



Staff Report

TO: Board of Directors

FROM: Greg Jones, Assistant General Manager

DATE: December 8, 2021

SUBJECT: **Adopt and Approve Position/Compensation Schedule – 2022 and Requirement for Publicly Available Pay Schedule**

ADMINISTRATION

RECOMMENDATION:

Adopt Resolution No. 2021-45 (2022 Position/Compensation Schedule), effective January 3, 2022.

BACKGROUND:

The attached 2022 Salary Schedule establishes wages for all District employees beginning January 3, 2022, through December 31, 2022.

FINDINGS & ANALYSIS

The following is a list of findings regarding management Benefits and Compensation Plan:

1. Adoption and posting of the updated Position/Compensation Schedule in the attached format is required by CalPERS. This posting also keeps the District in compliance with the requirement to have a Publicly Available Pay Schedule as per Government Code Section 20636 and California Code of Regulations Section 570.5.
2. On September 22, 2021, the District adopted Resolution No. 2021-31 - Authorizing Changes in Wages, Hours, and Terms and Conditions of Employment for Employees Represented by AFSCME with term starting July 1, 2021, and ending December 31, 2023; and
3. On December 8, 2021, the District adopted Resolution No. 2021-43 - Authorizing Changes in Wages, Hours, and Terms and Conditions of

Employment for Unrepresented Employees with term starting July 1, 2021, and ending December 31, 2023; and

4. On December 8, 2021, the District adopted Resolution No. 2021-44 - Authorizing Changes in Wages, Hours, and Terms and Conditions of Employment for Management Employees with term starting July 1, 2021, and ending December 31, 2023; and

ALTERNATIVES:

1. Adopt Resolution 2021-45; or
2. Do not adopt Resolution 2021-45 and provide staff with additional direction.

BUDGETARY IMPACT:

Included within 2022 Budget.

Attachments: (2)

- Resolution 2021-45 (2022 Position/Compensation Schedule)
- Attachment A: Salary Schedule for All Employees Effective 1/3/2022



RESOLUTION NO. 2021-45

OF THE BOARD OF DIRECTORS OF THE NEVADA IRRIGATION DISTRICT

2022 Position/Compensation Schedule

WHEREAS, Adoption and posting of the updated Position/Compensation Schedule in the attached format is required by CalPERS. This posting also keeps the District in compliance with the requirement to have a Publicly Available Pay Schedule as per Government Code Section 20636 and California Code of Regulations Section 570.5; and

WHEREAS, On September 22, 2021, the District adopted Resolution No. 2021-31 - Authorizing Changes in Wages, Hours, and Terms and Conditions of Employment for Employees Represented by AFSCME with term starting July 1, 2021 and ending December 31, 2023; and

WHEREAS, On December 8, 2021, the District adopted Resolution No. 2021-43 - Authorizing Changes in Wages, Hours, and Terms and Conditions of Employment for Unrepresented Employees with term starting July 1, 2021 and ending December 31, 2023; and

WHEREAS, On December 8, 2021, the District adopted Resolution No. 2021-44 - Authorizing Changes in Wages, Hours, and Terms and Conditions of Employment for Management Employees with term starting July 1, 2021 and ending December 31, 2023.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of Nevada Irrigation District, as follows:

BE IT FURTHER RESOLVED

1. That the 2022 Position/Compensation Schedule for District Employees, as shown on Attachment A are hereby approved.
2. That the General Manager is hereby authorized and directed to implement the 2022 Position/Compensation Schedule for all District Employees as described in Attachment A.

BE IT FURTHER RESOLVED that the General Manager is hereby authorized to finalize and execute the 2022 Position/Compensation Schedule for all District Employees to be effective January 3, 2022.

* * * * *

PASSED AND ADOPTED by the Board of Directors of the Nevada Irrigation District at a regular meeting held on the 8th day of December, 2021 by the following vote:

AYES:	Directors:
NOES:	Directors:
ABSENT:	Directors:
ABSTAINS:	Directors:

President of the Board of Directors

Attest:

Secretary to the Board of Directors

**NEVADA IRRIGATION DISTRICT 2022
POSITION / COMPENSATION EFFECTIVE: 1/3/2022**

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
UOB19	Accountant I	1	32.76	2,620.80	5,678.40	68,140.80
		2	34.38	2,750.40	5,959.20	71,510.40
		3	36.09	2,887.20	6,255.60	75,067.20
		4	37.92	3,033.60	6,572.80	78,873.60
		5	39.81	3,184.80	6,900.40	82,804.80
UOB37	Accountant II	1	35.81	2,864.80	6,207.07	74,484.80
		2	37.62	3,009.60	6,520.80	78,249.60
		3	39.48	3,158.40	6,843.20	82,118.40
		4	41.47	3,317.60	7,188.13	86,257.60
		5	43.53	3,482.40	7,545.20	90,542.40
WOB52	Assistant Engineer	1	38.61	3,088.80	6,692.40	80,308.80
		2	40.53	3,242.40	7,025.20	84,302.40
		3	42.56	3,404.80	7,377.07	88,524.80
		4	44.69	3,575.20	7,746.27	92,955.20
		5	46.90	3,752.00	8,129.33	97,552.00
MOC66	Assistant General Manager	1	84.21	6,736.80	14,596.40	175,156.80
		2	88.64	7,091.20	15,364.27	184,371.20
		3	93.30	7,464.00	16,172.00	194,064.00
		4	98.21	7,856.80	17,023.07	204,276.80
		5	103.38	8,270.40	17,919.20	215,030.40
		6	108.55	8,684.00	18,815.33	225,784.00
		7	113.98	9,118.40	19,756.53	237,078.40
WOB66	Assistant Maintenance Superintendent - Vegetation Control	1	42.65	3,412.00	7,392.67	88,712.00
		2	44.76	3,580.80	7,758.40	93,100.80
		3	47.00	3,760.00	8,146.67	97,760.00
		4	49.35	3,948.00	8,554.00	102,648.00
		5	51.85	4,148.00	8,987.33	107,848.00
WOB55	Assistant Water Superintendent	1	42.54	3,403.20	7,373.60	88,483.20
		2	44.66	3,572.80	7,741.07	92,892.80
		3	46.90	3,752.00	8,129.33	97,552.00
		4	49.22	3,937.60	8,531.47	102,377.60
		5	51.70	4,136.00	8,961.33	107,536.00
WOC03	Associate Engineer (Registered)	1	49.54	3,963.20	8,586.93	103,043.20
		2	52.00	4,160.00	9,013.33	108,160.00
		3	54.62	4,369.60	9,467.47	113,609.60
		4	57.32	4,585.60	9,935.47	119,225.60
		5	60.23	4,818.40	10,439.87	125,278.40
MOB65	Board Secretary	1	46.96	3,756.80	8,139.73	97,676.80
		2	49.43	3,954.40	8,567.87	102,814.40
		3	52.03	4,162.40	9,018.53	108,222.40
		4	54.77	4,381.60	9,493.47	113,921.60
		5	57.65	4,612.00	9,992.67	119,912.00
		6	60.54	4,843.20	10,493.60	125,923.20
		7	63.57	5,085.60	11,018.80	132,225.60

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB51	Business Services Technician I	1	38.41	3,072.80	6,657.73	79,892.80
		2	40.35	3,228.00	6,994.00	83,928.00
		3	42.36	3,388.80	7,342.40	88,108.80
		4	44.45	3,556.00	7,704.67	92,456.00
		5	46.68	3,734.40	8,091.20	97,094.40
WOB71	Business Services Technician II	1	42.43	3,394.40	7,354.53	88,254.40
		2	44.55	3,564.00	7,722.00	92,664.00
		3	46.78	3,742.40	8,108.53	97,302.40
		4	49.11	3,928.80	8,512.40	102,148.80
		5	51.59	4,127.20	8,942.27	107,307.20
WOB19	Buyer	1	32.76	2,620.80	5,678.40	68,140.80
		2	34.38	2,750.40	5,959.20	71,510.40
		3	36.09	2,887.20	6,255.60	75,067.20
		4	37.92	3,033.60	6,572.80	78,873.60
		5	39.81	3,184.80	6,900.40	82,804.80
WOA41	Cashier	1	22.31	1,784.80	3,867.07	46,404.80
		2	23.41	1,872.80	4,057.73	48,692.80
		3	24.60	1,968.00	4,264.00	51,168.00
		4	25.82	2,065.60	4,475.47	53,705.60
		5	27.11	2,168.80	4,699.07	56,388.80
WOA53	Cashier (Y)	1	23.69	1,895.20	4,106.27	49,275.20
		2	24.88	1,990.40	4,312.53	51,750.40
		3	26.12	2,089.60	4,527.47	54,329.60
		4	27.41	2,192.80	4,751.07	57,012.80
		5	28.76	2,300.80	4,985.07	59,820.80
WOB41	Chief Water Treatment Operator	1	38.42	3,073.60	6,659.47	79,913.60
		2	40.34	3,227.20	6,992.27	83,907.20
		3	42.40	3,392.00	7,349.33	88,192.00
		4	44.48	3,558.40	7,709.87	92,518.40
		5	46.69	3,735.20	8,092.93	97,115.20
UOA70	Communications Specialist I	1	30.77	2,461.60	5,333.47	64,001.60
		2	32.29	2,583.20	5,596.93	67,163.20
		3	33.92	2,713.60	5,879.47	70,553.60
		4	35.58	2,846.40	6,167.20	74,006.40
		5	37.36	2,988.80	6,475.73	77,708.80
UOA90	Communications Specialist II	1	33.98	2,718.40	5,889.87	70,678.40
		2	35.65	2,852.00	6,179.33	74,152.00
		3	37.46	2,996.80	6,493.07	77,916.80
		4	39.33	3,146.40	6,817.20	81,806.40
		5	41.30	3,304.00	7,158.67	85,904.00
WOB44	Construction Inspection Supervisor	1	37.09	2,967.20	6,428.93	77,147.20
		2	38.96	3,116.80	6,753.07	81,036.80
		3	40.90	3,272.00	7,089.33	85,072.00
		4	42.95	3,436.00	7,444.67	89,336.00
		5	45.10	3,608.00	7,817.33	93,808.00

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB04	Construction Inspector I	1	30.40	2,432.00	5,269.33	63,232.00
		2	31.90	2,552.00	5,529.33	66,352.00
		3	33.50	2,680.00	5,806.67	69,680.00
		4	35.18	2,814.40	6,097.87	73,174.40
		5	36.93	2,954.40	6,401.20	76,814.40
WOB24	Construction Inspector II	1	33.58	2,686.40	5,820.53	69,846.40
		2	35.26	2,820.80	6,111.73	73,340.80
		3	37.02	2,961.60	6,416.80	77,001.60
		4	38.88	3,110.40	6,739.20	80,870.40
		5	40.81	3,264.80	7,073.73	84,884.80
UOC21	Controller	1	54.20	4,336.00	9,394.67	112,736.00
		2	56.90	4,552.00	9,862.67	118,352.00
		3	59.72	4,777.60	10,351.47	124,217.60
		4	62.72	5,017.60	10,871.47	130,457.60
		5	65.87	5,269.60	11,417.47	137,009.60
WOA85	Cross Connection Control Technician I	1	28.85	2,308.00	5,000.67	60,008.00
		2	30.28	2,422.40	5,248.53	62,982.40
		3	31.81	2,544.80	5,513.73	66,164.80
		4	33.39	2,671.20	5,787.60	69,451.20
		5	35.08	2,806.40	6,080.53	72,966.40
WOB05	Cross Connection Control Technician II	1	31.90	2,552.00	5,529.33	66,352.00
		2	33.50	2,680.00	5,806.67	69,680.00
		3	35.17	2,813.60	6,096.13	73,153.60
		4	36.93	2,954.40	6,401.20	76,814.40
		5	38.77	3,101.60	6,720.13	80,641.60
WOB77	Customer Service Administrator	1	48.84	3,907.20	8,465.60	101,587.20
		2	51.25	4,100.00	8,883.33	106,600.00
		3	53.84	4,307.20	9,332.27	111,987.20
		4	56.51	4,520.80	9,795.07	117,540.80
		5	59.28	4,742.40	10,275.20	123,302.40
WOA41	Customer Service Representative I	1	23.93	1,914.40	4,147.87	49,774.40
		2	25.11	2,008.80	4,352.40	52,228.80
		3	26.39	2,111.20	4,574.27	54,891.20
		4	27.70	2,216.00	4,801.33	57,616.00
		5	29.08	2,326.40	5,040.53	60,486.40
WOA61	Customer Service Representative II	1	26.42	2,113.60	4,579.47	54,953.60
		2	27.74	2,219.20	4,808.27	57,699.20
		3	29.13	2,330.40	5,049.20	60,590.40
		4	30.62	2,449.60	5,307.47	63,689.60
		5	32.12	2,569.60	5,567.47	66,809.60
WOA55	Customer Service Technician I	1	23.92	1,913.60	4,146.13	49,753.60
		2	25.10	2,008.00	4,350.67	52,208.00
		3	26.36	2,108.80	4,569.07	54,828.80
		4	27.68	2,214.40	4,797.87	57,574.40
		5	29.08	2,326.40	5,040.53	60,486.40

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA75	Customer Service Technician II	1	26.44	2,115.20	4,582.93	54,995.20
		2	27.73	2,218.40	4,806.53	57,678.40
		3	29.12	2,329.60	5,047.47	60,569.60
		4	30.59	2,447.20	5,302.27	63,627.20
		5	32.12	2,569.60	5,567.47	66,809.60
DIR01	Director	1	7.21	576.80	1,249.73	14,996.80
WOA55	Dispatcher I	1	23.92	1,913.60	4,146.13	49,753.60
		2	25.10	2,008.00	4,350.67	52,208.00
		3	26.36	2,108.80	4,569.07	54,828.80
		4	27.68	2,214.40	4,797.87	57,574.40
		5	29.08	2,326.40	5,040.53	60,486.40
WOA75	Dispatcher II	1	26.44	2,115.20	4,582.93	54,995.20
		2	27.73	2,218.40	4,806.53	57,678.40
		3	29.12	2,329.60	5,047.47	60,569.60
		4	30.59	2,447.20	5,302.27	63,627.20
		5	32.12	2,569.60	5,567.47	66,809.60
WOB92	Electrical Systems Superintendent	1	54.22	4,337.60	9,398.13	112,777.60
		2	56.91	4,552.80	9,864.40	118,372.80
		3	59.75	4,780.00	10,356.67	124,280.00
		4	62.74	5,019.20	10,874.93	130,499.20
		5	65.87	5,269.60	11,417.47	137,009.60
WOB28	Electrical Systems Technician I	1	39.78	3,182.40	6,895.20	82,742.40
		2	41.75	3,340.00	7,236.67	86,840.00
		3	43.84	3,507.20	7,598.93	91,187.20
		4	46.02	3,681.60	7,976.80	95,721.60
		5	48.32	3,865.60	8,375.47	100,505.60
WOB48	Electrical Systems Technician II	1	43.92	3,513.60	7,612.80	91,353.60
		2	46.13	3,690.40	7,995.87	95,950.40
		3	48.44	3,875.20	8,396.27	100,755.20
		4	50.86	4,068.80	8,815.73	105,788.80
		5	53.38	4,270.40	9,252.53	111,030.40
MOC82	Engineering Manager	1	77.58	6,206.40	13,447.20	161,366.40
		2	81.66	6,532.80	14,154.40	169,852.80
		3	85.96	6,876.80	14,899.73	178,796.80
		4	90.48	7,238.40	15,683.20	188,198.40
		5	95.24	7,619.20	16,508.27	198,099.20
		6	100.00	8,000.00	17,333.33	208,000.00
		7	105.00	8,400.00	18,200.00	218,400.00
WOB03	Engineering Technician I	1	30.23	2,418.40	5,239.87	62,878.40
		2	31.76	2,540.80	5,505.07	66,060.80
		3	33.32	2,665.60	5,775.47	69,305.60
		4	34.99	2,799.20	6,064.93	72,779.20
		5	36.74	2,939.20	6,368.27	76,419.20
WOB23	Engineering Technician II	1	33.38	2,670.40	5,785.87	69,430.40
		2	35.07	2,805.60	6,078.80	72,945.60
		3	36.81	2,944.80	6,380.40	76,564.80
		4	38.67	3,093.60	6,702.80	80,433.60
		5	40.59	3,247.20	7,035.60	84,427.20

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
UOC03	Environmental Resources Administrator	1	49.54	3,963.20	8,586.93	103,043.20
		2	52.00	4,160.00	9,013.33	108,160.00
		3	54.62	4,369.60	9,467.47	113,609.60
		4	57.32	4,585.60	9,935.47	119,225.60
		5	60.23	4,818.40	10,439.87	125,278.40
UOA85	Environmental Resources Technician I	1	27.77	2,221.60	4,813.47	57,761.60
		2	29.14	2,331.20	5,050.93	60,611.20
		3	30.62	2,449.60	5,307.47	63,689.60
		4	32.14	2,571.20	5,570.93	66,851.20
		5	33.76	2,700.80	5,851.73	70,220.80
UOB03	Environmental Resources Technician II	1	30.23	2,418.40	5,239.87	62,878.40
		2	31.76	2,540.80	5,505.07	66,060.80
		3	33.32	2,665.60	5,775.47	69,305.60
		4	34.99	2,799.20	6,064.93	72,779.20
		5	36.74	2,939.20	6,368.27	76,419.20
WOA82	Equipment Mechanic I	1	27.37	2,189.60	4,744.13	56,929.60
		2	28.70	2,296.00	4,974.67	59,696.00
		3	30.17	2,413.60	5,229.47	62,753.60
		4	31.67	2,533.60	5,489.47	65,873.60
		5	33.26	2,660.80	5,765.07	69,180.80
WOB02	Equipment Mechanic II	1	30.10	2,408.00	5,217.33	62,608.00
		2	31.59	2,527.20	5,475.60	65,707.20
		3	33.17	2,653.60	5,749.47	68,993.60
		4	34.82	2,785.60	6,035.47	72,425.60
		5	36.57	2,925.60	6,338.80	76,065.60
WOB32	Equipment Mechanic Supervisor	1	36.34	2,907.20	6,298.93	75,587.20
		2	38.15	3,052.00	6,612.67	79,352.00
		3	40.08	3,206.40	6,947.20	83,366.40
		4	42.05	3,364.00	7,288.67	87,464.00
		5	44.15	3,532.00	7,652.67	91,832.00
WOA95	Equipment Operator	1	29.53	2,362.40	5,118.53	61,422.40
		2	31.02	2,481.60	5,376.80	64,521.60
		3	32.57	2,605.60	5,645.47	67,745.60
		4	34.21	2,736.80	5,929.73	71,156.80
		5	35.90	2,872.00	6,222.67	74,672.00
WOA53	Equipment Service Worker	1	23.69	1,895.20	4,106.27	49,275.20
		2	24.88	1,990.40	4,312.53	51,750.40
		3	26.12	2,089.60	4,527.47	54,329.60
		4	27.41	2,192.80	4,751.07	57,012.80
		5	28.76	2,300.80	4,985.07	59,820.80
WOA73	Facility Ranger	1	26.14	2,091.20	4,530.93	54,371.20
		2	27.47	2,197.60	4,761.47	57,137.60
		3	28.83	2,306.40	4,997.20	59,966.40
		4	30.26	2,420.80	5,245.07	62,940.80
		5	32.60	2,608.00	5,650.67	67,808.00

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
UOB19	Finance Analyst	1	38.85	3,108.00	6,734.00	80,808.00
		2	40.77	3,261.60	7,066.80	84,801.60
		3	42.80	3,424.00	7,418.67	89,024.00
		4	44.97	3,597.60	7,794.80	93,537.60
		5	47.21	3,776.80	8,183.07	98,196.80
WOA41	Finance Assistant I	1	22.31	1,784.80	3,867.07	46,404.80
		2	23.41	1,872.80	4,057.73	48,692.80
		3	24.60	1,968.00	4,264.00	51,168.00
		4	25.82	2,065.60	4,475.47	53,705.60
		5	27.11	2,168.80	4,699.07	56,388.80
WOA61	Finance Assistant II	1	24.63	1,970.40	4,269.20	51,230.40
		2	25.86	2,068.80	4,482.40	53,788.80
		3	27.15	2,172.00	4,706.00	56,472.00
		4	28.54	2,283.20	4,946.93	59,363.20
		5	29.94	2,395.20	5,189.60	62,275.20
MOC66	Finance Manager	1	77.58	6,206.40	13,447.20	161,366.40
		2	81.66	6,532.80	14,154.40	169,852.80
		3	85.96	6,876.80	14,899.73	178,796.80
		4	90.48	7,238.40	15,683.20	188,198.40
		5	95.24	7,619.20	16,508.27	198,099.20
		6	100.00	8,000.00	17,333.33	208,000.00
		7	105.00	8,400.00	18,200.00	218,400.00
GM001	General Manager	1	124.67	9,973.60	21,609.47	259,313.60
WOB03	GIS Technician I	1	30.23	2,418.40	5,239.87	62,878.40
		2	31.76	2,540.80	5,505.07	66,060.80
		3	33.32	2,665.60	5,775.47	69,305.60
		4	34.99	2,799.20	6,064.93	72,779.20
		5	36.74	2,939.20	6,368.27	76,419.20
WOB23	GIS Technician II	1	33.38	2,670.40	5,785.87	69,430.40
		2	35.07	2,805.60	6,078.80	72,945.60
		3	36.81	2,944.80	6,380.40	76,564.80
		4	38.67	3,093.60	6,702.80	80,433.60
		5	40.59	3,247.20	7,035.60	84,427.20
MOB72	Human Resources Manager	1	57.18	4,574.40	9,911.20	118,934.40
		2	60.19	4,815.20	10,432.93	125,195.20
		3	63.36	5,068.80	10,982.40	131,788.80
		4	66.69	5,335.20	11,559.60	138,715.20
		5	70.20	5,616.00	12,168.00	146,016.00
		6	73.71	5,896.80	12,776.40	153,316.80
		7	77.40	6,192.00	13,416.00	160,992.00
UOB13	Human Resources Representative I	1	31.79	2,543.20	5,510.27	66,123.20
		2	33.36	2,668.80	5,782.40	69,388.80
		3	35.02	2,801.60	6,070.13	72,841.60
		4	36.77	2,941.60	6,373.47	76,481.60
		5	38.63	3,090.40	6,695.87	80,350.40

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
UOB51	Human Resources Representative II	1	38.41	3,072.80	6,657.73	79,892.80
		2	40.35	3,228.00	6,994.00	83,928.00
		3	42.36	3,388.80	7,342.40	88,108.80
		4	44.45	3,556.00	7,704.67	92,456.00
		5	46.68	3,734.40	8,091.20	97,094.40
WOA85	Hydraulic Technician I	1	28.27	2,261.60	4,900.13	58,801.60
		2	29.66	2,372.80	5,141.07	61,692.80
		3	31.17	2,493.60	5,402.80	64,833.60
		4	32.72	2,617.60	5,671.47	68,057.60
		5	34.37	2,749.60	5,957.47	71,489.60
WOB05	Hydraulic Technician II	1	31.09	2,487.20	5,388.93	64,667.20
		2	32.65	2,612.00	5,659.33	67,912.00
		3	34.28	2,742.40	5,941.87	71,302.40
		4	35.99	2,879.20	6,238.27	74,859.20
		5	37.78	3,022.40	6,548.53	78,582.40
WOB45	Hydro Electrical Machinist I	1	40.67	3,253.60	7,049.47	84,593.60
		2	42.70	3,416.00	7,401.33	88,816.00
		3	44.85	3,588.00	7,774.00	93,288.00
		4	47.10	3,768.00	8,164.00	97,968.00
		5	49.44	3,955.20	8,569.60	102,835.20
WOB65	Hydro Electrical Machinist II	1	44.94	3,595.20	7,789.60	93,475.20
		2	47.19	3,775.20	8,179.60	98,155.20
		3	49.55	3,964.00	8,588.67	103,064.00
		4	52.03	4,162.40	9,018.53	108,222.40
		5	54.62	4,369.60	9,467.47	113,609.60
WOB55	Hydroelectric Communication Technician I	1	42.48	3,398.40	7,363.20	88,358.40
		2	44.60	3,568.00	7,730.67	92,768.00
		3	46.83	3,746.40	8,117.20	97,406.40
		4	49.15	3,932.00	8,519.33	102,232.00
		5	51.62	4,129.60	8,947.47	107,369.60
WOB75	Hydroelectric Communication Technician II	1	46.93	3,754.40	8,134.53	97,614.40
		2	49.29	3,943.20	8,543.60	102,523.20
		3	51.74	4,139.20	8,968.27	107,619.20
		4	54.30	4,344.00	9,412.00	112,944.00
		5	57.07	4,565.60	9,892.13	118,705.60
UOC40	Hydroelectric Compliance Administrator	1	59.60	4,768.00	10,330.67	123,968.00
		2	62.56	5,004.80	10,843.73	130,124.80
		3	65.66	5,252.80	11,381.07	136,572.80
		4	68.96	5,516.80	11,953.07	143,436.80
		5	72.41	5,792.80	12,551.07	150,612.80
UOC23	Hydroelectric Compliance Analyst	1	54.72	4,377.60	9,484.80	113,817.60
		2	57.50	4,600.00	9,966.67	119,600.00
		3	60.34	4,827.20	10,458.93	125,507.20
		4	63.34	5,067.20	10,978.93	131,747.20
		5	66.53	5,322.40	11,531.87	138,382.40

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB03	Hydroelectric Compliance Technician I	1	32.40	2,592.00	5,616.00	67,392.00
		2	34.04	2,723.20	5,900.27	70,803.20
		3	35.71	2,856.80	6,189.73	74,276.80
		4	37.50	3,000.00	6,500.00	78,000.00
		5	39.38	3,150.40	6,825.87	81,910.40
WOB23	Hydroelectric Compliance Technician II	1	35.78	2,862.40	6,201.87	74,422.40
		2	37.60	3,008.00	6,517.33	78,208.00
		3	39.46	3,156.80	6,839.73	82,076.80
		4	41.45	3,316.00	7,184.67	86,216.00
		5	43.51	3,480.80	7,541.73	90,500.80
WOC40	Hydroelectric Generation Superintendent	1	59.60	4,768.00	10,330.67	123,968.00
		2	62.56	5,004.80	10,843.73	130,124.80
		3	65.66	5,252.80	11,381.07	136,572.80
		4	68.96	5,516.80	11,953.07	143,436.80
		5	72.41	5,792.80	12,551.07	150,612.80
WOC16	Hydroelectric Generation Supervisor	1	54.45	4,356.00	9,438.00	113,256.00
		2	57.18	4,574.40	9,911.20	118,934.40
		3	60.01	4,800.80	10,401.73	124,820.80
		4	63.03	5,042.40	10,925.20	131,102.40
		5	66.19	5,295.20	11,472.93	137,675.20
WOC40	Hydroelectric Maintenance Superintendent	1	59.60	4,768.00	10,330.67	123,968.00
		2	62.56	5,004.80	10,843.73	130,124.80
		3	65.66	5,252.80	11,381.07	136,572.80
		4	68.96	5,516.80	11,953.07	143,436.80
		5	72.41	5,792.80	12,551.07	150,612.80
WOC16	Hydroelectric Maintenance Supervisor	1	54.44	4,355.20	9,436.27	113,235.20
		2	57.17	4,573.60	9,909.47	118,913.60
		3	60.00	4,800.00	10,400.00	124,800.00
		4	63.02	5,041.60	10,923.47	131,081.60
		5	66.18	5,294.40	11,471.20	137,654.40
WOB37	Hydroelectric Maintenance Technician I	1	36.96	2,956.80	6,406.40	76,876.80
		2	38.82	3,105.60	6,728.80	80,745.60
		3	40.74	3,259.20	7,061.60	84,739.20
		4	42.80	3,424.00	7,418.67	89,024.00
		5	44.92	3,593.60	7,786.13	93,433.60
WOB62	Hydroelectric Maintenance Technician II	1	41.87	3,349.60	7,257.47	87,089.60
		2	43.97	3,517.60	7,621.47	91,457.60
		3	46.18	3,694.40	8,004.53	96,054.40
		4	48.47	3,877.60	8,401.47	100,817.60
		5	50.88	4,070.40	8,819.20	105,830.40
MOC64	Hydroelectric Manager	1	77.58	6,206.40	13,447.20	161,366.40
		2	81.66	6,532.80	14,154.40	169,852.80
		3	85.96	6,876.80	14,899.73	178,796.80
		4	90.48	7,238.40	15,683.20	188,198.40
		5	95.24	7,619.20	16,508.27	198,099.20
		6	100.00	8,000.00	17,333.33	208,000.00
		7	105.00	8,400.00	18,200.00	218,400.00

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB45	Hydroelectric Plant Operator I	1	41.18	3,294.40	7,137.87	85,654.40
		2	43.25	3,460.00	7,496.67	89,960.00
		3	45.43	3,634.40	7,874.53	94,494.40
		4	47.69	3,815.20	8,266.27	99,195.20
		5	50.07	4,005.60	8,678.80	104,145.60
WOB45	Hydroelectric Plant Operator I - Resident	1	41.18	3,294.40	7,137.87	85,654.40
		2	43.25	3,460.00	7,496.67	89,960.00
		3	45.43	3,634.40	7,874.53	94,494.40
		4	47.69	3,815.20	8,266.27	99,195.20
		5	50.07	4,005.60	8,678.80	104,145.60
WOB65	Hydroelectric Plant Operator II	1	45.50	3,640.00	7,886.67	94,640.00
		2	47.78	3,822.40	8,281.87	99,382.40
		3	50.17	4,013.60	8,696.13	104,353.60
		4	52.68	4,214.40	9,131.20	109,574.40
		5	55.31	4,424.80	9,587.07	115,044.80
WOB65	Hydroelectric Plant Operator II - Resident	1	45.50	3,640.00	7,886.67	94,640.00
		2	47.78	3,822.40	8,281.87	99,382.40
		3	50.17	4,013.60	8,696.13	104,353.60
		4	52.68	4,214.40	9,131.20	109,574.40
		5	55.31	4,424.80	9,587.07	115,044.80
WOB55	Hydroelectric Systems Technician I	1	42.64	3,411.20	7,390.93	88,691.20
		2	44.76	3,580.80	7,758.40	93,100.80
		3	47.00	3,760.00	8,146.67	97,760.00
		4	49.33	3,946.40	8,550.53	102,606.40
		5	51.81	4,144.80	8,980.40	107,764.80
WOB75	Hydroelectric Systems Technician II	1	47.10	3,768.00	8,164.00	97,968.00
		2	49.47	3,957.60	8,574.80	102,897.60
		3	51.93	4,154.40	9,001.20	108,014.40
		4	54.50	4,360.00	9,446.67	113,360.00
		5	57.25	4,580.00	9,923.33	119,080.00
WOB17	Hydroelectric Water Systems Operator I	1	32.44	2,595.20	5,622.93	67,475.20
		2	34.05	2,724.00	5,902.00	70,824.00
		3	35.74	2,859.20	6,194.93	74,339.20
		4	37.54	3,003.20	6,506.93	78,083.20
		5	39.39	3,151.20	6,827.60	81,931.20
WOB37	Hydroelectric Water Systems Operator II	1	35.81	2,864.80	6,207.07	74,484.80
		2	37.62	3,009.60	6,520.80	78,249.60
		3	39.48	3,158.40	6,843.20	82,118.40
		4	41.47	3,317.60	7,188.13	86,257.60
		5	43.53	3,482.40	7,545.20	90,542.40
WOB55	Hydrographer I	1	39.19	3,135.20	6,792.93	81,515.20
		2	41.14	3,291.20	7,130.93	85,571.20
		3	43.20	3,456.00	7,488.00	89,856.00
		4	45.34	3,627.20	7,858.93	94,307.20
		5	47.62	3,809.60	8,254.13	99,049.60

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB75	Hydrographer II	1	43.29	3,463.20	7,503.60	90,043.20
		2	45.47	3,637.60	7,881.47	94,577.60
		3	47.73	3,818.40	8,273.20	99,278.40
		4	50.09	4,007.20	8,682.27	104,187.20
		5	52.62	4,209.60	9,120.80	109,449.60
UOC03	Information Technology Administrator	1	57.74	4,619.20	10,008.27	120,099.20
		2	60.60	4,848.00	10,504.00	126,048.00
		3	63.66	5,092.80	11,034.40	132,412.80
		4	66.80	5,344.00	11,578.67	138,944.00
		5	70.20	5,616.00	12,168.00	146,016.00
UOB77	Information Technology Analyst	1	43.76	3,500.80	7,585.07	91,020.80
		2	45.92	3,673.60	7,959.47	95,513.60
		3	48.24	3,859.20	8,361.60	100,339.20
		4	50.64	4,051.20	8,777.60	105,331.20
		5	53.12	4,249.60	9,207.47	110,489.60
UOB37	Information Technology Technician	1	35.81	2,864.80	6,207.07	74,484.80
		2	37.62	3,009.60	6,520.80	78,249.60
		3	39.48	3,158.40	6,843.20	82,118.40
		4	41.47	3,317.60	7,188.13	86,257.60
		5	43.53	3,482.40	7,545.20	90,542.40
WOC03	Land Surveyor	1	50.93	4,074.40	8,827.87	105,934.40
		2	53.46	4,276.80	9,266.40	111,196.80
		3	56.15	4,492.00	9,732.67	116,792.00
		4	58.92	4,713.60	10,212.80	122,553.60
		5	61.92	4,953.60	10,732.80	128,793.60
MOC62	Maintenance Manager	1	77.58	6,206.40	13,447.20	161,366.40
		2	81.66	6,532.80	14,154.40	169,852.80
		3	85.96	6,876.80	14,899.73	178,796.80
		4	90.48	7,238.40	15,683.20	188,198.40
		5	95.24	7,619.20	16,508.27	198,099.20
		6	100.00	8,000.00	17,333.33	208,000.00
		7	105.00	8,400.00	18,200.00	218,400.00
WOB96	Maintenance Superintendent	1	49.51	3,960.80	8,581.73	102,980.80
		2	51.98	4,158.40	9,009.87	108,118.40
		3	54.60	4,368.00	9,464.00	113,568.00
		4	57.31	4,584.80	9,933.73	119,204.80
		5	60.20	4,816.00	10,434.67	125,216.00
WOB36	Maintenance Supervisor	1	35.66	2,852.80	6,181.07	74,172.80
		2	37.42	2,993.60	6,486.13	77,833.60
		3	39.30	3,144.00	6,812.00	81,744.00
		4	41.24	3,299.20	7,148.27	85,779.20
		5	43.32	3,465.60	7,508.80	90,105.60
WOA78	Management Assistant	1	26.83	2,146.40	4,650.53	55,806.40
		2	28.15	2,252.00	4,879.33	58,552.00
		3	29.58	2,366.40	5,127.20	61,526.40
		4	31.04	2,483.20	5,380.27	64,563.20
		5	32.60	2,608.00	5,650.67	67,808.00

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA10	Office Assistant I	1	19.09	1,527.20	3,308.93	39,707.20
		2	20.08	1,606.40	3,480.53	41,766.40
		3	21.05	1,684.00	3,648.67	43,784.00
		4	22.12	1,769.60	3,834.13	46,009.60
		5	23.25	1,860.00	4,030.00	48,360.00
WOA30	Office Assistant II	1	21.11	1,688.80	3,659.07	43,908.80
		2	22.16	1,772.80	3,841.07	46,092.80
		3	23.29	1,863.20	4,036.93	48,443.20
		4	24.45	1,956.00	4,238.00	50,856.00
		5	25.67	2,053.60	4,449.47	53,393.60
WOB91	Operations Administrator	1	46.88	3,750.40	8,125.87	97,510.40
		2	49.24	3,939.20	8,534.93	102,419.20
		3	51.69	4,135.20	8,959.60	107,515.20
		4	54.26	4,340.80	9,405.07	112,860.80
		5	57.02	4,561.60	9,883.47	118,601.60
WOA91	Operations Technician I	1	28.62	2,289.60	4,960.80	59,529.60
		2	30.08	2,406.40	5,213.87	62,566.40
		3	31.57	2,525.60	5,472.13	65,665.60
		4	33.13	2,650.40	5,742.53	68,910.40
		5	34.79	2,783.20	6,030.27	72,363.20
WOB11	Operations Technician II	1	31.48	2,518.40	5,456.53	65,478.40
		2	33.02	2,641.60	5,723.47	68,681.60
		3	34.69	2,775.20	6,012.93	72,155.20
		4	36.41	2,912.80	6,311.07	75,732.80
		5	38.82	3,105.60	6,728.80	80,745.60
WOC43	Principal Engineer	1	60.46	4,836.80	10,479.73	125,756.80
		2	63.51	5,080.80	11,008.40	132,100.80
		3	66.67	5,333.60	11,556.13	138,673.60
		4	69.99	5,599.20	12,131.60	145,579.20
		5	73.48	5,878.40	12,736.53	152,838.40
UOB52	Project Manager	1	38.61	3,088.80	6,692.40	80,308.80
		2	40.53	3,242.40	7,025.20	84,302.40
		3	42.56	3,404.80	7,377.07	88,524.80
		4	44.69	3,575.20	7,746.27	92,955.20
		5	46.90	3,752.00	8,129.33	97,552.00
WOB49	Purchasing Supervisor	1	40.11	3,208.80	6,952.40	83,428.80
		2	42.14	3,371.20	7,304.27	87,651.20
		3	44.24	3,539.20	7,668.27	92,019.20
		4	46.43	3,714.40	8,047.87	96,574.40
		5	48.79	3,903.20	8,456.93	101,483.20
UOA78	Records Management Assistant	1	26.83	2,146.40	4,650.53	55,806.40
		2	28.15	2,252.00	4,879.33	58,552.00
		3	29.58	2,366.40	5,127.20	61,526.40
		4	31.04	2,483.20	5,380.27	64,563.20
		5	32.60	2,608.00	5,650.67	67,808.00

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA41	Recreation Assistant I	1	22.31	1,784.80	3,867.07	46,404.80
		2	23.41	1,872.80	4,057.73	48,692.80
		3	24.60	1,968.00	4,264.00	51,168.00
		4	25.82	2,065.60	4,475.47	53,705.60
		5	27.11	2,168.80	4,699.07	56,388.80
WOA61	Recreation Assistant II	1	24.63	1,970.40	4,269.20	51,230.40
		2	25.86	2,068.80	4,482.40	53,788.80
		3	27.15	2,172.00	4,706.00	56,472.00
		4	28.54	2,283.20	4,946.93	59,363.20
		5	29.94	2,395.20	5,189.60	62,275.20
WOB96	Recreation Facility Superintendent	1	48.07	3,845.60	8,332.13	99,985.60
		2	50.47	4,037.60	8,748.13	104,977.60
		3	53.01	4,240.80	9,188.40	110,260.80
		4	55.64	4,451.20	9,644.27	115,731.20
		5	58.45	4,676.00	10,131.33	121,576.00
MOC21	Recreation Manager	1	57.18	4,574.40	9,911.20	118,934.40
		2	60.19	4,815.20	10,432.93	125,195.20
		3	63.36	5,068.80	10,982.40	131,788.80
		4	66.69	5,335.20	11,559.60	138,715.20
		5	70.20	5,616.00	12,168.00	146,016.00
		6	73.71	5,896.80	12,776.40	153,316.80
		7	77.40	6,192.00	13,416.00	160,992.00
WOB53	Right of Way Agent I	1	38.78	3,102.40	6,721.87	80,662.40
		2	40.73	3,258.40	7,059.87	84,718.40
		3	42.77	3,421.60	7,413.47	88,961.60
		4	44.93	3,594.40	7,787.87	93,454.40
		5	47.16	3,772.80	8,174.40	98,092.80
WOB73	Right of Way Agent II	1	42.86	3,428.80	7,429.07	89,148.80
		2	45.00	3,600.00	7,800.00	93,600.00
		3	47.25	3,780.00	8,190.00	98,280.00
		4	49.63	3,970.40	8,602.53	103,230.40
		5	52.08	4,166.40	9,027.20	108,326.40
UOB45	Safety Analyst	1	37.27	2,981.60	6,460.13	77,521.60
		2	39.14	3,131.20	6,784.27	81,411.20
		3	41.11	3,288.80	7,125.73	85,508.80
		4	43.16	3,452.80	7,481.07	89,772.80
		5	45.31	3,624.80	7,853.73	94,244.80
WOA59	Safety Technician I	1	26.62	2,129.60	4,614.13	55,369.60
		2	27.95	2,236.00	4,844.67	58,136.00
		3	29.35	2,348.00	5,087.33	61,048.00
		4	30.80	2,464.00	5,338.67	64,064.00
		5	32.38	2,590.40	5,612.53	67,350.40
WOA78	Safety Technician II	1	29.27	2,341.60	5,073.47	60,881.60
		2	30.71	2,456.80	5,323.07	63,876.80
		3	32.27	2,581.60	5,593.47	67,121.60
		4	33.86	2,708.80	5,869.07	70,428.80
		5	35.57	2,845.60	6,165.47	73,985.60

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA81	Senior Customer Service Representative	1	29.14	2,331.20	5,050.93	60,611.20
		2	30.59	2,447.20	5,302.27	63,627.20
		3	32.13	2,570.40	5,569.20	66,830.40
		4	33.72	2,697.60	5,844.80	70,137.60
		5	35.41	2,832.80	6,137.73	73,652.80
WOC33	Senior Engineer (Registered)	1	57.55	4,604.00	9,975.33	119,704.00
		2	60.39	4,831.20	10,467.60	125,611.20
		3	63.42	5,073.60	10,992.80	131,913.60
		4	66.61	5,328.80	11,545.73	138,548.80
		5	69.94	5,595.20	12,122.93	145,475.20
UOC43	Senior Engineer (Registered) - Dam Safety	1	60.42	4,833.60	10,472.80	125,673.60
		2	63.40	5,072.00	10,989.33	131,872.00
		3	66.58	5,326.40	11,540.53	138,486.40
		4	69.93	5,594.40	12,121.20	145,454.40
		5	73.43	5,874.40	12,727.87	152,734.40
WOB43	Senior Engineering Technician	1	36.91	2,952.80	6,397.73	76,772.80
		2	38.74	3,099.20	6,714.93	80,579.20
		3	40.67	3,253.60	7,049.47	84,593.60
		4	42.73	3,418.40	7,406.53	88,878.40
		5	44.86	3,588.80	7,775.73	93,308.80
UOA81	Senior Finance Assistant	1	27.23	2,178.40	4,719.87	56,638.40
		2	28.59	2,287.20	4,955.60	59,467.20
		3	30.03	2,402.40	5,205.20	62,462.40
		4	31.51	2,520.80	5,461.73	65,540.80
		5	33.09	2,647.20	5,735.60	68,827.20
WOB85	Senior Hydro Electrical Machinist	1	49.67	3,973.60	8,609.47	103,313.60
		2	52.15	4,172.00	9,039.33	108,472.00
		3	54.74	4,379.20	9,488.27	113,859.20
		4	57.51	4,600.80	9,968.40	119,620.80
		5	60.33	4,826.40	10,457.20	125,486.40
WOB77	Senior Hydroelectric Maintenance Technician	1	45.72	3,657.60	7,924.80	95,097.60
		2	47.98	3,838.40	8,316.53	99,798.40
		3	50.40	4,032.00	8,736.00	104,832.00
		4	52.91	4,232.80	9,171.07	110,052.80
		5	55.51	4,440.80	9,621.73	115,460.80
WOB85	Senior Hydroelectric Plant Operator	1	50.30	4,024.00	8,718.67	104,624.00
		2	52.81	4,224.80	9,153.73	109,844.80
		3	55.43	4,434.40	9,607.87	115,294.40
		4	58.22	4,657.60	10,091.47	121,097.60
		5	61.08	4,886.40	10,587.20	127,046.40
WOB95	Senior Hydroelectric Systems Technician	1	52.07	4,165.60	9,025.47	108,305.60
		2	54.67	4,373.60	9,476.13	113,713.60
		3	57.37	4,589.60	9,944.13	119,329.60
		4	60.29	4,823.20	10,450.27	125,403.20
		5	63.27	5,061.60	10,966.80	131,601.60

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB95	Senior Hydrographer	1	47.86	3,828.80	8,295.73	99,548.80
		2	50.25	4,020.00	8,710.00	104,520.00
		3	52.73	4,218.40	9,139.87	109,678.40
		4	55.41	4,432.80	9,604.40	115,252.80
		5	58.15	4,652.00	10,079.33	120,952.00
WOA73	Senior Park Ranger	1	26.14	2,091.20	4,530.93	54,371.20
		2	27.47	2,197.60	4,761.47	57,137.60
		3	28.83	2,306.40	4,997.20	59,966.40
		4	30.26	2,420.80	5,245.07	62,940.80
		5	32.60	2,608.00	5,650.67	67,808.00
WOB93	Senior Right of Way Agent	1	47.35	3,788.00	8,207.33	98,488.00
		2	49.71	3,976.80	8,616.40	103,396.80
		3	52.24	4,179.20	9,054.93	108,659.20
		4	54.83	4,386.40	9,503.87	114,046.40
		5	57.56	4,604.80	9,977.07	119,724.80
WOA93	Senior Storekeeper	1	28.94	2,315.20	5,016.27	60,195.20
		2	30.35	2,428.00	5,260.67	63,128.00
		3	31.86	2,548.80	5,522.40	66,268.80
		4	33.47	2,677.60	5,801.47	69,617.60
		5	35.16	2,812.80	6,094.40	73,132.80
WOB43	Senior Survey Technician	1	36.91	2,952.80	6,397.73	76,772.80
		2	38.74	3,099.20	6,714.93	80,579.20
		3	40.67	3,253.60	7,049.47	84,593.60
		4	42.73	3,418.40	7,406.53	88,878.40
		5	44.86	3,588.80	7,775.73	93,308.80
WOB05	Senior Utility Worker	1	30.54	2,443.20	5,293.60	63,523.20
		2	32.07	2,565.60	5,558.80	66,705.60
		3	33.67	2,693.60	5,836.13	70,033.60
		4	35.35	2,828.00	6,127.33	73,528.00
		5	37.11	2,968.80	6,432.40	77,188.80
WOB05	Senior Vegetation Control Worker	1	30.54	2,443.20	5,293.60	63,523.20
		2	32.07	2,565.60	5,558.80	66,705.60
		3	33.67	2,693.60	5,836.13	70,033.60
		4	35.35	2,828.00	6,127.33	73,528.00
		5	37.11	2,968.80	6,432.40	77,188.80
WOB05	Senior Water Distribution Operator	1	32.19	2,575.20	5,579.60	66,955.20
		2	33.80	2,704.00	5,858.67	70,304.00
		3	35.47	2,837.60	6,148.13	73,777.60
		4	37.26	2,980.80	6,458.40	77,500.80
		5	39.77	3,181.60	6,893.47	82,721.60
WOB22	Senior Welder	1	33.25	2,660.00	5,763.33	69,160.00
		2	34.90	2,792.00	6,049.33	72,592.00
		3	36.64	2,931.20	6,350.93	76,211.20
		4	38.49	3,079.20	6,671.60	80,059.20
		5	40.40	3,232.00	7,002.67	84,032.00

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA73	Storekeeper	1	26.15	2,092.00	4,532.67	54,392.00
		2	27.48	2,198.40	4,763.20	57,158.40
		3	28.84	2,307.20	4,998.93	59,987.20
		4	30.27	2,421.60	5,246.80	62,961.60
		5	31.81	2,544.80	5,513.73	66,164.80
WOB03	Survey Technician I	1	30.23	2,418.40	5,239.87	62,878.40
		2	31.76	2,540.80	5,505.07	66,060.80
		3	33.32	2,665.60	5,775.47	69,305.60
		4	34.99	2,799.20	6,064.93	72,779.20
		5	36.74	2,939.20	6,368.27	76,419.20
WOB23	Survey Technician II	1	33.38	2,670.40	5,785.87	69,430.40
		2	35.07	2,805.60	6,078.80	72,945.60
		3	36.81	2,944.80	6,380.40	76,564.80
		4	38.67	3,093.60	6,702.80	80,433.60
		5	40.59	3,247.20	7,035.60	84,427.20
WOC10	Treated Water Superintendent	1	58.44	4,675.20	10,129.60	121,555.20
		2	61.37	4,909.60	10,637.47	127,649.60
		3	64.42	5,153.60	11,166.13	133,993.60
		4	67.62	5,409.60	11,720.80	140,649.60
		5	71.02	5,681.60	12,310.13	147,721.60
WOA53	Utility Worker I	1	23.69	1,895.20	4,106.27	49,275.20
		2	24.88	1,990.40	4,312.53	51,750.40
		3	26.12	2,089.60	4,527.47	54,329.60
		4	27.41	2,192.80	4,751.07	57,012.80
		5	28.76	2,300.80	4,985.07	59,820.80
WOA73	Utility Worker II	1	26.15	2,092.00	4,532.67	54,392.00
		2	27.48	2,198.40	4,763.20	57,158.40
		3	28.84	2,307.20	4,998.93	59,987.20
		4	30.27	2,421.60	5,246.80	62,961.60
		5	31.81	2,544.80	5,513.73	66,164.80
WOA53	Vegetation Control Worker I	1	23.69	1,895.20	4,106.27	49,275.20
		2	24.88	1,990.40	4,312.53	51,750.40
		3	26.12	2,089.60	4,527.47	54,329.60
		4	27.41	2,192.80	4,751.07	57,012.80
		5	28.76	2,300.80	4,985.07	59,820.80
WOA73	Vegetation Control Worker II	1	26.15	2,092.00	4,532.67	54,392.00
		2	27.48	2,198.40	4,763.20	57,158.40
		3	28.84	2,307.20	4,998.93	59,987.20
		4	30.27	2,421.60	5,246.80	62,961.60
		5	31.81	2,544.80	5,513.73	66,164.80
WOA64	Water Distribution Operator I	1	26.36	2,108.80	4,569.07	54,828.80
		2	27.67	2,213.60	4,796.13	57,553.60
		3	29.06	2,324.80	5,037.07	60,444.80
		4	30.56	2,444.80	5,297.07	63,564.80
		5	32.06	2,564.80	5,557.07	66,684.80

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA84	Water Distribution Operator II	1	29.14	2,331.20	5,050.93	60,611.20
		2	30.62	2,449.60	5,307.47	63,689.60
		3	32.13	2,570.40	5,569.20	66,830.40
		4	33.70	2,696.00	5,841.33	70,096.00
		5	35.40	2,832.00	6,136.00	73,632.00
WOB25	Water Distribution Supervisor	1	37.09	2,967.20	6,428.93	77,147.20
		2	38.92	3,113.60	6,746.13	80,953.60
		3	40.89	3,271.20	7,087.60	85,051.20
		4	42.90	3,432.00	7,436.00	89,232.00
		5	45.08	3,606.40	7,813.87	93,766.40
WOB01	Water Efficiency Technician I	1	29.93	2,394.40	5,187.87	62,254.40
		2	31.42	2,513.60	5,446.13	65,353.60
		3	33.00	2,640.00	5,720.00	68,640.00
		4	34.66	2,772.80	6,007.73	72,092.80
		5	36.39	2,911.20	6,307.60	75,691.20
WOB21	Water Efficiency Technician II	1	33.08	2,646.40	5,733.87	68,806.40
		2	34.71	2,776.80	6,016.40	72,196.80
		3	36.45	2,916.00	6,318.00	75,816.00
		4	38.28	3,062.40	6,635.20	79,622.40
		5	40.18	3,214.40	6,964.53	83,574.40
MOC62	Water Operations Manager	1	77.58	6,206.40	13,447.20	161,366.40
		2	81.66	6,532.80	14,154.40	169,852.80
		3	85.96	6,876.80	14,899.73	178,796.80
		4	90.48	7,238.40	15,683.20	188,198.40
		5	95.24	7,619.20	16,508.27	198,099.20
		6	100.00	8,000.00	17,333.33	208,000.00
		7	105.00	8,400.00	18,200.00	218,400.00
WOC20	Water Resources Superintendent	1	60.40	4,832.00	10,469.33	125,632.00
		2	63.40	5,072.00	10,989.33	131,872.00
		3	66.58	5,326.40	11,540.53	138,486.40
		4	69.91	5,592.80	12,117.73	145,412.80
		5	73.38	5,870.40	12,719.20	152,630.40
WOC02	Water Superintendent	1	53.23	4,258.40	9,226.53	110,718.40
		2	55.93	4,474.40	9,694.53	116,334.40
		3	58.70	4,696.00	10,174.67	122,096.00
		4	61.63	4,930.40	10,682.53	128,190.40
		5	64.70	5,176.00	11,214.67	134,576.00
WOA91	Water Treatment Operator I	1	28.62	2,289.60	4,960.80	59,529.60
		2	30.08	2,406.40	5,213.87	62,566.40
		3	31.57	2,525.60	5,472.13	65,665.60
		4	33.13	2,650.40	5,742.53	68,910.40
		5	34.79	2,783.20	6,030.27	72,363.20
WOB11	Water Treatment Operator II	1	31.48	2,518.40	5,456.53	65,478.40
		2	33.02	2,641.60	5,723.47	68,681.60
		3	34.69	2,775.20	6,012.93	72,155.20
		4	36.41	2,912.80	6,311.07	75,732.80
		5	38.25	3,060.00	6,630.00	79,560.00

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB31	Water Treatment Operator III	1	34.76	2,780.80	6,025.07	72,300.80
		2	36.52	2,921.60	6,330.13	75,961.60
		3	38.32	3,065.60	6,642.13	79,705.60
		4	40.24	3,219.20	6,974.93	83,699.20
		5	42.24	3,379.20	7,321.60	87,859.20
WOB71	Water Treatment Supervisor	1	49.77	3,981.60	8,626.80	103,521.60
		2	52.26	4,180.80	9,058.40	108,700.80
		3	54.87	4,389.60	9,510.80	114,129.60
		4	57.61	4,608.80	9,985.73	119,828.80
		5	60.52	4,841.60	10,490.13	125,881.60
UOB72	Watershed Resources Planner	1	41.81	2,189.60	7,247.07	86,964.80
		2	43.91	2,296.00	7,611.07	91,332.80
		3	46.12	2,413.60	7,994.13	95,929.60
		4	48.42	2,533.60	8,392.80	100,713.60
		5	50.83	2,660.80	8,810.53	105,726.40
WOA82	Welder I	1	27.37	2,189.60	4,744.13	56,929.60
		2	28.70	2,296.00	4,974.67	59,696.00
		3	30.17	2,413.60	5,229.47	62,753.60
		4	31.67	2,533.60	5,489.47	65,873.60
		5	33.26	2,660.80	5,765.07	69,180.80
WOB02	Welder II	1	30.10	2,408.00	5,217.33	62,608.00
		2	31.59	2,527.20	5,475.60	65,707.20
		3	33.17	2,653.60	5,749.47	68,993.60
		4	34.82	2,785.60	6,035.47	72,425.60
		5	36.57	2,925.60	6,338.80	76,065.60