

NON-BARGAINING UNIT WAGE SCHEDULE EFFECTIVE - APRIL 1, 2022

Grades	HOURLY			MONTHLY			ANNUALLY			POSITIONS
	Min	Mid	Max	Min	Mid	Max	Min	Mid	Max	
A	\$ 23.70	\$ 27.88	\$ 32.07	\$ 4,108.33	\$ 4,833.33	\$ 5,558.33	\$ 49,300	\$ 58,000	\$ 66,700	Customer Service Representative
B	\$ 24.52	\$ 28.85	\$ 33.17	\$ 4,250.00	\$ 5,000.00	\$ 5,750.00	\$ 51,000	\$ 60,000	\$ 69,000	Junior CSR
C	\$ 25.54	\$ 30.05	\$ 34.56	\$ 4,427.08	\$ 5,208.33	\$ 5,989.58	\$ 53,125	\$ 62,500	\$ 71,875	Administrative Assistant
D	\$ 26.15	\$ 30.77	\$ 35.38	\$ 4,533.33	\$ 5,333.33	\$ 6,133.33	\$ 54,400	\$ 64,000	\$ 73,600	Accounting Technician
E	\$ 28.61	\$ 33.65	\$ 38.70	\$ 4,958.33	\$ 5,833.33	\$ 6,708.33	\$ 59,500	\$ 70,000	\$ 80,500	Senior CSR
										Energy Resources Coordinator
										HR Assistant
										Parks Coordinator
										Payroll Coordinator
										Water Resources Coordinator
F	\$ 29.42	\$ 34.62	\$ 39.81	\$ 5,100.00	\$ 6,000.00	\$ 6,900.00	\$ 61,200	\$ 72,000	\$ 82,800	Legal Assistant
										SCADA Technician
G	\$ 30.24	\$ 35.58	\$ 40.91	\$ 5,241.67	\$ 6,166.67	\$ 7,091.67	\$ 62,900	\$ 74,000	\$ 85,100	Desktop Support Technician
H	\$ 31.06	\$ 36.54	\$ 42.02	\$ 5,383.33	\$ 6,333.33	\$ 7,283.33	\$ 64,600	\$ 76,000	\$ 87,400	Executive Assistant to GM
I	\$ 31.15	\$ 38.94	\$ 46.73	\$ 5,400.00	\$ 6,750.00	\$ 8,100.00	\$ 64,800	\$ 81,000	\$ 97,200	Accountant
										Engineering Technician
										GIS Specialist
										Parks Supervisor
J	\$ 34.23	\$ 42.79	\$ 51.35	\$ 5,933.33	\$ 7,416.67	\$ 8,900.00	\$ 71,200	\$ 89,000	\$ 106,800	Engineering Data Analyst
										Financial Analyst
										Fleet Supervisor
										Procurement Officer
										Risk Management Officer
K	\$ 37.69	\$ 47.12	\$ 56.54	\$ 6,533.33	\$ 8,166.67	\$ 9,800.00	\$ 78,400	\$ 98,000	\$ 117,600	Distribution Planner
										Human Resources Analyst
										Parks Superintendent
										SCADA Specialist
L	\$ 40.08	\$ 50.10	\$ 60.12	\$ 6,946.67	\$ 8,683.33	\$ 10,420.00	\$ 83,360	\$ 104,200	\$ 125,040	Associate Engineer
										Customer Service Manager
										Water Operations Superintendent
M	\$ 43.46	\$ 54.33	\$ 65.19	\$ 7,533.33	\$ 9,416.67	\$ 11,300.00	\$ 90,400	\$ 113,000	\$ 135,600	Business Development/Project Manager
										Facilities Manager
										Senior Distribution Planner
										Survey Project Manager
N	\$ 44.87	\$ 56.09	\$ 67.31	\$ 7,777.80	\$ 9,722.25	\$ 11,666.70	\$ 93,334	\$ 116,667	\$ 140,000	Cybersecurity Engineer
										Systems Administrator
O	\$ 48.08	\$ 60.10	\$ 72.12	\$ 8,333.33	\$ 10,416.67	\$ 12,500.00	\$ 100,000	\$ 125,000	\$ 150,000	Customer Programs Manager
										Manager of Public & Government Relations
										Utility Analyst
P	\$ 50.00	\$ 62.50	\$ 75.00	\$ 8,666.67	\$ 10,833.33	\$ 13,000.00	\$ 104,000	\$ 130,000	\$ 156,000	Hydro Maintenance Supervisor
										Water Resources Engineer
										Water Resources Regulatory Engineer
Q	\$ 53.85	\$ 67.31	\$ 80.77	\$ 9,333.33	\$ 11,666.67	\$ 14,000.00	\$ 112,000	\$ 140,000	\$ 168,000	Controller
										Director of Parks
										Hydro Engineer
										IT Manager
R	\$ 57.69	\$ 72.12	\$ 86.54	\$ 10,000.00	\$ 12,500.00	\$ 15,000.00	\$ 120,000	\$ 150,000	\$ 180,000	Chief Dam Safety Engineer
										Manager of Water Operations
S	\$ 63.46	\$ 79.33	\$ 95.19	\$ 11,000.00	\$ 13,750.00	\$ 16,500.00	\$ 132,000	\$ 165,000	\$ 198,000	Line Supervisor
										Senior Utility Analyst
T	\$ 65.38	\$ 81.73	\$ 98.08	\$ 11,333.33	\$ 14,166.67	\$ 17,000.00	\$ 136,000	\$ 170,000	\$ 204,000	Manager of Engineering
U	\$ 67.31	\$ 84.13	\$ 100.96	\$ 11,666.67	\$ 14,583.33	\$ 17,500.00	\$ 140,000	\$ 175,000	\$ 210,000	Hydro Dept Manager
V	\$ 71.15	\$ 88.94	\$ 106.73	\$ 12,333.33	\$ 15,416.67	\$ 18,500.00	\$ 148,000	\$ 185,000	\$ 222,000	Director of Administrative Services
W	\$ 75.00	\$ 93.75	\$ 112.50	\$ 13,000.00	\$ 16,250.00	\$ 19,500.00	\$ 156,000	\$ 195,000	\$ 234,000	Chief Financial Officer
										DGM - Water
										DGM - Water Rights/Supply
X	\$ 80.77	\$ 100.96	\$ 121.15	\$ 14,000.00	\$ 17,500.00	\$ 21,000.00	\$ 168,000	\$ 210,000	\$ 252,000	DGM - Energy
Y	\$ 84.62	\$ 105.77	\$ 126.92	\$ 14,666.67	\$ 18,333.33	\$ 22,000.00	\$ 176,000	\$ 220,000	\$ 264,000	General Counsel
Z	\$ 107.69	\$ 134.62	\$ 161.54	\$ 18,666.67	\$ 23,333.33	\$ 28,000.00	\$ 224,000	\$ 280,000	\$ 336,000	General Manager

Part-Time, Hourly, & Non-Scheduled Classifications			
Min	Mid	Max	
\$ 18.00	\$ 20.00	\$ 22.00	Park Aide
\$ 22.00	\$ 24.00	\$ 26.00	Intern
Per IBEW MOU		Seasonal DSO	