

## NON-BARGAINING UNIT WAGE SCHEDULE EFFECTIVE - APRIL 2, 2017

Grades	HOURLY			MONTHLY			ANNUALLY			POSITIONS
	Min	Mid	Max	Min	Mid	Max	Min	Mid	Max	
A	\$16.1486	\$18.9983	\$21.8481	\$2,799.09	\$3,293.04	\$3,787.00	\$33,589.02	\$39,516.50	\$45,443.97	
B	\$16.9560	\$19.9482	\$22.9405	\$2,939.04	\$3,457.69	\$3,976.35	\$35,268.47	\$41,492.32	\$47,716.17	
C	\$17.8038	\$20.9456	\$24.0875	\$3,085.99	\$3,630.58	\$4,175.16	\$37,031.90	\$43,566.94	\$50,101.98	
D	\$18.6940	\$21.9929	\$25.2919	\$3,240.29	\$3,812.11	\$4,383.92	\$38,883.49	\$45,745.29	\$52,607.08	Customer Service Representative
E	\$19.6287	\$23.0926	\$26.5565	\$3,402.31	\$4,002.71	\$4,603.12	\$40,827.67	\$48,032.55	\$55,237.43	Administrative Assistant
F	\$20.6101	\$24.2472	\$27.8843	\$3,572.42	\$4,202.85	\$4,833.28	\$42,869.05	\$50,434.18	\$57,999.30	Accounting Technician
										Senior Customer Service Representative
G	\$21.6406	\$25.4596	\$29.2785	\$3,751.04	\$4,412.99	\$5,074.94	\$45,012.50	\$52,955.89	\$60,899.27	Purchasing Agent
H	\$22.7227	\$26.7325	\$30.7424	\$3,938.59	\$4,633.64	\$5,328.69	\$47,263.13	\$55,603.68	\$63,944.23	
I	\$23.8588	\$28.0692	\$32.2795	\$4,135.52	\$4,865.32	\$5,595.12	\$49,626.28	\$58,383.86	\$67,141.44	
J	\$25.0517	\$29.4726	\$33.8935	\$4,342.30	\$5,108.59	\$5,874.88	\$52,107.60	\$61,303.06	\$70,498.52	
K	\$26.3043	\$30.9463	\$35.5882	\$4,559.41	\$5,364.02	\$6,168.62	\$54,712.98	\$64,368.21	\$74,023.44	Water Resources Coordinator
										Energy Resources Coordinator
										Parks and Recreation Coordinator
										Engineering Technician
										Executive Assistant to GM
L	\$27.6195	\$32.4936	\$37.3676	\$4,787.39	\$5,632.22	\$6,477.05	\$57,448.63	\$67,586.62	\$77,724.61	Engineering Data Analyst
										IT Technician
										Human Resources Analyst
										GIS Specialist
										SCADA Technician
										Senior Engineering Technician
										Energy Resources Planner
M	\$27.2946	\$34.1182	\$40.9419	\$4,731.06	\$5,913.83	\$7,096.60	\$56,772.76	\$70,965.95	\$85,159.14	Customer Service Supervisor
										Accountant
										Equipment Supervisor
N	\$30.0241	\$37.5301	\$45.0361	\$5,204.17	\$6,505.21	\$7,806.25	\$62,450.04	\$78,062.55	\$93,675.06	Associate Engineer
										SCADA Specialist
										Network Engineer
										Senior Energy Resources Planner
										Risk Management Officer
										Manager of Public & Government Relations
										Budgeting and Reporting Analyst
										Financial Analyst
O	\$33.0265	\$41.2831	\$49.5397	\$5,724.59	\$7,155.73	\$8,586.88	\$68,695.04	\$85,868.80	\$103,042.56	Facilities Superintendent
										Water Operations Superintendent
										Customer Programs Manager
										Parks & Recreation Superintendent
P	\$36.3291	\$45.4114	\$54.4937	\$6,297.05	\$7,871.31	\$9,445.57	\$75,564.55	\$94,455.68	\$113,346.82	
Q	\$39.9620	\$49.9525	\$59.9430	\$6,926.75	\$8,658.44	\$10,390.12	\$83,121.00	\$103,901.25	\$124,681.50	Controller
										IT Manager
										Senior Engineer
										Hydro Engineer
										Water Resources Engineer
R	\$43.9582	\$54.9478	\$65.9373	\$7,619.42	\$9,524.28	\$11,429.14	\$91,433.10	\$114,291.37	\$137,149.65	
S	\$48.3540	\$60.4426	\$72.5311	\$8,381.37	\$10,476.71	\$12,572.05	\$100,576.41	\$125,720.51	\$150,864.61	Manager of Water Operations
										Senior Planning Engineer - Energy Resources
										Manager of Engineering (Water)
										Director of Parks & Recreation
T	\$53.1894	\$66.4868	\$79.7842	\$9,219.50	\$11,524.38	\$13,829.26	\$110,634.05	\$138,292.56	\$165,951.08	Director of Regulatory Compliance
										Hydro Project Manager
										Manager of Engineering & Operations (Energy)
										Director of Administrative Services
U	\$58.5084	\$73.1355	\$87.7626	\$10,141.45	\$12,676.82	\$15,212.18	\$121,697.46	\$152,121.82	\$182,546.18	Deputy General Manager (Energy)
										Deputy General Manager (Water)
										Deputy General Manager (Water Rights/Supply)
										Chief Financial Officer
V	\$64.3592	\$80.4490	\$96.5388	\$11,155.60	\$13,944.50	\$16,733.40	\$133,867.20	\$167,334.00	\$200,800.80	
W	\$70.7952	\$88.4939	\$106.1927	\$12,271.16	\$15,338.95	\$18,406.74	\$147,253.92	\$184,067.40	\$220,880.88	General Counsel
X	\$84.5920	\$105.7400	\$126.8880	\$14,662.61	\$18,328.27	\$21,993.92	\$175,951.36	\$219,939.20	\$263,927.04	General Manager

Part-Time, Hourly, & Non-Scheduled Classifications			
Min	Mid	Max	
12.0000	13.0000	16.0000	Park Aide
16.0000	20.0000	26.0000	Intern
Per IBEW MOU			Seasonal DSO