

## COMPENSATION SCHEDULE

Approved by the Board of Directors on July 25, 2023 per Resolution No. 2023-07-02  
Effective July 2, 2023

POSITION	RANGE	HOURLY		MONTHLY		ANNUAL	
		Low	High	Low	High	Low	High
ACCOUNT CLERK I	24	\$ 24.97	\$ 32.45	\$ 4,328.13	\$ 5,624.67	\$ 51,937.60	\$ 67,496.00
ACCOUNT CLERK II	32	\$ 29.23	\$ 38.01	\$ 5,066.53	\$ 6,588.40	\$ 60,798.40	\$ 79,060.80
ACCOUNTANT	47	\$ 39.35	\$ 51.17	\$ 6,820.67	\$ 8,869.47	\$ 81,848.00	\$ 106,433.60
ACCOUNTING SUPERVISOR	64	\$ 55.11	\$ 71.65	\$ 9,553.00	\$ 12,418.92	\$ 114,636.00	\$ 149,027.00
ADMINISTRATIVE ASSISTANT I	28	\$ 27.02	\$ 35.12	\$ 4,683.47	\$ 6,087.47	\$ 56,201.60	\$ 73,049.60
ADMINISTRATIVE ASSISTANT II	36	\$ 31.65	\$ 41.16	\$ 5,486.00	\$ 7,134.40	\$ 65,832.00	\$ 85,612.80
ASSISTANT ENGINEER	53	\$ 44.33	\$ 57.61	\$ 7,683.87	\$ 9,985.73	\$ 92,206.40	\$ 119,828.80
ASSISTANT GENERAL MANAGER	96	\$ 103.86	\$ 135.01	\$ 18,001.83	\$ 23,402.33	\$ 216,022.00	\$ 280,828.00
CADD ANALYST	52	\$ 43.44	\$ 56.49	\$ 7,529.60	\$ 9,791.60	\$ 90,355.20	\$ 117,499.20
CONTROLS ANALYST	58	\$ 48.94	\$ 63.62	\$ 8,482.93	\$ 11,027.47	\$ 101,795.20	\$ 132,329.60
CUSTOMER SERVICE MANAGER	74	\$ 67.18	\$ 87.33	\$ 11,644.42	\$ 15,137.75	\$ 139,733.00	\$ 181,653.00
CUSTOMER SERVICE REPRESENTATIVE I	24	\$ 24.97	\$ 32.45	\$ 4,328.13	\$ 5,624.67	\$ 51,937.60	\$ 67,496.00
CUSTOMER SERVICE REPRESENTATIVE II	32	\$ 29.23	\$ 38.01	\$ 5,066.53	\$ 6,588.40	\$ 60,798.40	\$ 79,060.80
CUSTOMER SERVICE SUPERVISOR	59	\$ 49.91	\$ 64.89	\$ 8,651.58	\$ 11,247.08	\$ 103,819.00	\$ 134,965.00
DIRECTOR OF FINANCE & TECHNOLOGY SERVICES	91	\$ 94.07	\$ 122.29	\$ 16,305.08	\$ 21,196.58	\$ 195,661.00	\$ 254,359.00
DIRECTOR OF HUMAN RESOURCES & RISK MANAGEMENT	87	\$ 86.90	\$ 112.97	\$ 15,062.92	\$ 19,581.83	\$ 180,755.00	\$ 234,982.00
DIRECTOR OF OPERATIONS	91	\$ 94.07	\$ 122.29	\$ 16,305.08	\$ 21,196.58	\$ 195,661.00	\$ 254,359.00
ELECTRICAL/INSTRUMENTATION TECHNICIAN I	42	\$ 35.65	\$ 46.35	\$ 6,179.33	\$ 8,034.00	\$ 74,152.00	\$ 96,408.00
ELECTRICAL/INSTRUMENTATION TECHNICIAN II	50	\$ 41.76	\$ 54.31	\$ 7,238.40	\$ 9,413.73	\$ 86,860.80	\$ 112,964.80
ENGINEERING INSPECTOR I	40	\$ 34.26	\$ 44.54	\$ 5,938.40	\$ 7,720.27	\$ 71,260.80	\$ 92,643.20
ENGINEERING INSPECTOR II	48	\$ 40.15	\$ 52.19	\$ 6,959.33	\$ 9,046.27	\$ 83,512.00	\$ 108,555.20
ENGINEERING MANAGER (CAPITAL & DEVELOPMENT)	78	\$ 72.72	\$ 94.53	\$ 12,604.33	\$ 16,385.58	\$ 151,252.00	\$ 196,627.00
ENGINEERING MANAGER (PLANNING & WATER RESOURCES)	78	\$ 72.72	\$ 94.53	\$ 12,604.33	\$ 16,385.58	\$ 151,252.00	\$ 196,627.00
ENGINEERING TECHNICIAN I	36	\$ 31.65	\$ 41.16	\$ 5,486.00	\$ 7,134.40	\$ 65,832.00	\$ 85,612.80
ENGINEERING TECHNICIAN II	44	\$ 37.10	\$ 48.22	\$ 6,430.67	\$ 8,358.13	\$ 77,168.00	\$ 100,297.60

## COMPENSATION SCHEDULE

Approved by the Board of Directors on July 25, 2023 per Resolution No. 2023-07-02  
Effective July 2, 2023

POSITION	RANGE	HOURLY		MONTHLY		ANNUAL	
		Low	High	Low	High	Low	High
ENVIROMENTAL SERVICES SUPERVISOR	64	\$ 55.11	\$ 71.65	\$ 9,553.00	\$ 12,418.92	\$ 114,636.00	\$ 149,027.00
EXECUTIVE SERVICES ADMINISTRATOR/DISTRICT CLERK	64	\$ 55.11	\$ 71.65	\$ 9,553.00	\$ 12,418.92	\$ 114,636.00	\$ 149,027.00
FACILITIES MAINTENANCE SPECIALIST I	29	\$ 27.55	\$ 35.83	\$ 4,775.33	\$ 6,210.53	\$ 57,304.00	\$ 74,526.40
FACILITIES MAINTENANCE SPECIALIST II	37	\$ 32.29	\$ 41.98	\$ 5,596.93	\$ 7,276.53	\$ 67,163.20	\$ 87,318.40
FACILITIES MAINTENANCE WORKER	12	\$ 19.68	\$ 25.58	\$ 3,411.20	\$ 4,433.87	\$ 40,934.40	\$ 53,206.40
FIELD SERVICE SUPERVISOR	59	\$ 49.91	\$ 64.89	\$ 8,651.58	\$ 11,247.08	\$ 103,819.00	\$ 134,965.00
FIELD SERVICE TECHNICIAN I	30	\$ 28.12	\$ 36.54	\$ 4,874.13	\$ 6,333.60	\$ 58,489.60	\$ 76,003.20
FIELD SERVICE TECHNICIAN II	38	\$ 32.94	\$ 42.82	\$ 5,709.60	\$ 7,422.13	\$ 68,515.20	\$ 89,065.60
FINANCE MANAGER	78	\$ 72.72	\$ 94.53	\$ 12,604.33	\$ 16,385.58	\$ 151,252.00	\$ 196,627.00
FLEET & EQUIPMENT MECHANIC I	33	\$ 29.83	\$ 38.78	\$ 5,170.53	\$ 6,721.87	\$ 62,046.40	\$ 80,662.40
FLEET & EQUIPMENT MECHANIC II	41	\$ 34.95	\$ 45.43	\$ 6,058.00	\$ 7,874.53	\$ 72,696.00	\$ 94,494.40
GENERAL MANAGER/CEO		\$ -	\$ 167.87	\$ -	\$ 29,098.17	\$ -	\$ 349,178.00
GIS ANALYST	52	\$ 43.44	\$ 56.49	\$ 7,529.60	\$ 9,791.60	\$ 90,355.20	\$ 117,499.20
GIS TECHNICIAN I	36	\$ 31.65	\$ 41.16	\$ 5,486.00	\$ 7,134.40	\$ 65,832.00	\$ 85,612.80
GIS TECHNICIAN II	44	\$ 37.10	\$ 48.22	\$ 6,430.67	\$ 8,358.13	\$ 77,168.00	\$ 100,297.60
GOVERNMENT & PUBLIC AFFAIRS MANAGER	74	\$ 67.18	\$ 87.33	\$ 11,644.42	\$ 15,137.75	\$ 139,733.00	\$ 181,653.00
GOVERNMENT & PUBLIC AFFAIRS REPRESENTATIVE I	38	\$ 32.94	\$ 42.82	\$ 5,709.60	\$ 7,422.13	\$ 68,515.20	\$ 89,065.60
GOVERNMENT & PUBLIC AFFAIRS REPRESENTATIVE II	46	\$ 38.59	\$ 50.16	\$ 6,688.93	\$ 8,694.40	\$ 80,267.20	\$ 104,332.80
GOVERNMENT & PUBLIC AFFAIRS SUPERVISOR	60	\$ 50.91	\$ 66.18	\$ 8,824.58	\$ 11,472.00	\$ 105,895.00	\$ 137,664.00
HUMAN RESOURCES ANALYST	53	\$ 44.33	\$ 57.61	\$ 7,683.87	\$ 9,985.73	\$ 92,206.40	\$ 119,828.80
HUMAN RESOURCES SPECIALIST	40	\$ 34.26	\$ 44.54	\$ 5,938.40	\$ 7,720.27	\$ 71,260.80	\$ 92,643.20
INFORMATION HELPDESK SPECIALIST	36	\$ 31.65	\$ 41.16	\$ 5,486.00	\$ 7,134.40	\$ 65,832.00	\$ 85,612.80
INFORMATION TECHNOLOGY SPECIALIST I	45	\$ 37.84	\$ 49.26	\$ 6,558.93	\$ 8,538.40	\$ 78,707.20	\$ 102,460.80
INFORMATION TECHNOLOGY SPECIALIST II	53	\$ 44.33	\$ 57.61	\$ 7,683.87	\$ 9,985.73	\$ 92,206.40	\$ 119,828.80
INFORMATION TECHNOLOGY MANAGER	77	\$ 71.29	\$ 92.68	\$ 12,357.17	\$ 16,064.33	\$ 148,286.00	\$ 192,772.00

## COMPENSATION SCHEDULE

Approved by the Board of Directors on July 25, 2023 per Resolution No. 2023-07-02  
Effective July 2, 2023

POSITION	RANGE	HOURLY		MONTHLY		ANNUAL	
		Low	High	Low	High	Low	High
INTERN		\$ 16.28	\$ 21.16				
LEAD CUSTOMER SERVICE REPRESENTATIVE	39	\$ 33.59	\$ 43.67	\$ 5,822.27	\$ 7,569.47	\$ 69,867.20	\$ 90,833.60
LEAD ELECTRICAL/INSTRUMENTATION TECHNICIAN	58	\$ 48.94	\$ 63.62	\$ 8,482.93	\$ 11,027.47	\$ 101,795.20	\$ 132,329.60
LEAD ENGINEERING INSPECTOR	56	\$ 47.04	\$ 61.16	\$ 8,153.60	\$ 10,601.07	\$ 97,843.20	\$ 127,212.80
LEAD ENGINEERING TECHNICIAN	52	\$ 43.44	\$ 56.49	\$ 7,529.60	\$ 9,791.60	\$ 90,355.20	\$ 117,499.20
LEAD FACILITIES MAINTENANCE SPECIALIST	45	\$ 37.84	\$ 49.26	\$ 6,558.93	\$ 8,538.40	\$ 78,707.20	\$ 102,460.80
LEAD FIELD SERVICE TECHNICIAN	46	\$ 38.59	\$ 50.16	\$ 6,688.93	\$ 8,694.40	\$ 80,267.20	\$ 104,332.80
LEAD FLEET & EQUIPMENT MECHANIC	48	\$ 40.15	\$ 52.19	\$ 6,959.33	\$ 9,046.27	\$ 83,512.00	\$ 108,555.20
LEAD GOVERNMENT & PUBLIC AFFAIRS REPRESENTATIVE	54	\$ 45.19	\$ 58.78	\$ 7,832.93	\$ 10,188.53	\$ 93,995.20	\$ 122,262.40
LEAD USA REPRESENTATIVE	49	\$ 40.95	\$ 53.22	\$ 7,098.00	\$ 9,224.80	\$ 85,176.00	\$ 110,697.60
LEAD WASTEWATER UTILITY WORKER	46	\$ 38.59	\$ 50.16	\$ 6,688.93	\$ 8,694.40	\$ 80,267.20	\$ 104,332.80
LEAD WATER SYSTEM OPERATOR	52	\$ 43.44	\$ 56.49	\$ 7,529.60	\$ 9,791.60	\$ 90,355.20	\$ 117,499.20
LEAD WATER TREATMENT PLANT OPERATOR	55	\$ 46.12	\$ 59.96	\$ 7,994.13	\$ 10,393.07	\$ 95,929.60	\$ 124,716.80
LEAD WATER UTILITY WORKER	46	\$ 38.59	\$ 50.16	\$ 6,688.93	\$ 8,694.40	\$ 80,267.20	\$ 104,332.80
NETWORK ADMINISTRATOR	61	\$ 51.93	\$ 67.50	\$ 9,001.20	\$ 11,700.00	\$ 108,014.40	\$ 140,400.00
OPERATIONS MANAGER (CONSTRUCTION & MAINTENANCE)	74	\$ 67.18	\$ 87.33	\$ 11,644.42	\$ 15,137.75	\$ 139,733.00	\$ 181,653.00
OPERATIONS MANAGER (PRODUCTION)	74	\$ 67.18	\$ 87.33	\$ 11,644.42	\$ 15,137.75	\$ 139,733.00	\$ 181,653.00
OPERATIONS MANAGER (WATER TREATMENT PLANT)	77	\$ 71.29	\$ 92.68	\$ 12,357.17	\$ 16,064.33	\$ 148,286.00	\$ 192,772.00
OPERATIONS SUPERVISOR (AUTOMATION & CONTROLS)	64	\$ 55.11	\$ 71.65	\$ 9,553.00	\$ 12,418.92	\$ 114,636.00	\$ 149,027.00
OPERATIONS SUPERVISOR (FACILITIES)	52	\$ 43.44	\$ 56.49	\$ 7,529.83	\$ 9,791.25	\$ 90,358.00	\$ 117,495.00
OPERATIONS SUPERVISOR (PRODUCTION)	64	\$ 55.11	\$ 71.65	\$ 9,553.00	\$ 12,418.92	\$ 114,636.00	\$ 149,027.00
OPERATIONS SUPERVISOR (WASTEWATER UTILITY)	60	\$ 50.91	\$ 66.18	\$ 8,824.58	\$ 11,472.00	\$ 105,895.00	\$ 137,664.00
OPERATIONS SUPERVISOR (WATER TREATMENT PLANT)	64	\$ 55.11	\$ 71.65	\$ 9,553.00	\$ 12,418.92	\$ 114,636.00	\$ 149,027.00
OPERATIONS SUPERVISOR (WATER UTILITY)	60	\$ 50.91	\$ 66.18	\$ 8,824.58	\$ 11,472.00	\$ 105,895.00	\$ 137,664.00
PLANT MECHANIC	47	\$ 39.35	\$ 51.17	\$ 6,820.67	\$ 8,869.47	\$ 81,848.00	\$ 106,433.60

## COMPENSATION SCHEDULE

Approved by the Board of Directors on July 25, 2023 per Resolution No. 2023-07-02  
Effective July 2, 2023

POSITION	RANGE	HOURLY		MONTHLY		ANNUAL	
		Low	High	Low	High	Low	High
PURCHASING & WAREHOUSE SPECIALIST I	27	\$ 26.49	\$ 34.44	\$ 4,591.60	\$ 5,969.60	\$ 55,099.20	\$ 71,635.20
PURCHASING & WAREHOUSE SPECIALIST II	35	\$ 31.04	\$ 40.34	\$ 5,380.27	\$ 6,992.27	\$ 64,563.20	\$ 83,907.20
RISK MANAGEMENT ANALYST	53	\$ 44.33	\$ 57.61	\$ 7,683.87	\$ 9,985.73	\$ 92,206.40	\$ 119,828.80
SAFETY ANALYST	53	\$ 44.33	\$ 57.61	\$ 7,683.87	\$ 9,985.73	\$ 92,206.40	\$ 119,828.80
SENIOR ACCOUNTANT	55	\$ 46.12	\$ 59.96	\$ 7,994.13	\$ 10,393.07	\$ 95,929.60	\$ 124,716.80
SENIOR ASSOCIATE ENGINEER	64	\$ 55.11	\$ 71.65	\$ 9,553.00	\$ 12,418.92	\$ 114,636.00	\$ 149,027.00
UTILITY SERVICE REPRESENTATIVE I	33	\$ 29.83	\$ 38.78	\$ 5,170.53	\$ 6,721.87	\$ 62,046.40	\$ 80,662.40
UTILITY SERVICE REPRESENTATIVE II	41	\$ 34.95	\$ 45.43	\$ 6,058.00	\$ 7,874.53	\$ 72,696.00	\$ 94,494.40
WAREHOUSE & SUPPLY COORDINATOR	47	\$ 39.35	\$ 51.17	\$ 6,820.67	\$ 8,869.47	\$ 81,848.00	\$ 106,433.60
WASTEWATER UTILITY WORKER I	30	\$ 28.12	\$ 36.54	\$ 4,874.13	\$ 6,333.60	\$ 58,489.60	\$ 76,003.20
WASTEWATER UTILITY WORKER II	38	\$ 32.94	\$ 42.82	\$ 5,709.60	\$ 7,422.13	\$ 68,515.20	\$ 89,065.60
WATER QUALITY COORDINATOR	52	\$ 43.44	\$ 56.49	\$ 7,529.60	\$ 9,791.60	\$ 90,355.20	\$ 117,499.20
WATER SYSTEM OPERATOR I	36	\$ 31.65	\$ 41.16	\$ 5,486.00	\$ 7,134.40	\$ 65,832.00	\$ 85,612.80
WATER SYSTEM OPERATOR II	44	\$ 37.10	\$ 48.22	\$ 6,430.67	\$ 8,358.13	\$ 77,168.00	\$ 100,297.60
WATER TREATMENT PLANT OPERATOR I	39	\$ 33.59	\$ 43.67	\$ 5,822.27	\$ 7,569.47	\$ 69,867.20	\$ 90,833.60
WATER TREATMENT PLANT OPERATOR II	47	\$ 39.35	\$ 51.17	\$ 6,820.67	\$ 8,869.47	\$ 81,848.00	\$ 106,433.60
WATER UTILITY WORKER I	30	\$ 28.12	\$ 36.54	\$ 4,874.13	\$ 6,333.60	\$ 58,489.60	\$ 76,003.20
WATER UTILITY WORKER II	38	\$ 32.94	\$ 42.82	\$ 5,709.60	\$ 7,422.13	\$ 68,515.20	\$ 89,065.60