

# COMPENSATION SCHEDULE

Approved by the Board of Directors on May 13, 2025 per Resolution No. 2025-5-2. Effective July 13, 2025

POSITION	RANGE	HOURLY		MONTHLY		ANNUAL	
		Low	High	Low	High	Low	High
ACCOUNT CLERK I	24	\$ 27.01	\$ 35.10	\$ 4,681.73	\$ 6,084.00	\$ 56,180.80	\$ 73,008.00
ACCOUNT CLERK II	32	\$ 31.62	\$ 41.11	\$ 5,480.80	\$ 7,125.73	\$ 65,769.60	\$ 85,508.80
ACCOUNTANT I	47	\$ 42.56	\$ 55.35	\$ 7,377.07	\$ 9,594.00	\$ 88,524.80	\$ 115,128.00
ACCOUNTANT II	55	\$ 49.88	\$ 64.85	\$ 8,645.87	\$ 11,240.67	\$ 103,750.40	\$ 134,888.00
ADMINISTRATIVE ASSISTANT I	28	\$ 29.22	\$ 37.98	\$ 5,064.80	\$ 6,583.20	\$ 60,777.60	\$ 78,998.40
ADMINISTRATIVE ASSISTANT II	36	\$ 34.24	\$ 44.52	\$ 5,934.93	\$ 7,716.80	\$ 71,219.20	\$ 92,601.60
ASSISTANT ENGINEER	53	\$ 47.94	\$ 62.31	\$ 8,309.60	\$ 10,800.40	\$ 99,715.20	\$ 129,604.80
ASSISTANT GENERAL MANAGER	96	\$ 112.33	\$ 146.03	\$ 19,470.83	\$ 25,311.92	\$ 233,650.00	\$ 303,743.00
ASSOCIATE ENGINEER	58	\$ 52.94	\$ 68.81	\$ 9,176.27	\$ 11,927.07	\$ 110,115.20	\$ 143,124.80
CHIEF FINANCIAL OFFICER/DIRECTOR OF FINANCE	91	\$ 101.74	\$ 132.27	\$ 17,635.50	\$ 22,926.17	\$ 211,626.00	\$ 275,114.00
CONTROLS ANALYST	58	\$ 52.94	\$ 68.81	\$ 9,176.27	\$ 11,927.07	\$ 110,115.20	\$ 143,124.80
CUSTOMER SERVICE MANAGER	74	\$ 72.66	\$ 94.46	\$ 12,594.58	\$ 16,373.00	\$ 151,135.00	\$ 196,476.00
CUSTOMER SERVICE REPRESENTATIVE I	24	\$ 27.01	\$ 35.10	\$ 4,681.73	\$ 6,084.00	\$ 56,180.80	\$ 73,008.00
CUSTOMER SERVICE REPRESENTATIVE II	32	\$ 31.62	\$ 41.11	\$ 5,480.80	\$ 7,125.73	\$ 65,769.60	\$ 85,508.80
DEPUTY DIRECTOR OF ENGINEERING	84	\$ 88.57	\$ 115.15	\$ 15,352.75	\$ 19,958.58	\$ 184,233.00	\$ 239,503.00
DEPUTY DIRECTOR OF EXECUTIVE SERVICES	84	\$ 88.57	\$ 115.15	\$ 15,352.75	\$ 19,958.58	\$ 184,233.00	\$ 239,503.00
DEPUTY DIRECTOR OF FINANCE	84	\$ 88.57	\$ 115.15	\$ 15,352.75	\$ 19,958.58	\$ 184,233.00	\$ 239,503.00
DEPUTY DIRECTOR OF HR/RISK MGMT	84	\$ 88.57	\$ 115.15	\$ 15,352.75	\$ 19,958.58	\$ 184,233.00	\$ 239,503.00
DEPUTY DIRECTOR OF OPERATIONS	84	\$ 88.57	\$ 115.15	\$ 15,352.75	\$ 19,958.58	\$ 184,233.00	\$ 239,503.00
DIRECTOR OF HUMAN RESOURCES & RISK MANAGEMENT	87	\$ 93.99	\$ 122.19	\$ 16,292.00	\$ 21,179.67	\$ 195,504.00	\$ 254,156.00
DIRECTOR OF OPERATIONS	91	\$ 101.74	\$ 132.27	\$ 17,635.50	\$ 22,926.17	\$ 211,626.00	\$ 275,114.00
ELECTRICAL/INSTRUMENTATION TECHNICIAN I	42	\$ 38.56	\$ 50.13	\$ 6,683.73	\$ 8,689.20	\$ 80,204.80	\$ 104,270.40
ELECTRICAL/INSTRUMENTATION TECHNICIAN II	50	\$ 45.17	\$ 58.74	\$ 7,829.47	\$ 10,181.60	\$ 93,953.60	\$ 122,179.20
ENGINEERING INSPECTOR I	40	\$ 37.06	\$ 48.17	\$ 6,423.73	\$ 8,349.47	\$ 77,084.80	\$ 100,193.60
ENGINEERING INSPECTOR II	48	\$ 43.43	\$ 56.45	\$ 7,527.87	\$ 9,784.67	\$ 90,334.40	\$ 117,416.00
ENGINEERING MANAGER (CAPITAL & DEVELOPMENT)	78	\$ 78.65	\$ 102.25	\$ 13,632.83	\$ 17,722.67	\$ 163,594.00	\$ 212,672.00
ENGINEERING MANAGER (PLANNING & WATER RESOURCES)	78	\$ 78.65	\$ 102.25	\$ 13,632.83	\$ 17,722.67	\$ 163,594.00	\$ 212,672.00

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		Low	High	Low	High	Low	High
ENGINEERING TECHNICIAN I	36	\$ 34.24	\$ 44.52	\$ 5,934.93	\$ 7,716.80	\$ 71,219.20	\$ 92,601.60
ENGINEERING TECHNICIAN II	44	\$ 40.12	\$ 52.16	\$ 6,954.13	\$ 9,041.07	\$ 83,449.60	\$ 108,492.80
ENVIRONMENTAL COMPLIANCE SUPERVISOR	62	\$ 57.29	\$ 74.48	\$ 9,930.58	\$ 12,909.67	\$ 119,167.00	\$ 154,916.00
ENVIRONMENTAL SERVICES SUPERVISOR	64	\$ 59.61	\$ 77.49	\$ 10,332.50	\$ 13,432.33	\$ 123,990.00	\$ 161,188.00
EXECUTIVE SERVICES ADMINISTRATOR/DISTRICT CLERK	64	\$ 59.61	\$ 77.49	\$ 10,332.50	\$ 13,432.33	\$ 123,990.00	\$ 161,188.00
FACILITIES MAINTENANCE SPECIALIST I	29	\$ 29.80	\$ 38.75	\$ 5,165.33	\$ 6,716.67	\$ 61,984.00	\$ 80,600.00
FACILITIES MAINTENANCE SPECIALIST II	37	\$ 34.92	\$ 45.41	\$ 6,052.80	\$ 7,871.07	\$ 72,633.60	\$ 94,452.80
FACILITIES MAINTENANCE WORKER	12	\$ 21.29	\$ 27.66	\$ 3,690.27	\$ 4,794.40	\$ 44,283.20	\$ 57,532.80
FIELD SERVICE TECHNICIAN I	30	\$ 30.41	\$ 39.52	\$ 5,271.07	\$ 6,850.13	\$ 63,252.80	\$ 82,201.60
FIELD SERVICE TECHNICIAN II	38	\$ 35.63	\$ 46.31	\$ 6,175.87	\$ 8,027.07	\$ 74,110.40	\$ 96,324.80
FINANCE MANAGER	78	\$ 78.65	\$ 102.25	\$ 13,632.83	\$ 17,722.67	\$ 163,594.00	\$ 212,672.00
FLEET & EQUIPMENT MECHANIC I	33	\$ 32.26	\$ 41.94	\$ 5,591.73	\$ 7,269.60	\$ 67,100.80	\$ 87,235.20
FLEET & EQUIPMENT MECHANIC II	41	\$ 37.80	\$ 49.14	\$ 6,552.00	\$ 8,517.60	\$ 78,624.00	\$ 102,211.20
GENERAL MANAGER/CEO	107	\$ -	\$ 181.57	\$ -	\$ 31,472.58	\$ -	\$ 377,671.00
GIS ANALYST	52	\$ 46.99	\$ 61.10	\$ 8,144.93	\$ 10,590.67	\$ 97,739.20	\$ 127,088.00
GIS TECHNICIAN I	36	\$ 34.24	\$ 44.52	\$ 5,934.93	\$ 7,716.80	\$ 71,219.20	\$ 92,601.60
GIS TECHNICIAN II	44	\$ 40.12	\$ 52.16	\$ 6,954.13	\$ 9,041.07	\$ 83,449.60	\$ 108,492.80
GOVERNMENT AFFAIRS MANAGER	74	\$ 72.66	\$ 94.46	\$ 12,594.58	\$ 16,373.00	\$ 151,135.00	\$ 196,476.00
GOVERNMENT & PUBLIC AFFAIRS REPRESENTATIVE I	38	\$ 35.63	\$ 46.31	\$ 6,175.87	\$ 8,027.07	\$ 74,110.40	\$ 96,324.80
GOVERNMENT & PUBLIC AFFAIRS REPRESENTATIVE II	46	\$ 41.74	\$ 54.26	\$ 7,234.93	\$ 9,405.07	\$ 86,819.20	\$ 112,860.80
GRAPHIC DESIGNER	54	\$ 48.88	\$ 63.58	\$ 8,472.53	\$ 11,020.53	\$ 101,670.40	\$ 132,246.40
HUMAN RESOURCES & RISK MANAGEMENT MANAGER	74	\$ 72.66	\$ 94.46	\$ 12,594.58	\$ 16,373.00	\$ 151,135.00	\$ 196,476.00
HUMAN RESOURCES ANALYST	53	\$ 47.94	\$ 62.31	\$ 8,309.60	\$ 10,800.40	\$ 99,715.20	\$ 129,604.80
HUMAN RESOURCES SPECIALIST	40	\$ 37.06	\$ 48.17	\$ 6,423.73	\$ 8,349.47	\$ 77,084.80	\$ 100,193.60
INFORMATION HELPDESK SPECIALIST	36	\$ 34.24	\$ 44.52	\$ 5,934.93	\$ 7,716.80	\$ 71,219.20	\$ 92,601.60
INFORMATION TECHNOLOGY SPECIALIST I	45	\$ 40.92	\$ 53.28	\$ 7,092.80	\$ 9,235.20	\$ 85,113.60	\$ 110,822.40
INFORMATION TECHNOLOGY SPECIALIST II	53	\$ 47.94	\$ 62.31	\$ 8,309.60	\$ 10,800.40	\$ 99,715.20	\$ 129,604.80

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INFORMATION TECHNOLOGY MANAGER	77	\$ 77.11	\$ 100.24	\$ 13,365.50	\$ 17,375.17	\$ 160,386.00	\$ 208,502.00
INTERN		\$ 17.61	\$ 22.89				
LEAD CUSTOMER SERVICE REPRESENTATIVE	39	\$ 36.33	\$ 47.24	\$ 6,297.20	\$ 8,188.27	\$ 75,566.40	\$ 98,259.20
LEAD ELECTRICAL/INSTRUMENTATION TECHNICIAN	58	\$ 52.94	\$ 68.81	\$ 9,176.27	\$ 11,927.07	\$ 110,115.20	\$ 143,124.80
LEAD ENGINEERING INSPECTOR	56	\$ 50.88	\$ 66.15	\$ 8,819.20	\$ 11,466.00	\$ 105,830.40	\$ 137,592.00
LEAD ENGINEERING TECHNICIAN	52	\$ 46.99	\$ 61.10	\$ 8,144.93	\$ 10,590.67	\$ 97,739.20	\$ 127,088.00
LEAD FACILITIES MAINTENANCE SPECIALIST	45	\$ 40.92	\$ 53.28	\$ 7,092.80	\$ 9,235.20	\$ 85,113.60	\$ 110,822.40
LEAD FIELD SERVICE TECHNICIAN	46	\$ 41.74	\$ 54.26	\$ 7,234.93	\$ 9,405.07	\$ 86,819.20	\$ 112,860.80
LEAD FLEET & EQUIPMENT MECHANIC	48	\$ 43.43	\$ 56.45	\$ 7,527.87	\$ 9,784.67	\$ 90,334.40	\$ 117,416.00
LEAD IT SECURITY SPECIALIST	57	\$ 51.90	\$ 67.46	\$ 8,995.17	\$ 11,693.75	\$ 107,942.00	\$ 140,325.00
LEAD GOVERNMENT & PUBLIC AFFAIRS REPRESENTATIVE	54	\$ 48.88	\$ 63.58	\$ 8,472.53	\$ 11,020.53	\$ 101,670.40	\$ 132,246.40
LEAD USA REPRESENTATIVE	49	\$ 44.29	\$ 57.56	\$ 7,676.93	\$ 9,977.07	\$ 92,123.20	\$ 119,724.80
LEAD WASTEWATER UTILITY WORKER	46	\$ 41.74	\$ 54.26	\$ 7,234.93	\$ 9,405.07	\$ 86,819.20	\$ 112,860.80
LEAD WATER SYSTEM OPERATOR	52	\$ 46.99	\$ 61.10	\$ 8,144.93	\$ 10,590.67	\$ 97,739.20	\$ 127,088.00
LEAD WATER TREATMENT PLANT OPERATOR	55	\$ 49.88	\$ 64.85	\$ 8,645.87	\$ 11,240.67	\$ 103,750.40	\$ 134,888.00
LEAD WATER UTILITY WORKER	46	\$ 41.74	\$ 54.26	\$ 7,234.93	\$ 9,405.07	\$ 86,819.20	\$ 112,860.80
NETWORK ADMINISTRATOR	61	\$ 56.17	\$ 73.01	\$ 9,736.13	\$ 12,655.07	\$ 116,833.60	\$ 151,860.80
OPERATIONS MANAGER (CONSTRUCTION & MAINTENANCE)	74	\$ 72.66	\$ 94.46	\$ 12,594.58	\$ 16,373.00	\$ 151,135.00	\$ 196,476.00
OPERATIONS MANAGER (FIELD SERVICE-WTR USE EFFICIENCY)	74	\$ 72.66	\$ 94.46	\$ 12,594.58	\$ 16,373.00	\$ 151,135.00	\$ 196,476.00
OPERATIONS MANAGER (FLEET, FACILITIES & PROCUREMENT)	74	\$ 72.66	\$ 94.46	\$ 12,594.58	\$ 16,373.00	\$ 151,135.00	\$ 196,476.00
OPERATIONS MANAGER (PRODUCTION)	74	\$ 72.66	\$ 94.46	\$ 12,594.58	\$ 16,373.00	\$ 151,135.00	\$ 196,476.00
OPERATIONS MANAGER (WATER TREATMENT PLANT)	77	\$ 77.11	\$ 100.24	\$ 13,365.50	\$ 17,375.17	\$ 160,386.00	\$ 208,502.00
OPERATIONS SUPERVISOR (AUTOMATION & CONTROLS)	64	\$ 59.61	\$ 77.49	\$ 10,332.50	\$ 13,432.33	\$ 123,990.00	\$ 161,188.00
OPERATIONS SUPERVISOR (FACILITIES)	52	\$ 46.99	\$ 61.10	\$ 8,144.25	\$ 10,590.25	\$ 97,731.00	\$ 127,083.00
OPERATIONS SUPERVISOR (PRODUCTION)	64	\$ 59.61	\$ 77.49	\$ 10,332.50	\$ 13,432.33	\$ 123,990.00	\$ 161,188.00
OPERATIONS SUPERVISOR (WASTEWATER UTILITY)	60	\$ 55.07	\$ 71.59	\$ 9,544.67	\$ 12,408.17	\$ 114,536.00	\$ 148,898.00
OPERATIONS SUPERVISOR (WATER TREATMENT PLANT)	64	\$ 59.61	\$ 77.49	\$ 10,332.50	\$ 13,432.33	\$ 123,990.00	\$ 161,188.00

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POSITION	RANGE	HOURLY		MONTHLY		ANNUAL	
		Low	High	Low	High	Low	High
OPERATIONS SUPERVISOR (WATER UTILITY)	60	\$ 55.07	\$ 71.59	\$ 9,544.67	\$ 12,408.17	\$ 114,536.00	\$ 148,898.00
PLANT MECHANIC	47	\$ 42.56	\$ 55.35	\$ 7,377.07	\$ 9,594.00	\$ 88,524.80	\$ 115,128.00
PUBLIC AFFAIRS SUPERVISOR	60	\$ 55.07	\$ 71.59	\$ 9,544.67	\$ 12,408.17	\$ 114,536.00	\$ 148,898.00
PURCHASING & WAREHOUSE SPECIALIST I	27	\$ 28.65	\$ 37.25	\$ 4,966.00	\$ 6,456.67	\$ 59,592.00	\$ 77,480.00
PURCHASING & WAREHOUSE SPECIALIST II	35	\$ 33.57	\$ 43.63	\$ 5,818.80	\$ 7,562.53	\$ 69,825.60	\$ 90,750.40
RISK MANAGEMENT ANALYST	53	\$ 47.94	\$ 62.31	\$ 8,309.60	\$ 10,800.40	\$ 99,715.20	\$ 129,604.80
SAFETY ANALYST	53	\$ 47.94	\$ 62.31	\$ 8,309.60	\$ 10,800.40	\$ 99,715.20	\$ 129,604.80
SENIOR ACCOUNTANT	64	\$ 59.61	\$ 77.49	\$ 10,332.50	\$ 13,432.33	\$ 123,990.00	\$ 161,188.00
SENIOR ASSOCIATE ENGINEER	64	\$ 59.61	\$ 77.49	\$ 10,332.50	\$ 13,432.33	\$ 123,990.00	\$ 161,188.00
UTILITY SERVICE REPRESENTATIVE I	33	\$ 32.26	\$ 41.94	\$ 5,591.73	\$ 7,269.60	\$ 67,100.80	\$ 87,235.20
UTILITY SERVICE REPRESENTATIVE II	41	\$ 37.80	\$ 49.14	\$ 6,552.00	\$ 8,517.60	\$ 78,624.00	\$ 102,211.20
WAREHOUSE & SUPPLY COORDINATOR	47	\$ 42.56	\$ 55.35	\$ 7,377.07	\$ 9,594.00	\$ 88,524.80	\$ 115,128.00
WASTEWATER UTILITY WORKER I	30	\$ 30.41	\$ 39.52	\$ 5,271.07	\$ 6,850.13	\$ 63,252.80	\$ 82,201.60
WASTEWATER UTILITY WORKER II	38	\$ 35.63	\$ 46.31	\$ 6,175.87	\$ 8,027.07	\$ 74,110.40	\$ 96,324.80
WATER QUALITY COORDINATOR	52	\$ 46.99	\$ 61.10	\$ 8,144.93	\$ 10,590.67	\$ 97,739.20	\$ 127,088.00
WATER SYSTEM OPERATOR I	36	\$ 34.24	\$ 44.52	\$ 5,934.93	\$ 7,716.80	\$ 71,219.20	\$ 92,601.60
WATER SYSTEM OPERATOR II	44	\$ 40.12	\$ 52.16	\$ 6,954.13	\$ 9,041.07	\$ 83,449.60	\$ 108,492.80
WATER TREATMENT PLANT OPERATOR I	39	\$ 36.33	\$ 47.24	\$ 6,297.20	\$ 8,188.27	\$ 75,566.40	\$ 98,259.20
WATER TREATMENT PLANT OPERATOR II	47	\$ 42.56	\$ 55.35	\$ 7,377.07	\$ 9,594.00	\$ 88,524.80	\$ 115,128.00
WATER USE EFFICIENCY FIELD SPECIALIST	46	\$ 41.74	\$ 54.26	\$ 7,234.93	\$ 9,405.07	\$ 86,819.20	\$ 112,860.80
WATER USE EFFICIENCY PROGRAM SUPERVISOR	62	\$ 57.29	\$ 74.48	\$ 9,930.58	\$ 12,909.67	\$ 119,167.00	\$ 154,916.00
WATER UTILITY WORKER I	30	\$ 30.41	\$ 39.52	\$ 5,271.07	\$ 6,850.13	\$ 63,252.80	\$ 82,201.60
WATER UTILITY WORKER II	38	\$ 35.63	\$ 46.31	\$ 6,175.87	\$ 8,027.07	\$ 74,110.40	\$ 96,324.80