

|                                      | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
|--------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| <b><u>NON-EXEMPT HOURLY RATE</u></b> |        |        |        |        |        |        |        |        |        |
| Salary Grade U1.N                    | 21.60  | 22.46  | 23.36  | 24.29  | 25.26  | 26.27  | 27.32  | 28.41  | 29.55  |
| Salary Grade U2.N                    | 22.17  | 23.06  | 23.98  | 24.94  | 25.94  | 26.98  | 28.06  | 29.18  | 30.35  |
| Salary Grade U3.N                    | 22.78  | 23.69  | 24.64  | 25.63  | 26.66  | 27.73  | 28.84  | 29.99  | 31.19  |
| Salary Grade U4.N                    | 23.46  | 24.40  | 25.38  | 26.40  | 27.46  | 28.56  | 29.70  | 30.89  | 32.13  |
| Salary Grade U5.N                    | 24.10  | 25.06  | 26.06  | 27.10  | 28.18  | 29.31  | 30.48  | 31.70  | 32.97  |
| Salary Grade U6.N                    | 24.81  | 25.80  | 26.83  | 27.90  | 29.02  | 30.18  | 31.39  | 32.65  | 33.96  |
| Salary Grade U7.N                    | 25.50  | 26.52  | 27.58  | 28.68  | 29.83  | 31.02  | 32.26  | 33.55  | 34.89  |
| Salary Grade U8.N                    | 26.24  | 27.29  | 28.38  | 29.52  | 30.70  | 31.93  | 33.21  | 34.54  | 35.92  |
| Salary Grade U9.N                    | 26.95  | 28.03  | 29.15  | 30.32  | 31.53  | 32.79  | 34.10  | 35.46  | 36.88  |
| Salary Grade U10.N                   | 27.69  | 28.80  | 29.95  | 31.15  | 32.40  | 33.70  | 35.05  | 36.45  | 37.91  |
| Salary Grade U11.N                   | 28.39  | 29.53  | 30.71  | 31.94  | 33.22  | 34.55  | 35.93  | 37.37  | 38.86  |
| Salary Grade U12.N                   | 29.23  | 30.40  | 31.62  | 32.88  | 34.20  | 35.57  | 36.99  | 38.47  | 40.01  |
| Salary Grade U13.N                   | 30.05  | 31.25  | 32.50  | 33.80  | 35.15  | 36.56  | 38.02  | 39.54  | 41.12  |
| Salary Grade U14.N                   | 30.92  | 32.16  | 33.45  | 34.79  | 36.18  | 37.63  | 39.14  | 40.71  | 42.34  |
| Salary Grade U15.N                   | 31.73  | 33.00  | 34.32  | 35.69  | 37.12  | 38.60  | 40.14  | 41.75  | 43.42  |
| Salary Grade U16.N                   | 32.61  | 33.91  | 35.27  | 36.68  | 38.15  | 39.68  | 41.27  | 42.92  | 44.64  |
| Salary Grade U17.N                   | 33.44  | 34.78  | 36.17  | 37.62  | 39.12  | 40.68  | 42.31  | 44.00  | 45.76  |
| Salary Grade U18.N                   | 34.35  | 35.72  | 37.15  | 38.64  | 40.19  | 41.80  | 43.47  | 45.21  | 47.02  |
| Salary Grade U19.N                   | 35.19  | 36.60  | 38.06  | 39.58  | 41.16  | 42.81  | 44.52  | 46.30  | 48.15  |
| Safety & Security Assistant          |        |        |        |        |        |        |        |        |        |
| Salary Grade U20.N                   | 36.33  | 37.78  | 39.29  | 40.86  | 42.49  | 44.19  | 45.96  | 47.80  | 49.71  |
| Salary Grade U21.N                   | 37.44  | 38.94  | 40.50  | 42.12  | 43.80  | 45.55  | 47.37  | 49.26  | 51.23  |
| Salary Grade U22.N                   | 38.63  | 40.18  | 41.79  | 43.46  | 45.20  | 47.01  | 48.89  | 50.85  | 52.88  |
| Executive Secretary                  |        |        |        |        |        |        |        |        |        |
| Human Resources Assistant            |        |        |        |        |        |        |        |        |        |



|                            | Step 1                                   | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    |
|----------------------------|------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>EXEMPT MONTHLY RATE</b> |                                          |           |           |           |           |           |           |           |           |
| Salary Grade U1.E          | 6,237.00                                 | 6,486.00  | 6,745.00  | 7,015.00  | 7,296.00  | 7,588.00  | 7,892.00  | 8,208.00  | 8,536.00  |
| Salary Grade U2.E          | 6,481.00                                 | 6,740.00  | 7,010.00  | 7,290.00  | 7,582.00  | 7,885.00  | 8,200.00  | 8,528.00  | 8,869.00  |
| Salary Grade U3.E          | 6,721.00                                 | 6,990.00  | 7,270.00  | 7,561.00  | 7,863.00  | 8,178.00  | 8,505.00  | 8,845.00  | 9,199.00  |
| Salary Grade U4.E          | 6,979.00                                 | 7,258.00  | 7,548.00  | 7,850.00  | 8,164.00  | 8,491.00  | 8,831.00  | 9,184.00  | 9,551.00  |
| Salary Grade U5.E          | 7,236.00                                 | 7,525.00  | 7,826.00  | 8,139.00  | 8,465.00  | 8,804.00  | 9,156.00  | 9,522.00  | 9,903.00  |
| Salary Grade U6.E          | 7,517.00                                 | 7,818.00  | 8,131.00  | 8,456.00  | 8,794.00  | 9,146.00  | 9,512.00  | 9,892.00  | 10,288.00 |
| Salary Grade U7.E          | 7,796.00                                 | 8,108.00  | 8,432.00  | 8,769.00  | 9,120.00  | 9,485.00  | 9,864.00  | 10,259.00 | 10,669.00 |
| Salary Grade U8.E          | 8,101.00                                 | 8,425.00  | 8,762.00  | 9,112.00  | 9,476.00  | 9,855.00  | 10,249.00 | 10,659.00 | 11,085.00 |
| Salary Grade U9.E          | 8,399.00                                 | 8,735.00  | 9,084.00  | 9,447.00  | 9,825.00  | 10,218.00 | 10,627.00 | 11,052.00 | 11,494.00 |
| Salary Grade U10.E         | 8,717.00                                 | 9,066.00  | 9,429.00  | 9,806.00  | 10,198.00 | 10,606.00 | 11,030.00 | 11,471.00 | 11,930.00 |
|                            | Asset Systems Analyst                    |           |           |           |           |           |           |           |           |
|                            | Assistant Engineer                       |           |           |           |           |           |           |           |           |
|                            | Management Analyst                       |           |           |           |           |           |           |           |           |
|                            | Visual Communications Analyst            |           |           |           |           |           |           |           |           |
| Salary Grade U11.E         | 9,036.00                                 | 9,397.00  | 9,773.00  | 10,164.00 | 10,571.00 | 10,994.00 | 11,434.00 | 11,891.00 | 12,367.00 |
|                            | Data Analyst                             |           |           |           |           |           |           |           |           |
|                            | Digital Communications Analyst           |           |           |           |           |           |           |           |           |
|                            | Human Resources Analyst                  |           |           |           |           |           |           |           |           |
| Salary Grade U12.E         | 9,385.00                                 | 9,760.00  | 10,150.00 | 10,556.00 | 10,978.00 | 11,417.00 | 11,874.00 | 12,349.00 | 12,843.00 |
|                            | Senior Accountant                        |           |           |           |           |           |           |           |           |
|                            | Water Efficiency Analyst                 |           |           |           |           |           |           |           |           |
| Salary Grade U13.E         | 9,723.00                                 | 10,112.00 | 10,516.00 | 10,937.00 | 11,374.00 | 11,829.00 | 12,302.00 | 12,794.00 | 13,306.00 |
|                            | Environmental Compliance Analyst         |           |           |           |           |           |           |           |           |
|                            | GIS Drone Administrator                  |           |           |           |           |           |           |           |           |
|                            | GIS Supervisor                           |           |           |           |           |           |           |           |           |
|                            | Legislative Aide                         |           |           |           |           |           |           |           |           |
|                            | Purchasing Supervisor                    |           |           |           |           |           |           |           |           |
|                            | Regulatory Compliance Administrator      |           |           |           |           |           |           |           |           |
|                            | Senior Communications Analyst/Deputy PIO |           |           |           |           |           |           |           |           |
|                            | Water Resources Planner                  |           |           |           |           |           |           |           |           |









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|-----------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Salary Grade S37.N                      | 60.00  | 62.40  | 64.90  | 67.50  | 70.20  | 73.01  | 75.93  | 78.97  | 82.13  |
| Collection Systems Supervisor           |        |        |        |        |        |        |        |        |        |
| Mechanical Services Supervisor          |        |        |        |        |        |        |        |        |        |
| Regulatory Compliance Supervisor        |        |        |        |        |        |        |        |        |        |
| Salary Grade S38.N                      | 61.81  | 64.28  | 66.85  | 69.52  | 72.30  | 75.19  | 78.20  | 81.33  | 84.58  |
| Electrical & Instrumentation Supervisor |        |        |        |        |        |        |        |        |        |
| Operations Supervisor                   |        |        |        |        |        |        |        |        |        |
| Utility Construction Supervisor         |        |        |        |        |        |        |        |        |        |
| Salary Grade S39.N                      | 63.66  | 66.21  | 68.86  | 71.61  | 74.47  | 77.45  | 80.55  | 83.77  | 87.12  |

**Effective July 4, 2026**

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|-----------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| <b><u>NON-EXEMPT HOURLY RATE</u></b>    |        |        |        |        |        |        |        |        |        |
| Salary Grade 1.N                        | 21.57  | 22.43  | 23.33  | 24.26  | 25.23  | 26.24  | 27.29  | 28.38  | 29.52  |
| Salary Grade 2.N                        | 22.14  | 23.03  | 23.95  | 24.91  | 25.91  | 26.95  | 28.03  | 29.15  | 30.32  |
| Salary Grade 3.N                        | 22.74  | 23.65  | 24.60  | 25.58  | 26.60  | 27.66  | 28.77  | 29.92  | 31.12  |
| Salary Grade 4.N                        | 23.41  | 24.35  | 25.32  | 26.33  | 27.38  | 28.48  | 29.62  | 30.80  | 32.03  |
| Salary Grade 5.N                        | 24.06  | 25.02  | 26.02  | 27.06  | 28.14  | 29.27  | 30.44  | 31.66  | 32.93  |
| Salary Grade 6.N                        | 24.76  | 25.75  | 26.78  | 27.85  | 28.96  | 30.12  | 31.32  | 32.57  | 33.87  |
| Office Assistant                        |        |        |        |        |        |        |        |        |        |
| Salary Grade 7.N                        | 25.46  | 26.48  | 27.54  | 28.64  | 29.79  | 30.98  | 32.22  | 33.51  | 34.85  |
| Salary Grade 8.N                        | 26.18  | 27.23  | 28.32  | 29.45  | 30.63  | 31.86  | 33.13  | 34.46  | 35.84  |
| Salary Grade 9.N                        | 26.90  | 27.98  | 29.10  | 30.26  | 31.47  | 32.73  | 34.04  | 35.40  | 36.82  |
| Salary Grade 10.N                       | 27.63  | 28.74  | 29.89  | 31.09  | 32.33  | 33.62  | 34.96  | 36.36  | 37.81  |
| Operations Apprentice                   |        |        |        |        |        |        |        |        |        |
| Salary Grade 11.N                       | 28.35  | 29.48  | 30.66  | 31.89  | 33.17  | 34.50  | 35.88  | 37.32  | 38.81  |
| Salary Grade 12.N                       | 29.16  | 30.33  | 31.54  | 32.80  | 34.11  | 35.47  | 36.89  | 38.37  | 39.90  |
| Salary Grade 13.N                       | 30.03  | 31.23  | 32.48  | 33.78  | 35.13  | 36.54  | 38.00  | 39.52  | 41.10  |
| Material Control Clerk I                |        |        |        |        |        |        |        |        |        |
| Salary Grade 14.N                       | 30.84  | 32.07  | 33.35  | 34.68  | 36.07  | 37.51  | 39.01  | 40.57  | 42.19  |
| Utility Construction Technician Trainee |        |        |        |        |        |        |        |        |        |
| Salary Grade 15.N                       | 31.66  | 32.93  | 34.25  | 35.62  | 37.04  | 38.52  | 40.06  | 41.66  | 43.33  |
| Customer Service Specialist I           |        |        |        |        |        |        |        |        |        |
| Office Specialist                       |        |        |        |        |        |        |        |        |        |
| Salary Grade 16.N                       | 32.56  | 33.86  | 35.21  | 36.62  | 38.08  | 39.60  | 41.18  | 42.83  | 44.54  |
| Accounting Clerk                        |        |        |        |        |        |        |        |        |        |

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|                                                | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
|------------------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Salary Grade 33.N                              | 53.28  | 55.41  | 57.63  | 59.94  | 62.34  | 64.83  | 67.42  | 70.12  | 72.92  |
| Recycled Water Project Specialist              |        |        |        |        |        |        |        |        |        |
| Senior Electrical & Instrumentation Technician |        |        |        |        |        |        |        |        |        |
| Salary Grade 34.N                              | 54.74  | 56.93  | 59.21  | 61.58  | 64.04  | 66.60  | 69.26  | 72.03  | 74.91  |
| Automation Specialist                          |        |        |        |        |        |        |        |        |        |
| Senior Laboratory Scientist                    |        |        |        |        |        |        |        |        |        |
| Senior Regulatory Compliance Specialist        |        |        |        |        |        |        |        |        |        |
| Senior Water Efficiency Specialist             |        |        |        |        |        |        |        |        |        |
| Senior Wetlands Ecologist                      |        |        |        |        |        |        |        |        |        |
| Salary Grade 35.N                              | 56.38  | 58.64  | 60.99  | 63.43  | 65.97  | 68.61  | 71.35  | 74.20  | 77.17  |

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