

Appendix C
Salary Recommendations

Current Classification Title	Current Maximum Base	Current Total Cash	Labor Market Median + 5% (Total Cash)	% Above or Below Market Median +5% (Total Cash)	Recommended Range	Recommended Max	\$ Difference	% Difference	Recommended Internal Relationship
Engineering and Retail Services									
Director of Engineering and Retail Services	\$18,346	\$18,346	\$19,297	-5.19%	173	\$19,464	\$1,118	6.09%	Market
Senior Engineer	\$15,035	\$15,035	\$14,967	0.45%	147	\$15,027	-\$8	-0.05%	Market
Associate Engineer	\$13,612	\$13,612	\$13,454	1.16%	137	\$13,604	-\$8	-0.06%	10% below Senior Engineer
Construction Inspector III	\$10,405	---	---	---	114	\$10,821	\$416	4.00%	Same as Distribution Operator IV
Construction Inspector II	\$9,419	\$9,419	\$9,342	0.82%	104	\$9,796	\$377	4.00%	10% below Construction Inspector III
Construction Inspector I	\$8,526	---	---	---	94	\$8,868	\$342	4.01%	10% below Construction Inspector II
Engineering Technician III	\$9,899	---	---	---	108	\$10,194	\$295	2.98%	10% above Engineering Technician II
Engineering Technician II	\$8,961	\$8,961	\$9,218	-2.87%	98	\$9,228	\$267	2.98%	Market
Engineering Technician I	\$8,114	---	---	---	88	\$8,354	\$241	2.96%	10% below Engineering Technician II
Field Services									
Field Services Manager	\$15,035	\$15,035	\$15,038	-0.02%	150	\$15,482	\$447	2.97%	20% above Pump Station Lead
Pump Station Lead	\$12,823	---	---	---	130	\$12,688	-\$135	-1.05%	Same as Maintenance Chief
Pump Station Technician	\$11,156	---	---	---	115	\$10,929	-\$227	-2.03%	15% below Pump Station Lead
Utilities Coordinator	\$10,613	Insuff Data	---	---	119	\$11,373	\$760	7.16%	5% above Distribution Operator IV
Pump Station Operator	\$10,199	---	---	---	105	\$9,894	-\$305	-2.99%	10% below Pump Station Technician
Procurement Specialist	\$9,899	\$9,899	\$9,054	8.53%	97	\$9,137	-\$762	-7.70%	Market
Distribution Lead Worker	\$11,724	\$11,724	\$12,356	-5.39%	129	\$12,563	\$839	7.15%	15% above Distribution Operator IV
Distribution Operator IV	\$10,199	---	---	---	114	\$10,821	\$622	6.10%	10% above Distribution Operator III
Distribution Operator III	\$9,233	---	---	---	104	\$9,796	\$563	6.09%	10% above Distribution Operator II
Distribution Operator II	\$8,358	\$8,358	\$8,790	-5.17%	94	\$8,868	\$510	6.10%	Market
Distribution Operator I	\$7,568	---	---	---	84	\$8,028	\$461	6.09%	10% below Distribution Operator II
Distribution Helper (Temp)	\$22	---	\$30	-33.04%	NA	\$30	\$8	34.29%	Market
Finance									
Director of Finance	\$18,896	\$18,896	\$20,881	-10.50%	181	\$21,076	\$2,180	11.54%	Market
Senior Accountant	\$11,494	\$11,494	\$11,512	-0.16%	121	\$11,602	\$108	0.94%	15% above Accountant
Accountant	\$9,899	\$9,899	\$9,931	-0.32%	106	\$9,993	\$94	0.95%	Market
Accounting Technician III	\$8,358	---	---	---	87	\$8,272	-\$87	-1.04%	10% above Accounting Technician II
Accounting Technician II	\$7,568	\$7,568	\$7,485	1.09%	77	\$7,488	-\$80	-1.06%	Market
Accounting Technician I	\$6,850	---	---	---	67	\$6,779	-\$71	-1.04%	10% below Accounting Technician II
Customer Service Manager	\$15,035	\$15,035	\$15,199	-1.09%	149	\$15,329	\$294	1.96%	Market
Customer Service Technician III	\$7,719	---	---	---	83	\$7,949	\$230	2.98%	10% above Customer Service Technician II
Customer Service Technician II	\$6,989	\$6,989	\$7,127	-1.98%	73	\$7,196	\$207	2.96%	Market
Customer Service Technician I	\$6,327	---	---	---	63	\$6,514	\$188	2.97%	10% below Customer Service Technician II
Meter Technician III	\$9,233	---	---	---	92	\$8,694	-\$540	-5.85%	10% above Meter Technician II
Meter Technician II	\$8,358	\$8,358	\$7,847	6.12%	82	\$7,870	-\$488	-5.84%	Market

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Current Classification Title	Current Maximum Base	Current Total Cash	Labor Market Median + 5% (Total Cash)	% Above or Below Market Median +5% (Total Cash)	Recommended Range	Recommended Max	\$ Difference	% Difference	Recommended Internal Relationship
Meter Technician I	\$7,568	---	---	---	72	\$7,125	-\$443	-5.85%	10% below Meter Technician II
Water Efficiency Lead Worker	\$8,961	Insuff Data	---	---	96	\$9,047	---	--	10% above Water Efficiency Technician II
Water Efficiency Technician II	\$8,114	\$8,114	\$8,175	-0.76%	86	\$8,190	\$76	0.94%	Market
Water Efficiency Technician I	\$7,344	---	---	---	76	\$7,414	\$70	0.95%	10% below Water Efficiency Technician II
Water Efficiency Helper	\$6,020	---	---	---	56	\$6,076	\$56	0.93%	20% below Water Efficiency Technician I
General Manager's Office									
Director of Water Resources and Strategic A	\$18,346	Insuff Data	---	---	181	\$21,076	\$2,730	14.88%	Same as Director of Finance
Human Resources Specialsit	\$11,411	\$11,411	\$12,094	-5.99%	126	\$12,193	\$782	6.86%	Market
Clerk of the Board/Executive Assistant	\$10,719	\$10,719	\$10,390	3.07%	110	\$10,399	-\$320	-2.99%	Market
Information Technology									
Information Technology Manager	\$15,035	\$15,035	\$15,392	-2.38%	157	\$16,599	\$1,564	10.40%	Same as Water Treatment Manager
Operational Technology Coordinator	\$11,608	Insuff Data	---	---	115	\$10,929	-\$679	-5.85%	20% below Information Technology Manager
Information Technology Technician II	\$9,142	\$9,142	\$9,234	-1.01%	99	\$9,321	\$179	1.95%	Market
Information Technology Technician I	\$8,277	---	---	---	89	\$8,438	\$161	1.95%	10% below Information Technology Technician II
Operations									
Director of Operations	\$18,346	---	---	---	173	\$19,464	\$1,118	6.09%	Same as Director of Engineering
Water Treatment Plant Manager	\$16,775	\$16,775	\$16,166	3.63%	157	\$16,599	-\$176	-1.05%	15% above Chief Operator
Chief Operator	\$13,477	\$13,477	\$14,231	-5.59%	142	\$14,298	\$821	6.09%	Market
Water Treatment Plant Operator IV	\$10,826	---	---	---	122	\$11,718	\$891	8.23%	10% above Water Treatment Operator III
Water Treatment Plant Operator III	\$9,802	\$9,802	\$10,531	-7.44%	112	\$10,608	\$806	8.22%	Market
Water Treatment Plant Operator II	\$8,873	\$8,873	\$8,792	0.92%	102	\$9,603	\$730	8.23%	10% below Water Treatment Plant Operator III
Water Treatment Plant Operator I	\$8,032	---	---	---	92	\$8,694	\$661	8.23%	10% below Water Treatment Plant Operator II
Maintenance Chief	\$12,823	\$12,823	\$12,635	1.47%	130	\$12,688	-\$135	-1.05%	15% above Electrical and Instrumentation Technician
Electrical & Instrumentation Technician	\$11,608	\$11,608	\$10,871	6.35%	115	\$10,929	-\$679	-5.85%	Market
Utilities Mechanic II	\$9,325	\$9,325	\$9,763	-4.69%	104	\$9,796	\$471	5.05%	Market
Utilities Mechanic I	\$8,443	---	---	---	94	\$8,868	\$425	5.04%	10% below Utilities Mechanic I
Utilities Maintenance Worker II	\$6,919	\$6,919	Insuff Data	---	74	\$7,268	\$349	5.04%	20% below Utilities Mechanic I
Utilities Maintenance Worker I	\$6,264	---	---	---	64	\$6,580	\$316	5.04%	10% below Facilities Maintenance Worker II
Safety/Regulatory Compliance Coordinator	\$12,695	\$12,695	\$12,687	0.06%	130	\$12,688	-\$7	-0.05%	Market

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Salary Recommendations (Org Changes)

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Engineering and Retail Services									
Assistant General Manager (New class)					191	\$23,282	---	---	10% above Director of Finance
Engineering Manager	\$18,346	\$18,346	\$19,297	-5.19%	167	\$18,336	-\$10	-0.06%	20% above Senior Engineer
Senior Engineer	\$15,035	\$15,035	\$14,967	0.45%	147	\$15,027	-\$8	-0.05%	Market
Associate Engineer	\$13,612	\$13,612	\$13,454	1.16%	137	\$13,604	-\$8	-0.06%	10% below Senior Engineer
Engineering Operations Specialist (New class)	---	---	---	---	139	\$13,877	---	---	Same as Distribution Supervisor
Construction Inspector III	\$10,405	---	---	---	114	\$10,821	\$416	4.00%	Same as Distribution Operator IV
Construction Inspector II	\$9,419	\$9,419	\$9,342	0.82%	104	\$9,796	\$377	4.00%	10% below Construction Inspector III
Construction Inspector I	\$8,526	---	---	---	94	\$8,868	\$342	4.01%	10% below Construction Inspector II
Engineering Technician III	\$9,899	---	---	---	108	\$10,194	\$295	2.98%	10% above Engineering Technician II
Engineering Technician II	\$8,961	\$8,961	\$9,218	-2.87%	98	\$9,228	\$267	2.98%	Market
Engineering Technician I	\$8,114	---	---	---	88	\$8,354	\$241	2.96%	10% below Engineering Technician II
Field Services									
Facilities Maintenance Manager (New class)	---	---	---	---	159	\$16,933	---	---	Same as Field Services Manager
Facilities Maintenance Lead (New class)	---	---	---	---	139	\$13,877	---	---	20% below Facilities Maintenance Manager
Facilities Maintenance Technician IV (New class)	---	---	---	---	124	\$11,953	---	---	15% below Facilities Maintenance Lead
Facilities Maintenance Technician III (New class)	---	---	---	---	114	\$10,821	---	---	10% below Facilities Maintenance Technician IV
Facilities Maintenance Technician II (New class)	---	---	---	---	104	\$9,796	---	---	10% below Facilities Maintenance Technician III
Facilities Maintenance Technician I (New class)	---	---	---	---	94	\$8,868	---	---	10% below Facilities Maintenance Technician II
Cross Connection & Utilities Specialist (New class)	---	---	---	---	124	\$11,953	---	---	15% below Distribution Supervisor
Field Services Manager	\$15,035	\$15,035	\$15,038	-0.02%	159	\$16,933	\$1,898	12.62%	20% above Distribution Supervisor
Distribution Supervisor (New class)	---	---	---	---	139	\$13,877	---	---	15% above Distribution Lead
Distribution Lead (Class change)	\$11,724	\$11,724	\$12,356	-5.39%	124	\$11,953	\$229	1.95%	10% above Distribution Operator IV
Distribution Operator IV	\$10,199	---	---	---	114	\$10,821	\$622	6.10%	10% above Distribution Operator III
Distribution Operator III	\$9,233	---	---	---	104	\$9,796	\$563	6.09%	10% above Distribution Operator II
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Water Efficiency Technician III (Class change)	---	---	---	---	96	\$9,047	---	---	10% above Water Efficiency Technician II
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Clerk of the Board/Executive Assistant	\$10,719	\$10,719	\$10,390	3.07%	110	\$10,399	-\$320	-2.99%	Market
Information Technology									
Information Technology Manager	\$15,035	\$15,035	\$15,392	-2.38%	162	\$17,446	\$2,411	16.03%	Same as Water Treatment Manager
Technical Services Lead (Class Change)	---	---	---	---	130	\$12,688	---	---	15% above Electrical and Instrumentation Technician
Electrical & Instrumentation Technician	\$11,608	\$11,608	\$10,871	6.35%	115	\$10,929	-\$679	-5.85%	Market
Information Technology Technician II	\$9,142	\$9,142	\$9,234	-1.01%	99	\$9,321	\$179	1.95%	Market
Information Technology Technician I	\$8,277	---	---	---	89	\$8,438	\$161	1.95%	10% below Information Technology Technician II
Operations									
Water Treatment Plant Manager	\$16,775	\$16,775	\$16,166	3.63%	162	\$17,446	\$671	4.00%	15% above Water Treatment Supervisor
Water Treatment Supervisor (title change)	\$13,477	\$13,477	\$14,231	-5.59%	147	\$15,027	\$1,550	11.50%	15% above Water Treatment Plant Operator V
Water Treatment Plant Operator V (New lev	---	---	---	---	132	\$12,943	---	---	10% above Water Treatment Plant Operator IV
Water Treatment Plant Operator IV	\$10,826	---	---	---	122	\$11,718	\$891	8.23%	10% above Water Treatment Operator III
Water Treatment Plant Operator III	\$9,802	\$9,802	\$10,531	-7.44%	112	\$10,608	\$806	8.22%	Market
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Safety/Regulatory Compliance Coordinator	\$12,695	\$12,695	\$12,687	0.06%	130	\$12,688	-\$7	-0.05%	Market