

ALPHA SORT		HOURLY					MONTHLY					
BU	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Eff Date
10	ACCOUNT CLERK II	\$24.38	\$25.60	\$26.88	\$28.22	\$29.63	\$4,225.86	\$4,437.33	\$4,659.20	\$4,891.46	\$5,135.86	07/01/2011
10	ACCOUNT CLERK III	\$26.31	\$27.63	\$29.01	\$30.46	\$31.98	\$4,560.40	\$4,789.20	\$5,028.40	\$5,279.73	\$5,543.20	07/01/2011
20	ACCOUNTANT I	\$32.12	\$33.73	\$35.42	\$37.19	\$39.05	\$5,567.46	\$5,846.53	\$6,139.46	\$6,446.26	\$6,768.66	11/14/2011
20	ACCOUNTANT II	\$35.96	\$37.76	\$39.65	\$41.63	\$43.71	\$6,233.06	\$6,545.06	\$6,872.66	\$7,215.86	\$7,576.40	11/14/2011
30	ACCOUNTING MANAGER	\$56.13	\$58.94	\$61.89	\$64.98	\$68.23	\$9,729.20	\$10,216.26	\$10,727.60	\$11,263.20	\$11,826.53	10/03/2011
20	ADMINISTRATIVE ANALYST I	\$33.85	\$35.54	\$37.32	\$39.19	\$41.15	\$5,867.33	\$6,160.26	\$6,468.80	\$6,792.93	\$7,132.66	11/14/2011
20	ADMINISTRATIVE ANALYST II	\$37.24	\$39.10	\$41.06	\$43.11	\$45.27	\$6,454.93	\$6,777.33	\$7,117.06	\$7,472.40	\$7,846.80	11/14/2011
40	ADMINISTRATIVE ASSISTANT	\$33.93	\$35.63	\$37.41	\$39.28	\$41.24	\$5,881.20	\$6,175.86	\$6,484.40	\$6,808.53	\$7,148.26	10/03/2011
20	ADMINISTRATIVE SECRETARY	\$29.50	\$30.97	\$32.52	\$34.15	\$35.86	\$5,113.33	\$5,368.13	\$5,636.80	\$5,919.33	\$6,215.73	11/14/2011
40	ADMINISTRATIVE SECRETARY	\$29.48	\$30.95	\$32.50	\$34.12	\$35.83	\$5,109.86	\$5,364.66	\$5,633.33	\$5,914.13	\$6,210.53	10/03/2011
20	APPLICATIONS ANALYST	\$38.93	\$40.88	\$42.92	\$45.07	\$47.32	\$6,747.86	\$7,085.86	\$7,439.46	\$7,812.13	\$8,202.13	11/14/2011
20	ASSISTANT ENGINEER	\$41.06	\$43.11	\$45.27	\$47.53	\$49.91	\$7,117.06	\$7,472.40	\$7,846.80	\$8,238.53	\$8,651.06	11/14/2011
30	ASSISTANT GM - ADMINISTRATION	\$77.44	\$81.31	\$85.38	\$89.65	\$94.13	\$13,422.93	\$14,093.73	\$14,799.20	\$15,539.33	\$16,315.86	10/03/2011
30	ASSISTANT GM - ENG / CONSTRUCT	\$77.44	\$81.31	\$85.38	\$89.65	\$94.13	\$13,422.93	\$14,093.73	\$14,799.20	\$15,539.33	\$16,315.86	10/03/2011
30	ASSISTANT GM - ENGINEERING	\$83.70	\$87.89	\$92.28	\$96.89	\$101.73	\$14,508.00	\$15,234.26	\$15,995.20	\$16,794.26	\$17,633.20	10/03/2011
30	ASSISTANT GM - PLANNING / O&M	\$77.44	\$81.31	\$85.38	\$89.65	\$94.13	\$13,422.93	\$14,093.73	\$14,799.20	\$15,539.33	\$16,315.86	10/03/2011
20	ASSISTANT PLANNER	\$32.69	\$34.32	\$36.04	\$37.84	\$39.73	\$5,666.26	\$5,948.80	\$6,246.93	\$6,558.93	\$6,886.53	11/14/2011
10	ASSISTANT STOREKEEPER	\$25.12	\$26.38	\$27.70	\$29.08	\$30.53	\$4,354.13	\$4,572.53	\$4,801.33	\$5,040.53	\$5,291.86	07/01/2011
30	ASSISTANT TO THE GENERAL MGR	\$35.56	\$37.34	\$39.21	\$41.17	\$43.23	\$6,163.73	\$6,472.26	\$6,796.40	\$7,136.13	\$7,493.20	10/03/2011
20	ASSISTANT WATER RES SPECIALIS	\$43.03	\$45.18	\$47.44	\$49.81	\$52.30	\$7,458.53	\$7,831.20	\$8,222.93	\$8,633.73	\$9,065.33	11/14/2011
20	ASSOCIATE ENGINEER	\$45.19	\$47.45	\$49.82	\$52.31	\$54.93	\$7,832.93	\$8,224.66	\$8,635.46	\$9,067.06	\$9,521.20	11/14/2011
20	ASSOCIATE PLANNER	\$35.96	\$37.76	\$39.65	\$41.63	\$43.71	\$6,233.06	\$6,545.06	\$6,872.66	\$7,215.86	\$7,576.40	11/14/2011
20	ASSOCIATE WATER RES SPECIALIS	\$47.58	\$49.96	\$52.46	\$55.09	\$57.84	\$8,247.20	\$8,659.73	\$9,093.06	\$9,548.93	\$10,025.60	11/14/2011
10	ASST WATERSHED RESC SPECIALI	\$31.64	\$33.22	\$34.88	\$36.62	\$38.45	\$5,484.26	\$5,758.13	\$6,045.86	\$6,347.46	\$6,664.66	07/01/2011
10	BACKHOE OPERATOR	\$28.38	\$29.80	\$31.29	\$32.85	\$34.49	\$4,919.20	\$5,165.33	\$5,423.60	\$5,694.00	\$5,978.26	07/01/2011
10	BOOMTRUCK OPERATOR	\$28.38	\$29.80	\$31.29	\$32.85	\$34.49	\$4,919.20	\$5,165.33	\$5,423.60	\$5,694.00	\$5,978.26	07/01/2011
10	CANAL SAFETY GUARD	\$24.93	\$26.18	\$27.49	\$28.86	\$30.30	\$4,321.20	\$4,537.86	\$4,764.93	\$5,002.40	\$5,252.00	07/01/2011
20	CHEMIST / MICROBIOLOGIST	\$36.86	\$38.70	\$40.64	\$42.67	\$44.80	\$6,389.06	\$6,708.00	\$7,044.26	\$7,396.13	\$7,765.33	11/14/2011
10	COMPLAINT INSPECTOR	\$25.87	\$27.16	\$28.52	\$29.95	\$31.45	\$4,484.13	\$4,707.73	\$4,943.46	\$5,191.33	\$5,451.33	07/01/2011

ALPHA SORT		HOURLY					MONTHLY					
BU	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Eff Date
10	CONSTRUCTION INSPECTOR	\$34.10	\$35.80	\$37.59	\$39.47	\$41.44	\$5,910.66	\$6,205.33	\$6,515.60	\$6,841.46	\$7,182.93	07/01/2011
20	CONSTRUCTION LIAISON	\$43.10	\$45.26	\$47.52	\$49.90	\$52.39	\$7,470.66	\$7,845.06	\$8,236.80	\$8,649.33	\$9,080.93	11/14/2011
10	CORROSION CONTROL TECHNICIAN	\$32.57	\$34.20	\$35.91	\$37.71	\$39.60	\$5,645.46	\$5,928.00	\$6,224.40	\$6,536.40	\$6,864.00	07/01/2011
10	CREW LEADER - FIELD	\$31.14	\$32.70	\$34.33	\$36.05	\$37.85	\$5,397.60	\$5,668.00	\$5,950.53	\$6,248.66	\$6,560.66	07/01/2011
10	CREW LEADER - GROUNDS MAINT	\$29.87	\$31.36	\$32.93	\$34.58	\$36.31	\$5,177.46	\$5,435.73	\$5,707.86	\$5,993.86	\$6,293.73	07/01/2011
10	CREW LEADER-FIELD (CANAL)	\$31.50	\$33.07	\$34.72	\$36.46	\$38.28	\$5,460.00	\$5,732.13	\$6,018.13	\$6,319.73	\$6,635.20	07/01/2011
10	CREW LEADER-HEAVY	\$32.12	\$33.73	\$35.42	\$37.19	\$39.05	\$5,567.46	\$5,846.53	\$6,139.46	\$6,446.26	\$6,768.66	07/01/2011
10	CREW LEADER-MAINTENANCE	\$34.28	\$35.99	\$37.79	\$39.68	\$41.66	\$5,941.86	\$6,238.26	\$6,550.26	\$6,877.86	\$7,221.06	07/01/2011
10	CREW LEADER-MAINTENANCE(CANAL)	\$34.28	\$35.99	\$37.79	\$39.68	\$41.66	\$5,941.86	\$6,238.26	\$6,550.26	\$6,877.86	\$7,221.06	07/01/2011
10	CREW LEADER-SERVICES	\$32.12	\$33.73	\$35.42	\$37.19	\$39.05	\$5,567.46	\$5,846.53	\$6,139.46	\$6,446.26	\$6,768.66	07/01/2011
10	CROSS CONNECTION INSPECTOR	\$25.77	\$27.06	\$28.41	\$29.83	\$31.32	\$4,466.80	\$4,690.40	\$4,924.40	\$5,170.53	\$5,428.80	07/01/2011
10	CUSTOMER FIELD REPRESENTATIVE	\$27.50	\$28.87	\$30.31	\$31.83	\$33.42	\$4,766.66	\$5,004.13	\$5,253.73	\$5,517.20	\$5,792.80	07/01/2011
10	CUSTOMER SERVICE REP	\$24.38	\$25.60	\$26.88	\$28.22	\$29.63	\$4,225.86	\$4,437.33	\$4,659.20	\$4,891.46	\$5,135.86	07/01/2011
20	CUSTOMER SERVICE SUPERVISOR	\$45.17	\$47.43	\$49.80	\$52.29	\$54.90	\$7,829.46	\$8,221.20	\$8,632.00	\$9,063.60	\$9,516.00	11/14/2011
30	DIRECTOR OF CONSTRUCTION	\$71.03	\$74.58	\$78.31	\$82.23	\$86.34	\$12,311.86	\$12,927.20	\$13,573.73	\$14,253.20	\$14,965.60	10/03/2011
30	DIRECTOR OF ENGINEERING	\$71.03	\$74.58	\$78.31	\$82.23	\$86.34	\$12,311.86	\$12,927.20	\$13,573.73	\$14,253.20	\$14,965.60	10/03/2011
30	DIRECTOR OF FINANCE	\$71.03	\$74.58	\$78.31	\$82.23	\$86.34	\$12,311.86	\$12,927.20	\$13,573.73	\$14,253.20	\$14,965.60	10/03/2011
30	DIRECTOR OF OPERS & MAINT	\$71.03	\$74.58	\$78.31	\$82.23	\$86.34	\$12,311.86	\$12,927.20	\$13,573.73	\$14,253.20	\$14,965.60	10/03/2011
30	DIRECTOR OF PLANNING	\$71.03	\$74.58	\$78.31	\$82.23	\$86.34	\$12,311.86	\$12,927.20	\$13,573.73	\$14,253.20	\$14,965.60	10/03/2011
30	DIRECTOR OF PUBLIC AFFAIRS	\$57.72	\$60.61	\$63.64	\$66.82	\$70.16	\$10,004.80	\$10,505.73	\$11,030.93	\$11,582.13	\$12,161.06	10/03/2011
10	DISTRIBUTION OPERATOR (BASE)	\$31.09	\$32.64	\$34.27	\$35.98	\$37.78	\$5,388.93	\$5,657.60	\$5,940.13	\$6,236.53	\$6,548.53	07/01/2011
30	DISTRICT SECRETARY	\$0.00	\$0.00	\$0.00	\$0.00	\$39.81	\$0.00	\$0.00	\$0.00	\$0.00	\$6,900.40	10/03/2011
10	DUMPTRUCK OPERATOR	\$26.00	\$27.30	\$28.67	\$30.10	\$31.61	\$4,506.66	\$4,732.00	\$4,969.46	\$5,217.33	\$5,479.06	07/01/2011
10	ELECTRICAL TECHNICIAN	\$36.80	\$38.64	\$40.57	\$42.60	\$44.73	\$6,378.66	\$6,697.60	\$7,032.13	\$7,384.00	\$7,753.20	07/01/2011
30	ENGINEERING MANAGER	\$61.47	\$64.54	\$67.77	\$71.16	\$74.72	\$10,654.80	\$11,186.93	\$11,746.80	\$12,334.40	\$12,951.46	10/03/2011
20	ENGINEERING SUPPORT SUPERVISOR	\$41.82	\$43.91	\$46.11	\$48.42	\$50.84	\$7,248.80	\$7,611.06	\$7,992.40	\$8,392.80	\$8,812.26	11/14/2011
20	ENGINEERING SVCS COORDINATOR	\$35.96	\$37.76	\$39.65	\$41.63	\$43.71	\$6,233.06	\$6,545.06	\$6,872.66	\$7,215.86	\$7,576.40	11/14/2011
10	ENGINEERING TECHNICIAN I	\$27.90	\$29.30	\$30.76	\$32.30	\$33.92	\$4,836.00	\$5,078.66	\$5,331.73	\$5,598.66	\$5,879.46	07/01/2011
10	ENGINEERING TECHNICIAN II	\$31.64	\$33.22	\$34.88	\$36.62	\$38.45	\$5,484.26	\$5,758.13	\$6,045.86	\$6,347.46	\$6,664.66	07/01/2011

ALPHA SORT		HOURLY					MONTHLY					
BU	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Eff Date
10	ENGINEERING TECHNICIAN III	\$34.38	\$36.10	\$37.91	\$39.81	\$41.80	\$5,959.20	\$6,257.33	\$6,571.06	\$6,900.40	\$7,245.33	07/01/2011
20	ENVIRONMENTAL COMPLIANCE OF	\$49.87	\$52.36	\$54.98	\$57.73	\$60.62	\$8,644.13	\$9,075.73	\$9,529.86	\$10,006.53	\$10,507.46	11/14/2011
10	EQUIPMENT OPERATOR	\$28.35	\$29.77	\$31.26	\$32.82	\$34.46	\$4,914.00	\$5,160.13	\$5,418.40	\$5,688.80	\$5,973.06	07/01/2011
30	EXECUTIVE ASSISTANT TO THE GM	\$46.50	\$48.83	\$51.27	\$53.83	\$56.52	\$8,060.00	\$8,463.86	\$8,886.80	\$9,330.53	\$9,796.80	10/03/2011
40	EXECUTIVE SECRETARY	\$32.30	\$33.92	\$35.62	\$37.40	\$39.27	\$5,598.66	\$5,879.46	\$6,174.13	\$6,482.66	\$6,806.80	10/03/2011
30	GENERAL MANAGER	\$0.00	\$0.00	\$0.00	\$0.00	\$113.90	\$0.00	\$0.00	\$0.00	\$0.00	\$19,742.66	09/16/2011
20	GIS ANALYST	\$37.24	\$39.10	\$41.06	\$43.11	\$45.27	\$6,454.93	\$6,777.33	\$7,117.06	\$7,472.40	\$7,846.80	11/14/2011
20	GRANTS SPECIALIST	\$46.46	\$48.78	\$51.22	\$53.78	\$56.47	\$8,053.06	\$8,455.20	\$8,878.13	\$9,321.86	\$9,788.13	11/14/2011
10	GROUNDS MAINTENANCE ASSISTANT	\$25.87	\$27.16	\$28.52	\$29.95	\$31.45	\$4,484.13	\$4,707.73	\$4,943.46	\$5,191.33	\$5,451.33	07/01/2011
40	HUMAN RESOURCES ANALYST I	\$31.88	\$33.47	\$35.14	\$36.90	\$38.75	\$5,525.86	\$5,801.46	\$6,090.93	\$6,396.00	\$6,716.66	10/03/2011
40	HUMAN RESOURCES ANALYST II	\$37.41	\$39.28	\$41.24	\$43.30	\$45.47	\$6,484.40	\$6,808.53	\$7,148.26	\$7,505.33	\$7,881.46	10/03/2011
40	HUMAN RESOURCES ASSISTANT	\$29.30	\$30.77	\$32.31	\$33.93	\$35.63	\$5,078.66	\$5,333.46	\$5,600.40	\$5,881.20	\$6,175.86	10/03/2011
30	HUMAN RESOURCES MANAGER	\$58.92	\$61.87	\$64.96	\$68.21	\$71.62	\$10,212.80	\$10,724.13	\$11,259.73	\$11,823.06	\$12,414.13	10/03/2011
40	HUMAN RESOURCES SUPERVISOR	\$49.68	\$52.16	\$54.77	\$57.51	\$60.39	\$8,611.20	\$9,041.06	\$9,493.46	\$9,968.40	\$10,467.60	10/03/2011
30	INFORMATION SYSTEMS MANAGER	\$58.92	\$61.87	\$64.96	\$68.21	\$71.62	\$10,212.80	\$10,724.13	\$11,259.73	\$11,823.06	\$12,414.13	10/03/2011
10	INSTRUMENT TECHNICIAN	\$36.80	\$38.64	\$40.57	\$42.60	\$44.73	\$6,378.66	\$6,697.60	\$7,032.13	\$7,384.00	\$7,753.20	07/01/2011
20	INSTRUMENTATION ENGINEER	\$47.58	\$49.96	\$52.46	\$55.09	\$57.84	\$8,247.20	\$8,659.73	\$9,093.06	\$9,548.93	\$10,025.60	11/14/2011
20	JUNIOR ENGINEER	\$37.24	\$39.10	\$41.06	\$43.11	\$45.27	\$6,454.93	\$6,777.33	\$7,117.06	\$7,472.40	\$7,846.80	11/14/2011
50	LAB ASSISTANT	\$12.30	\$12.92	\$13.57	\$14.25	\$14.96	\$2,132.00	\$2,239.46	\$2,352.13	\$2,470.00	\$2,593.06	08/02/2004
10	LAB TECH (BASE)	\$30.66	\$32.19	\$33.80	\$35.49	\$37.26	\$5,314.40	\$5,579.60	\$5,858.66	\$6,151.60	\$6,458.40	07/01/2011
20	LABORATORY SUPERVISOR	\$44.90	\$47.15	\$49.51	\$51.99	\$54.59	\$7,782.66	\$8,172.66	\$8,581.73	\$9,011.60	\$9,462.26	11/14/2011
10	LABORATORY TECHNICIAN GRADE	\$32.16	\$33.77	\$35.46	\$37.23	\$39.09	\$5,574.40	\$5,853.46	\$6,146.40	\$6,453.20	\$6,775.60	07/01/2011
30	MAINT MGR STORAGE & CONVEYAN	\$61.47	\$64.54	\$67.77	\$71.16	\$74.72	\$10,654.80	\$11,186.93	\$11,746.80	\$12,334.40	\$12,951.46	10/03/2011
30	MAINTENANCE MANAGER (DISTRIB	\$57.80	\$60.69	\$63.72	\$66.91	\$70.26	\$10,018.66	\$10,519.60	\$11,044.80	\$11,597.73	\$12,178.40	10/03/2011
10	MAINTENANCE MECHANIC	\$30.38	\$31.90	\$33.49	\$35.16	\$36.92	\$5,265.86	\$5,529.33	\$5,804.93	\$6,094.40	\$6,399.46	07/01/2011
20	MAINTENANCE SUPERINTENDENT	\$46.00	\$48.30	\$50.72	\$53.26	\$55.92	\$7,973.33	\$8,372.00	\$8,791.46	\$9,231.73	\$9,692.80	11/14/2011
10	MAINTENANCE WORKER	\$27.78	\$29.17	\$30.63	\$32.16	\$33.77	\$4,815.20	\$5,056.13	\$5,309.20	\$5,574.40	\$5,853.46	07/01/2011
10	MAINTENANCE WORKER (CANAL)	\$27.78	\$29.17	\$30.63	\$32.16	\$33.77	\$4,815.20	\$5,056.13	\$5,309.20	\$5,574.40	\$5,853.46	07/01/2011
10	METER READER	\$25.12	\$26.38	\$27.70	\$29.08	\$30.53	\$4,354.13	\$4,572.53	\$4,801.33	\$5,040.53	\$5,291.86	07/01/2011

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10	METER TECHNICIAN	\$26.18	\$27.49	\$28.86	\$30.30	\$31.82	\$4,537.86	\$4,764.93	\$5,002.40	\$5,252.00	\$5,515.46	07/01/2011
10	MULTI-SKILLED EQUIPMENT OPER	\$28.94	\$30.39	\$31.91	\$33.51	\$35.19	\$5,016.26	\$5,267.60	\$5,531.06	\$5,808.40	\$6,099.60	07/01/2011
10	NETWORK/DESKTOP SUPP TECH I	\$31.64	\$33.22	\$34.88	\$36.62	\$38.45	\$5,484.26	\$5,758.13	\$6,045.86	\$6,347.46	\$6,664.66	07/01/2011
10	NETWORK/DESKTOP SUPP TECH II	\$34.38	\$36.10	\$37.91	\$39.81	\$41.80	\$5,959.20	\$6,257.33	\$6,571.06	\$6,900.40	\$7,245.33	07/01/2011
20	O&M SUPERVISOR	\$41.06	\$43.11	\$45.27	\$47.53	\$49.91	\$7,117.06	\$7,472.40	\$7,846.80	\$8,238.53	\$8,651.06	11/14/2011
20	O&M SUPERVISOR (GRADE 3)	\$41.82	\$43.91	\$46.11	\$48.42	\$50.84	\$7,248.80	\$7,611.06	\$7,992.40	\$8,392.80	\$8,812.26	11/14/2011
10	OFFICE SERVICES CLERK	\$23.16	\$24.32	\$25.54	\$26.82	\$28.16	\$4,014.40	\$4,215.46	\$4,426.93	\$4,648.80	\$4,881.06	07/01/2011
20	OPERS CONTROL ADMINISTRATOR	\$47.62	\$50.00	\$52.50	\$55.13	\$57.89	\$8,254.13	\$8,666.66	\$9,100.00	\$9,555.86	\$10,034.26	11/14/2011
20	PAYROLL ANALYST	\$35.96	\$37.76	\$39.65	\$41.63	\$43.71	\$6,233.06	\$6,545.06	\$6,872.66	\$7,215.86	\$7,576.40	11/14/2011
20	PRINCIPAL ENGINEER	\$57.87	\$60.76	\$63.80	\$66.99	\$70.34	\$10,030.80	\$10,531.73	\$11,058.66	\$11,611.60	\$12,192.26	11/14/2011
20	PRINCIPAL PLANNER	\$57.60	\$60.48	\$63.50	\$66.68	\$70.01	\$9,984.00	\$10,483.20	\$11,006.66	\$11,557.86	\$12,135.06	11/14/2011
20	PROJECT CONTROLS MANAGER	\$54.25	\$56.96	\$59.81	\$62.80	\$65.94	\$9,403.33	\$9,873.06	\$10,367.06	\$10,885.33	\$11,429.60	11/14/2011
20	PUBLIC INFORMATION SPECIALIST	\$39.08	\$41.03	\$43.08	\$45.23	\$47.49	\$6,773.86	\$7,111.86	\$7,467.20	\$7,839.86	\$8,231.60	11/14/2011
20	PURCHASING OFFICER	\$47.18	\$49.54	\$52.02	\$54.62	\$57.35	\$8,177.86	\$8,586.93	\$9,016.80	\$9,467.46	\$9,940.66	11/14/2011
20	RATE & FINANCIAL ANALYST	\$46.21	\$48.52	\$50.95	\$53.50	\$56.17	\$8,009.73	\$8,410.13	\$8,831.33	\$9,273.33	\$9,736.13	11/14/2011
20	REAL PROPERTY AGENT	\$44.90	\$47.15	\$49.51	\$51.99	\$54.59	\$7,782.66	\$8,172.66	\$8,581.73	\$9,011.60	\$9,462.26	11/14/2011
20	REAL PROPERTY SPECIALIST	\$38.00	\$39.90	\$41.89	\$43.98	\$46.18	\$6,586.66	\$6,916.00	\$7,260.93	\$7,623.20	\$8,004.53	11/14/2011
40	RISK MANAGEMENT OFFICER	\$45.50	\$47.77	\$50.16	\$52.67	\$55.30	\$7,886.66	\$8,280.13	\$8,694.40	\$9,129.46	\$9,585.33	10/03/2011
40	SAFETY OFFICER	\$45.50	\$47.77	\$50.16	\$52.67	\$55.30	\$7,886.66	\$8,280.13	\$8,694.40	\$9,129.46	\$9,585.33	10/03/2011
20	SENIOR ACCOUNTANT	\$41.09	\$43.14	\$45.30	\$47.56	\$49.94	\$7,122.26	\$7,477.60	\$7,852.00	\$8,243.73	\$8,656.26	11/14/2011
20	SENIOR ADMINISTRATIVE ANALYST	\$41.09	\$43.14	\$45.30	\$47.56	\$49.94	\$7,122.26	\$7,477.60	\$7,852.00	\$8,243.73	\$8,656.26	11/14/2011
10	SENIOR CLERK	\$26.31	\$27.63	\$29.01	\$30.46	\$31.98	\$4,560.40	\$4,789.20	\$5,028.40	\$5,279.73	\$5,543.20	07/01/2011
10	SENIOR COMPUTER OPERATOR	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55	\$4,784.00	\$5,023.20	\$5,274.53	\$5,538.00	\$5,815.33	07/01/2011
10	SENIOR CUSTOMER SERVICE REP	\$32.70	\$34.34	\$36.06	\$37.86	\$39.75	\$5,668.00	\$5,952.26	\$6,250.40	\$6,562.40	\$6,890.00	07/01/2011
10	SENIOR DISTRIBUTION OPERATOR	\$34.19	\$35.90	\$37.70	\$39.59	\$41.57	\$5,926.26	\$6,222.66	\$6,534.66	\$6,862.26	\$7,205.46	07/01/2011
20	SENIOR ENGINEER	\$49.87	\$52.36	\$54.98	\$57.73	\$60.62	\$8,644.13	\$9,075.73	\$9,529.86	\$10,006.53	\$10,507.46	11/14/2011
10	SENIOR EQUIPMENT OPERATOR	\$29.78	\$31.27	\$32.83	\$34.47	\$36.19	\$5,161.86	\$5,420.13	\$5,690.53	\$5,974.80	\$6,272.93	07/01/2011
10	SENIOR METER TECHNICIAN	\$28.08	\$29.48	\$30.95	\$32.50	\$34.13	\$4,867.20	\$5,109.86	\$5,364.66	\$5,633.33	\$5,915.86	07/01/2011
20	SENIOR NETWORK ANALYST	\$44.90	\$47.15	\$49.51	\$51.99	\$54.59	\$7,782.66	\$8,172.66	\$8,581.73	\$9,011.60	\$9,462.26	11/14/2011

ALPHA SORT		HOURLY					MONTHLY					
BU	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Eff Date
20	SENIOR PLANNER	\$44.90	\$47.15	\$49.51	\$51.99	\$54.59	\$7,782.66	\$8,172.66	\$8,581.73	\$9,011.60	\$9,462.26	11/14/2011
20	SENIOR PUBLIC INFO SPECIALIST	\$46.46	\$48.78	\$51.22	\$53.78	\$56.47	\$8,053.06	\$8,455.20	\$8,878.13	\$9,321.86	\$9,788.13	11/14/2011
20	SENIOR SYSTEM ANALYST	\$44.90	\$47.15	\$49.51	\$51.99	\$54.59	\$7,782.66	\$8,172.66	\$8,581.73	\$9,011.60	\$9,462.26	11/14/2011
20	SENIOR WATER RES SPECIALIST	\$52.30	\$54.92	\$57.67	\$60.55	\$63.58	\$9,065.33	\$9,519.46	\$9,996.13	\$10,495.33	\$11,020.53	11/14/2011
30	SPECIAL ASSISTANT TO THE GM	\$77.44	\$81.31	\$85.38	\$89.65	\$94.13	\$13,422.93	\$14,093.73	\$14,799.20	\$15,539.33	\$16,315.86	10/03/2011
30	SPECIAL PROJECTS MANAGER	\$61.47	\$64.54	\$67.77	\$71.16	\$74.72	\$10,654.80	\$11,186.93	\$11,746.80	\$12,334.40	\$12,951.46	10/03/2011
10	SR CROSS CONNECTION INSPECTOR	\$32.12	\$33.73	\$35.42	\$37.19	\$39.05	\$5,567.46	\$5,846.53	\$6,139.46	\$6,446.26	\$6,768.66	07/01/2011
10	SR WTR TRTMT PLNT OP GRADE IV	\$39.66	\$41.64	\$43.72	\$45.91	\$48.21	\$6,874.40	\$7,217.60	\$7,578.13	\$7,957.73	\$8,356.40	07/01/2011
10	SR WTR TRTMT PLNT OP GRADE V	\$41.63	\$43.71	\$45.90	\$48.19	\$50.60	\$7,215.86	\$7,576.40	\$7,956.00	\$8,352.93	\$8,770.66	07/01/2011
10	STOREKEEPER	\$29.21	\$30.67	\$32.20	\$33.81	\$35.50	\$5,063.06	\$5,316.13	\$5,581.33	\$5,860.40	\$6,153.33	07/01/2011
50	STUDENT INTERN	\$17.56	\$18.43	\$19.35	\$20.32	\$21.34	\$3,043.73	\$3,194.53	\$3,354.00	\$3,522.13	\$3,698.93	08/02/2004
20	SUPERVISING ACCOUNTANT	\$44.90	\$47.15	\$49.51	\$51.99	\$54.59	\$7,782.66	\$8,172.66	\$8,581.73	\$9,011.60	\$9,462.26	11/14/2011
50	TEMPORARY CLERICAL WORKER	\$23.16	\$24.38	\$26.31	\$29.50	\$33.93	\$4,014.40	\$4,225.86	\$4,560.40	\$5,113.33	\$5,881.20	07/01/2004
10	UTILITY WORKER	\$24.11	\$25.32	\$26.59	\$27.92	\$29.32	\$4,179.06	\$4,388.80	\$4,608.93	\$4,839.46	\$5,082.13	07/01/2011
10	UTILITY WORKER (CANAL)	\$24.11	\$25.32	\$26.59	\$27.92	\$29.32	\$4,179.06	\$4,388.80	\$4,608.93	\$4,839.46	\$5,082.13	07/01/2011
20	WATER CONSERVATION SPECIALIST	\$37.24	\$39.10	\$41.06	\$43.11	\$45.27	\$6,454.93	\$6,777.33	\$7,117.06	\$7,472.40	\$7,846.80	11/14/2011
20	WATER CONSERVATION SUPERVISOR	\$44.26	\$46.47	\$48.79	\$51.23	\$53.79	\$7,671.73	\$8,054.80	\$8,456.93	\$8,879.86	\$9,323.60	11/14/2011
10	WATER CONSERVATION WORKER	\$26.31	\$27.63	\$29.01	\$30.46	\$31.98	\$4,560.40	\$4,789.20	\$5,028.40	\$5,279.73	\$5,543.20	07/01/2011
30	WATER OPERATIONS MANAGER	\$61.47	\$64.54	\$67.77	\$71.16	\$74.72	\$10,654.80	\$11,186.93	\$11,746.80	\$12,334.40	\$12,951.46	10/03/2011
10	WATER QUAL INSPECTOR (GRADE IV)	\$27.78	\$29.17	\$30.63	\$32.16	\$33.77	\$4,815.20	\$5,056.13	\$5,309.20	\$5,574.40	\$5,853.46	07/01/2011
10	WATER QUALITY INSPECTOR	\$25.77	\$27.06	\$28.41	\$29.83	\$31.32	\$4,466.80	\$4,690.40	\$4,924.40	\$5,170.53	\$5,428.80	07/01/2011
20	WATER QUALITY SUPERINTENDENT	\$49.34	\$51.81	\$54.40	\$57.12	\$59.98	\$8,552.26	\$8,980.40	\$9,429.33	\$9,900.80	\$10,396.53	11/14/2011
30	WATER RESOURCES MANAGER	\$61.47	\$64.54	\$67.77	\$71.16	\$74.72	\$10,654.80	\$11,186.93	\$11,746.80	\$12,334.40	\$12,951.46	10/03/2011
10	WATER SYSTEMS TECHNICIAN I	\$25.13	\$26.39	\$27.71	\$29.10	\$30.55	\$4,355.86	\$4,574.26	\$4,803.06	\$5,044.00	\$5,295.33	07/01/2011
10	WATER SYSTEMS TECHNICIAN II	\$26.38	\$27.70	\$29.08	\$30.53	\$32.06	\$4,572.53	\$4,801.33	\$5,040.53	\$5,291.86	\$5,557.06	07/01/2011
20	WATER TREATMENT SUPERINTENDENT	\$55.61	\$58.39	\$61.31	\$64.38	\$67.60	\$9,639.06	\$10,120.93	\$10,627.06	\$11,159.20	\$11,717.33	11/14/2011
20	WATER TREATMENT SUPERVISOR	\$50.56	\$53.09	\$55.74	\$58.53	\$61.46	\$8,763.73	\$9,202.26	\$9,661.60	\$10,145.20	\$10,653.06	11/14/2011
30	WATERSHED AND LANDS MANAGER	\$61.47	\$64.54	\$67.77	\$71.16	\$74.72	\$10,654.80	\$11,186.93	\$11,746.80	\$12,334.40	\$12,951.46	10/03/2011
20	WATERSHED MGMT SPECIALIST	\$41.09	\$43.14	\$45.30	\$47.56	\$49.94	\$7,122.26	\$7,477.60	\$7,852.00	\$8,243.73	\$8,656.26	11/14/2011

ALPHA SORT		HOURLY					MONTHLY					
BU	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Eff Date
20	WATERSHED RESCS SUPERINTEND	\$49.34	\$51.81	\$54.40	\$57.12	\$59.98	\$8,552.26	\$8,980.40	\$9,429.33	\$9,900.80	\$10,396.53	11/14/2011
20	WATERSHED RESOURCES SPECIAL	\$38.00	\$39.90	\$41.89	\$43.98	\$46.18	\$6,586.66	\$6,916.00	\$7,260.93	\$7,623.20	\$8,004.53	11/14/2011
10	WTR TRTMT PLNT OPER GRADE III	\$36.04	\$37.84	\$39.73	\$41.72	\$43.81	\$6,246.93	\$6,558.93	\$6,886.53	\$7,231.46	\$7,593.73	07/01/2011
10	WTR TRTMT PLNT OPER GRADE IV	\$37.88	\$39.77	\$41.76	\$43.85	\$46.04	\$6,565.86	\$6,893.46	\$7,238.40	\$7,600.66	\$7,980.26	07/01/2011

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