



● **Board of Directors**
Organization, Personnel and Technology Committee

7/9/2013 Board Meeting

7-6

Subject

Board approval of Metropolitan Water District of Southern California's Salary Schedule pursuant to CalPERS regulations

Executive Summary

Per California Code of Regulations, Section 570.5, staff is seeking the Board's approval of Metropolitan's Salary Schedule to comply with CalPERS regulations.

Details

According to CalPERS regulations, based on California Code of Regulations, Section 570.5, to be considered "compensation" for retirement calculation purposes, an employee's salary must be derived from a salary schedule that meets the following requirements:

1. Approved and adopted by the employer's governing body according to the requirements of applicable public meeting laws.
2. Identifies the position title for every employee position.
3. Shows the pay rate for each identified position, which may be stated as a single amount or amounts within a range.
4. Indicates the time base.
5. Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website.
6. Indicates an effective date and date of any revisions.
7. Is retained by the employer and available for public inspection for not less than five years.
8. Does not reference another document in lieu of disclosing the pay rate.

To comply with these requirements, the Metropolitan Water District of Southern California Salary Schedule (**Attachment 1**) is attached for the Board's approval. The schedule is derived from the four Memoranda of Understanding (MOUs) for represented positions approved by the Board in 2011, and Metropolitan's Administrative Code for unrepresented positions. As the schedule is modified, an updated schedule will be presented to the Board for approval as required by CalPERS.

Policy

Memoranda of Understanding for AFSCME Local 1902, Management and Professional Employees Association, Supervisors Association and Association of Confidential Employees.

Metropolitan Administrative Code Section 6207: Positions Authorized

Metropolitan Administrative Code Section 6208: Pay Rate Administration

Metropolitan Administrative Code Section 6500: Hourly Pay Rate Schedule

California Environmental Quality Act (CEQA)

CEQA determination for Option #1:

The proposed action is not defined as a project under CEQA because it involves continuing administrative activities (Section 15378(b)(2) of the State CEQA Guidelines). In addition, the proposed action is not subject to CEQA because it involves the creation of government funding mechanisms or other government fiscal activities, which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment (Section 15378(b)(4) of the State CEQA Guidelines).

The CEQA determination is: Determine that the proposed action is not subject to the provisions of CEQA pursuant to Sections 15378(b)(2) and 15378(b)(4) of the State CEQA Guidelines.

CEQA determination for Option #2:

None required

Board Options

Option #1

Adopt the CEQA determination that the project is not subject to CEQA and approve the attached salary schedule.

Fiscal Impact: None. Any changes are budgeted.

Business Analysis: Salary schedule established by MOUs approved by the Board in 2011 and Metropolitan's Administrative Code

Option #2

Do not approve the attached salary schedule

Fiscal Impact: Uncertain.

Business Analysis: If Metropolitan does not submit an approved salary schedule to CalPERS, CalPERS may, at its sole discretion, independently determine an employee's final pay taking into consideration all information it deems relevant. This may result in over or underpayment of CalPERS benefits to an employee, and in the case of underpayment may expose Metropolitan to potential liability and/or unfair labor practice charges.

Staff Recommendation

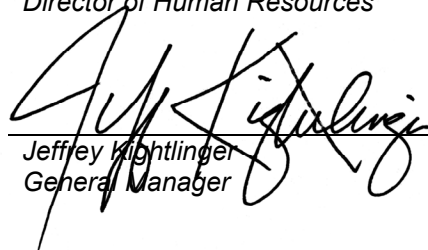
Option #1



Fidencio M. Mares
Director of Human Resources

6/25/2013

Date



Jeffrey Lightlinger
General Manager

6/25/2013

Date

Attachment 1 – Metropolitan Water District of Southern California Salary Schedule

Metropolitan Water District of Southern California
SALARY SCHEDULE

Report ID: MHR828

Page No. 1

As Of Date: 06/24/2013

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Classification Code	Title	Salary Grade	Hourly Range	Monthly Range	Annual Range	Unit Code
YA01	Accountant	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02
VA01	Accounting Tech I	029	\$ 22.46- 29.58	\$ 3,893- 5,127	\$ 46,717- 61,526	02
VA02	Accounting Tech II	034	\$ 25.78- 33.92	\$ 4,469- 5,879	\$ 53,622- 70,554	02
Z27	* Accounts Payable Administrator	053	\$ 43.45- 56.93	\$ 7,531- 9,868	\$ 90,376-118,414	04
YA04	Admin Analyst	044	\$ 33.92- 44.66	\$ 5,879- 7,741	\$ 70,554- 92,893	02
YC01	Admin Analyst I (C)	039	\$ 29.58- 38.89	\$ 5,127- 6,741	\$ 61,526- 80,891	05
YC02	Admin Analyst II (C)	042	\$ 32.11- 42.29	\$ 5,566- 7,330	\$ 66,789- 87,963	05
YC03	* Admin Analyst III (C)	045	\$ 34.87- 45.92	\$ 6,044- 7,959	\$ 72,530- 95,514	05
VA04	Admin Assistant I	031	\$ 23.72- 31.21	\$ 4,111- 5,410	\$ 49,338- 64,917	02
VC01	Admin Assistant I (C)	030	\$ 23.10- 30.38	\$ 4,004- 5,266	\$ 48,048- 63,190	05
VA05	Admin Assistant II	035	\$ 26.53- 34.87	\$ 4,599- 6,044	\$ 55,182- 72,530	02
VC02	Admin Assistant II (C)	034	\$ 25.78- 33.92	\$ 4,469- 5,879	\$ 53,622- 70,554	05
VA06	Admin Assistant III	039	\$ 29.58- 38.89	\$ 5,127- 6,741	\$ 61,526- 80,891	02
VC03	Admin Assistant III (C)	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	05
UA04	Admin Secretary	037	\$ 27.98- 36.84	\$ 4,850- 6,386	\$ 58,198- 76,627	02
937	Aircraft Pilot	046	\$ 35.82- 47.17	\$ 6,209- 8,176	\$ 74,506- 98,114	03
TA12	Aqueduct & Power Dispatcher	045	\$ 34.87- 45.92	\$ 6,044- 7,959	\$ 72,530- 95,514	02
T11	Aqueduct Pump Specialist	044	\$ 33.92- 44.66	\$ 5,879- 7,741	\$ 70,554- 92,893	02
985	* Assistant General Auditor	079	\$ 67.55- 91.03	\$11,709-15,779	\$140,504-189,342	01
YA08	Assoc Biologist	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
YA16	Assoc Chemist	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
YC18	* Assoc Dpty General Counsel (C)	060	\$ 52.53- 68.64	\$ 9,105-11,898	\$109,262-142,771	05
YA26	Assoc Engineer	050	\$ 40.01- 52.53	\$ 6,935- 9,105	\$ 83,221-109,262	02
YA30	Assoc Environmental Specialist	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
YA51	Assoc IT Proj Contr Specialist	039	\$ 29.58- 38.89	\$ 5,127- 6,741	\$ 61,526- 80,891	02
YA71	Assoc Limnologist	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
YA76	Assoc Microbiologist	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
YA84	Assoc Proj Controls Specialist	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02
YA97	Assoc Resource Specialist	049	\$ 38.89- 51.15	\$ 6,741- 8,866	\$ 80,891-106,392	02
YA100	Assoc Water Quality Specialist	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
YA07	Asst Biologist	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02
YA15	Asst Chemist	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02
YA24	Asst Engineer I	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
YA25	Asst Engineer II	046	\$ 35.82- 47.17	\$ 6,209- 8,176	\$ 74,506- 98,114	02
YA28	Asst Env Specialist I	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02
YA29	Asst Env Specialist II	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
Z12	* Asst GM Strategic Wtr Initiatv	091	\$ 93.54-126.04	\$16,214-21,847	\$194,563-262,163	01
032	* Asst General Counsel	084	\$ 77.35-104.27	\$13,407-18,073	\$160,888-216,882	01
Z55	* Asst General Counsel (C)	078	\$ 85.11-111.58	\$14,752-19,341	\$177,029-232,086	05
002	* Asst General Manager & COO	091	\$ 93.54-126.04	\$16,214-21,847	\$194,563-262,163	01
024	* Asst General Manager/CAO	091	\$ 93.54-126.04	\$16,214-21,847	\$194,563-262,163	01
006	* Asst General Manager/CFO	091	\$ 93.54-126.04	\$16,214-21,847	\$194,563-262,163	01
Z02	* Asst Group Manager	074	\$ 76.41-100.12	\$13,244-17,354	\$158,933-208,250	05
YA50	Asst IT Proj Contrl Specialist	033	\$ 25.06- 33.01	\$ 4,344- 5,722	\$ 52,125- 68,661	02
YA70	Asst Limnologist	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02
YA75	Asst Microbiologist	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02
YA83	Asst Proj Controls Specialist	033	\$ 25.06- 33.01	\$ 4,344- 5,722	\$ 52,125- 68,661	02
YA95	Asst Resource Specialist I	042	\$ 32.11- 42.29	\$ 5,566- 7,330	\$ 66,789- 87,963	02
YA96	Asst Resource Specialist II	045	\$ 34.87- 45.92	\$ 6,044- 7,959	\$ 72,530- 95,514	02
Z04D	* Asst Sect Mgr II (Engineering)	069	\$ 66.82- 87.43	\$11,582-15,155	\$138,986-181,854	04
Z04	* Asst Section Manager I	066	\$ 61.71- 80.56	\$10,696-13,964	\$128,357-167,565	04
Z04A	* Asst Section Manager II	068	\$ 65.04- 85.11	\$11,274-14,752	\$135,283-177,029	04
Z04C	* Asst Section Manager II (C)	067	\$ 63.34- 82.81	\$10,979-14,354	\$131,747-172,245	05
TA15	Asst System Operator	041	\$ 31.21- 41.09	\$ 5,410- 7,122	\$ 64,917- 85,467	02
295	* Asst Treasurer	057	\$ 48.46- 63.34	\$ 8,400-10,979	\$100,797-131,747	04
Z52	* Asst Unit Mgr-Conveyance&Distr	064	\$ 58.44- 76.41	\$10,130-13,244	\$121,555-158,933	04
YA99	Asst Water Quality Specialist	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02
Z32	* Audit Administrator	071	\$ 54.45- 73.25	\$ 9,438-12,697	\$113,256-152,360	01
Z29	* Bay-Delta Initiatives Manager	077	\$ 82.81-108.61	\$14,354-18,826	\$172,245-225,909	05
YA09	Biologist	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
U04	* Board Executive Secretary	064	\$ 45.12- 60.60	\$ 7,821-10,504	\$ 93,850-126,048	01
YC06	* Board Specialist (C)	045	\$ 34.87- 45.92	\$ 6,044- 7,959	\$ 72,530- 95,514	05
Z09	* Business Outreach Manager	060	\$ 52.53- 68.64	\$ 9,105-11,898	\$109,262-142,771	04
YA12	Buyer I	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02
YA13	Buyer II	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
YA17	Chemist	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
SA06	Chief Cook	024	\$ 19.53- 25.78	\$ 3,385- 4,469	\$ 40,622- 53,622	02

Metropolitan Water District of Southern California
SALARY SCHEDULE

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Classification Code	Title	Salary Grade	Hourly Range	Monthly Range	Annual Range	Unit Code
Y08	* Chief Deputy General Counsel	077	\$ 82.81-108.61	\$14,354-18,826	\$172,245-225,909	05
YC21	* Chief Dpty General Counsel (C)	074	\$ 76.41-100.12	\$13,244-17,354	\$158,933-208,250	05
XA47	Chief Photographer	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
XA65	Chief Videographer	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
122	Chief of Party	050	\$ 40.01- 52.53	\$ 6,935- 9,105	\$ 83,221-109,262	03
Z42	* Class & Comp Manager	064	\$ 58.44- 76.41	\$10,130-13,244	\$121,555-158,933	05
SA04	Commercial Truck Driver A	037	\$ 27.98- 36.84	\$ 4,850- 6,386	\$ 58,198- 76,627	02
SA05A	Commercial Truck Driver B	037	\$ 27.98- 36.84	\$ 4,850- 6,386	\$ 58,198- 76,627	02
SA05B	Commercial Truck Driver B	033	\$ 25.06- 33.01	\$ 4,344- 5,722	\$ 52,125- 68,661	02
XA01A	Construction Inspector I	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02
XA01B	Construction Inspector I	036	\$ 27.28- 35.82	\$ 4,729- 6,209	\$ 56,742- 74,506	02
XA02A	Construction Inspector II	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
XA02B	Construction Inspector II	041	\$ 31.21- 41.09	\$ 5,410- 7,122	\$ 64,917- 85,467	02
XA03A	Construction Inspector III	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
XA03B	Construction Inspector III	046	\$ 35.82- 47.17	\$ 6,209- 8,176	\$ 74,506- 98,114	02
XA04A	Construction Inspector IV	053	\$ 43.45- 56.93	\$ 7,531- 9,868	\$ 90,376-118,414	02
XA04B	Construction Inspector IV	049	\$ 38.89- 51.15	\$ 6,741- 8,866	\$ 80,891-106,392	02
XA05A	Construction Inspector V	056	\$ 47.17- 61.71	\$ 8,176-10,696	\$ 98,114-128,357	02
XA05B	Construction Inspector V	053	\$ 43.45- 56.93	\$ 7,531- 9,868	\$ 90,376-118,414	02
Z36	* Contoller	072	\$ 72.42- 94.85	\$12,553-16,441	\$150,634-197,288	05
T04	Conveyance&Distrbtn Specialist	047	\$ 36.84- 48.46	\$ 6,386- 8,400	\$ 76,627-100,797	02
XA06	Crane Certification Tech I	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02
XA07	Crane Certification Tech II	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
XA09	Cross Connection Technician	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
YA20	Deputy Auditor I	031	\$ 23.72- 31.21	\$ 4,111- 5,410	\$ 49,338- 64,917	02
YA21	Deputy Auditor II	036	\$ 27.28- 35.82	\$ 4,729- 6,209	\$ 56,742- 74,506	02
YA22	Deputy Auditor III	045	\$ 34.87- 45.92	\$ 6,044- 7,959	\$ 72,530- 95,514	02
Z14	* Deputy GM External Affairs	084	\$ 77.35-104.27	\$13,407-18,073	\$160,888-216,882	01
YC19	* Deputy General Counsel (C)	066	\$ 61.71- 80.56	\$10,696-13,964	\$128,357-167,565	05
VA07	Deputy Treasurer	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
XA11	Designer I	032	\$ 24.41- 32.11	\$ 4,231- 5,566	\$ 50,773- 66,789	02
XA12	Designer II	035	\$ 26.53- 34.87	\$ 4,599- 6,044	\$ 55,182- 72,530	02
XA13	Designer III	039	\$ 29.58- 38.89	\$ 5,127- 6,741	\$ 61,526- 80,891	02
Z41	* Director of Info Tech Services	072	\$ 72.42- 94.85	\$12,553-16,441	\$150,634-197,288	05
Z25	* EEO Manager	068	\$ 65.04- 85.11	\$11,274-14,752	\$135,283-177,029	05
YC25	EHS Field Specialist I (C)	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	05
YC26	EHS Field Specialist II (C)	045	\$ 34.87- 45.92	\$ 6,044- 7,959	\$ 72,530- 95,514	05
YC27	EHS Field Specialist III (C)	050	\$ 40.01- 52.53	\$ 6,935- 9,105	\$ 83,221-109,262	05
168	* Electronic Tech Supervisor	055	\$ 45.92- 60.01	\$ 7,959-10,402	\$ 95,514-124,821	03
YC42	* Employee Relations Specialist	057	\$ 37.43- 50.26	\$ 6,488- 8,712	\$ 77,854-104,541	01
YA27	Engineer	056	\$ 47.17- 61.71	\$ 8,176-10,696	\$ 98,114-128,357	02
984	* Engineering Program Mgr	067	\$ 63.34- 82.81	\$10,979-14,354	\$131,747-172,245	04
XA20A	Engineering Tech I	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02
XA20B	Engineering Tech I	036	\$ 27.28- 35.82	\$ 4,729- 6,209	\$ 56,742- 74,506	02
XA21A	Engineering Tech II	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
XA21B	Engineering Tech II	041	\$ 31.21- 41.09	\$ 5,410- 7,122	\$ 64,917- 85,467	02
XA22A	Engineering Tech III	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
XA22B	Engineering Tech III	046	\$ 35.82- 47.17	\$ 6,209- 8,176	\$ 74,506- 98,114	02
YA31	Environmental Specialist	053	\$ 43.45- 56.93	\$ 7,531- 9,868	\$ 90,376-118,414	02
Z16	* Ethics Officer	FR			\$145,000	00
VC04	Executive Assistant I (C)	044	\$ 33.92- 44.66	\$ 5,879- 7,741	\$ 70,554- 92,893	05
VC05	Executive Assistant II (C)	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	05
021	* Executive Legislative Rep	079	\$ 67.55- 91.03	\$11,709-15,779	\$140,504-189,342	01
Z56	* Executive Legislative Rep (C)	073	\$ 74.41- 97.48	\$12,898-16,897	\$154,773-202,758	05
061	* Executive Secretary	051	\$ 41.09- 53.97	\$ 7,122- 9,355	\$ 85,467-112,258	04
017	* Executive Strategist	073	\$ 74.41- 97.48	\$12,898-16,897	\$154,773-202,758	05
SA07	Facilities Maint Assistant	029	\$ 22.46- 29.58	\$ 3,893- 5,127	\$ 46,717- 61,526	02
TA14	Facilities Maint Mechanic	037	\$ 27.98- 36.84	\$ 4,850- 6,386	\$ 58,198- 76,627	02
YA32	Fleet Coordinator	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
041	* General Auditor	FR			\$196,812	00
031	* General Counsel	FR			\$241,500	00
706	General Maintenance Asst	020	\$ 17.52- 23.10	\$ 3,037- 4,004	\$ 36,442- 48,048	02
001	* General Manager	FR			\$327,987	00
YC22	* Government&Regional Aff Rep(C)	052	\$ 42.29- 55.40	\$ 7,330- 9,603	\$ 87,963-115,232	05
YA37	Graphic Arts Designer	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
XA24	Graphic Technician I	034	\$ 25.78- 33.92	\$ 4,469- 5,879	\$ 53,622- 70,554	02
XA25	Graphic Technician II	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02

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Classification Code	Title	Salary Grade	Hourly Range	Monthly Range	Annual Range	Unit Code
XA26	Graphic Technician III	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
SA08	Grounds Maintenance Worker	029	\$ 22.46- 29.58	\$ 3,893- 5,127	\$ 46,717- 61,526	02
Z01	* Group Manager	077	\$ 82.81-108.61	\$14,354-18,826	\$172,245-225,909	05
VC06	HR Assistant I (C)	030	\$ 23.10- 30.38	\$ 4,004- 5,266	\$ 48,048- 63,190	05
VC07	HR Assistant II (C)	034	\$ 25.78- 33.92	\$ 4,469- 5,879	\$ 53,622- 70,554	05
VC08	HR Assistant III (C)	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	05
Z40	* HRIS Manager	062	\$ 55.40- 72.42	\$ 9,603-12,553	\$115,232-150,634	05
YC30	Human Resources Analyst I (C)	039	\$ 29.58- 38.89	\$ 5,127- 6,741	\$ 61,526- 80,891	05
YC31	Human Resources Analyst II (C)	042	\$ 32.11- 42.29	\$ 5,566- 7,330	\$ 66,789- 87,963	05
YC32	* Human Resources Analyst III(C)	045	\$ 34.87- 45.92	\$ 6,044- 7,959	\$ 72,530- 95,514	05
Z54	* Human Resources Group Manager	084	\$ 77.35-104.27	\$13,407-18,073	\$160,888-216,882	01
Z22	* Human Resources Manager I	073	\$ 57.46- 77.35	\$ 9,960-13,407	\$119,517-160,888	01
Z23	* Human Resources Manager II	076	\$ 62.25- 83.92	\$10,790-14,546	\$129,480-174,554	01
Z24	* Human Resources Manager III	079	\$ 67.55- 91.03	\$11,709-15,779	\$140,504-189,342	01
Z03D	* Human Resources Section Mgr	078	\$ 65.73- 88.58	\$11,393-15,354	\$136,718-184,246	01
T08	Hydroelectric Specialist I	042	\$ 32.11- 42.29	\$ 5,566- 7,330	\$ 66,789- 87,963	02
T05	Hydroelectric Specialist II	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
Y30	* Hydroelectric Supervisor	058	\$ 49.78- 65.04	\$ 8,629-11,274	\$103,542-135,283	03
Y12	* IT Architect-Enterpr Software	063	\$ 56.93- 74.41	\$ 9,868-12,898	\$118,414-154,773	04
XA27A	IT Communication Tech I	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02
XA27B	IT Communication Tech I	035	\$ 26.53- 34.87	\$ 4,599- 6,044	\$ 55,182- 72,530	02
XA28A	IT Communication Tech II	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
XA28B	IT Communication Tech II	040	\$ 30.38- 40.01	\$ 5,266- 6,935	\$ 63,190- 83,221	02
XA29A	IT Communication Tech III	047	\$ 36.84- 48.46	\$ 6,386- 8,400	\$ 76,627-100,797	02
XA29B	IT Communication Tech III	044	\$ 33.92- 44.66	\$ 5,879- 7,741	\$ 70,554- 92,893	02
YA38	IT Enterprise App Analyst I	037	\$ 27.98- 36.84	\$ 4,850- 6,386	\$ 58,198- 76,627	02
YA39	IT Enterprise App Analyst II	042	\$ 32.11- 42.29	\$ 5,566- 7,330	\$ 66,789- 87,963	02
YA40	IT Enterprise App Analyst III	047	\$ 36.84- 48.46	\$ 6,386- 8,400	\$ 76,627-100,797	02
YA33	IT GIS Analyst I	037	\$ 27.98- 36.84	\$ 4,850- 6,386	\$ 58,198- 76,627	02
YA34	IT GIS Analyst II	042	\$ 32.11- 42.29	\$ 5,566- 7,330	\$ 66,789- 87,963	02
YA35	IT GIS Analyst III	047	\$ 36.84- 48.46	\$ 6,386- 8,400	\$ 76,627-100,797	02
YA42	IT Infrastructure Adminstr I	037	\$ 27.98- 36.84	\$ 4,850- 6,386	\$ 58,198- 76,627	02
YA43	IT Infrastructure Adminstr II	042	\$ 32.11- 42.29	\$ 5,566- 7,330	\$ 66,789- 87,963	02
YA44	IT Infrastructure Adminstr III	047	\$ 36.84- 48.46	\$ 6,386- 8,400	\$ 76,627-100,797	02
YA46	IT Network Engineer I	037	\$ 27.98- 36.84	\$ 4,850- 6,386	\$ 58,198- 76,627	02
YA47	IT Network Engineer II	042	\$ 32.11- 42.29	\$ 5,566- 7,330	\$ 66,789- 87,963	02
YA48	IT Network Engineer III	047	\$ 36.84- 48.46	\$ 6,386- 8,400	\$ 76,627-100,797	02
YA52	IT Project Controls Specialist	044	\$ 33.92- 44.66	\$ 5,879- 7,741	\$ 70,554- 92,893	02
YA54	IT Quality Analyst I	037	\$ 27.98- 36.84	\$ 4,850- 6,386	\$ 58,198- 76,627	02
YA55	IT Quality Analyst II	042	\$ 32.11- 42.29	\$ 5,566- 7,330	\$ 66,789- 87,963	02
YA56	IT Quality Analyst III	047	\$ 36.84- 48.46	\$ 6,386- 8,400	\$ 76,627-100,797	02
YA58	IT Software Developer I	037	\$ 27.98- 36.84	\$ 4,850- 6,386	\$ 58,198- 76,627	02
YA59	IT Software Developer II	042	\$ 32.11- 42.29	\$ 5,566- 7,330	\$ 66,789- 87,963	02
YA60	IT Software Developer III	047	\$ 36.84- 48.46	\$ 6,386- 8,400	\$ 76,627-100,797	02
Y05	* IT Specialist -Disaster Recvry	058	\$ 49.78- 65.04	\$ 8,629-11,274	\$103,542-135,283	04
XA31A	IT Support Analyst I	037	\$ 27.98- 36.84	\$ 4,850- 6,386	\$ 58,198- 76,627	02
XA31B	IT Support Analyst I	032	\$ 24.41- 32.11	\$ 4,231- 5,566	\$ 50,773- 66,789	02
XA32A	IT Support Analyst II	042	\$ 32.11- 42.29	\$ 5,566- 7,330	\$ 66,789- 87,963	02
XA32B	IT Support Analyst II	037	\$ 27.98- 36.84	\$ 4,850- 6,386	\$ 58,198- 76,627	02
XA33A	IT Support Analyst III	047	\$ 36.84- 48.46	\$ 6,386- 8,400	\$ 76,627-100,797	02
XA33B	IT Support Analyst III	041	\$ 31.21- 41.09	\$ 5,410- 7,122	\$ 64,917- 85,467	02
YA62	IT System Administrator I	037	\$ 27.98- 36.84	\$ 4,850- 6,386	\$ 58,198- 76,627	02
YA63	IT System Administrator II	042	\$ 32.11- 42.29	\$ 5,566- 7,330	\$ 66,789- 87,963	02
YA64	IT System Administrator III	047	\$ 36.84- 48.46	\$ 6,386- 8,400	\$ 76,627-100,797	02
YC11	Info Tech Analyst I (C)	037	\$ 27.98- 36.84	\$ 4,850- 6,386	\$ 58,198- 76,627	05
YC12	Info Tech Analyst II (C)	042	\$ 32.11- 42.29	\$ 5,566- 7,330	\$ 66,789- 87,963	05
YC13	* Info Tech Analyst III (C)	047	\$ 36.84- 48.46	\$ 6,386- 8,400	\$ 76,627-100,797	05
Y14	* Info Technology Architect	063	\$ 56.93- 74.41	\$ 9,868-12,898	\$118,414-154,773	04
Y06	* Inland Feeder Projects Admintr	058	\$ 49.78- 65.04	\$ 8,629-11,274	\$103,542-135,283	04
Y10	* Inspection Trip Manager	061	\$ 53.97- 70.48	\$ 9,355-12,217	\$112,258-146,598	04
Y17	* Inspection Trip Specialist	058	\$ 49.78- 65.04	\$ 8,629-11,274	\$103,542-135,283	04
184	Inspector IV	050	\$ 40.01- 52.53	\$ 6,935- 9,105	\$ 83,221-109,262	03
XA16	Instrumnt&Cntrl Tech I	035	\$ 26.53- 34.87	\$ 4,599- 6,044	\$ 55,182- 72,530	02
XA17	Instrumnt&Cntrl Tech II	039	\$ 29.58- 38.89	\$ 5,127- 6,741	\$ 61,526- 80,891	02
XA18	Instrumnt&Cntrl Tech III	044	\$ 33.92- 44.66	\$ 5,879- 7,741	\$ 70,554- 92,893	02
XA19	Instrumnt&Cntrl Tech Specialst	047	\$ 36.84- 48.46	\$ 6,386- 8,400	\$ 76,627-100,797	02
716	Inventory Coordinator	044	\$ 33.92- 44.66	\$ 5,879- 7,741	\$ 70,554- 92,893	03

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XA35A	Lab Info Systems Specialist I	042	\$ 32.11- 42.29	\$ 5,566- 7,330	\$ 66,789- 87,963	02
XA35B	Lab Info Systems Specialist I	039	\$ 29.58- 38.89	\$ 5,127- 6,741	\$ 61,526- 80,891	02
XA36A	Lab Info Systems Specialist II	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
XA36B	Lab Info Systems Specialist II	044	\$ 33.92- 44.66	\$ 5,879- 7,741	\$ 70,554- 92,893	02
UA16	Laboratory Assistant I	025	\$ 20.14- 26.53	\$ 3,491- 4,599	\$ 41,891- 55,182	02
UA17	Laboratory Assistant II	029	\$ 22.46- 29.58	\$ 3,893- 5,127	\$ 46,717- 61,526	02
XA40	Laboratory Technologist I	034	\$ 25.78- 33.92	\$ 4,469- 5,879	\$ 53,622- 70,554	02
XA41	Laboratory Technologist II	036	\$ 27.28- 35.82	\$ 4,729- 6,209	\$ 56,742- 74,506	02
YA66	Land Surveyor	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
705	Landscape Maint Coordinator	044	\$ 33.92- 44.66	\$ 5,879- 7,741	\$ 70,554- 92,893	03
XA42A	Landscape Maintenance Tech I	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02
XA42B	Landscape Maintenance Tech I	036	\$ 27.28- 35.82	\$ 4,729- 6,209	\$ 56,742- 74,506	02
XA43A	Landscape Maintenance Tech II	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
XA43B	Landscape Maintenance Tech II	041	\$ 31.21- 41.09	\$ 5,410- 7,122	\$ 64,917- 85,467	02
VA08	Law Clerk	029	\$ 22.46- 29.58	\$ 3,893- 5,127	\$ 46,717- 61,526	02
Z30	* Law Office Administrator (C)	054	\$ 44.66- 58.44	\$ 7,741-10,130	\$ 92,893-121,555	05
YA67	Legal Analyst	044	\$ 33.92- 44.66	\$ 5,879- 7,741	\$ 70,554- 92,893	02
VA09	Legal Assistant I	033	\$ 25.06- 33.01	\$ 4,344- 5,722	\$ 52,125- 68,661	02
VA10	Legal Assistant II	037	\$ 27.98- 36.84	\$ 4,850- 6,386	\$ 58,198- 76,627	02
UC01	Legal Secretary I (C)	028	\$ 21.81- 28.78	\$ 3,780- 4,989	\$ 45,365- 59,862	05
UC02	Legal Secretary II (C)	035	\$ 26.53- 34.87	\$ 4,599- 6,044	\$ 55,182- 72,530	05
YA104	Legal Technology Specialist	047	\$ 36.84- 48.46	\$ 6,386- 8,400	\$ 76,627-100,797	02
Y09	* Legislative Representative	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	05
YA72	Limnologist	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
T06	Lineman	044	\$ 33.92- 44.66	\$ 5,879- 7,741	\$ 70,554- 92,893	02
SA09	Lodging Assistant I	029	\$ 22.46- 29.58	\$ 3,893- 5,127	\$ 46,717- 61,526	02
SA10	Lodging Assistant II	033	\$ 25.06- 33.01	\$ 4,344- 5,722	\$ 52,125- 68,661	02
UA08	Mailroom Assistant I	016	\$ 15.72- 20.66	\$ 2,725- 3,581	\$ 32,698- 42,973	02
UA09	Mailroom Assistant II	021	\$ 18.01- 23.72	\$ 3,122- 4,111	\$ 37,461- 49,338	02
UA10	Mailroom Assistant III	026	\$ 20.66- 27.28	\$ 3,581- 4,729	\$ 42,973- 56,742	02
620	Maintenance Mechanic I	037	\$ 27.98- 36.84	\$ 4,850- 6,386	\$ 58,198- 76,627	02
612	Maintenance Worker I	025	\$ 20.14- 26.53	\$ 3,491- 4,599	\$ 41,891- 55,182	02
613	Maintenance Worker II	029	\$ 22.46- 29.58	\$ 3,893- 5,127	\$ 46,717- 61,526	02
614	Maintenance Worker III	033	\$ 25.06- 33.01	\$ 4,344- 5,722	\$ 52,125- 68,661	02
Z39	* Manager of Admin Services	070	\$ 68.64- 89.83	\$11,898-15,571	\$142,771-186,846	05
Z33	* Manager of Colo RiverResources	072	\$ 72.42- 94.85	\$12,553-16,441	\$150,634-197,288	05
Z35	* Manager of Financial Services	072	\$ 72.42- 94.85	\$12,553-16,441	\$150,634-197,288	05
M81	* Mgt Pr Admin Analyst	054	\$ 44.66- 58.44	\$ 7,741-10,130	\$ 92,893-121,555	04
YA77	Microbiologist	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
186	* Microcomputer Technology Supv	059	\$ 51.15- 66.82	\$ 8,866-11,582	\$106,392-138,986	03
636	* O & M Supervisor	055	\$ 45.92- 60.01	\$ 7,959-10,402	\$ 95,514-124,821	03
S03	+ O&M Tech I	028	\$ 21.81- 28.78	\$ 3,780- 4,989	\$ 45,365- 59,862	02
S03A	+ O&M Tech I	027	\$ 21.24- 27.98	\$ 3,682- 4,850	\$ 44,179- 58,198	02
S03P	+ O&M Tech I	027	\$ 21.24- 27.98	\$ 3,682- 4,850	\$ 44,179- 58,198	02
S02	+ O&M Tech II	032	\$ 24.41- 32.11	\$ 4,231- 5,566	\$ 50,773- 66,789	02
S02A	+ O&M Tech II	031	\$ 23.72- 31.21	\$ 4,111- 5,410	\$ 49,338- 64,917	02
S02P	+ O&M Tech II	031	\$ 23.72- 31.21	\$ 4,111- 5,410	\$ 49,338- 64,917	02
T10	+ O&M Tech III	036	\$ 27.28- 35.82	\$ 4,729- 6,209	\$ 56,742- 74,506	02
T10A	+ O&M Tech III	035	\$ 26.53- 34.87	\$ 4,599- 6,044	\$ 55,182- 72,530	02
T10P	+ O&M Tech III	035	\$ 26.53- 34.87	\$ 4,599- 6,044	\$ 55,182- 72,530	02
T03	+ O&M Tech IV	042	\$ 32.11- 42.29	\$ 5,566- 7,330	\$ 66,789- 87,963	02
T03A	+ O&M Tech IV	041	\$ 31.21- 41.09	\$ 5,410- 7,122	\$ 64,917- 85,467	02
YA80	Oc Health Safety Specialist I	031	\$ 23.72- 31.21	\$ 4,111- 5,410	\$ 49,338- 64,917	02
YA81	Oc Health Safety Specialist II	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02
YA82	Oc Health Safety Specialist III	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
927	* Occ Safety & Health Spec	054	\$ 44.66- 58.44	\$ 7,741-10,130	\$ 92,893-121,555	04
UA11	Office Assistant	026	\$ 20.66- 27.28	\$ 3,581- 4,729	\$ 42,973- 56,742	02
Z53	* Operations Program Manager	067	\$ 63.34- 82.81	\$10,979-14,354	\$131,747-172,245	04
SA11	Ops and Maintenance Assistant	021	\$ 18.01- 23.72	\$ 3,122- 4,111	\$ 37,461- 49,338	02
Z44	* Org Develop & Training Manager	064	\$ 58.44- 76.41	\$10,130-13,244	\$121,555-158,933	05
Z28	* Payroll Administrator	052	\$ 42.29- 55.40	\$ 7,330- 9,603	\$ 87,963-115,232	04
XA45	Photographer I	035	\$ 26.53- 34.87	\$ 4,599- 6,044	\$ 55,182- 72,530	02
XA46	Photographer II	041	\$ 31.21- 41.09	\$ 5,410- 7,122	\$ 64,917- 85,467	02
XA48	Planner Scheduler	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
139	* Plant Laboratory Supervisor	055	\$ 45.92- 60.01	\$ 7,959-10,402	\$ 95,514-124,821	03
519	* Plant Operations Supervisor	058	\$ 49.78- 65.04	\$ 8,629-11,274	\$103,542-135,283	03
YA03	Pr Accountant	049	\$ 38.89- 51.15	\$ 6,741- 8,866	\$ 80,891-106,392	02

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YA06	Pr Admin Analyst	055	\$ 45.92- 60.01	\$ 7,959-10,402	\$ 95,514-124,821	02
YC56	* Pr Admin Analyst	064	\$ 45.12- 60.60	\$ 7,821-10,504	\$ 93,850-126,048	01
YC05	* Pr Admin Analyst (C)	056	\$ 47.17- 61.71	\$ 8,176-10,696	\$ 98,114-128,357	05
Y16	* Pr Architect	064	\$ 58.44- 76.41	\$10,130-13,244	\$121,555-158,933	04
216	* Pr Auditor	058	\$ 49.78- 65.04	\$ 8,629-11,274	\$103,542-135,283	04
YC44	* Pr Benefits Analyst (C)	056	\$ 47.17- 61.71	\$ 8,176-10,696	\$ 98,114-128,357	05
YA11	Pr Biologist	058	\$ 49.78- 65.04	\$ 8,629-11,274	\$103,542-135,283	02
245	* Pr Buyer	055	\$ 45.92- 60.01	\$ 7,959-10,402	\$ 95,514-124,821	04
YA19	Pr Chemist	058	\$ 49.78- 65.04	\$ 8,629-11,274	\$103,542-135,283	02
YC50	* Pr Class & Comp Analyst (C)	056	\$ 47.17- 61.71	\$ 8,176-10,696	\$ 98,114-128,357	05
XA15	Pr Designer	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
YC48	* Pr EEO Analyst (C)	056	\$ 47.17- 61.71	\$ 8,176-10,696	\$ 98,114-128,357	05
YC40	* Pr Emp Relations Specialist	060	\$ 52.53- 68.64	\$ 9,105-11,898	\$109,262-142,771	05
115	* Pr Engineer	064	\$ 58.44- 76.41	\$10,130-13,244	\$121,555-158,933	04
165	* Pr Engineering Technician	058	\$ 49.78- 65.04	\$ 8,629-11,274	\$103,542-135,283	04
925	* Pr Environmental Spec	063	\$ 56.93- 74.41	\$ 9,868-12,898	\$118,414-154,773	04
YC24	* Pr Government&Region AffRep(C)	060	\$ 52.53- 68.64	\$ 9,105-11,898	\$109,262-142,771	05
YC52	* Pr HR Training Specialist (C)	055	\$ 45.92- 60.01	\$ 7,959-10,402	\$ 95,514-124,821	05
YC46	* Pr HRIS Analyst (C)	056	\$ 47.17- 61.71	\$ 8,176-10,696	\$ 98,114-128,357	05
231	* Pr Info Tech Analyst	056	\$ 47.17- 61.71	\$ 8,176-10,696	\$ 98,114-128,357	04
YC15	* Pr Info Tech Analyst (C)	059	\$ 51.15- 66.82	\$ 8,866-11,582	\$106,392-138,986	05
Y07	* Pr Land Surveyor	058	\$ 49.78- 65.04	\$ 8,629-11,274	\$103,542-135,283	04
YA69	Pr Legal Analyst	055	\$ 45.92- 60.01	\$ 7,959-10,402	\$ 95,514-124,821	02
022	* Pr Legislative Representative	068	\$ 50.26- 67.55	\$ 8,712-11,709	\$104,541-140,504	01
YA74	Pr Limnologist	058	\$ 49.78- 65.04	\$ 8,629-11,274	\$103,542-135,283	02
YA79	Pr Microbiologist	058	\$ 49.78- 65.04	\$ 8,629-11,274	\$103,542-135,283	02
289	* Pr Public Affairs Rep	058	\$ 49.78- 65.04	\$ 8,629-11,274	\$103,542-135,283	04
275	* Pr Real Estate Rep	053	\$ 43.45- 56.93	\$ 7,531- 9,868	\$ 90,376-118,414	04
YC54	* Pr Recruitment Specialist (C)	056	\$ 47.17- 61.71	\$ 8,176-10,696	\$ 98,114-128,357	05
933	* Pr Resource Specialist	063	\$ 56.93- 74.41	\$ 9,868-12,898	\$118,414-154,773	04
223	* Pr Systems Analyst	054	\$ 44.66- 58.44	\$ 7,741-10,130	\$ 92,893-121,555	04
YC17	* Pr Training Administrator (C)	056	\$ 47.17- 61.71	\$ 8,176-10,696	\$ 98,114-128,357	05
YC10	* Pr Training Specialist (C)	056	\$ 47.17- 61.71	\$ 8,176-10,696	\$ 98,114-128,357	05
YA103	Pr Water Quality Specialist	058	\$ 49.78- 65.04	\$ 8,629-11,274	\$103,542-135,283	02
S01	Pre-Apprentice	016	\$ 15.72- 20.66	\$ 2,725- 3,581	\$ 32,698- 42,973	02
XA50	Production Planner	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
Z13A	* Program Manager I	060	\$ 52.53- 68.64	\$ 9,105-11,898	\$109,262-142,771	04
Z13D	* Program Manager I	066	\$ 47.69- 63.99	\$ 8,266-11,092	\$ 99,195-133,099	01
Z13G	* Program Manager I (C)	060	\$ 52.53- 68.64	\$ 9,105-11,898	\$109,262-142,771	05
Z13B	* Program Manager II	063	\$ 56.93- 74.41	\$ 9,868-12,898	\$118,414-154,773	04
Z13E	* Program Manager II	069	\$ 51.62- 69.40	\$ 8,947-12,029	\$107,370-144,352	01
Z13H	* Program Manager II (C)	063	\$ 56.93- 74.41	\$ 9,868-12,898	\$118,414-154,773	05
Z13C	* Program Manager III	066	\$ 61.71- 80.56	\$10,696-13,964	\$128,357-167,565	04
Z13F	* Program Manager III	072	\$ 55.92- 75.30	\$ 9,693-13,052	\$116,314-156,624	01
Z13I	* Program Manager III (C)	066	\$ 61.71- 80.56	\$10,696-13,964	\$128,357-167,565	05
YA85	Project Controls Specialist	044	\$ 33.92- 44.66	\$ 5,879- 7,741	\$ 70,554- 92,893	02
YA87	Public Affairs Rep I	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02
YA88	Public Affairs Rep II	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
T01	Pump Plant Specialist	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
YA90	Quality Assurance Officer	056	\$ 47.17- 61.71	\$ 8,176-10,696	\$ 98,114-128,357	02
YA91	Real Estate Representative I	037	\$ 27.98- 36.84	\$ 4,850- 6,386	\$ 58,198- 76,627	02
YA92	Real Estate Representative II	042	\$ 32.11- 42.29	\$ 5,566- 7,330	\$ 66,789- 87,963	02
YA93	Real Estate Representative III	046	\$ 35.82- 47.17	\$ 6,209- 8,176	\$ 74,506- 98,114	02
Z34	* Real Property Asset Manager	076	\$ 62.25- 83.92	\$10,790-14,546	\$129,480-174,554	01
UA12	Reprographics Technician I	023	\$ 19.04- 25.06	\$ 3,300- 4,344	\$ 39,603- 52,125	02
UA13	Reprographics Technician II	028	\$ 21.81- 28.78	\$ 3,780- 4,989	\$ 45,365- 59,862	02
UA14	Reprographics Technician III	031	\$ 23.72- 31.21	\$ 4,111- 5,410	\$ 49,338- 64,917	02
YA98	Resource Specialist	055	\$ 45.92- 60.01	\$ 7,959-10,402	\$ 95,514-124,821	02
Z03	* Section Manager I	068	\$ 65.04- 85.11	\$11,274-14,752	\$135,283-177,029	04
Z03B	* Section Manager I (C)	067	\$ 63.34- 82.81	\$10,979-14,354	\$131,747-172,245	05
Z03A	* Section Manager II	070	\$ 68.64- 89.83	\$11,898-15,571	\$142,771-186,846	04
Z03C	* Section Manager II (C)	069	\$ 66.82- 87.43	\$11,582-15,155	\$138,986-181,854	05
Z03E	* Section Manager II-Engineering	071	\$ 70.48- 92.33	\$12,217-16,004	\$146,598-192,046	04
Z51	* Section Mgr-Conveyance&Distrbn	071	\$ 70.48- 92.33	\$12,217-16,004	\$146,598-192,046	04
Z47	* Section Mgr-Ops Safety&Env Srv	070	\$ 68.64- 89.83	\$11,898-15,571	\$142,771-186,846	04
Z48	* Section Mgr-Ops Support Srvcs	070	\$ 68.64- 89.83	\$11,898-15,571	\$142,771-186,846	04
Z45	* Section Mgr-Power Ops&Planning	070	\$ 68.64- 89.83	\$11,898-15,571	\$142,771-186,846	04

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Z46	* Section Mgr-Water Ops&Planning	070	\$ 68.64- 89.83	\$11,898-15,571	\$142,771-186,846	04
Z50	* Section Mgr-Water Quality	071	\$ 70.48- 92.33	\$12,217-16,004	\$146,598-192,046	04
Z49	* Section Mgr-Water Treatment	071	\$ 70.48- 92.33	\$12,217-16,004	\$146,598-192,046	04
WC01	Security Specialist (C)	051	\$ 41.09- 53.97	\$ 7,122- 9,355	\$ 85,467-112,258	05
Z16A	* Special Projects Manager	072	\$ 72.42- 94.85	\$12,553-16,441	\$150,634-197,288	05
YA02	Sr Accountant	045	\$ 34.87- 45.92	\$ 6,044- 7,959	\$ 72,530- 95,514	02
VA03	Sr Accounting Tech	039	\$ 29.58- 38.89	\$ 5,127- 6,741	\$ 61,526- 80,891	02
YA05	Sr Admin Analyst	049	\$ 38.89- 51.15	\$ 6,741- 8,866	\$ 80,891-106,392	02
YC04	* Sr Admin Analyst (C)	049	\$ 38.89- 51.15	\$ 6,741- 8,866	\$ 80,891-106,392	05
Y01	* Sr Architect	059	\$ 51.15- 66.82	\$ 8,866-11,582	\$106,392-138,986	04
YC43	* Sr Benefits Analyst (C)	049	\$ 38.89- 51.15	\$ 6,741- 8,866	\$ 80,891-106,392	05
YA10	Sr Biologist	053	\$ 43.45- 56.93	\$ 7,531- 9,868	\$ 90,376-118,414	02
YC07	* Sr Board Specialist (C)	050	\$ 40.01- 52.53	\$ 6,935- 9,105	\$ 83,221-109,262	05
YA14	Sr Buyer	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
YA18	Sr Chemist	053	\$ 43.45- 56.93	\$ 7,531- 9,868	\$ 90,376-118,414	02
YC49	* Sr Class & Comp Analyst (C)	049	\$ 38.89- 51.15	\$ 6,741- 8,866	\$ 80,891-106,392	05
XA08	Sr Crane Certification Tech	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
XA10	Sr Cross Connection Tech	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
Z11	* Sr Dep Gen Counsel Lbr Reltns	079	\$ 67.55- 91.03	\$11,709-15,779	\$140,504-189,342	01
YA23	Sr Deputy Auditor	052	\$ 42.29- 55.40	\$ 7,330- 9,603	\$ 87,963-115,232	02
XA14	Sr Designer	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
YC20	* Sr Dpty General Counsel (C)	071	\$ 70.48- 92.33	\$12,217-16,004	\$146,598-192,046	05
YC47	* Sr EEO Analyst (C)	049	\$ 38.89- 51.15	\$ 6,741- 8,866	\$ 80,891-106,392	05
YC28	* Sr EHS Field Specialist (C)	053	\$ 43.45- 56.93	\$ 7,531- 9,868	\$ 90,376-118,414	05
YC41	* Sr Emp Relations Specialist	054	\$ 44.66- 58.44	\$ 7,741-10,130	\$ 92,893-121,555	05
114	* Sr Engineer	059	\$ 51.15- 66.82	\$ 8,866-11,582	\$106,392-138,986	04
XA23A	Sr Engineering Technician	053	\$ 43.45- 56.93	\$ 7,531- 9,868	\$ 90,376-118,414	02
XA23B	Sr Engineering Technician	052	\$ 42.29- 55.40	\$ 7,330- 9,603	\$ 87,963-115,232	02
924	* Sr Environmental Specialist	059	\$ 51.15- 66.82	\$ 8,866-11,582	\$106,392-138,986	03
YC04A	* Sr Financial Analyst (C)	051	\$ 41.09- 53.97	\$ 7,122- 9,355	\$ 85,467-112,258	05
YC23	* Sr Government&Region AffRep(C)	057	\$ 48.46- 63.34	\$ 8,400-10,979	\$100,797-131,747	05
YC51	* Sr HR Training Specialist (C)	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	05
YC45	* Sr HRIS Analyst (C)	049	\$ 38.89- 51.15	\$ 6,741- 8,866	\$ 80,891-106,392	05
XA30A	Sr IT Communication Technician	050	\$ 40.01- 52.53	\$ 6,935- 9,105	\$ 83,221-109,262	02
XA30B	Sr IT Communication Technician	047	\$ 36.84- 48.46	\$ 6,386- 8,400	\$ 76,627-100,797	02
YA41	Sr IT Enterprise App Analyst	052	\$ 42.29- 55.40	\$ 7,330- 9,603	\$ 87,963-115,232	02
YA36	Sr IT GIS Analyst	052	\$ 42.29- 55.40	\$ 7,330- 9,603	\$ 87,963-115,232	02
YA45	Sr IT Infrastructure Adminstr	052	\$ 42.29- 55.40	\$ 7,330- 9,603	\$ 87,963-115,232	02
YA49	Sr IT Network Engineer	053	\$ 43.45- 56.93	\$ 7,531- 9,868	\$ 90,376-118,414	02
YA53	Sr IT Proj Controls Specialist	049	\$ 38.89- 51.15	\$ 6,741- 8,866	\$ 80,891-106,392	02
YA57	Sr IT Quality Analyst	052	\$ 42.29- 55.40	\$ 7,330- 9,603	\$ 87,963-115,232	02
YA61	Sr IT Software Developer	052	\$ 42.29- 55.40	\$ 7,330- 9,603	\$ 87,963-115,232	02
XA34A	Sr IT Support Analyst	051	\$ 41.09- 53.97	\$ 7,122- 9,355	\$ 85,467-112,258	02
XA34B	Sr IT Support Analyst	045	\$ 34.87- 45.92	\$ 6,044- 7,959	\$ 72,530- 95,514	02
YA65	Sr IT System Administrator	052	\$ 42.29- 55.40	\$ 7,330- 9,603	\$ 87,963-115,232	02
201	* Sr Info Systems Auditor	055	\$ 45.92- 60.01	\$ 7,959-10,402	\$ 95,514-124,821	04
YC14	* Sr Info Tech Analyst (C)	052	\$ 42.29- 55.40	\$ 7,330- 9,603	\$ 87,963-115,232	05
XA37A	Sr Lab Info Systems Specialist	053	\$ 43.45- 56.93	\$ 7,531- 9,868	\$ 90,376-118,414	02
XA37B	Sr Lab Info Systems Specialist	049	\$ 38.89- 51.15	\$ 6,741- 8,866	\$ 80,891-106,392	02
XA44A	Sr Landscape Maintenance Tech	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
XA44B	Sr Landscape Maintenance Tech	046	\$ 35.82- 47.17	\$ 6,209- 8,176	\$ 74,506- 98,114	02
YA68	Sr Legal Analyst	049	\$ 38.89- 51.15	\$ 6,741- 8,866	\$ 80,891-106,392	02
VA11	Sr Legal Assistant	039	\$ 29.58- 38.89	\$ 5,127- 6,741	\$ 61,526- 80,891	02
UC03	Sr Legal Secretary (C)	040	\$ 30.38- 40.01	\$ 5,266- 6,935	\$ 63,190- 83,221	05
YA73	Sr Limnologist	053	\$ 43.45- 56.93	\$ 7,531- 9,868	\$ 90,376-118,414	02
YA78	Sr Microbiologist	053	\$ 43.45- 56.93	\$ 7,531- 9,868	\$ 90,376-118,414	02
928	* Sr Occup Safety & Health Spec	058	\$ 49.78- 65.04	\$ 8,629-11,274	\$103,542-135,283	04
XA49	Sr Planner Scheduler	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
YA86	Sr Project Controls Specialist	049	\$ 38.89- 51.15	\$ 6,741- 8,866	\$ 80,891-106,392	02
YA89	Sr Public Affairs Rep	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
YA94	Sr Real Estate Representative	050	\$ 40.01- 52.53	\$ 6,935- 9,105	\$ 83,221-109,262	02
YC53	* Sr Recruitment Specialist (C)	049	\$ 38.89- 51.15	\$ 6,741- 8,866	\$ 80,891-106,392	05
UA15	Sr Reprographic Technician	034	\$ 25.78- 33.92	\$ 4,469- 5,879	\$ 53,622- 70,554	02
155	* Sr Research Chemist	058	\$ 49.78- 65.04	\$ 8,629-11,274	\$103,542-135,283	03
932	* Sr Resource Specialist	059	\$ 51.15- 66.82	\$ 8,866-11,582	\$106,392-138,986	03
XA56	Sr System Operations Tech	053	\$ 43.45- 56.93	\$ 7,531- 9,868	\$ 90,376-118,414	02
TA17	Sr System Operator	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02

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Classification Code	Title	Salary Grade	Hourly Range	Monthly Range	Annual Range	Unit Code
XA62A	Sr Technical Writer	053	\$ 43.45- 56.93	\$ 7,531- 9,868	\$ 90,376-118,414	02
XA62B	Sr Technical Writer	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
YC16	* Sr Training Administrator (C)	051	\$ 41.09- 53.97	\$ 7,122- 9,355	\$ 85,467-112,258	05
YC09	* Sr Training Specialist (C)	050	\$ 40.01- 52.53	\$ 6,935- 9,105	\$ 83,221-109,262	05
YA102	Sr Water Quality Specialist	053	\$ 43.45- 56.93	\$ 7,531- 9,868	\$ 90,376-118,414	02
XA69	Sr Water Quality Technician	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
V01	* Staff Assistant to the GM	070	\$ 53.04- 71.33	\$ 9,194-12,364	\$110,323-148,366	01
Z43	* Staffing Manager	062	\$ 55.40- 72.42	\$ 9,603-12,553	\$115,232-150,634	05
VA12	Storekeeper I	026	\$ 20.66- 27.28	\$ 3,581- 4,729	\$ 42,973- 56,742	02
VA13	Storekeeper II	031	\$ 23.72- 31.21	\$ 4,111- 5,410	\$ 49,338- 64,917	02
VA14	Storekeeper III	035	\$ 26.53- 34.87	\$ 4,599- 6,044	\$ 55,182- 72,530	02
Y13	Student Intern	025	\$ 15.56- 21.05	\$ 2,697- 3,649	\$ 32,365- 43,784	01
S04	Student Intern Desert	002	\$ 8.32- 11.23	\$ 1,442- 1,947	\$ 17,306- 23,358	01
260	* Supervising Admin Analyst	049	\$ 38.89- 51.15	\$ 6,741- 8,866	\$ 80,891-106,392	03
XA51A	Survey and Mapping Tech I	036	\$ 27.28- 35.82	\$ 4,729- 6,209	\$ 56,742- 74,506	02
XA51B	Survey and Mapping Tech I	034	\$ 25.78- 33.92	\$ 4,469- 5,879	\$ 53,622- 70,554	02
XA52A	Survey and Mapping Tech II	040	\$ 30.38- 40.01	\$ 5,266- 6,935	\$ 63,190- 83,221	02
XA52B	Survey and Mapping Tech II	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02
XA53A	Survey and Mapping Tech III	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
XA53B	Survey and Mapping Tech III	042	\$ 32.11- 42.29	\$ 5,566- 7,330	\$ 66,789- 87,963	02
XA54A	Survey and Mapping Tech IV	053	\$ 43.45- 56.93	\$ 7,531- 9,868	\$ 90,376-118,414	02
XA54B	Survey and Mapping Tech IV	046	\$ 35.82- 47.17	\$ 6,209- 8,176	\$ 74,506- 98,114	02
XA55	System Operations Technician	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
TA16	System Operator	045	\$ 34.87- 45.92	\$ 6,044- 7,959	\$ 72,530- 95,514	02
Z06A	* Team Manager I	055	\$ 45.92- 60.01	\$ 7,959-10,402	\$ 95,514-124,821	03
Z06H	* Team Manager I	055	\$ 45.92- 60.01	\$ 7,959-10,402	\$ 95,514-124,821	04
Z06O	* Team Manager I (C)	054	\$ 44.66- 58.44	\$ 7,741-10,130	\$ 92,893-121,555	05
Z06B	* Team Manager II	056	\$ 47.17- 61.71	\$ 8,176-10,696	\$ 98,114-128,357	03
Z06I	* Team Manager II	056	\$ 47.17- 61.71	\$ 8,176-10,696	\$ 98,114-128,357	04
Z06P	* Team Manager II (C)	055	\$ 45.92- 60.01	\$ 7,959-10,402	\$ 95,514-124,821	05
Z06C	* Team Manager III	058	\$ 49.78- 65.04	\$ 8,629-11,274	\$103,542-135,283	03
Z06J	* Team Manager III	058	\$ 49.78- 65.04	\$ 8,629-11,274	\$103,542-135,283	04
Z06Q	* Team Manager III (C)	057	\$ 48.46- 63.34	\$ 8,400-10,979	\$100,797-131,747	05
Z06D	* Team Manager IV	059	\$ 51.15- 66.82	\$ 8,866-11,582	\$106,392-138,986	03
Z06K	* Team Manager IV	059	\$ 51.15- 66.82	\$ 8,866-11,582	\$106,392-138,986	04
Z06R	* Team Manager IV (C)	058	\$ 49.78- 65.04	\$ 8,629-11,274	\$103,542-135,283	05
Z06V	* Team Manager IV (Desert)	061	\$ 53.97- 70.48	\$ 9,355-12,217	\$112,258-146,598	04
Z06E	* Team Manager V	060	\$ 52.53- 68.64	\$ 9,105-11,898	\$109,262-142,771	03
Z06L	* Team Manager V	060	\$ 52.53- 68.64	\$ 9,105-11,898	\$109,262-142,771	04
Z06S	* Team Manager V (C)	060	\$ 52.53- 68.64	\$ 9,105-11,898	\$109,262-142,771	05
Z06F	* Team Manager VI	064	\$ 58.44- 76.41	\$10,130-13,244	\$121,555-158,933	03
Z06M	* Team Manager VI	064	\$ 58.44- 76.41	\$10,130-13,244	\$121,555-158,933	04
Z06T	* Team Manager VI (C)	063	\$ 56.93- 74.41	\$ 9,868-12,898	\$118,414-154,773	05
Z06G	* Team Manager VII	065	\$ 60.01- 78.46	\$10,402-13,600	\$124,821-163,197	03
Z06N	* Team Manager VII	065	\$ 60.01- 78.46	\$10,402-13,600	\$124,821-163,197	04
Z06U	* Team Manager VII (C)	064	\$ 58.44- 76.41	\$10,130-13,244	\$121,555-158,933	05
XA57	Technical Illustrator I	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02
XA58	Technical Illustrator II	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
XA59A	Technical Writer I	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02
XA59B	Technical Writer I	034	\$ 25.78- 33.92	\$ 4,469- 5,879	\$ 53,622- 70,554	02
XA60A	Technical Writer II	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
XA60B	Technical Writer II	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02
XA61A	Technical Writer III	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
XA61B	Technical Writer III	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
YC55	* Training Administrator	045	\$ 34.87- 45.92	\$ 6,044- 7,959	\$ 72,530- 95,514	05
Y15	* Training Logistics Specialist	059	\$ 51.15- 66.82	\$ 8,866-11,582	\$106,392-138,986	03
YC08	* Training Specialist (C)	045	\$ 34.87- 45.92	\$ 6,044- 7,959	\$ 72,530- 95,514	05
VA15	Treasury Administrator	039	\$ 29.58- 38.89	\$ 5,127- 6,741	\$ 61,526- 80,891	02
T07	Treatment Plant Specialist	047	\$ 36.84- 48.46	\$ 6,386- 8,400	\$ 76,627-100,797	02
Z05A	* Unit Manager I	061	\$ 53.97- 70.48	\$ 9,355-12,217	\$112,258-146,598	04
Z05F	* Unit Manager I (C)	060	\$ 52.53- 68.64	\$ 9,105-11,898	\$109,262-142,771	05
Z05B	* Unit Manager II	063	\$ 56.93- 74.41	\$ 9,868-12,898	\$118,414-154,773	04
Z05G	* Unit Manager II (C)	062	\$ 55.40- 72.42	\$ 9,603-12,553	\$115,232-150,634	05
Z05C	* Unit Manager III	064	\$ 58.44- 76.41	\$10,130-13,244	\$121,555-158,933	04
Z05H	* Unit Manager III (C)	063	\$ 56.93- 74.41	\$ 9,868-12,898	\$118,414-154,773	05
Z05D	* Unit Manager IV	065	\$ 60.01- 78.46	\$10,402-13,600	\$124,821-163,197	04
Z05I	* Unit Manager IV (C)	064	\$ 58.44- 76.41	\$10,130-13,244	\$121,555-158,933	05

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Z05E	* Unit Manager V	066	\$ 61.71- 80.56	\$10,696-13,964	\$128,357-167,565	04
Z05J	* Unit Manager V (C)	066	\$ 61.71- 80.56	\$10,696-13,964	\$128,357-167,565	05
Z05K	* Unit Manager V (Engineering)	067	\$ 63.34- 82.81	\$10,979-14,354	\$131,747-172,245	04
XA63	Videographer I	035	\$ 26.53- 34.87	\$ 4,599- 6,044	\$ 55,182- 72,530	02
XA64	Videographer II	041	\$ 31.21- 41.09	\$ 5,410- 7,122	\$ 64,917- 85,467	02
YA101	Water Quality Specialist	048	\$ 37.86- 49.78	\$ 6,562- 8,629	\$ 78,749-103,542	02
XA66	Water Quality Technician I	033	\$ 25.06- 33.01	\$ 4,344- 5,722	\$ 52,125- 68,661	02
XA67	Water Quality Technician II	038	\$ 28.78- 37.86	\$ 4,989- 6,562	\$ 59,862- 78,749	02
XA68	Water Quality Technician III	043	\$ 33.01- 43.45	\$ 5,722- 7,531	\$ 68,661- 90,376	02
XA70A	Water Sampling Field Tech	033	\$ 25.06- 33.01	\$ 4,344- 5,722	\$ 52,125- 68,661	02
XA70B	Water Sampling Field Tech	030	\$ 23.10- 30.38	\$ 4,004- 5,266	\$ 48,048- 63,190	02
Z38	* Workers Compensation Manager	066	\$ 61.71- 80.56	\$10,696-13,964	\$128,357-167,565	05
TA18	Wtr Trtment Plant Operator I	035	\$ 26.53- 34.87	\$ 4,599- 6,044	\$ 55,182- 72,530	02
TA19	Wtr Trtment Plant Operator II	040	\$ 30.38- 40.01	\$ 5,266- 6,935	\$ 63,190- 83,221	02
TA20	Wtr Trtment Plant Operator III	045	\$ 34.87- 45.92	\$ 6,044- 7,959	\$ 72,530- 95,514	02

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- Unit Code

00 - Executive
01 - Unrepresented
02 - AFSCME Local 1902
03 - Supervisors Association
04 - Management&Professional Assoc
05 - Assoc of Conf Employees

* Not Eligible for Overtime

O&M Tech Titles

- + O&M Tech I
 - S03A (Grade 27): Carpenter, Coater, Equipment Operator, Fleet, Plumber, Welder-Fabricator
 - S03 (Grade 28): Electrical, HVAC, Machinist, Mechanical
 - S03P (Grade 27 - Apprentice): Electrical, Mechanical
- + O&M Tech II
 - S02A (Grade 31): Carpenter, Coater, Equipment Operator, Fleet, Plumber, Welder-Fabricator
 - S02 (Grade 32): Electrical, HVAC, Machinist, Mechanical
 - S02P (Grade 31 - Apprentice): Electrical, Mechanical
- + O&M Tech III
 - T10A (Grade 35): Carpenter, Coater, Equipment Operator, Fleet, Plumber, Welder-Fabricator
 - T10 (Grade 36): Electrical, HVAC, Machinist, Mechanical
 - T10P (Grade 35 - Apprentice): Electrical, Mechanical
- + O&M Tech IV
 - T03A (Grade 41): Carpenter, Coater, Equipment Operator, Fleet, Plumber, Welder-Fabricator
 - T03 (Grade 42): Electrical, HVAC, Machinist, Mechanical

End of Report