

**Pay Schedule
12/31/2018**

Job Titles and Wage/Salary Ranges

Hourly

Position	Range	A	B	C	D	E
Accounting Assistant	40	29.88	31.37	32.94	34.59	36.31
Accounting Services Technician	34	25.76	27.05	28.41	29.82	31.31
Administrative Services Technician 1	26	21.14	22.19	23.31	24.47	25.69
Administrative Services Technician 2	28	22.22	23.32	24.49	25.72	26.99
Administrative Services Technician 3	30	23.35	24.50	25.73	27.01	28.38
Assistant Engineer	43.1	33.12	34.79	36.52	38.35	40.27
Assistant to the Finance Director	48	36.40	38.22	40.13	42.14	44.25
Associate Engineer 1	51	39.20	41.16	43.22	45.37	47.64
Associate Engineer 2	56	44.36	46.56	48.90	51.33	53.91
Collections Superintendent (Exempt)	52	40.18	42.19	44.29	46.51	48.85
Communications Technician	44	32.98	34.62	36.35	38.17	40.08
Construction/Maintenance Foreman	42	31.40	32.96	34.61	36.34	38.16
Construction/Maintenance Foreman w/ D-4	44	32.98	34.62	36.35	38.17	40.08
Construction/Maintenance Superintendent	44	32.98	34.62	36.35	38.17	40.08
Construction/Maintenance Superintendent w/ D-4 (Exempt)	52	40.18	42.19	44.29	46.51	48.85
Controller	57	45.45	47.73	50.10	52.62	55.23
Customer/Public Relations Coordinator	44	32.98	34.62	36.35	38.17	40.08
Customer Service Clerk	19	17.80	18.68	19.60	20.58	21.62
Customer Service Clerk 2	24	20.10	21.12	22.16	23.28	24.45
Customer Service Technician 1	28	22.22	23.32	24.49	25.72	26.99
Customer Service Technician 2	30	23.35	24.50	25.73	27.01	28.38
Customer Services Supervisor	46.1	34.69	36.41	38.24	40.15	42.16
Distribution Foreman	42	31.40	32.96	34.61	36.34	38.16
Distribution Foreman w/ D-4	44	32.98	34.62	36.35	38.17	40.08
District Engineer (Exempt)	71	64.23	67.44	70.81	74.36	78.07
Ditch Maintenance/Repair Person	23	19.61	20.59	21.63	22.72	23.84
Ditch Tender	30	23.35	24.50	25.73	27.01	28.38
Electrician/Instrumentation Technician	44	32.98	34.62	36.35	38.17	40.08
Engineering Associate/Hydrologist	46	34.65	36.37	38.21	40.10	42.12
Engineering Drafting Tech.	34	25.76	27.05	28.41	29.82	31.31
Engineering Services Technician	43	32.17	33.79	35.48	37.25	39.12
Engineering Tech/Inspector	44	32.98	34.62	36.35	38.17	40.08
Equipment Mechanic 1	32	24.53	25.76	27.05	28.40	29.81
Equipment Mechanic 2	36	27.07	28.42	29.84	31.33	32.91
Executive Secretary / Board Clerk	42.1	32.06	33.65	35.34	37.11	38.95
Finance Director (Exempt)	71	64.23	67.44	70.81	74.36	78.07
Fleet Foreman	44	32.98	34.62	36.35	38.17	40.08
General Manager	Contract	91.35	0.00	0.00	0.00	0.00
Human Resources Director (Exempt)	62	51.43	53.98	56.70	59.53	62.51
IT & Systems Administrator (Exempt)	50	38.24	40.16	42.16	44.27	46.48
Management Analyst (Exempt)	44	32.98	34.62	36.35	38.17	40.08
Meter Reader	27	21.66	22.76	23.90	25.08	26.33
Office Assistant	19	17.80	18.68	19.60	20.58	21.62
Operations Manager (Exempt)	64	54.03	56.73	59.57	62.54	65.67
Purchasing Agent	44	32.98	34.62	36.35	38.17	40.08
Safety Compliance Coordinator	44	32.98	34.62	36.35	38.17	40.08
Senior Accounting Assistant	44	32.98	34.62	36.35	38.17	40.08
Senior Engineer	59	47.75	50.14	52.64	55.27	58.04
Senior Meter Reader	29	22.77	23.91	25.10	26.36	27.68
Surveyor	49	37.30	39.17	41.14	43.20	45.35
Systems Utility Technician	34	25.76	27.05	28.41	29.82	31.31
Utility Worker 1	26	21.14	22.19	23.31	24.47	25.69
Utility Worker 2	28.3	23.20	24.35	25.58	26.87	28.19
Utility Worker 2 - C/M	28.4	23.46	24.64	25.87	27.16	28.52
Utility Worker 3	30.2	24.87	26.11	27.42	28.79	30.23
Utility Worker 3 w/ D-3 or CSO-3	32.1	25.87	27.16	28.53	29.95	31.44
Utility Worker 4	32	24.53	25.76	27.05	28.40	29.81

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Utility Worker 4 w/ D-3	34.1	26.24	27.56	28.95	30.39	31.91
Warehouse Worker	28.2	22.48	23.59	24.78	26.03	27.31
Wastewater Foreman	44	32.98	34.62	36.35	38.17	40.08
Wastewater Operator Trainee	29	22.77	23.91	25.10	26.36	27.68
Wastewater Operator, Grade 1	30.3	23.48	24.64	25.88	27.16	28.53
Wastewater Operator, Grade 2	34.3	26.75	28.09	29.50	30.97	32.52
Wastewater Operator, Grade 3	38.3	29.77	31.26	32.83	34.46	36.19
Wastewater Treatment Superintendent (Exempt)	52	40.18	42.19	44.29	46.51	48.85
Water Foreman	44	32.98	34.62	36.35	38.17	40.08
Water Master	44	32.98	34.62	36.35	38.17	40.08
Water Master w/D-4 (Exempt)	52	40.18	42.19	44.29	46.51	48.85
Water Operator Trainee	29	22.77	23.91	25.10	26.36	27.68
Water Operator, Grade 1	30	23.35	24.50	25.73	27.01	28.38
Water Operator, Grade 2	34.2	26.45	27.78	29.18	30.63	32.16
Water Operator, Grade 3	38.2	29.02	30.48	32.00	33.60	35.29
Regulatory Compliance Specialist 1	38.2	29.02	30.48	32.00	33.60	35.29
Regulatory Compliance Specialist 2	42.1	31.92	33.52	35.19	36.95	38.80
Water Distribution Superintendent (Exempt)	52	40.18	42.19	44.29	46.51	48.85
Water Treatment Superintendent (Exempt)	52	40.18	42.19	44.29	46.51	48.85