

Article 8Compensation (Cont'd.)Sec. 8.9Compensation Policy - Position Classifications and Salary Ranges (Cont'd.)

(c) Classification and Compensation Plan (Cont'd.) *Effective 06/27/2025, mid shift*

<u>Classifications</u>	<u>Salary Range Number</u>
General Manager	As set by Board
Executive Assistant/Secretary to the Board	25
Special Projects and Regulatory Compliance Manager	31
 Administrative/Clerical Series	
Administrative Assistant I	14 ⁽¹⁾
Administrative Assistant II	16
Administrative Assistant II/Assistant Board Secretary	17
Administrative Assistant III	18
Administrative Assistant III/Assistant Board Secretary	19
Sr. Administrative Assistant	21
Administrative Supervisor	23
 Engineering Series	
District Engineer/Deputy General Manager	37.6
Senior Engineer	34
Engineer II	31
Engineer I	27
Project Coordinator	27
Project Manager	30.5
 Engineering Technician I	19 ⁽¹⁾
Engineering Technician II	21
Engineering Technician III	23
Sr. Engineering Technician	25
Engineering Services Supervisor	27
 GIS/Mapping Technician	21
GIS Analyst	23
Senior GIS Analyst	25
 Construction Inspector I	18.5
Construction Inspector II	20.5
Construction Inspector III	22.5
Sr. Construction Inspector	24.5
Construction Inspector Supervisor	27
 Finance, Accounting and Consumer Services Series	
Director of Finance and Administration	36.6
 Accounting Specialist I	18
Accounting Specialist II	21
 Manager of Accounting/Deputy Director of Finance and Administration	33

Notes: ⁽¹⁾ Employees may be hired in the "Training Range", as defined by Section 5.3(e), hired at 15% below classification level.

Article 8Compensation (Cont'd.)Sec. 8.9Compensation Policy - Position Classifications and Salary Ranges (Cont'd.)(c) Classification and Compensation Plan (Cont'd.) *Effective 06/27/2025, mid shift*

<u>Classifications</u>	<u>Salary Range Number</u>
Finance (Cont'd)	
Consumer Services Assistant	16
Sr. Consumer Services Assistant	18
Consumer Services Supervisor	25
Manager of Human Resources	31
Human Resources Coordinator	27
Human Resources Analyst	25
Information Technology Series	
Director of Information Technology	36.6
Information Technology Specialist	23 ⁽¹⁾ ⁽²⁾
Sr. Information Technology Specialist	27
SCADA IT Administrator	29
Operations and Facility Maintenance Administration and Operating Divisions Series	
Director of Operations/Facilities	36.5
Environmental Compliance Manager/Deputy Director of Operations and Facilities	29.5
Safety & Regulatory Compliance Officer	25.0
Construction-Maintenance, Landscape Division	
Construction/Maintenance Technician I	17 ⁽¹⁾ ⁽²⁾
Construction/Maintenance Technician II	19.5
Construction/Maintenance Technician III	21.5
Sr. Construction/Maintenance Technician	23.5
Construction/Maintenance Supervisor	27
Landscape Maintenance Worker I	13 ⁽¹⁾ ⁽²⁾
Landscape Maintenance Worker II	15
Landscape Maintenance Worker III	17
Sr. Landscape Maintenance Worker	19
Meter Services Division	
Meter Services Technician I	17 ⁽¹⁾ ⁽²⁾
Meter Services Technician II	19.5
Meter Services Technician III	21.5
Sr. Meter Services Technician	23.5
Meter Services Supervisor	27

- Notes: ⁽¹⁾ Employees may be hired in the "Training Range", as defined by Section 5.3(e), hired at 15% below classification level.
- ⁽²⁾ Employees may be hired as "Provisional Employees" and, as such, have two (2) years to obtain the licenses and certifications required to perform their specified duties or be subject to actions as described in Section 5.3(f)

Article 8 Compensation (Cont'd.)

Sec. 8.9 Compensation Policy - Position Classifications and Salary Ranges (Cont'd.)

(c) Classification and Compensation Plan (Cont'd.) *Effective 06/27/2025, mid shift*

Classifications Salary Range Number

Pumps-Motors, Electrical, Fleet Maintenance Division

Pump Facilities Technician I	17 ⁽¹⁾ ⁽²⁾
Pump Facilities Technician II	19.5
Pump Facilities Technician III	21.5
Sr. Pump Facilities Technician	23.5
Pumps and Motors Supervisor	27

Electrical Technician I	17
Electrical Technician II	19.5
Electrician	21.5
Sr. Electrician	23.5

Fleet Mechanic I	17 ⁽¹⁾ ⁽²⁾
Fleet Mechanic II	19.5
Fleet Mechanic III	21.5
Sr. Fleet Mechanic	23.5

Wastewater Operations Division

Wastewater Systems Technician I	17 ⁽¹⁾ ⁽²⁾
Wastewater Systems Technician II	19.5
Wastewater Systems Technician III	21.5
Sr. Wastewater Systems Technician	23.5
Wastewater Systems Supervisor	27

Water Operations Division

Water Systems Technician I	17 ⁽¹⁾ ⁽²⁾
Water Systems Technician II	19.5
Water Systems Technician III	21.5
Sr. Water Systems Technician	23.5
Water Systems Supervisor	27

- Notes: ⁽¹⁾ Employees may be hired in the "Training Range", as defined by Section 5.3(e), hired at 15% below classification level.
- ⁽²⁾ Employees may be hired as "Provisional Employees" and, as such, have two (2) years to obtain licenses/ certifications required to perform their specified duties or be subject to actions as described in §5.3(f)

Per Ordinance No. 2025-08 Adopted August 4, 2025 [Sec. 8.9(c)]
Per Ordinance No. 2024-12 Adopted December 16, 2024 [Sec. 8.9(c)]
Per Ordinance No. 2024-11 Adopted August 19, 2024 [Sec. 8.9(c)]
Per Ordinance No. 2023-07 Adopted June 19, 2023 [Sec. 8.9(c)]
Per Ordinance No. 2022-10 Adopted July 5, 2022 [Sec. 8.9]
Per Ordinance No. 2021-09 Adopted July 6, 2021 [Sec. 8.9(c)]
Per Ordinance No. 2020-07 Adopted 7/6/20 [Sec. 8.9(c)]

Article 8 Compensation (Cont'd.)

Sec. 8.9 (c) Classification and Compensation Plan (Cont'd)

Effective 06/27/2025 Mid-shift

RANGE NO.	BIWEEKLY SALARY RANGE		MONTHLY SALARY RANGE		YEARLY SALARY RANGE		HOURLY SALARY RANGE	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Gen Mgr *	\$10,192.31	\$11,346.15	\$22,083.33	\$24,583.33	\$265,000.00	\$295,000.00	\$127.404	\$141.827
37.6	\$7,161.20	\$9,565.28	\$15,515.93	\$20,724.77	\$186,191.20	\$248,697.28	\$89.515	\$119.566
37.5	\$7,068.88	\$9,472.96	\$15,315.91	\$20,524.75	\$183,790.88	\$246,296.96	\$88.361	\$118.412
37.0	\$6,898.56	\$9,244.64	\$14,946.88	\$20,030.05	\$179,362.56	\$240,360.64	\$86.232	\$115.558
36.6	\$6,824.56	\$9,114.24	\$14,786.55	\$19,747.52	\$177,438.56	\$236,970.24	\$85.307	\$113.928
36.5	\$6,732.24	\$9,021.92	\$14,586.52	\$19,547.49	\$175,038.24	\$234,569.92	\$84.153	\$112.774
36.0	\$6,570.00	\$8,804.48	\$14,235.00	\$19,076.37	\$170,820.00	\$228,916.48	\$82.125	\$110.056
35.5	\$6,411.68	\$8,592.24	\$13,891.97	\$18,616.52	\$166,703.68	\$223,398.24	\$80.146	\$107.403
35.0	\$6,257.20	\$8,385.20	\$13,557.27	\$18,167.93	\$162,687.20	\$218,015.20	\$78.215	\$104.815
34.5	\$6,106.40	\$8,183.12	\$13,230.53	\$17,730.09	\$158,766.40	\$212,761.12	\$76.330	\$102.289
34.0	\$5,959.20	\$7,985.92	\$12,911.60	\$17,302.83	\$154,939.20	\$207,633.92	\$74.490	\$99.824
33.5	\$5,815.60	\$7,793.44	\$12,600.47	\$16,885.79	\$151,205.60	\$202,629.44	\$72.695	\$97.418
33.0	\$5,675.44	\$7,605.60	\$12,296.79	\$16,478.80	\$147,561.44	\$197,745.60	\$70.943	\$95.070
32.5	\$5,538.64	\$7,422.32	\$12,000.39	\$16,081.69	\$144,004.64	\$192,980.32	\$69.233	\$92.779
32.0	\$5,405.20	\$7,243.44	\$11,711.27	\$15,694.12	\$140,535.20	\$188,329.44	\$67.565	\$90.543
31.5	\$5,274.96	\$7,068.88	\$11,429.08	\$15,315.91	\$137,148.96	\$183,790.88	\$65.937	\$88.361
31.0	\$5,147.76	\$6,898.56	\$11,153.48	\$14,946.88	\$133,841.76	\$179,362.56	\$64.347	\$86.232
30.5	\$5,023.76	\$6,732.24	\$10,884.81	\$14,586.52	\$130,617.76	\$175,038.24	\$62.797	\$84.153
30.0	\$4,902.64	\$6,570.00	\$10,622.39	\$14,235.00	\$127,468.64	\$170,820.00	\$61.283	\$82.125
29.5	\$4,784.48	\$6,411.68	\$10,366.37	\$13,891.97	\$124,396.48	\$166,703.68	\$59.806	\$80.146
29.0	\$4,669.20	\$6,257.20	\$10,116.60	\$13,557.27	\$121,399.20	\$162,687.20	\$58.365	\$78.215
28.5	\$4,556.72	\$6,106.40	\$9,872.89	\$13,230.53	\$118,474.72	\$158,766.40	\$56.959	\$76.330
28.0	\$4,446.88	\$5,959.20	\$9,634.91	\$12,911.60	\$115,618.88	\$154,939.20	\$55.586	\$74.490
27.5	\$4,339.68	\$5,815.60	\$9,402.64	\$12,600.47	\$112,831.68	\$151,205.60	\$54.246	\$72.695
27.0	\$4,235.12	\$5,675.44	\$9,176.09	\$12,296.79	\$110,113.12	\$147,561.44	\$52.939	\$70.943
26.5	\$4,133.04	\$5,538.64	\$8,954.92	\$12,000.39	\$107,459.04	\$144,004.64	\$51.663	\$69.233
26.0	\$4,033.44	\$5,405.20	\$8,739.12	\$11,711.27	\$104,869.44	\$140,535.20	\$50.418	\$67.565
25.5	\$3,936.24	\$5,274.96	\$8,528.52	\$11,429.08	\$102,342.24	\$137,148.96	\$49.203	\$65.937
25.0	\$3,841.36	\$5,147.76	\$8,322.95	\$11,153.48	\$99,875.36	\$133,841.76	\$48.017	\$64.347
24.5	\$3,748.80	\$5,023.76	\$8,122.40	\$10,884.81	\$97,468.80	\$130,617.76	\$46.860	\$62.797
24.0	\$3,658.48	\$4,902.64	\$7,926.71	\$10,622.39	\$95,120.48	\$127,468.64	\$45.731	\$61.283
23.5	\$3,570.32	\$4,784.48	\$7,735.69	\$10,366.37	\$92,828.32	\$124,396.48	\$44.629	\$59.806
23.0	\$3,484.24	\$4,669.20	\$7,549.19	\$10,116.60	\$90,590.24	\$121,399.20	\$43.553	\$58.365
22.5	\$3,400.24	\$4,556.72	\$7,367.19	\$9,872.89	\$88,406.24	\$118,474.72	\$42.503	\$56.959
22.0	\$3,318.32	\$4,446.88	\$7,189.69	\$9,634.91	\$86,276.32	\$115,618.88	\$41.479	\$55.586
21.5	\$3,238.40	\$4,339.68	\$7,016.53	\$9,402.64	\$84,198.40	\$112,831.68	\$40.480	\$54.246
21.0	\$3,160.32	\$4,235.12	\$6,847.36	\$9,176.09	\$82,168.32	\$110,113.12	\$39.504	\$52.939
20.5	\$3,084.16	\$4,133.04	\$6,682.35	\$8,954.92	\$80,188.16	\$107,459.04	\$38.552	\$51.663
20.0	\$3,009.84	\$4,033.44	\$6,521.32	\$8,739.12	\$78,255.84	\$104,869.44	\$37.623	\$50.418
19.5	\$2,937.28	\$3,936.24	\$6,364.11	\$8,528.52	\$76,369.28	\$102,342.24	\$36.716	\$49.203
19.0	\$2,866.48	\$3,841.36	\$6,210.71	\$8,322.95	\$74,528.48	\$99,875.36	\$35.831	\$48.017
18.5	\$2,797.44	\$3,748.80	\$6,061.12	\$8,122.40	\$72,733.44	\$97,468.80	\$34.968	\$46.860
18.0	\$2,730.00	\$3,658.48	\$5,915.00	\$7,926.71	\$70,980.00	\$95,120.48	\$34.125	\$45.731
17.5	\$2,664.24	\$3,570.32	\$5,772.52	\$7,735.69	\$69,270.24	\$92,828.32	\$33.303	\$44.629
17.0	\$2,600.00	\$3,484.24	\$5,633.33	\$7,549.19	\$67,600.00	\$90,590.24	\$32.500	\$43.553
16.5	\$2,537.36	\$3,400.24	\$5,497.61	\$7,367.19	\$65,971.36	\$88,406.24	\$31.717	\$42.503
16.0	\$2,476.24	\$3,318.32	\$5,365.19	\$7,189.69	\$64,382.24	\$86,276.32	\$30.953	\$41.479
15.5	\$2,416.56	\$3,238.40	\$5,235.88	\$7,016.53	\$62,830.56	\$84,198.40	\$30.207	\$40.480
15.0	\$2,358.32	\$3,160.32	\$5,109.69	\$6,847.36	\$61,316.32	\$82,168.32	\$29.479	\$39.504
14.5	\$2,301.44	\$3,084.16	\$4,986.45	\$6,682.35	\$59,837.44	\$80,188.16	\$28.768	\$38.552
14.0	\$2,246.00	\$3,009.84	\$4,866.33	\$6,521.32	\$58,396.00	\$78,255.84	\$28.075	\$37.623
13.5	\$2,191.84	\$2,937.28	\$4,748.99	\$6,364.11	\$56,987.84	\$76,369.28	\$27.398	\$36.716
13.0	\$2,139.04	\$2,866.48	\$4,634.59	\$6,210.71	\$55,615.04	\$74,528.48	\$26.738	\$35.831
12.5	\$2,087.52	\$2,797.44	\$4,522.96	\$6,061.12	\$54,275.52	\$72,733.44	\$26.094	\$34.968
12.0	\$2,037.20	\$2,730.00	\$4,413.93	\$5,915.00	\$52,967.20	\$70,980.00	\$25.465	\$34.125
11.5	\$1,988.08	\$2,664.24	\$4,307.51	\$5,772.52	\$51,690.08	\$69,270.24	\$24.851	\$33.303
11.0	\$1,940.16	\$2,600.00	\$4,203.68	\$5,633.33	\$50,444.16	\$67,600.00	\$24.252	\$32.500
10.5	\$1,893.44	\$2,537.36	\$4,102.45	\$5,497.61	\$49,229.44	\$65,971.36	\$23.668	\$31.717
10.0	\$1,847.76	\$2,476.24	\$4,003.48	\$5,365.19	\$48,041.76	\$64,382.24	\$23.097	\$30.953

* General Manager salary is effective on January 1.