353.76062
Chemist	G17	43167.501	55038.56378	66909.62655
Chemist- .75 pt, \$23.868/hr	G17	43167.501	55038.56378	66909.62655
Chemist, Senior	G19	47648.8407	60752.27189	73855.70309
Chief Communications Officer	G23	67326.5596	85841.36349	104356.1674
Chief Financial Officer	G26	90546.7424	115447.0966	140347.4507
Chief Information Officer	G25	82030.8769	104589.368	127147.8592
Collection System Superintendent	G24	74315.9313	94752.81241	115189.6935
Collection System Supervisor	G19	47648.8407	60752.27189	73855.70309
Collections Equipment Crew Foreman	G15	39107.6141	49862.20798	60616.80186
Collections Equipment Operator	G10	30550.8133	38952.28696	47353.76062
Collections Equipment Operator	G10	30550.8133	38952.28696	47353.76062
Collections Equipment Operator, Senior	G12	33722.385	42996.04088	52269.69675
Collections Specialist	G13	35429.5779	45172.71182	54915.84575
Collections Specialist	G13	35429.5779	45172.71182	54915.84575
Compensation Manager	G22	60994.5363	77768.03378	94541.53127
Compliance Coordinator	G14	37223.2066	47459.58842	57695.97023
Construction Crew Foreman	G15	39107.6141	49862.20798	60616.80186
Construction Inspector	G15	39107.6141	49862.20798	60616.80186
Construction Supervisor	G17	43167.501	55038.56378	66909.62655
Construction Worker	G09	29078.6979	37075.33982	45071.98175
Contract Specialist (PT-20hrs)\$17.2467/hr	G12	33722.385	42996.04088	52269.69675
COO/Deputy Executive Director	G27	99946.6609	127431.9926	154917.3244
Credit/Collections Supervisor	G17	43167.501	55038.56378	66909.62655

Custodian	G06	25074.4721	31969.95193	38865.43176
Customer Assistance Manager	G21	55258.0494	70454.01299	85649.97657
Customer Liaison	G11	32097.4465	40924.24429	49751.04208
Customer Service Director/Deputy CFO	G25	82030.8769	104589.368	127147.8592
Customer Service Manager	G21	55258.0494	70454.01299	85649.97657
Customer Service Rep, Lead-Call Center	G12	33722.385	42996.04088	52269.69675
Customer Service Rep-Call Center	G10	30550.8133	38952.28696	47353.76062
Customer Service Rep-Call Center, PT-25	G10	30550.8133	38952.28696	47353.76062
Customer Service Rep-Lobby	G10	30550.8133	38952.28696	47353.76062
Customer Service Supervisor-Call Center	G17	43167.501	55038.56378	66909.62655
Customer Service Supervisor-Lobby	G17	43167.501	55038.56378	66909.62655
Cyber-Security Administrator	G21	55258.0494	70454.01299	85649.97657
Database Administrator	G22	60994.5363	77768.03378	94541.53127
Director of Engineering	G26	90546.7424	115447.0966	140347.4507
Dist/Construction Superintendent	G24	74315.9313	94752.81241	115189.6935
Engineering Manager	G24	74315.9313	94752.81241	115189.6935
Engineering Manager-Proj Mgmt	G24	74315.9313	94752.81241	115189.6935
Engineering Technician	G16	41087.4464	52386.49416	63685.54192
Environ Compliance Superviso	G19	47648.8407	60752.27189	73855.70309
Environmental Compliance Manager	G22	60994.5363	77768.03378	94541.53127
Environmental Compliance Officer	G16	41087.4464	52386.49416	63685.54192
Environmental Data Analyst	G18	45352.8481	57824.88133	70296.91456
Environmental Management Director	G26	90546.7424	115447.0966	140347.4507
Environmental Program Auditor	G16	41087.4464	52386.49416	63685.54192
Environmental Program Manager	G21	55258.0494	70454.01299	85649.97657
ERP Systems Administrator	G23	67326.5596	85841.36349	104356.1674
ERP Systems Analyst	G20	50061.054	63827.84385	77594.6337
Executive Assistant/Board Clerk	G19	47648.8407	60752.27189	73855.70309
Executive Office Administrator	G16	41087.4464	52386.49416	63685.54192
Facilities Specialist	G12	33722.385	42996.04088	52269.69675
	G14	37223.2066	47459.58842	57695.97023
Facilities/Inventory Technician	G12	33722.385	42996.04088	52269.69675
Financial Sys Analyst (TPT-10hrs)\$37.3486/hr	G22	60994.5363	77768.03378	94541.53127
Fiscal Support Specialist	G14	37223.2066	47459.58842	57695.97023
GIS Specialist	G17	43167.501	55038.56378	66909.62655
Heavy Equipment Operator	G12	33722.385	42996.04088	52269.69675
Human Resources Assistant	G15	39107.6141	49862.20798	60616.80186
Human Resources Director	G25	82030.8769	104589.368	127147.8592
IT Specialist	G16	41087.4464	52386.49416	63685.54192
Laboratory Manager	G22	60994.5363	77768.03378	94541.53127
Laboratory Technician	G14	37223.2066	47459.58842	57695.97023
LabTech, .75 p-t reclsd	G14	37223.2066	47459.58842	57695.97023
Maintenance Superintendent	G24	74315.9313	94752.81241	115189.6935
Maintenance Welder/Fabricator	G12	33722.385	42996.04088	52269.69675
Meter Reader	G09	29078.6979	37075.33982	45071.98175
Meter Reader Supervisor	G17	43167.501	55038.56378	66909.62655
Meter Reading & Services Manager	G21	55258.0494	70454.01299	85649.97657

Meter Repair/Inventory Tech	G12	33722.385	42996.04088	52269.69675
Meter Services Supervisor	G17	43167.501	55038.56378	66909.62655
Meter Technician	G11	32097.4465	40924.24429	49751.04208
Microbiology Technician	G15	39107.6141	49862.20798	60616.80186
Network Administrator	G22	60994.5363	77768.03378	94541.53127
Office Administrator	G14	37223.2066	47459.58842	57695.97023
Operations Project Manager	G22	60994.5363	77768.03378	94541.53127
Payroll Specialist	G15	39107.6141	49862.20798	60616.80186
Planner/Scheduler	G17	43167.501	55038.56378	66909.62655
Planner/Scheduler & Locates Supervisor	G19	47648.8407	60752.27189	73855.70309
Procurement Manager	G22	60994.5363	77768.03378	94541.53127
Program Manager	G22	60994.5363	77768.03378	94541.53127
Project Engineer	G21	55258.0494	70454.01299	85649.97657
Project Manager	G22	60994.5363	77768.03378	94541.53127
Project Manager, Senior	G23	67326.5596	85841.36349	104356.1674
Property Acquisition Specialist	G21	55258.0494	70454.01299	85649.97657
PS Operations Foreman	G16	41087.4464	52386.49416	63685.54192
Public & Env Development Manager	G20	50061.054	63827.84385	77594.6337
Public & Env Policy Director	G24	74315.9313	94752.81241	115189.6935
Pump Station Crew Foreman	G15	39107.6141	49862.20798	60616.80186
Pump Station Operator	G12	33722.385	42996.04088	52269.69675
Pump Station Supervisor	G19	47648.8407	60752.27189	73855.70309
ROW Heavy Construction Supervisor	G19	47648.8407	60752.27189	73855.70309
ROW/Heavy Construction Crew Foreman	G15	39107.6141	49862.20798	60616.80186
ROW/Heavy Construction Maintenance Tech	G12	33722.385	42996.04088	52269.69675
Safety Program Manager	G21	55258.0494	70454.01299	85649.97657
SCADA Systems Manager	G22	60994.5363	77768.03378	94541.53127
Security and Emergency Manager	G22	60994.5363	77768.03378	94541.53127
Senior Construction Inspector	G17	43167.501	55038.56378	66909.62655
Senior Construction Worker	G11	32097.4465	40924.24429	49751.04208
Senior Meter Technician	G12	33722.385	42996.04088	52269.69675
Senior Project Manager	G23	67326.5596	85841.36349	104356.1674
Senior Water Control Operator	G17	43167.501	55038.56378	66909.62655
Server Administrator	G22	60994.5363	77768.03378	94541.53127
Service Jet Foreman	G15	39107.6141	49862.20798	60616.80186
Service Technician	G12	33722.385	42996.04088	52269.69675
Sr. Collections Equipment Operator	G12	33722.385	42996.04088	52269.69675
Sr. Construction Worker	G11	32097.4465	40924.24429	49751.04208
Sr. Project Engineer	G23	67326.5596	85841.36349	104356.1674
Supervising Chemist	G21	55258.0494	70454.01299	85649.97657
Trades Specialist	G15	39107.6141	49862.20798	60616.80186
Utilities Maintenance Mechanic	G12	33722.385	42996.04088	52269.69675
Utility Locator	G11	32097.4465	40924.24429	49751.04208
Utility Maintenance Foreman	G15	39107.6141	49862.20798	60616.80186
Utility Maintenance Mechanic	G12	33722.385	42996.04088	52269.69675
Utility Maintenance Tech	G12	33722.385	42996.04088	52269.69675
Utility Maintenance Technician	G12	33722.385	42996.04088	52269.69675

Warehouse Coordinator	G15	39107.6141	49862.20798	60616.80186
Warehouse Technician	G09	29078.6979	37075.33982	45071.98175
Wastewater Operations Supervisor	G20	50061.054	63827.84385	77594.6337
Wastewater Superintendent	G24	74315.9313	94752.81241	115189.6935
Wastewater Treatment Control Operator	G15	39107.6141	49862.20798	60616.80186
Wastewater Treatment Control Operator, Senior	G17	43167.501	55038.56378	66909.62655
Wastewater Treatment Maint Supv	G19	47648.8407	60752.27189	73855.70309
Wastewater Treatment Plant Supvr	G21	55258.0494	70454.01299	85649.97657
Wastewater Treatment Process Operator	G13	35429.5779	45172.71182	54915.84575
Water Control Operator	G15	39107.6141	49862.20798	60616.80186
Water Process Operator	G13	35429.5779	45172.71182	54915.84575
Water Quality Foreman	G15	39107.6141	49862.20798	60616.80186
Water Quality Technician	G13	35429.5779	45172.71182	54915.84575
Water Resources Manager	G24	74315.9313	94752.81241	115189.6935
Water Resources Technician	G11	32097.4465	40924.24429	49751.04208
Water Treatment Supervisor	G21	55258.0494	70454.01299	85649.97657
WT Operations Supervisor	G20	50061.054	63827.84385	77594.6337
WT Plant Maintenance Supervisor	G19	47648.8407	60752.27189	73855.70309
WWT Supervisor	G21	55258.0494	70454.01299	85649.97657
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Grand Total				