

**EBMUD**  
**ALPHABETICAL SALARY SCHEDULE**  
**Effective April 13, 2020**

Includes Board approved changes to the Class and Pay Plan effective July 1, 2020 (Position Resolution 35182-20)

| Bargaining Unit | Probation Period* | Class Code | Class Title                                | Salary Range | 1 Step | 2 Step | 3 Step  | 4 Step | 5 Step | 6 Step |
|-----------------|-------------------|------------|--|--------------|--------|--------|---------|--------|--------|--------|
| 2019            | 6                 | 5256       | Account Clerk II                           | 49           | 5,368  | 5,636  | 5,918   | 6,214  | 6,525  | 0      |
| 2019            | 6                 | 5255       | Account Clerk III                          | 53           | 5,926  | 6,222  | 6,533   | 6,860  | 7,203  | 0      |
| 2019            | 12                | 5228       | Accountant I                               | 60           | 7,039  | 7,391  | 7,761   | 8,149  | 8,556  | 0      |
| 2019            | 12                | 5223       | Accountant II                              | 64           | 7,773  | 8,162  | 8,570   | 8,999  | 9,449  | 0      |
| 2019            | 12                | 5218       | Accountant III                             | 68           | 8,582  | 9,011  | 9,462   | 9,935  | 10,432 | 0      |
| 2019            | 12                | 5242       | Accounting and Financial Systems Analyst   | 73           | 9,707  | 10,192 | 10,702  | 11,237 | 11,799 | 0      |
| 21 (II)         | 12                | 5210       | Accounting Systems Supervisor              | 77           | 11,251 | 11,814 | 12,405  | 13,025 | 0      | 0      |
| 2019            | 12                | 5259       | Accounting Technician                      | 57           | 6,540  | 6,867  | 7,210   | 7,571  | 7,950  | 0      |
| CNF             | 6                 | 2233       | Administrative Assistant                   | 63           | 7,967  | 8,365  | 8,783   | 9,222  | 0      | 0      |
| 2019            | 6                 | 5770       | Administrative Clerk                       | 49           | 5,368  | 5,636  | 5,918   | 6,214  | 6,525  | 0      |
| CNF             | 6                 | 5762       | Administrative Clerk, Confidential         | 49           | 5,368  | 5,636  | 5,918   | 6,214  | 6,525  | 0      |
| 2019            | 6                 | 5646       | Administrative Secretary I                 | 51           | 5,635  | 5,917  | 6,213   | 6,524  | 6,850  | 0      |
| 2019            | 6                 | 5645       | Administrative Secretary II                | 55           | 6,224  | 6,535  | 6,862   | 7,205  | 7,565  | 0      |
| CNF             | 6                 | 5759       | Administrative Secretary II, Confidential  | 55           | 6,224  | 6,535  | 6,862   | 7,205  | 7,565  | 0      |
| 21 (II)         | 12                | 2332       | Administrative Services Supervisor         | 61           | 7,581  | 7,960  | 8,358   | 8,776  | 0      | 0      |
| 21 (II)         | 12                | 2515       | Assistant Const/Maint Superintendent       | 76           | 10,978 | 11,527 | 12,103  | 12,708 | 0      | 0      |
| 2019            | 12                | 4136       | Assistant Corrosion Control Specialist     | 72           | 9,469  | 9,942  | 10,439  | 10,961 | 11,509 | 0      |
| 2019            | 12                | 4114       | Assistant Engineer                         | 72           | 9,469  | 9,942  | 10,439  | 10,961 | 11,509 | 0      |
| O&A             | NA                | 4685       | Assistant General Counsel                  | 91           | Min    | 14,156 | Ctrl Pt | 18,403 | Max    | 21,470 |
| 21 (II)         | 12                | 2543       | Assistant Superintendent, Aqueduct/Pardee  | 76           | 10,978 | 11,527 | 12,103  | 12,708 | 0      | 0      |
| 21 (II)         | 12                | 2572       | Assistant Superintendent, Water Trtmt/Dist | 76           | 10,978 | 11,527 | 12,103  | 12,708 | 0      | 0      |
| 21 (II)         | 12                | 4332       | Assistant Surveying Supervisor             | 74           | 10,448 | 10,970 | 11,518  | 12,094 | 0      | 0      |
| NA              | NA                | 5642       | Assistant To The General Manager           | 70           | Min    | 8,430  | Ctrl Pt | 10,959 | Max    | 12,784 |
| 21 (I)          | 12                | 2598       | Assistant Wastewater Shift Supervisor      | 70           | 9,467  | 9,940  | 10,437  | 10,959 | 0      | 0      |
| 2019            | 12                | 4125       | Assistant Water Resources Specialist       | 72           | 9,469  | 9,942  | 10,439  | 10,961 | 11,509 | 0      |
| 2019            | 12                | 4165       | Associate Architect                        | 76           | 10,455 | 10,978 | 11,527  | 12,103 | 12,708 | 0      |
| 2019            | 12                | 4112       | Associate Civil Engineer                   | 76           | 10,455 | 10,978 | 11,527  | 12,103 | 12,708 | 0      |
| 2019            | 12                | 4108       | Associate Control System Engineer          | 76           | 10,455 | 10,978 | 11,527  | 12,103 | 12,708 | 0      |
| 2019            | 12                | 4137       | Associate Corrosion Control Specialist     | 76           | 10,455 | 10,978 | 11,527  | 12,103 | 12,708 | 0      |
| 2019            | 12                | 4152       | Associate Electrical Engineer              | 76           | 10,455 | 10,978 | 11,527  | 12,103 | 12,708 | 0      |
| 2019            | 12                | 4142       | Associate Mechanical Engineer              | 76           | 10,455 | 10,978 | 11,527  | 12,103 | 12,708 | 0      |
| 2019            | 12                | 4127       | Associate Water Resources Specialist       | 76           | 10,455 | 10,978 | 11,527  | 12,103 | 12,708 | 0      |
| O&A             | NA                | 4698       | Attorney I                                 | 72           | Min    | 8,853  | Ctrl Pt | 11,509 | Max    | 13,421 |
| O&A             | NA                | 4694       | Attorney II                                | 80           | Min    | 10,787 | Ctrl Pt | 14,023 | Max    | 16,361 |
| O&A             | NA                | 4690       | Attorney III                               | 86           | Min    | 12,507 | Ctrl Pt | 16,259 | Max    | 18,968 |
| 444             | 12                | 8570       | Automotive Maintenance Worker I            | 53           | 0      | 0      | 6,222   | 6,533  | 6,860  | 7,203  |

| Bargaining Unit | Probation Period* | Class |                                      | Salary |        |        |         |        |        |        |
|-----------------|-------------------|-------|--------------------------------------|--------|--------|--------|---------|--------|--------|--------|
|                 |                   | Code  | Class Title                          | Range  | 1 Step | 2 Step | 3 Step  | 4 Step | 5 Step | 6 Step |
| 444             | 12                | 8572  | Automotive Maintenance Worker II     | 56     | 0      | 0      | 6,703   | 7,038  | 7,390  | 7,759  |
| 444             | 12                | 8568  | Automotive Maintenance Worker III    | 58     | 0      | 0      | 7,038   | 7,390  | 7,760  | 8,148  |
| 444             | 12                | 8565  | Automotive Mechanic A                | 60     | 0      | 0      | 7,391   | 7,761  | 8,149  | 8,556  |
| 444             | 12                | 8564  | Automotive Mechanic B                | 62     | 0      | 0      | 7,770   | 8,158  | 8,566  | 8,994  |
| 444             | 6                 | 8983  | Automotive Services Attendant I      | 48     | 0      | 0      | 5,497   | 5,772  | 6,061  | 6,364  |
| 444             | 6                 | 8981  | Automotive Services Attendant II     | 52     | 0      | 0      | 6,068   | 6,371  | 6,690  | 7,025  |
| 21 (II)         | 12                | 8708  | Building Tenant Services Supervisor  | 69     | 9,234  | 9,696  | 10,181  | 10,690 | 0      | 0      |
| 21 (II)         | 12                | 4719  | Business Development Representative  | 69     | 9,234  | 9,696  | 10,181  | 10,690 | 0      | 0      |
| 2019            | 12                | 4664  | Buyer I                              | 60     | 7,039  | 7,391  | 7,761   | 8,149  | 8,556  | 0      |
| 2019            | 12                | 4662  | Buyer II                             | 64     | 7,773  | 8,162  | 8,570   | 8,999  | 9,449  | 0      |
| 444             | 12                | 8616  | Carpenter                            | 62     | 0      | 0      | 7,770   | 8,158  | 8,566  | 8,994  |
| 21 (II)         | 12                | 8611  | Carpenter Supervisor                 | 74     | 10,448 | 10,970 | 11,518  | 12,094 | 0      | 0      |
| 444             | 12                | 8615  | Carpentry Worker I                   | 50     | 0      | 0      | 5,773   | 6,062  | 6,365  | 6,683  |
| 444             | 12                | 8614  | Carpentry Worker II                  | 54     | 0      | 0      | 6,377   | 6,696  | 7,031  | 7,383  |
| 444             | 12                | 8618  | Carpentry Worker III                 | 58     | 0      | 0      | 7,038   | 7,390  | 7,760  | 8,148  |
| 2019            | 12                | 4407  | Chemist I                            | 64     | 7,773  | 8,162  | 8,570   | 8,999  | 9,449  | 0      |
| 2019            | 12                | 4405  | Chemist II                           | 68     | 8,582  | 9,011  | 9,462   | 9,935  | 10,432 | 0      |
| 2019            | 12                | 4333  | Chief Of Party                       | 68     | 8,582  | 9,011  | 9,462   | 9,935  | 10,432 | 0      |
| NA              | NA                | 4688  | Chief Trial Attorney                 | 91     | Min    | 14,156 | Ctrl Pt | 18,403 | Max    | 21,470 |
| 21 (II)         | 12                | 4708  | Community Affairs Representative I   | 61     | 7,581  | 7,960  | 8,358   | 8,776  | 0      | 0      |
| 21 (II)         | 12                | 4702  | Community Affairs Representative II  | 69     | 9,234  | 9,696  | 10,181  | 10,690 | 0      | 0      |
| 2019            | 12                | 5434  | Computer Operations Technician       | 57     | 6,540  | 6,867  | 7,210   | 7,571  | 7,950  | 0      |
| 444             | 6                 | 8974  | Concrete Finisher I                  | 54     | 0      | 0      | 6,377   | 6,696  | 7,031  | 7,383  |
| 444             | 6                 | 8836  | Concrete Finisher II                 | 58     | 0      | 0      | 7,038   | 7,390  | 7,760  | 8,148  |
| 21 (II)         | 12                | 2513  | Construction and Maintenance Supt.   | 82     | 12,726 | 13,362 | 14,030  | 14,731 | 0      | 0      |
| 2019            | 12                | 4350  | Construction Inspector               | 67     | 8,370  | 8,789  | 9,228   | 9,689  | 10,173 | 0      |
| 2019            | 12                | 4823  | Construction/Maintenance Scheduler   | 70     | 9,016  | 9,467  | 9,940   | 10,437 | 10,959 | 0      |
| EXMPT           | NA                | 4659  | Contract Equity Administrator        | 77     | Min    | 10,019 | Ctrl Pt | 13,025 | Max    | 15,195 |
| NA              | NA                | 1517  | Controller                           | 87     | Min    | 12,822 | Ctrl Pt | 16,668 | Max    | 19,446 |
| 2019            | 12                | 4354  | Corrosion Control Technician         | 64     | 7,773  | 8,162  | 8,570   | 8,999  | 9,449  | 0      |
| 444             | 12                | 8314  | Crane Operator                       | 62     | 0      | 0      | 7,770   | 8,158  | 8,566  | 8,994  |
| 444             | 12                | 8582  | Cross-Connection Specialist          | 61     | 0      | 0      | 7,581   | 7,960  | 8,358  | 8,776  |
| MGR             | 12                | 2309  | Customer Services Manager            | 80     | Min    | 10,787 | Ctrl Pt | 14,023 | Max    | 16,361 |
| 2019            | 6                 | 5851  | Customer Services Representative I   | 43     | 4,629  | 4,860  | 5,103   | 5,358  | 5,626  | 0      |
| 2019            | 6                 | 5850  | Customer Services Representative II  | 51     | 5,635  | 5,917  | 6,213   | 6,524  | 6,850  | 0      |
| 2019            | 6                 | 5848  | Customer Services Representative III | 55     | 6,224  | 6,535  | 6,862   | 7,205  | 7,565  | 0      |
| 21 (II)         | 12                | 2314  | Customer Services Supervisor         | 70     | 9,467  | 9,940  | 10,437  | 10,959 | 0      | 0      |
| NA              | NA                | 1506  | Director of Operations & Maintenance | 95     | Min    | 15,622 | Ctrl Pt | 20,309 | Max    | 23,693 |
| NA              | NA                | 1581  | Director, Administration             | 95     | Min    | 15,622 | Ctrl Pt | 20,309 | Max    | 23,693 |

| Bargaining Unit | Probation Period* | Class |   | Salary |        |        |         |        |        |        |  |
|-----------------|-------------------|-------|---|--------|--------|--------|---------|--------|--------|--------|--|
|                 |                   | Code  | Class Title                                 | Range  | 1 Step | 2 Step | 3 Step  | 4 Step | 5 Step | 6 Step |  |
| NA              | NA                | 1564  | Director, Engineering & Construction        | 95     | Min    | 15,622 | Ctrl Pt | 20,309 | Max    | 23,693 |  |
| NA              | NA                | 1515  | Director, Finance                           | 95     | Min    | 15,622 | Ctrl Pt | 20,309 | Max    | 23,693 |  |
| NA              | NA                | 1558  | Director, Wastewater                        | 95     | Min    | 15,622 | Ctrl Pt | 20,309 | Max    | 23,693 |  |
| NA              | NA                | 1566  | Director, Water & Natural Resources         | 95     | Min    | 15,622 | Ctrl Pt | 20,309 | Max    | 23,693 |  |
| 2019            | 6                 | 5492  | Dispatch Center Representative              | 53     | 5,926  | 6,222  | 6,533   | 6,860  | 7,203  | 0      |  |
| 21 (I)          | 12                | 5490  | Dispatch Center Supervisor                  | 65     | 8,369  | 8,787  | 9,226   | 9,687  | 0      | 0      |  |
| NRP             | NA                | 8987  | Distribution Maintenance Worker             | 8      | 3,826  | 4,010  | 4,214   | 0      | 0      | 0      |  |
| O&A             | NA                | 1590  | Diversity and Inclusion Officer             | 77     | Min    | 10,019 | Ctrl Pt | 13,025 | Max    | 15,195 |  |
| 2019            | 12                | 4346  | Drafter I                                   | 50     | 5,498  | 5,773  | 6,062   | 6,365  | 6,683  | 0      |  |
| 2019            | 12                | 4345  | Drafter II                                  | 54     | 6,073  | 6,377  | 6,696   | 7,031  | 7,383  | 0      |  |
| 2019            | 12                | 4344  | Drafter III                                 | 58     | 6,703  | 7,038  | 7,390   | 7,760  | 8,148  | 0      |  |
| 21 (II)         | 12                | 4343  | Drafting Supervisor                         | 70     | 9,467  | 9,940  | 10,437  | 10,959 | 0      | 0      |  |
| 21 (II)         | 12                | 8633  | Electrical Supervisor                       | 74     | 10,448 | 10,970 | 11,518  | 12,094 | 0      | 0      |  |
| 444             | 12                | 8636  | Electrical Technician                       | 66     | 0      | 0      | 8,574   | 9,003  | 9,453  | 9,926  |  |
| 444             | 12                | 8640  | Electrical Worker I                         | 51     | 0      | 0      | 5,917   | 6,213  | 6,524  | 6,850  |  |
| 444             | 12                | 8639  | Electrical Worker II                        | 55     | 0      | 0      | 6,535   | 6,862  | 7,205  | 7,565  |  |
| 444             | 12                | 8638  | Electrical Worker III                       | 59     | 0      | 0      | 7,214   | 7,575  | 7,954  | 8,352  |  |
| 444             | 12                | 8632  | Electronic Technician                       | 61     | 0      | 0      | 7,581   | 7,960  | 8,358  | 8,776  |  |
| 2019            | NA                | 4337  | Engineering Aide                            | 46     | 4,983  | 5,232  | 5,494   | 5,769  | 6,057  | 0      |  |
| 2019            | 12                | 4349  | Engineering Designer I                      | 63     | 7,588  | 7,967  | 8,365   | 8,783  | 9,222  | 0      |  |
| 2019            | 12                | 4359  | Engineering Designer II                     | 67     | 8,370  | 8,789  | 9,228   | 9,689  | 10,173 | 0      |  |
| MGR             | 12                | 2200  | Engineering Manager                         | 88     | Min    | 13,144 | Ctrl Pt | 17,087 | Max    | 19,935 |  |
| O&A             | NA                | 1575  | Environmental Affairs Officer               | 85     | Min    | 12,202 | Ctrl Pt | 15,863 | Max    | 18,506 |  |
| 2019            | 12                | 4386  | Environmental Health & Safety Specialist I  | 67     | 8,370  | 8,789  | 9,228   | 9,689  | 10,173 | 0      |  |
| 2019            | 12                | 4396  | Environmental Health & Safety Specialist II | 72     | 9,469  | 9,942  | 10,439  | 10,961 | 11,509 | 0      |  |
| 21 (II)         | 12                | 2580  | Equipment Superintendent                    | 76     | 10,978 | 11,527 | 12,103  | 12,708 | 0      | 0      |  |
| 21 (II)         | 12                | 8523  | Equipment Supervisor                        | 72     | 9,942  | 10,439 | 10,961  | 11,509 | 0      | 0      |  |
| CNF             | 6                 | 5643  | Executive Assistant I                       | 59     | 6,870  | 7,214  | 7,575   | 7,954  | 8,352  | 0      |  |
| CNF             | 6                 | 5639  | Executive Assistant II                      | 63     | 7,588  | 7,967  | 8,365   | 8,783  | 9,222  | 0      |  |
| 444             | 12                | 8707  | Facility Foreman                            | 67     | 0      | 0      | 8,789   | 9,228  | 9,689  | 10,173 |  |
| 444             | 12                | 8701  | Facility Specialist I                       | 55     | 0      | 0      | 6,535   | 6,862  | 7,205  | 7,565  |  |
| 444             | 12                | 8705  | Facility Specialist II                      | 61     | 0      | 0      | 7,581   | 7,960  | 8,358  | 8,776  |  |
| 21 (II)         | 12                | 8702  | Facility Supervisor                         | 71     | 9,698  | 10,183 | 10,692  | 11,227 | 0      | 0      |  |
| 444             | 6                 | 8704  | Facility Technician                         | 59     | 0      | 0      | 7,214   | 7,575  | 7,954  | 8,352  |  |
| 2019            | 6                 | 5936  | Field Services Representative I             | 53     | 5,926  | 6,222  | 6,533   | 6,860  | 7,203  | 0      |  |
| 2019            | 6                 | 5939  | Field Services Representative II            | 57     | 6,540  | 6,867  | 7,210   | 7,571  | 7,950  | 0      |  |
| 2019            | 12                | 7332  | Fisheries/Wildlife Aide                     | 49     | 5,368  | 5,636  | 5,918   | 6,214  | 6,525  | 0      |  |
| 2019            | 12                | 7340  | Fisheries/Wildlife Biologist I              | 62     | 7,400  | 7,770  | 8,158   | 8,566  | 8,994  | 0      |  |
| 2019            | 12                | 7338  | Fisheries/Wildlife Biologist II             | 67     | 8,370  | 8,789  | 9,228   | 9,689  | 10,173 | 0      |  |

| Bargaining Unit | Probation Period* | Class |  | Salary Range | Salary |        |         |        |        |        |
|-----------------|-------------------|-------|--|--------------|--------|--------|---------|--------|--------|--------|
|                 |                   | Code  | Class Title                              |              | 1 Step | 2 Step | 3 Step  | 4 Step | 5 Step | 6 Step |
| 2019            | 12                | 7335  | Fisheries/Wildlife Technician            | 57           | 6,540  | 6,867  | 7,210   | 7,571  | 7,950  | 0      |
| 444             | 6                 | 7517  | Gardener Foreman                         | 64           | 0      | 0      | 8,162   | 8,570  | 8,999  | 9,449  |
| 444             | 12                | 8530  | General Equipment Mechanic               | 62           | 0      | 0      | 7,770   | 8,158  | 8,566  | 8,994  |
| 21 (II)         | 12                | 8219  | General Pipe Supervisor                  | 72           | 9,942  | 10,439 | 10,961  | 11,509 | 0      | 0      |
| 2019            | 12                | 4313  | Geographic Information System Specialist | 59           | 6,870  | 7,214  | 7,575   | 7,954  | 8,352  | 0      |
| 21 (II)         | 12                | 4321  | Graphic Design Supervisor                | 68           | 9,011  | 9,462  | 9,935   | 10,432 | 0      | 0      |
| 2019            | 12                | 4315  | Graphic Designer I                       | 54           | 6,073  | 6,377  | 6,696   | 7,031  | 7,383  | 0      |
| 2019            | 12                | 4317  | Graphic Designer II                      | 58           | 6,703  | 7,038  | 7,390   | 7,760  | 8,148  | 0      |
| 444             | 6                 | 7522  | Grounds Maintenance Specialist I         | 48           | 0      | 0      | 5,497   | 5,772  | 6,061  | 6,364  |
| 444             | 6                 | 7520  | Grounds Maintenance Specialist II        | 52           | 0      | 0      | 6,068   | 6,371  | 6,690  | 7,025  |
| 444             | 6                 | 8534  | Heavy Equipment Maintenance Worker I     | 53           | 0      | 0      | 6,222   | 6,533  | 6,860  | 7,203  |
| 444             | 6                 | 8536  | Heavy Equipment Maintenance Worker II    | 56           | 0      | 0      | 6,703   | 7,038  | 7,390  | 7,759  |
| 444             | 12                | 8538  | Heavy Equipment Maintenance Worker III   | 58           | 0      | 0      | 7,038   | 7,390  | 7,760  | 8,148  |
| 444             | 12                | 8526  | Heavy Equipment Mechanic                 | 62           | 0      | 0      | 7,770   | 8,158  | 8,566  | 8,994  |
| 444             | 12                | 8324  | Heavy Equipment Operator                 | 60           | 0      | 0      | 7,391   | 7,761  | 8,149  | 8,556  |
| NRP             | NA                | 8325  | Heavy Equipment Operator Trainee         | 56           | 7,038  | 7,390  | 7,759   | 0      | 0      | 0      |
| 444             | 12                | 8315  | Heavy Forklift Operator                  | 57           | 0      | 0      | 6,867   | 7,210  | 7,571  | 7,950  |
| 444             | 12                | 8328  | Heavy Transport Operator                 | 58           | 0      | 0      | 7,038   | 7,390  | 7,760  | 8,148  |
| 2019            | 6                 | 7774  | Housekeeper                              | 44           | 0      | 0      | 4,981   | 5,230  | 5,491  | 5,766  |
| CNF             | 12                | 4873  | HRIS Analyst I                           | 61           | 7,581  | 7,960  | 8,358   | 8,776  | 0      | 0      |
| CNF             | 12                | 4870  | HRIS Analyst II                          | 69           | 9,234  | 9,696  | 10,181  | 10,690 | 0      | 0      |
| CNF             | 12                | 4626  | Human Resources Analyst I                | 63           | 7,967  | 8,365  | 8,783   | 9,222  | 0      | 0      |
| CNF             | 12                | 4625  | Human Resources Analyst II               | 69           | 9,234  | 9,696  | 10,181  | 10,690 | 0      | 0      |
| CNF             | NA                | 5278  | Human Resources Intern I                 | 46           | 4,983  | 5,232  | 5,494   | 5,769  | 6,057  | 0      |
| CNF             | NA                | 5276  | Human Resources Intern II                | 53           | 5,926  | 6,222  | 6,533   | 6,860  | 7,203  | 0      |
| MGR             | 12                | 4615  | Human Resources Regulatory Coordinator   | 77           | Min    | 10,019 | Ctrl Pt | 13,025 | Max    | 15,195 |
| CNF             | 12                | 4629  | Human Resources Technician               | 59           | 7,214  | 7,575  | 7,954   | 8,352  | 0      | 0      |
| 444             | 12                | 8117  | Hydroelectric Power Plant Mechanic       | 67           | 0      | 0      | 8,789   | 9,228  | 9,689  | 10,173 |
| 444             | 12                | 8119  | Hydroelectric Power Plant Operator I     | 59           | 0      | 0      | 7,214   | 7,575  | 7,954  | 8,352  |
| 444             | 12                | 8118  | Hydroelectric Power Plant Operator II    | 65           | 0      | 0      | 8,369   | 8,787  | 9,226  | 9,687  |
| 21 (I)          | 12                | 8114  | Hydroelectric Power Plant Supervisor     | 72           | 9,942  | 10,439 | 10,961  | 11,509 | 0      | 0      |
| 2019            | 12                | 4358  | Hydrographer I                           | 61           | 7,220  | 7,581  | 7,960   | 8,358  | 8,776  | 0      |
| 2019            | 12                | 4353  | Hydrographer II                          | 65           | 7,970  | 8,369  | 8,787   | 9,226  | 9,687  | 0      |
| 2019            | 12                | 4360  | Hydrographer III                         | 69           | 8,794  | 9,234  | 9,696   | 10,181 | 10,690 | 0      |
| 21 (II)         | 12                | 2325  | Information Services Supervisor          | 81           | 12,413 | 13,034 | 13,686  | 14,370 | 0      | 0      |
| 21 (II)         | 12                | 4900  | Information Systems Administrator        | 73           | 10,192 | 10,702 | 11,237  | 11,799 | 0      | 0      |
| 21 (II)         | 12                | 4905  | Information Systems Administrator II     | 77           | 11,251 | 11,814 | 12,405  | 13,025 | 0      | 0      |
| MGR             | NA                | 2321  | Information Systems Division Manager     | 87           | Min    | 12,822 | Ctrl Pt | 16,668 | Max    | 19,446 |
| 2019            | 12                | 5440  | Information Systems Specialist I         | 49           | 5,368  | 5,636  | 5,918   | 6,214  | 6,525  | 0      |

| Bargaining Unit | Probation Period* | Class Code | Class Title                            | Salary |        |        |         |        |        |        |
|-----------------|-------------------|------------|--|--------|--------|--------|---------|--------|--------|--------|
|                 |                   |            |  | Range  | 1 Step | 2 Step | 3 Step  | 4 Step | 5 Step | 6 Step |
| 2019            | 12                | 5438       | Information Systems Specialist II      | 53     | 5,926  | 6,222  | 6,533   | 6,860  | 7,203  | 0      |
| 2019            | 12                | 5436       | Information Systems Specialist III     | 57     | 6,540  | 6,867  | 7,210   | 7,571  | 7,950  | 0      |
| 2019            | 12                | 4897       | Information Systems Support Analyst I  | 61     | 7,220  | 7,581  | 7,960   | 8,358  | 8,776  | 0      |
| 2019            | 12                | 4895       | Information Systems Support Analyst II | 70     | 9,016  | 9,467  | 9,940   | 10,437 | 10,959 | 0      |
| 2019            | NA                | 5280       | Information Technology Intern I        | 46     | 4,983  | 5,232  | 5,494   | 5,769  | 6,057  | 0      |
| 2019            | NA                | 5282       | Information Technology Intern II       | 53     | 5,926  | 6,222  | 6,533   | 6,860  | 7,203  | 0      |
| 21 (II)         | 12                | 2534       | Instrument Maintenance Supervisor      | 74     | 10,448 | 10,970 | 11,518  | 12,094 | 0      | 0      |
| 21 (II)         | 12                | 8835       | Instrument Supervisor                  | 74     | 10,448 | 10,970 | 11,518  | 12,094 | 0      | 0      |
| 444             | 12                | 8838       | Instrument Technician                  | 66     | 0      | 0      | 8,574   | 9,003  | 9,453  | 9,926  |
| 444             | 12                | 8842       | Instrument Worker I                    | 53     | 0      | 0      | 6,222   | 6,533  | 6,860  | 7,203  |
| 444             | 12                | 8841       | Instrument Worker II                   | 57     | 0      | 0      | 6,867   | 7,210  | 7,571  | 7,950  |
| 444             | 12                | 8840       | Instrument Worker III                  | 61     | 0      | 0      | 7,581   | 7,960  | 8,358  | 8,776  |
| 21 (II)         | 12                | 5225       | Internal Auditor                       | 69     | 9,234  | 9,696  | 10,181  | 10,690 | 0      | 0      |
| MGR             | 12                | 5230       | Internal Auditor Supervisor            | 77     | Min    | 10,019 | Ctrl Pt | 13,025 | Max    | 15,195 |
| 444             | 6                 | 7736       | Janitor                                | 44     | 0      | 0      | 4,981   | 5,230  | 5,491  | 5,766  |
| 444             | 6                 | 7734       | Janitor Foreman                        | 52     | 0      | 0      | 6,068   | 6,371  | 6,690  | 7,025  |
| 21 (II)         | 12                | 7732       | Janitor Supervisor                     | 60     | 7,391  | 7,761  | 8,149   | 8,556  | 0      | 0      |
| 2019            | 12                | 4116       | Junior Engineer                        | 66     | 8,166  | 8,574  | 9,003   | 9,453  | 9,926  | 0      |
| 2019            | 12                | 4123       | Junior Water Resources Specialist      | 66     | 8,166  | 8,574  | 9,003   | 9,453  | 9,926  | 0      |
| 21 (II)         | 12                | 4411       | Laboratory Supervisor                  | 79     | 11,819 | 12,410 | 13,030  | 13,681 | 0      | 0      |
| 2019            | 12                | 4426       | Laboratory Technician I                | 51     | 5,635  | 5,917  | 6,213   | 6,524  | 6,850  | 0      |
| 2019            | 12                | 4423       | Laboratory Technician II               | 57     | 6,540  | 6,867  | 7,210   | 7,571  | 7,950  | 0      |
| 2019            | 12                | 4420       | Laboratory Technician III              | 64     | 7,773  | 8,162  | 8,570   | 8,999  | 9,449  | 0      |
| NRP             | NA                | 4699       | Law Clerk                              | 42     | 4,979  | 5,228  | 5,489   | 0      | 0      | 0      |
| CNF             | 12                | 5638       | Legal Secretary I                      | 50     | 5,498  | 5,773  | 6,062   | 6,365  | 6,683  | 0      |
| CNF             | 12                | 5636       | Legal Secretary II                     | 55     | 6,224  | 6,535  | 6,862   | 7,205  | 7,565  | 0      |
| CNF             | 12                | 5637       | Litigation Secretary                   | 63     | 7,967  | 8,365  | 8,783   | 9,222  | 0      | 0      |
| NRP             | NA                | 8986       | LT Spec. Employment Program Trainee    | 11     | 21.49  | 24.92  | 0       | 0      | 0      | 0      |
| 444             | NA                | 8994       | LT Technical Trades Apprentice         | 44A**  | 0      | 0      | 5277    | 5,541  | 5818   | 0      |
| 444             | 12                | 8642       | Machining & Maintenance Worker I       | 53     | 0      | 0      | 6,222   | 6,533  | 6,860  | 7,203  |
| 444             | 12                | 8569       | Machining & Maintenance Worker II      | 56     | 0      | 0      | 6,703   | 7,038  | 7,390  | 7,759  |
| 444             | 12                | 8529       | Machining & Maintenance Worker III     | 59     | 0      | 0      | 7,214   | 7,575  | 7,954  | 8,352  |
| 444             | 12                | 8527       | Maintenance Machinist                  | 66     | 0      | 0      | 8,574   | 9,003  | 9,453  | 9,926  |
| 21 (I)          | 12                | 2563       | Maintenance Shift Supervisor           | 69     | 9,234  | 9,696  | 10,181  | 10,690 | 0      | 0      |
| 444             | 12                | 8964       | Maintenance Specialist I               | 52     | 0      | 0      | 6,068   | 6,371  | 6,690  | 7,025  |
| 444             | 12                | 8963       | Maintenance Specialist II              | 56     | 0      | 0      | 6,703   | 7,038  | 7,390  | 7,759  |
| 444             | 12                | 8962       | Maintenance Specialist III             | 62     | 0      | 0      | 7,770   | 8,158  | 8,566  | 8,994  |
| 21 (II)         | 12                | 2581       | Maintenance Superintendent             | 82     | 12,726 | 13,362 | 14,030  | 14,731 | 0      | 0      |
| 21 (II)         | 12                | 4810       | Management Analyst I                   | 65     | 8,369  | 8,787  | 9,226   | 9,687  | 0      | 0      |

| Bargaining Unit | Probation Period* | Class |  | Salary Range | 1 Step | 2 Step | 3 Step  | 4 Step | 5 Step | 6 Step |
|-----------------|-------------------|-------|--|--------------|--------|--------|---------|--------|--------|--------|
|                 |                   | Code  | Class Title  |              |        |        |         |        |        |        |
| 21 (II)         | 12                | 4805  | Management Analyst II                                    | 69           | 9,234  | 9,696  | 10,181  | 10,690 | 0      | 0      |
| MGR             | 12                | 1554  | Manager of Budget  | 83           | Min    | 11,614 | Ctrl Pt | 15,098 | Max    | 17,616 |
| MGR             | 12                | 2579  | Manager of Business Continuity                           | 79           | Min    | 10,524 | Ctrl Pt | 13,681 | Max    | 15,959 |
| NA              | NA                | 1511  | Manager of Customer & Community Services                 | 93           | Min    | 14,873 | Ctrl Pt | 19,335 | Max    | 22,557 |
| EXMPT           | NA                | 1545  | Manager of Distribution Maintenance & Construction       | 86           | Min    | 12,507 | Ctrl Pt | 16,259 | Max    | 18,968 |
| MGR             | 12                | 4627  | Manager of Employee & Organizational Development         | 81           | Min    | 11,054 | Ctrl Pt | 14,370 | Max    | 16,764 |
| EXMPT           | NA                | 4621  | Manager of Employee Relations                            | 81           | Min    | 11,054 | Ctrl Pt | 14,370 | Max    | 16,764 |
| MGR             | 12                | 4634  | Manager of Employee Services                             | 81           | Min    | 11,054 | Ctrl Pt | 14,370 | Max    | 16,764 |
| MGR             | 12                | 1702  | Manager of Environmental Compliance                      | 82           | Min    | 11,332 | Ctrl Pt | 14,731 | Max    | 17,187 |
| EXMPT           | NA                | 1546  | Manager of Facilities Maintenance & Construction         | 86           | Min    | 12,507 | Ctrl Pt | 16,259 | Max    | 18,968 |
| MGR             | 12                | 7336  | Manager of Fisheries & Wildlife                          | 80           | Min    | 10,787 | Ctrl Pt | 14,023 | Max    | 16,361 |
| MGR             | 12                | 8520  | Manager of Fleet & Construction Support                  | 80           | Min    | 10,787 | Ctrl Pt | 14,023 | Max    | 16,361 |
| NA              | NA                | 1563  | Manager of Human Resources                               | 93           | Min    | 14,873 | Ctrl Pt | 19,335 | Max    | 22,557 |
| NA              | NA                | 1600  | Manager of Information Systems                           | 93           | Min    | 14,873 | Ctrl Pt | 19,335 | Max    | 22,557 |
| MGR             | 12                | 1570  | Manager of Laboratory and Technical Services             | 86           | Min    | 12,507 | Ctrl Pt | 16,259 | Max    | 18,968 |
| NA              | NA                | 1504  | Manager of Maintenance and Construction/Water Operations | 93           | Min    | 14,873 | Ctrl Pt | 19,335 | Max    | 22,557 |
| EXMPT           | NA                | 8577  | Manager of Maintenance Support                           | 86           | Min    | 12,507 | Ctrl Pt | 16,259 | Max    | 18,968 |
| NA              | NA                | 1568  | Manager of Natural Resources                             | 93           | Min    | 14,873 | Ctrl Pt | 19,335 | Max    | 22,557 |
| MGR             | 12                | 1549  | Manager of Operations & Maintenance Planning             | 83           | Min    | 11,614 | Ctrl Pt | 15,098 | Max    | 17,616 |
| EXMPT           | NA                | 1544  | Manager of Pipeline Construction & Equipment             | 86           | Min    | 12,507 | Ctrl Pt | 16,259 | Max    | 18,968 |
| MGR             | 12                | 1700  | Manager of Planning and Analysis for Water Quality       | 82           | Min    | 11,332 | Ctrl Pt | 14,731 | Max    | 17,187 |
| EXMPT           | NA                | 1555  | Manager of Purchasing                                    | 86           | Min    | 12,507 | Ctrl Pt | 16,259 | Max    | 18,968 |
| MGR             | 12                | 1551  | Manager of Real Estate Services                          | 84           | Min    | 11,905 | Ctrl Pt | 15,477 | Max    | 18,057 |
| MGR             | 12                | 4622  | Manager of Recruitment and Classification                | 81           | Min    | 11,054 | Ctrl Pt | 14,370 | Max    | 16,764 |
| EXMPT           | NA                | 1574  | Manager of Regulatory Compliance                         | 88           | Min    | 13,144 | Ctrl Pt | 17,087 | Max    | 19,935 |
| MGR             | 12                | 4710  | Manager of Risk Management                               | 80           | Min    | 10,787 | Ctrl Pt | 14,023 | Max    | 16,361 |
| EXMPT           | NA                | 1540  | Manager of Security & Emergency Preparedness             | 82           | Min    | 11,332 | Ctrl Pt | 14,731 | Max    | 17,187 |
| MGR             | 12                | 1950  | Manager of Wastewater Engineering                        | 88           | Min    | 13,144 | Ctrl Pt | 17,087 | Max    | 19,935 |
| MGR             | 12                | 1900  | Manager of Wastewater Environmental Services             | 88           | Min    | 13,144 | Ctrl Pt | 17,087 | Max    | 19,935 |
| MGR             | 12                | 2591  | Manager of Wastewater Treatment                          | 88           | Min    | 13,144 | Ctrl Pt | 17,087 | Max    | 19,935 |
| MGR             | 12                | 4752  | Manager of Water Conservation                            | 82           | Min    | 11,332 | Ctrl Pt | 14,731 | Max    | 17,187 |
| MGR             | 12                | 1543  | Manager of Water Quality                                 | 84           | Min    | 11,905 | Ctrl Pt | 15,477 | Max    | 18,057 |
| MGR             | 12                | 4021  | Manager of Water Supply Improvements                     | 88           | Min    | 13,144 | Ctrl Pt | 17,087 | Max    | 19,935 |
| EXMPT           | NA                | 1542  | Manager of Water Supply/Treatment/Distribution           | 88           | Min    | 13,144 | Ctrl Pt | 17,087 | Max    | 19,935 |
| MGR             | 12                | 7330  | Manager of Watershed & Recreation                        | 80           | Min    | 10,787 | Ctrl Pt | 14,023 | Max    | 16,361 |
| MGR             | 12                | 1701  | Manager of Workplace Health & Safety                     | 82           | Min    | 11,332 | Ctrl Pt | 14,731 | Max    | 17,187 |
| 21 (II)         | 12                | 8450  | Material Storage Foreman                                 | 64           | 8,162  | 8,570  | 8,999   | 9,449  | 0      | 0      |
| 21 (II)         | 12                | 2527  | Material Storage Supervisor                              | 70           | 9,467  | 9,940  | 10,437  | 10,959 | 0      | 0      |
| 444             | 12                | 8453  | Materials Specialist                                     | 57           | 0      | 0      | 6,867   | 7,210  | 7,571  | 7,950  |

| Bargaining Unit | Probation Period* | Class |  | Salary |        |        |        |        |        |        |
|-----------------|-------------------|-------|--|--------|--------|--------|--------|--------|--------|--------|
|                 |                   | Code  | Class Title                                | Range  | 1 Step | 2 Step | 3 Step | 4 Step | 5 Step | 6 Step |
| 21 (II)         | 12                | 4380  | Materials Testing Supervisor               | 70     | 9,467  | 9,940  | 10,437 | 10,959 | 0      | 0      |
| 2019            | 12                | 4385  | Materials Testing Technician I             | 54     | 6,073  | 6,377  | 6,696  | 7,031  | 7,383  | 0      |
| 2019            | 12                | 4383  | Materials Testing Technician II            | 58     | 6,703  | 7,038  | 7,390  | 7,760  | 8,148  | 0      |
| 21 (II)         | 12                | 8232  | Mechanical Supervisor                      | 74     | 10,448 | 10,970 | 11,518 | 12,094 | 0      | 0      |
| 2019            | 6                 | 5778  | Messenger/Mail Clerk                       | 45     | 4,862  | 5,105  | 5,360  | 5,628  | 5,909  | 0      |
| 444             | 12                | 8585  | Meter Mechanic I                           | 49     | 0      | 0      | 5,636  | 5,918  | 6,214  | 6,525  |
| 444             | 12                | 8583  | Meter Mechanic II                          | 57     | 0      | 0      | 6,867  | 7,210  | 7,571  | 7,950  |
| 444             | 6                 | 5945  | Meter Reader                               | 52     | 5,504  | 5,779  | 6,068  | 6,371  | 6,690  | 7,025  |
| 444             | 6                 | 8580  | Meter Reader/Mechanic                      | 54     | 0      | 0      | 6,377  | 6,696  | 7,031  | 7,383  |
| 444             | 12                | 8579  | Meter Reader/Mechanic Foreman              | 64     | 0      | 0      | 8,162  | 8,570  | 8,999  | 9,449  |
| 21 (II)         | 12                | 8578  | Meter Reading & Maintenance Supervisor     | 70     | 9,467  | 9,940  | 10,437 | 10,959 | 0      | 0      |
| 21 (II)         | 12                | 8581  | Meter Repair and Testing Supervisor        | 72     | 9,942  | 10,439 | 10,961 | 11,509 | 0      | 0      |
| 2019            | 12                | 4507  | Microbiologist I                           | 64     | 7,773  | 8,162  | 8,570  | 8,999  | 9,449  | 0      |
| 2019            | 12                | 4505  | Microbiologist II                          | 68     | 8,582  | 9,011  | 9,462  | 9,935  | 10,432 | 0      |
| 2019            | 12                | 5268  | Network Analyst I                          | 57     | 6,540  | 6,867  | 7,210  | 7,571  | 7,950  | 0      |
| 2019            | 12                | 5267  | Network Analyst II                         | 65     | 7,970  | 8,369  | 8,787  | 9,226  | 9,687  | 0      |
| 2019            | 12                | 5266  | Network Analyst III                        | 71     | 9,236  | 9,698  | 10,183 | 10,692 | 11,227 | 0      |
| 2019            | 6                 | 4684  | New Business Representative I              | 58     | 6,703  | 7,038  | 7,390  | 7,760  | 8,148  | 0      |
| 2019            | 6                 | 4683  | New Business Representative II             | 62     | 7,400  | 7,770  | 8,158  | 8,566  | 8,994  | 0      |
| CNF             | 6                 | 5757  | Office Assistant, General Manager's Office | 57     | 6,540  | 6,867  | 7,210  | 7,571  | 7,950  | 0      |
| 444             | 12                | 8626  | Painter                                    | 60     | 0      | 0      | 7,391  | 7,761  | 8,149  | 8,556  |
| 444             | 12                | 8621  | Painter Foreman                            | 67     | 0      | 0      | 8,789  | 9,228  | 9,689  | 10,173 |
| 444             | 12                | 8630  | Painting Worker I                          | 50     | 0      | 0      | 5,773  | 6,062  | 6,365  | 6,683  |
| 444             | 12                | 8629  | Painting Worker II                         | 54     | 0      | 0      | 6,377  | 6,696  | 7,031  | 7,383  |
| 444             | 12                | 8628  | Painting Worker III                        | 58     | 0      | 0      | 7,038  | 7,390  | 7,760  | 8,148  |
| CNF             | 12                | 4696  | Paralegal                                  | 63     | 7,967  | 8,365  | 8,783  | 9,222  | 0      | 0      |
| 21 (I)          | 12                | 8128  | Pardee Water/Wastewater Supervisor         | 74     | 10,448 | 10,970 | 11,518 | 12,094 | 0      | 0      |
| 444             | 12                | 8255  | Paving Crew Foreman                        | 67     | 0      | 0      | 8,789  | 9,228  | 9,689  | 10,173 |
| 444             | 6                 | 8973  | Paving Raker A                             | 56     | 0      | 0      | 6,703  | 7,038  | 7,390  | 7,759  |
| 444             | 6                 | 8991  | Paving Raker B                             | 59     | 0      | 0      | 7,214  | 7,575  | 7,954  | 8,352  |
| 444             | 6                 | 8995  | Paving Raker C                             | 60     | 0      | 0      | 7,391  | 7,761  | 8,149  | 8,556  |
| 444             | 12                | 8557  | Pipeline Welder I                          | 53     | 0      | 0      | 6,222  | 6,533  | 6,860  | 7,203  |
| 444             | 12                | 8555  | Pipeline Welder II                         | 57     | 0      | 0      | 6,867  | 7,210  | 7,571  | 7,950  |
| 444             | 12                | 8553  | Pipeline Welder III                        | 63     | 0      | 0      | 7,967  | 8,365  | 8,783  | 9,222  |
| 21 (I)          | 12                | 8551  | Pipeline Welding Supervisor                | 70     | 9,467  | 9,940  | 10,437 | 10,959 | 0      | 0      |
| 21 (II)         | 12                | 2535  | Plant Electrical Maintenance Supervisor    | 74     | 10,448 | 10,970 | 11,518 | 12,094 | 0      | 0      |
| 2019            | 12                | 4661  | Plant Inspector                            | 68     | 8,582  | 9,011  | 9,462  | 9,935  | 10,432 | 0      |
| 444             | 12                | 8540  | Plant Maintenance Mechanic                 | 64     | 0      | 0      | 8,162  | 8,570  | 8,999  | 9,449  |
| 21 (II)         | 12                | 8521  | Plant Maintenance Superintendent           | 84     | 13,370 | 14,038 | 14,740 | 15,477 | 0      | 0      |

| Bargaining Unit | Probation Period* | Class |  | Salary |        |        |         |        |        |        |
|-----------------|-------------------|-------|--|--------|--------|--------|---------|--------|--------|--------|
|                 |                   | Code  | Class Title  | Range  | 1 Step | 2 Step | 3 Step  | 4 Step | 5 Step | 6 Step |
| 444             | 6                 | 8544  | Plant Maintenance Worker I                             | 53     | 0      | 0      | 6,222   | 6,533  | 6,860  | 7,203  |
| 444             | 12                | 8546  | Plant Maintenance Worker II                            | 56     | 0      | 0      | 6,703   | 7,038  | 7,390  | 7,759  |
| 444             | 12                | 8542  | Plant Maintenance Worker III                           | 59     | 0      | 0      | 7,214   | 7,575  | 7,954  | 8,352  |
| 21 (II)         | 12                | 2537  | Plant Mechanical Maintenance Supervisor                | 74     | 10,448 | 10,970 | 11,518  | 12,094 | 0      | 0      |
| 21 (II)         | 12                | 2539  | Plant Structures Maintenance Supervisor                | 74     | 10,448 | 10,970 | 11,518  | 12,094 | 0      | 0      |
| 444             | 12                | 8125  | Power Plant Mechanic/Operator                          | 64     | 0      | 0      | 8,162   | 8,570  | 8,999  | 9,449  |
| 21 (I)          | 12                | 8112  | Power Plant Supervisor                                 | 74     | 10,448 | 10,970 | 11,518  | 12,094 | 0      | 0      |
| 21 (I)          | 12                | 8260  | Power, Treatment & Transmission Maintenance Supervisor | 72     | 9,942  | 10,439 | 10,961  | 11,509 | 0      | 0      |
| MGR             | 12                | 4800  | Principal Management Analyst                           | 77     | Min    | 10,019 | Ctrl Pt | 13,025 | Max    | 15,195 |
| 2019            | 12                | 8857  | Printing Technician I                                  | 49     | 5,368  | 5,636  | 5,918   | 6,214  | 6,525  | 0      |
| 2019            | 12                | 8855  | Printing Technician II                                 | 55     | 6,224  | 6,535  | 6,862   | 7,205  | 7,565  | 0      |
| 21 (I)          | 12                | 4700  | Public Affairs Specialist                              | 61     | 7,581  | 7,960  | 8,358   | 8,776  | 0      | 0      |
| 21 (II)         | 12                | 4705  | Public Information Representative I                    | 65     | 8,369  | 8,787  | 9,226   | 9,687  | 0      | 0      |
| 21 (II)         | 12                | 4703  | Public Information Representative II                   | 69     | 9,234  | 9,696  | 10,181  | 10,690 | 0      | 0      |
| 21 (II)         | 12                | 4706  | Public Information Representative III                  | 73     | 10,192 | 10,702 | 11,237  | 11,799 | 0      | 0      |
| 21 (II)         | 12                | 4660  | Purchasing Contract Supervisor                         | 74     | 10,448 | 10,970 | 11,518  | 12,094 | 0      | 0      |
| 21 (II)         | 12                | 4410  | Quality Assurance Officer                              | 76     | 10,978 | 11,527 | 12,103  | 12,708 | 0      | 0      |
| 2019            | 12                | 7348  | Ranger Naturalist I                                    | 52     | 5,779  | 6,068  | 6,371   | 6,690  | 7,025  | 0      |
| 2019            | 12                | 7346  | Ranger Naturalist II                                   | 58     | 6,703  | 7,038  | 7,390   | 7,760  | 8,148  | 0      |
| 21 (I)          | 12                | 7343  | Ranger Supervisor                                      | 70     | 9,467  | 9,940  | 10,437  | 10,959 | 0      | 0      |
| 2019            | 12                | 4648  | Real Estate Representative I                           | 64     | 7,773  | 8,162  | 8,570   | 8,999  | 9,449  | 0      |
| 2019            | 12                | 4645  | Real Estate Representative II                          | 68     | 8,582  | 9,011  | 9,462   | 9,935  | 10,432 | 0      |
| 2019            | 12                | 4649  | Real Estate Technician                                 | 59     | 6,870  | 7,214  | 7,575   | 7,954  | 8,352  | 0      |
| 2019            | 6                 | 7350  | Recreation Area Attendant                              | 45     | 4,862  | 5,105  | 5,360   | 5,628  | 5,909  | 0      |
| NRP             | NA                | 5656  | Relief Clerk   | 7      | 3,649  | 3,845  | 4,035   | 0      | 0      | 0      |
| 2019            | 12                | 4404  | Research Chemist                                       | 70     | 9,016  | 9,467  | 9,940   | 10,437 | 10,959 | 0      |
| 2019            | 12                | 4503  | Research Microbiologist                                | 70     | 9,016  | 9,467  | 9,940   | 10,437 | 10,959 | 0      |
| 21 (II)         | 12                | 4717  | Risk Management Analyst                                | 73     | 10,192 | 10,702 | 11,237  | 11,799 | 0      | 0      |
| 2019            | 12                | 4712  | Risk Management Assistant                              | 62     | 7,400  | 7,770  | 8,158   | 8,566  | 8,994  | 0      |
| NA              | NA                | 1401  | Secretary Of The District                              | 80     | Min    | 10,787 | Ctrl Pt | 14,023 | Max    | 16,361 |
| 2019            | 12                | 2578  | Security & Emergency Preparedness Specialist           | 76     | 10,455 | 10,978 | 11,527  | 12,103 | 12,708 | 0      |
| 21 (I)          | 12                | 2550  | Security Shift Supervisor                              | 69     | 9,234  | 9,696  | 10,181  | 10,690 | 0      | 0      |
| 21 (II)         | 12                | 5240  | Senior Accounting and Financial Systems Analyst        | 77     | 11,251 | 11,814 | 12,405  | 13,025 | 0      | 0      |
| 2019            | 6                 | 5763  | Senior Administrative Clerk                            | 55     | 6,224  | 6,535  | 6,862   | 7,205  | 7,565  | 0      |
| CNF             | 6                 | 5781  | Senior Administrative Clerk, Confidential              | 55     | 6,224  | 6,535  | 6,862   | 7,205  | 7,565  | 0      |
| 2019            | 12                | 4408  | Senior Chemist   | 73     | 9,707  | 10,192 | 10,702  | 11,237 | 11,799 | 0      |
| 21 (II)         | 12                | 4110  | Senior Civil Engineer                                  | 82     | 12,726 | 13,362 | 14,030  | 14,731 | 0      | 0      |
| EXMPT           | NA                | 4707  | Senior Community Affairs Representative                | 77     | Min    | 10,019 | Ctrl Pt | 13,025 | Max    | 15,195 |
| 2019            | 12                | 4357  | Senior Construction Inspector                          | 71     | 9,236  | 9,698  | 10,183  | 10,692 | 11,227 | 0      |



| Bargaining Unit | Probation Period* | Class |   | Salary |        |        |         |        |        |        |
|-----------------|-------------------|-------|---|--------|--------|--------|---------|--------|--------|--------|
|                 |                   | Code  | Class Title                                       | Range  | 1 Step | 2 Step | 3 Step  | 4 Step | 5 Step | 6 Step |
| 21 (II)         | 12                | 4106  | Senior Control System Engineer                    | 82     | 12,726 | 13,362 | 14,030  | 14,731 | 0      | 0      |
| 21 (II)         | 12                | 4135  | Senior Corrosion Control Engineer                 | 82     | 12,726 | 13,362 | 14,030  | 14,731 | 0      | 0      |
| 444             | 12                | 8587  | Senior Cross-Connection Specialist                | 65     | 0      | 0      | 8,369   | 8,787  | 9,226  | 9,687  |
| 2019            | 6                 | 5845  | Senior Customer Services Representative           | 59     | 6,870  | 7,214  | 7,575   | 7,954  | 8,352  | 0      |
| 2019            | 6                 | 5491  | Senior Dispatch/Contact Center Representative     | 57     | 6,540  | 6,867  | 7,210   | 7,571  | 7,950  | 0      |
| 2019            | 12                | 4342  | Senior Drafter                                    | 62     | 7,400  | 7,770  | 8,158   | 8,566  | 8,994  | 0      |
| 21 (II)         | 12                | 4150  | Senior Electrical Engineer                        | 82     | 12,726 | 13,362 | 14,030  | 14,731 | 0      | 0      |
| 2019            | 12                | 4362  | Senior Engineering Designer                       | 71     | 9,236  | 9,698  | 10,183  | 10,692 | 11,227 | 0      |
| 2019            | 12                | 4391  | Senior Environmental Health & Safety Specialist   | 76     | 10,455 | 10,978 | 11,527  | 12,103 | 12,708 | 0      |
| 2019            | 6                 | 5938  | Senior Field Services Representative              | 61     | 7,220  | 7,581  | 7,960   | 8,358  | 8,776  | 0      |
| 2019            | 12                | 4314  | Senior Geographic Information System Specialist   | 63     | 7,588  | 7,967  | 8,365   | 8,783  | 9,222  | 0      |
| 2019            | 12                | 4319  | Senior Graphic Designer                           | 62     | 7,400  | 7,770  | 8,158   | 8,566  | 8,994  | 0      |
| CNF             | 12                | 4865  | Senior HRIS Analyst                               | 73     | Min    | 9,076  | Ctrl Pt | 11,799 | Max    | 13,762 |
| CNF             | 12                | 4628  | Senior Human Resources Analyst                    | 73     | Min    | 9,076  | Ctrl Pt | 11,799 | Max    | 13,762 |
| CNF             | 12                | 5634  | Senior Legal Secretary                            | 63     | 7,967  | 8,365  | 8,783   | 9,222  | 0      | 0      |
| 444             | 12                | 8566  | Senior Mechanic                                   | 67     | 0      | 0      | 8,789   | 9,228  | 9,689  | 10,173 |
| 21 (II)         | 12                | 4140  | Senior Mechanical Engineer                        | 82     | 12,726 | 13,362 | 14,030  | 14,731 | 0      | 0      |
| 2019            | 6                 | 5775  | Senior Messenger/Mail Clerk                       | 49     | 5,368  | 5,636  | 5,918   | 6,214  | 6,525  | 0      |
| 2019            | 12                | 4504  | Senior Microbiologist                             | 73     | 9,707  | 10,192 | 10,702  | 11,237 | 11,799 | 0      |
| 2019            | 6                 | 4678  | Senior New Business Representative                | 66     | 8,166  | 8,574  | 9,003   | 9,453  | 9,926  | 0      |
| 2019            | 12                | 8853  | Senior Printing Technician                        | 59     | 6,870  | 7,214  | 7,575   | 7,954  | 8,352  | 0      |
| EXMPT           | NA                | 4701  | Senior Public Information Representative          | 77     | Min    | 10,019 | Ctrl Pt | 13,025 | Max    | 15,195 |
| 2019            | 12                | 7345  | Senior Ranger/Naturalist                          | 62     | 7,400  | 7,770  | 8,158   | 8,566  | 8,994  | 0      |
| 2019            | 12                | 4643  | Senior Real Estate Representative                 | 74     | 9,950  | 10,448 | 10,970  | 11,518 | 12,094 | 0      |
| 2019            | 12                | 5248  | Senior Software Engineer                          | 75     | 10,196 | 10,706 | 11,241  | 11,803 | 12,393 | 0      |
| 21 (I)          | 12                | 2516  | Senior Supervisor of Maintenance Shift Operations | 76     | 10,978 | 11,527 | 12,103  | 12,708 | 0      | 0      |
| 2019            | 12                | 5260  | Senior Systems Programmer                         | 75     | 10,196 | 10,706 | 11,241  | 11,803 | 12,393 | 0      |
| 2019            | 6                 | 5480  | Senior Telephone/Radio Operator                   | 53     | 5,926  | 6,222  | 6,533   | 6,860  | 7,203  | 0      |
| 2019            | 6                 | 4399  | Senior Wastewater Control Inspector               | 66     | 8,166  | 8,574  | 9,003   | 9,453  | 9,926  | 0      |
| 39              | 12                | 8136  | Senior Water Distribution Operator                | 68     | 9,462  | 9,935  | 10,432  | 0      | 0      | 0      |
| 2019            | 6                 | 4363  | Senior Water System Inspector                     | 66     | 8,166  | 8,574  | 9,003   | 9,453  | 9,926  | 0      |
| 39              | 12                | 8133  | Senior Water Treatment Operator                   | 68     | 9,462  | 9,935  | 10,432  | 0      | 0      | 0      |
| 2019            | 12                | 5247  | Software Engineer I                               | 61     | 7,220  | 7,581  | 7,960   | 8,358  | 8,776  | 0      |
| 2019            | 12                | 5245  | Software Engineer II                              | 67     | 8,370  | 8,789  | 9,228   | 9,689  | 10,173 | 0      |
| O&A             | NA                | 1316  | Special Assistant I                               | 78     | Min    | 10,266 | Ctrl Pt | 13,346 | Max    | 15,570 |
| O&A             | NA                | 1319  | Special Assistant II                              | 82     | Min    | 11,332 | Ctrl Pt | 14,731 | Max    | 17,187 |
| O&A             | NA                | 1322  | Special Assistant III                             | 86     | Min    | 12,507 | Ctrl Pt | 16,259 | Max    | 18,968 |
| NA              | NA                | 1324  | Special Assistant IV                              | 90     | Min    | 13,808 | Ctrl Pt | 17,951 | Max    | 20,943 |
| O&A             | NA                | 1327  | Special Assistant V                               | 94     | Min    | 15,240 | Ctrl Pt | 19,812 | Max    | 23,114 |

| Bargaining Unit | Probation Period* | Class |   | Salary Range | Salary |        |         |        |        |        |
|-----------------|-------------------|-------|---|--------------|--------|--------|---------|--------|--------|--------|
|                 |                   | Code  | Class Title   |              | 1 Step | 2 Step | 3 Step  | 4 Step | 5 Step | 6 Step |
| 444             | 6                 | 8456  | Storekeeper I   | 48           | 0      | 0      | 5,497   | 5,772  | 6,061  | 6,364  |
| 444             | 6                 | 8455  | Storekeeper II  | 54           | 0      | 0      | 6,377   | 6,696  | 7,031  | 7,383  |
| 21 (II)         | 12                | 4657  | Stores Supervisor   | 76           | 10,978 | 11,527 | 12,103  | 12,708 | 0      | 0      |
| 2019            | NA                | 5300  | Student Intern  | 46           | 4,983  | 5,232  | 5,494   | 5,769  | 6,057  | 0      |
| 21 (II)         | 12                | 2542  | Superintendent of Aqueduct Section                                  | 82           | 12,726 | 13,362 | 14,030  | 14,731 | 0      | 0      |
| 21 (II)         | 12                | 2540  | Superintendent of Pardee Section                                    | 82           | 12,726 | 13,362 | 14,030  | 14,731 | 0      | 0      |
| 21 (II)         | 12                | 2570  | Superintendent of Water Treatment/Distribution/System Water Quality | 82           | 12,726 | 13,362 | 14,030  | 14,731 | 0      | 0      |
| 21 (II)         | 12                | 4173  | Supervising Administrative Engineer                                 | 80           | 12,113 | 12,719 | 13,355  | 14,023 | 0      | 0      |
| 21 (II)         | 12                | 4352  | Supervising Construction Inspector                                  | 75           | 10,706 | 11,241 | 11,803  | 12,393 | 0      | 0      |
| 21 (II)         | 12                | 7337  | Supervising Fisheries/Wildlife Biologist                            | 73           | 10,192 | 10,702 | 11,237  | 11,799 | 0      | 0      |
| 21 (II)         | 12                | 4330  | Supervising Hydrographer  | 71           | 9,698  | 10,183 | 10,692  | 11,227 | 0      | 0      |
| CNF             | 12                | 5933  | Supervising Legal Secretary   | 66           | 8,574  | 9,003  | 9,453   | 9,926  | 0      | 0      |
| 21 (II)         | 12                | 4351  | Supervising Plant Inspector   | 75           | 10,706 | 11,241 | 11,803  | 12,393 | 0      | 0      |
| 21 (II)         | 12                | 2323  | Supervising Systems Programmer                                      | 83           | 13,042 | 13,694 | 14,379  | 15,098 | 0      | 0      |
| 21 (II)         | 12                | 4389  | Supervising Wastewater Control Inspector                            | 73           | 10,192 | 10,702 | 11,237  | 11,799 | 0      | 0      |
| 21 (II)         | 12                | 4387  | Supervising Wastewater Control Representative                       | 75           | 10,706 | 11,241 | 11,803  | 12,393 | 0      | 0      |
| 21 (II)         | 12                | 4655  | Supervisor of Purchasing  | 80           | 12,113 | 12,719 | 13,355  | 14,023 | 0      | 0      |
| 21 (II)         | 12                | 4743  | Supervisor of Water Conservation                                    | 70           | 9,467  | 9,940  | 10,437  | 10,959 | 0      | 0      |
| 2019            | 12                | 4336  | Survey Technician I   | 58           | 6,703  | 7,038  | 7,390   | 7,760  | 8,148  | 0      |
| 2019            | 12                | 4334  | Survey Technician II  | 62           | 7,400  | 7,770  | 8,158   | 8,566  | 8,994  | 0      |
| 21 (II)         | 12                | 4331  | Surveying Supervisor  | 80           | 12,113 | 12,719 | 13,355  | 14,023 | 0      | 0      |
| 2019            | 12                | 5264  | Systems Programmer I  | 65           | 7,970  | 8,369  | 8,787   | 9,226  | 9,687  | 0      |
| 2019            | 12                | 5262  | Systems Programmer II   | 69           | 8,794  | 9,234  | 9,696   | 10,181 | 10,690 | 0      |
| 21 (II)         | 12                | 4671  | Technical Training & Writing Administrator                          | 73           | 10,192 | 10,702 | 11,237  | 11,799 | 0      | 0      |
| 21 (I)          | 12                | 4672  | Technical Training Analyst  | 69           | 9,234  | 9,696  | 10,181  | 10,690 | 0      | 0      |
| 2019            | 6                 | 5482  | Telephone/Radio Operator  | 49           | 5,368  | 5,636  | 5,918   | 6,214  | 6,525  | 0      |
| NRP             | NA                | 8988  | Temporary Worker  | 6            | 3,239  | 3,402  | 3,569   | 0      | 0      | 0      |
| O&A             | NA                | 4608  | Treasury Manager  | 85           | Min    | 12,202 | Ctrl Pt | 15,863 | Max    | 18,506 |
| 444             | 12                | 8130  | Treatment Plant Specialist  | 62           | 0      | 0      | 7,770   | 8,158  | 8,566  | 8,994  |
| 444             | 12                | 8334  | Truck Driver II   | 57           | 0      | 0      | 6,867   | 7,210  | 7,571  | 7,950  |
| NRP             | NA                | 8333  | Truck Driver II Trainee   | 49           | 5,918  | 6,214  | 6,525   | 0      | 0      | 0      |
| 444             | 6                 | 8980  | Utility Laborer   | 51           | 0      | 0      | 5,917   | 6,213  | 6,524  | 6,850  |
| 2019            | 6                 | 4397  | Wastewater Control Inspector I                                      | 58           | 6,703  | 7,038  | 7,390   | 7,760  | 8,148  | 0      |
| 2019            | 6                 | 4394  | Wastewater Control Inspector II                                     | 62           | 7,400  | 7,770  | 8,158   | 8,566  | 8,994  | 0      |
| 2019            | 12                | 4390  | Wastewater Control Representative                                   | 66           | 8,166  | 8,574  | 9,003   | 9,453  | 9,926  | 0      |
| 21 (I)          | 12                | 2594  | Wastewater Operations Coordinator                                   | 70           | 9,467  | 9,940  | 10,437  | 10,959 | 0      | 0      |
| 444             | 12                | 8141  | Wastewater Plant Operator I   | 60           | 0      | 0      | 7,391   | 7,761  | 8,149  | 8,556  |
| 444             | 12                | 8140  | Wastewater Plant Operator II  | 64           | 0      | 0      | 8,162   | 8,570  | 8,999  | 9,449  |
| 444             | 12                | 8143  | Wastewater Plant Operator Trainee                                   | 56           | 0      | 0      | 6,703   | 7,038  | 7,390  | 7,759  |

| Bargaining Unit | Probation Period* | Class Code | Class Title                                     | Salary |        |        |         |        |        |        |
|-----------------|-------------------|------------|---|--------|--------|--------|---------|--------|--------|--------|
|                 |                   |            |   | Range  | 1 Step | 2 Step | 3 Step  | 4 Step | 5 Step | 6 Step |
| 21 (I)          | 12                | 2596       | Wastewater Shift Supervisor                     | 76     | 10,978 | 11,527 | 12,103  | 12,708 | 0      | 0      |
| 21 (II)         | 12                | 2593       | Wastewater Treatment Superintendent             | 84     | 13,370 | 14,038 | 14,740  | 15,477 | 0      | 0      |
| MGR             | 12                | 4750       | Water Conservation Administrator                | 74     | Min    | 9,303  | Ctrl Pt | 12,094 | Max    | 14,107 |
| 2019            | 12                | 4749       | Water Conservation Representative               | 64     | 7,773  | 8,162  | 8,570   | 8,999  | 9,449  | 0      |
| 2019            | 12                | 4738       | Water Conservation Technician                   | 57     | 6,540  | 6,867  | 7,210   | 7,571  | 7,950  | 0      |
| 444             | 6                 | 8220       | Water Distribution Crew Foreman                 | 68     | 0      | 0      | 9,011   | 9,462  | 9,935  | 10,432 |
| 39              | 12                | 8139       | Water Distribution Operator                     | 60     | 7,761  | 8,149  | 8,556   | 0      | 0      | 0      |
| 444             | 12                | 8971       | Water Distribution Plumber I                    | 51     | 0      | 0      | 5,917   | 6,213  | 6,524  | 6,850  |
| 444             | 12                | 8969       | Water Distribution Plumber II                   | 55     | 0      | 0      | 6,535   | 6,862  | 7,205  | 7,565  |
| 444             | 12                | 8970       | Water Distribution Plumber III                  | 59     | 0      | 0      | 7,214   | 7,575  | 7,954  | 8,352  |
| 444             | 12                | 8968       | Water Distribution Plumber IV                   | 63     | 0      | 0      | 7,967   | 8,365  | 8,783  | 9,222  |
| 21 (I)          | 12                | 8122       | Water Distribution Supervisor                   | 76     | 10,978 | 11,527 | 12,103  | 12,708 | 0      | 0      |
| 2019            | 6                 | 4371       | Water Sampler                                   | 53     | 5,926  | 6,222  | 6,533   | 6,860  | 7,203  | 0      |
| 2019            | 6                 | 4367       | Water System Inspector I                        | 57     | 6,540  | 6,867  | 7,210   | 7,571  | 7,950  | 0      |
| 2019            | 6                 | 4366       | Water System Inspector II                       | 62     | 7,400  | 7,770  | 8,158   | 8,566  | 8,994  | 0      |
| 39              | 12                | 8134       | Water Treatment Operator                        | 60     | 7,761  | 8,149  | 8,556   | 0      | 0      | 0      |
| 21 (I)          | 12                | 8124       | Water Treatment Supervisor                      | 76     | 10,978 | 11,527 | 12,103  | 12,708 | 0      | 0      |
| 39              | 12                | 8135       | Water Treatment/Distribution Operator Trainee   | 52     | 6,371  | 6,690  | 7,025   | 0      | 0      | 0      |
| NRP             | NA                | 8982       | Worker Trainee                                  | 5      | 2,617  | 2,909  | 3,234   | 0      | 0      | 0      |
| MGR             | 12                | 4713       | Worker's Compensation Manager & Risk Specialist | 74     | Min    | 9,303  | Ctrl Pt | 12,094 | Max    | 14,107 |

Bargaining Unit Legend:

21 (I) = Local 21 (Work Group I, FLSA Non-exempt)  
 21 (II) = Local 21 (Work Group II, FLSA Exempt)  
 39 = Local 39  
 444 = Local 444  
 2019 = Local 2019  
 CNF = Confidential  
 EXMPT = Civil Service Exempt  
 MGR = Management  
 NA = Not Assigned to a Bargaining Unit  
 NRP = Not Represented  
 O & A = Officers and Assistant Officers

Other Notes:

All Rates = Monthly unless indicated otherwise  
 MSP = Management Salary Plan  
 MIN = Minimum  
 Ctrl Pt = Control Point, 90% of the Salary Range Maximum  
 MAX = Maximum

Probation Period \* = Employees with Civil Service Status is 6 months

Step Advancement:

Step 1 to 2 = Occurs at 6 months  
 Step 2 to 6 = Occurs every 12 months until top step is achieved  
 \*\*Salary Range 44A = Occurs every 6 months until top step is achieved