

Job Title	Pay Grade	Minimum Entry Salary	Maximum
Custodian	A	\$24,433	\$37,871
Maintenance & Protection Team Member I	E	\$29,699	\$46,033
Receptionist			
Billing Representative	G	\$32,743	\$50,752
Customer Service Representative			
Operations Technician I			
Designer/Inspector Trainee	H	\$34,380	\$53,289
Distribution Water Quality Technician I			
Field Services Representative Trainee			
Operations Technician II			
Administrative Assistant	I	\$36,099	\$55,953
AutoCAD Technician			
Damage Prevention Technician			
Distribution Water Quality Technician II			
Engineering Administrative Assistant			
Equipment Mechanic			
Maintenance Technician Trainee			
Operations Technician III			
ROW Maintenance Team Leader			
Water Treatment Operator Trainee			
Watershed Maintenance Team Leader			
Billing Specialist	J	\$37,904	\$58,751
Caretaker			
Development Services Technician I			
Field Services Representative			
GIS Technician I			
Operations Team Leader I			

Job Title	Pay Grade	Minimum Entry Salary	Maximum
Water Treatment Operator	J	\$37,904	\$58,751
Accounting Specialist	K	\$39,799	\$61,688
Cross Connection Control Technician			
Designer/Inspector			
Desktop Support Technician			
Dispatcher / Field Services			
Laboratory Technician I			
Maintenance Technician			
Meter Maintenance Technician			
Operations Team Leader II			
Payroll & HR Specialist			
Supply & Inventory Technician Purchasing			
Water Treatment Operator I			
Cross Connection Control Coordinator	L	\$41,789	\$64,773
Development Services Technician II			
Engineering Technician I			
Executive Assistant			
Laboratory Technician II			
Operations Crew Leader I			
Senior Maintenance Technician 1			
Water Treatment Operator II			
Customer Service Assistant Supervisor	M	\$43,878	\$68,011
Fleet Services Supervisor			
GIS Technician II			
Laboratory Technician III			
Operations Crew Leader II			
Senior Maintenance Technician 2			
Water Treatment Operator III			
Water Treatment Operator Lead			

Job Title	Pay Grade	Minimum Entry Salary	Maximum
Business Process Analyst	N	\$46,072	\$71,412
Engineering Technician II			
Field Services Assistant Supervisor			
Lead Maintenance Technician			
Staff Accountant			
Chief Operator	O	\$48,376	\$74,983
Distribution Water Quality Coordinator			
SCADA Maintenance Technician			
Human Resources Generalist	P	\$50,795	\$78,732
Assistant Manager of Field Operations	Q	\$53,335	\$82,669
Billing Supervisor			
Development Services Coordinator			
Engineer I			
GIS Supervisor			
IT Hardware/Infrastructure Analyst			
IT Network Analyst			
IT Program Analyst			
IT Systems Analyst			
Maintenance Supervisor			
Public Relations Specialist			
Superintendent, Watershed / Grounds / Rights of Way			
Customer Service Supervisor	R	\$56,002	\$86,803
Field Services Supervisor			
Design & Inspection Supervisor	S	\$58,802	\$91,143
Hydraulic Modeling Engineer			
Purchasing Manager			

Job Title	Pay Grade	Minimum Entry Salary	Maximum
IT Supervisor	T	\$61,742	\$95,700
CIP Engineer	U	\$64,829	\$100,485
Manager of Development Services			
Laboratory Manager	V	\$68,070	\$105,509
Maintenance Manager			
Plant Superintendent			
Senior Engineer			
Watershed Manager			
Manager of Field Operations	X	\$75,048	\$116,324
Assistant Director of Water Resources	Y	\$78,800	\$122,140
Controller			
Director of Business Services			
Director of Human Resources			
Director of Information Technology			
Director of Strategic Initiatives			
Director of Water Transmission & Distribution			
Director of Engineering	AB	\$91,221	\$141,393
Director of Water Resources	AC	\$95,782	\$148,462
Chief Administrative Officer	AE	\$105,600	\$163,680
Chief Financial Officer			
Chief Operations Officer			