

**NON-BARGAINING UNIT WAGE SCHEDULE EFFECTIVE - APRIL 1, 2018**

Grades	HOURLY			MONTHLY			ANNUALLY			POSITIONS
	Min	Mid	Max	Min	Mid	Max	Min	Mid	Max	
A	\$ 16.6815	\$ 19.6253	\$ 22.5690	\$ 2,721.37	\$ 3,401.71	\$ 4,082.05	\$ 32,656.43	\$ 40,820.54	\$ 48,984.65	
B	\$ 17.5155	\$ 20.6065	\$ 23.6975	\$ 2,857.44	\$ 3,571.80	\$ 4,286.16	\$ 34,289.26	\$ 42,861.57	\$ 51,433.88	
C	\$ 18.3913	\$ 21.6368	\$ 24.8824	\$ 3,187.83	\$ 3,750.39	\$ 4,312.95	\$ 38,253.95	\$ 45,004.65	\$ 51,755.34	
D	\$ 19.3109	\$ 22.7187	\$ 26.1265	\$ 3,347.22	\$ 3,937.91	\$ 4,528.59	\$ 40,166.65	\$ 47,254.88	\$ 54,343.11	Customer Service Representative
E	\$ 20.2764	\$ 23.8546	\$ 27.4328	\$ 3,514.58	\$ 4,134.80	\$ 4,755.02	\$ 42,174.98	\$ 49,617.62	\$ 57,060.27	Administrative Assistant
F	\$ 21.2903	\$ 25.0474	\$ 28.8045	\$ 3,690.31	\$ 4,341.54	\$ 4,992.77	\$ 44,283.73	\$ 52,098.50	\$ 59,913.28	HR Assistant
										Accounting Technician
										Senior Customer Service Representative
G	\$ 22.3548	\$ 26.2997	\$ 30.2447	\$ 3,874.83	\$ 4,558.62	\$ 5,242.41	\$ 46,497.92	\$ 54,703.43	\$ 62,908.94	Purchasing Agent
H	\$ 23.4725	\$ 27.6147	\$ 31.7569	\$ 4,068.57	\$ 4,786.55	\$ 5,504.53	\$ 48,822.81	\$ 57,438.60	\$ 66,054.39	
I	\$ 24.6461	\$ 28.9954	\$ 33.3448	\$ 4,272.00	\$ 5,025.88	\$ 5,779.76	\$ 51,263.95	\$ 60,310.53	\$ 69,357.11	
J	\$ 25.8784	\$ 30.4452	\$ 35.0120	\$ 4,485.60	\$ 5,277.17	\$ 6,068.75	\$ 53,827.15	\$ 63,326.06	\$ 72,824.97	
K	\$ 27.1724	\$ 31.9675	\$ 36.7626	\$ 4,709.88	\$ 5,541.03	\$ 6,372.18	\$ 56,518.51	\$ 66,492.36	\$ 76,466.22	Energy Resources Coordinator
										Engineering Technician
										Executive Assistant to GM
										Legal Assistant
										Parks Coordinator
										Water Resources Coordinator
L	\$ 28.5310	\$ 33.5659	\$ 38.6007	\$ 4,945.37	\$ 5,818.08	\$ 6,690.79	\$ 59,344.43	\$ 69,816.98	\$ 80,289.53	Energy Resources Planner
										Engineering Data Analyst
										GIS Specialist
										Human Resources Analyst
										IT Technician
										SCADA Technician
										Senior Engineering Technician
M	\$ 28.6400	\$ 35.8000	\$ 42.9600	\$ 4,964.27	\$ 6,205.33	\$ 7,446.40	\$ 59,571.20	\$ 74,464.00	\$ 89,356.80	Accountant
										Customer Service Supervisor
										Equipment Supervisor
N	\$ 31.0149	\$ 38.7686	\$ 46.5223	\$ 5,375.91	\$ 6,719.88	\$ 8,063.86	\$ 64,510.89	\$ 80,638.61	\$ 96,766.33	Associate Engineer
										Budgeting and Reporting Analyst
										Energy Specialist
										Financial Analyst
										Network Engineer
										Risk Management Officer
										SCADA Specialist
										Senior Energy Resources Planner
										Systems Administrator
O	\$ 34.1163	\$ 42.6454	\$ 51.1745	\$ 5,913.50	\$ 7,391.87	\$ 8,870.25	\$ 70,961.98	\$ 88,702.47	\$ 106,442.97	Customer Programs Manager
										Facilities Superintendent
										Parks & Recreation Superintendent
										Water Operations Superintendent
P	\$ 37.5280	\$ 46.9100	\$ 56.2920	\$ 6,504.85	\$ 8,131.06	\$ 9,757.27	\$ 78,058.18	\$ 97,572.72	\$ 117,087.26	
Q	\$ 41.2808	\$ 51.6010	\$ 61.9211	\$ 7,155.33	\$ 8,944.17	\$ 10,733.00	\$ 85,863.99	\$ 107,329.99	\$ 128,795.99	Business Development/Project Manager
										Controller
										Hydro Engineer
										IT Manager
										Senior Engineer
										Water Resources Engineer
R	\$ 45.4088	\$ 56.7611	\$ 68.1133	\$ 7,870.87	\$ 9,838.58	\$ 11,806.30	\$ 94,450.39	\$ 118,062.99	\$ 141,675.59	Manager of Public & Government Relations
S	\$ 49.9497	\$ 62.4372	\$ 74.9246	\$ 8,657.95	\$ 10,822.44	\$ 12,986.93	\$ 103,895.43	\$ 129,869.29	\$ 155,843.15	Director of Parks
										Hydro Maintenance Supervisor
										Line Supervisor - Electric
										Manager of Engineering - Water
										Manager of Water Operations
										Senior Planning Engineer - Energy Resources
T	\$ 54.9447	\$ 68.6809	\$ 82.4170	\$ 9,523.75	\$ 11,904.68	\$ 14,285.62	\$ 114,284.97	\$ 142,856.22	\$ 171,427.46	Director of Administrative Services
										Hydro Manager
										Manager of Engineering & Operations - Energy
U	\$ 60.4392	\$ 75.5490	\$ 90.6588	\$ 10,476.12	\$ 13,095.15	\$ 15,714.18	\$ 125,713.47	\$ 157,141.84	\$ 188,570.21	Chief Financial Officer
										Deputy General Manager - Water
										Deputy General Manager - Water Rights/Supply
V	\$ 66.4831	\$ 83.1039	\$ 99.7246	\$ 11,523.73	\$ 14,404.67	\$ 17,285.60	\$ 138,284.82	\$ 172,856.02	\$ 207,427.23	
W	\$ 73.1314	\$ 91.4142	\$ 109.6971	\$ 12,676.11	\$ 15,845.14	\$ 19,014.16	\$ 152,113.30	\$ 190,141.63	\$ 228,169.95	Deputy General Manager - Energy
										General Counsel
X	\$ 87.3835	\$ 109.2294	\$ 131.0753	\$ 15,146.48	\$ 18,933.10	\$ 22,719.72	\$ 181,757.75	\$ 227,197.19	\$ 272,636.63	General Manager

Part-Time, Hourly, & Non-Scheduled Classifications			
Min	Mid	Max	
\$ 12.50	\$ 14.50	\$ 16.50	Park Aide
\$ 16.00	\$ 20.00	\$ 26.00	Intern
Per IBEW MOU			Seasonal DSO