

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 | |