#### The Metropolitan Water District Agenda of Southern California The mission of the Metropolitan Water District of Southern California is to provide its service area with adequate and reliable supplies of high-quality water to meet present and future needs in an environmentally and economically responsible way. EO&P Committee Monday, March 13, 2023 Ethics. Organization. and Personnel **Meeting Schedule** M. Ramos, Chair Committee - Final - Revised 1 T. Phan, Vice Chair 09:30 a.m. EOT M. Camacho Meeting with Board of Directors \* 11:00 a.m. LRAC G. Cordero 11:30 a.m. Break D. Erdman March 13, 2023 12:00 p.m. LC S. Faessel 12:30 p.m. FAIRP L. Fong-Sakai 2:00 p.m. 02:00 p.m. EOP F. Jung A. Kassakhian Agendas, live streaming, meeting schedules, and other board materials are J. McMillan N. Sutley available here: https://mwdh2o.legistar.com/Calendar.aspx. A listen only phone line is available at 1-877-853-5257; enter meeting ID: 862 4397 5848.

available here: https://mwdh2o.legistar.com/Calendar.aspx. A listen only phone line is available at 1-877-853-5257; enter meeting ID: 862 4397 5848. Members of the public may present their comments to the Board or a Committee on matters within their jurisdiction as listed on the agenda via in-person or teleconference. To participate via teleconference (833) 548-0276 and enter meeting ID: 815 2066 4276.

#### MWD Headquarters Building • 700 N. Alameda Street • Los Angeles, CA 90012

\* The Metropolitan Water District's meeting of this Committee is noticed as a joint committee meeting with the Board of Directors for the purpose of compliance with the Brown Act. Members of the Board who are not assigned to this Committee may participate as members of the Board, whether or not a quorum of the Board is present. In order to preserve the function of the committee as advisory to the Board, members of the Board who are not assigned to this Committee.

- 1. Opportunity for members of the public to address the committee on matters within the committee's jurisdiction (As required by Gov. Code Section 54954.3(a))
- 2. Opportunity for Directors who are not members of the committee to address the committee on matters within the committee's jurisdiction

#### \*\* CONSENT CALENDAR ITEMS -- ACTION \*\*

#### 3. CONSENT CALENDAR OTHER ITEMS - ACTION

NONE

#### 4. CONSENT CALENDAR ITEMS - ACTION

7-10 Approve The Metropolitan Water District of Southern California's salary schedules pursuant to CalPERS regulations; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

Attachments: 03142023 EOP 7-10 BL 03132023 EOP 7-10 Presentation

 7-11 Adopt CalPERS Resolutions for Paying and Reporting the Value of Employer-Paid Member Contributions; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

Attachments: 03142023 EOP 7-11 B-L 03132023 EOP 7-11 Presentation

7-12 Approve proposed amendment to Administrative Code section 6471 to increase the amount of the Ethics Officer's authority to obtain professional services for external investigations from \$50,000 to \$100,000; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

<u>Attachments</u>: <u>03142023 EOP 7-12 B-L</u> <u>03132023 EOP 7-12 Presentation</u>

#### \*\* END OF CONSENT CALENDAR ITEMS \*\*

#### 5. OTHER BOARD ITEMS - ACTION

NONE

#### 6. BOARD INFORMATION ITEMS

NONE

#### 7. COMMITTEE ITEMS

a. Discussion on proposed board workshop on framework for ethical <u>21-2030</u> decision making

Attachments: 3132023 EOP 7a Presentation

b. Health and Safety Program Update <u>21-2000</u>

Attachments: 03132023 EOP 7b Presentation

#### Ethics, Organization, and Personnel Committee

Page 3

 c. Update on Implementation of Recommendations from State Audit and Independent Review of Workplace Concerns [REVISED SUBJECT 3/9/23]

Attachments: 03132023 EOP 7c Presentation

#### 8. MANAGEMENT REPORTS

a.	Ethics Officer's Report	<u>21-2003</u>
b.	Human Resources Manager's Report	<u>21-2002</u>
C.	Equal Employment Opportunity Officer's Report	<u>21-2004</u>

#### 9. FOLLOW-UP ITEMS

NONE

#### 10. FUTURE AGENDA ITEMS

#### 11. ADJOURNMENT

NOTE: This committee reviews items and makes a recommendation for final action to the full Board of Directors. Final action will be taken by the Board of Directors. Agendas for the meeting of the Board of Directors may be obtained from the Board Executive Secretary. This committee will not take any final action that is binding on the Board, even when a quorum of the Board is present.

Writings relating to open session agenda items distributed to Directors less than 72 hours prior to a regular meeting are available for public inspection at Metropolitan's Headquarters Building and on Metropolitan's Web site http://www.mwdh2o.com.

Requests for a disability related modification or accommodation, including auxiliary aids or services, in order to attend or participate in a meeting should be made to the Board Executive Secretary in advance of the meeting to ensure availability of the requested service or accommodation.



THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA



#### • Board of Directors *Ethics, Organization, and Personnel Committee*

#### 3/14/2023 Board Meeting

7-10

#### Subject

Approve The Metropolitan Water District of Southern California's salary schedules pursuant to CalPERS regulations; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

#### **Executive Summary**

Pursuant to the California Code of Regulations, Section 570.5, Metropolitan's Board of Directors is required to approve an annual Salary Schedule, meeting specific requirements as outlined in the Code.

#### Details

#### Background

Pursuant to CalPERS regulations, California Code of Regulations, Section 570.5, employee salaries must be delineated in a salary schedule that meets the following requirements:

- 1. Approved and adopted by the employer's governing body according to the requirements of applicable public meeting laws.
- 2. Identifies the position title for every employee position.
- 3. Shows the pay rate for each identified position, which may be stated as a single amount or amounts within a range.
- 4. Indicates the time base.
- 5. Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website.
- 6. Indicates an effective date and date of any revisions.
- 7. Is retained by the employer and available for public inspection for not less than five years.
- 8. Does not reference another document in lieu of disclosing the pay rate.

To comply with these requirements, The Metropolitan Water District of Southern California's Salary Schedules for the following dates are attached for the Board's approval.

Effective date:

• The Metropolitan Water District of Southern California Salary Schedule effective June 26, 2022 (Attachment 1)

The approval of this salary schedule will ensure Metropolitan's compliance with the Code, the negotiated MOUs, and Administrative Codes. This will also ensure employee's retirement calculations will be based on the appropriate rate of pay.

#### Policy

Metropolitan Water District Administrative Code Section 6207: Positions Authorized

Metropolitan Water District Administrative Code Section 6208: Pay Rate Administration

Metropolitan Water District Administrative Code Section 6500: Hourly Pay Rate Schedule

Metropolitan Water District Administrative Code Section 11104: Delegations of Responsibilities

#### California Environmental Quality Act (CEQA)

#### **CEQA determination for Option #1:**

The proposed action is not defined as a project under CEQA (Public Resources Code Section 21065, State CEQA Guidelines Section 15378) because the proposed action will not cause either a direct physical change in the environment or a reasonably foreseeable indirect physical change in the environment and involves continuing administrative activities, such as general policy and procedure making (Section 15378(b)(2) of the State CEQA Guidelines). In addition, the proposed action is not defined as a project under CEQA because it involves the creation of government funding mechanisms or other government fiscal activities which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment (Section 15378(b)(4) of the State CEQA Guidelines).

#### **CEQA determination for Option #2:**

None required

#### **Board Options**

#### **Option #1**

Approve to adopt the attached salary schedule to ensure compliance with California Code of Regulations, Section 570.5, and the negotiated MOUs.

Fiscal Impact: There is no fiscal impact associated with this board action.

**Business Analysis:** If approved, Metropolitan will be in compliance with California Code of Regulations, Section 570.5 and the negotiated MOUs.

#### **Option #2**

Do not approve the salary schedules.

#### Fiscal Impact: None

**Business Analysis:** If not approved, Metropolitan will not be in compliance with California Code of Regulations, Section 570.5, and the negotiated MOUs.

#### **Staff Recommendation**

Option #1

'ra Shil Debra Gill

<u>3/7/2023</u> Date

Interim Human Resources Group Manager

3/8/2023

Adel Hagekhalil General Manager Date

Attachment 1 – The Metropolitan Water District of Southern California Salary Schedule effective June 26, 2022

#### 7-10

#### Metropolitan Water District of Southern California SALARY SCHEDULE

Effective Date: 06/26/2022

Report ID: MHR828

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Classification Code	Title	Salary Grade	Hourly Range	Monthly Range	Annual Range	Unit Code
			5	5	5	
YA01	Accountant	038	\$ 35.83- 47.13	\$ 6,211- 8,169	\$ 74,526- 98,030	02
VA01	Accounting Tech I	029	\$ 27.97- 36.83	\$ 4,848- 6,384	\$ 58,178- 76,606	02
VA02	Accounting Tech II	034	\$ 32.12- 42.23	\$ 5,567- 7,320	\$ 66,810- 87,838	02
Z27	* Accounts Payable Administrator	053	\$ 54.12- 70.89	\$ 9,381-12,288	\$112,570-147,451	04
Z69	* Accounts Receivable Adminstr	053	\$ 54.12- 70.89	\$ 9,381-12,288	\$112,570-147,451	04
YA04	Admin Analyst	044	\$ 42.23- 55.62	\$ 7,320- 9,641	\$ 87,838-115,690	02
YC01	Admin Analyst I (C)	039	\$ 36.83-48.43	\$ 6,384- 8,395	\$ 76,606-100,734	05
YC02	Admin Analyst II (C)	042	\$ 39.97- 52.66	\$ 6,928- 9,128	\$ 83,138-109,533	05
YC03	* Admin Analyst III (C)	045	\$ 43.42- 57.19	\$ 7,526- 9,913	\$ 90,314-118,955	05
VA04 VC01	Admin Assistant I Admin Assistant I (C)	031 031	\$ 29.54- 38.88 \$ 29.54- 38.88	\$ 5,120- 6,739 \$ 5,120- 6,739	\$ 61,443- 80,870 \$ 61,443- 80,870	02 05
VA05	Admin Assistant II	031	\$ 33.05- 43.42	\$ 5,729-7,526	\$ 68,744- 90,314	02
VC02	Admin Assistant II (C)	035	\$ 33.05-43.42	\$ 5,729- 7,526	\$ 68,744- 90,314	02
VA06	Admin Assistant II (C) Admin Assistant III	035	\$ 36.83-48.43	\$ 6,384- 8,395	\$ 76,606-100,734	02
VC03	Admin Assistant III (C)	039	\$ 36.83-48.43	\$ 6,384- 8,395	\$ 76,606-100,734	05
UA04	Admin Secretary	037	\$ 34.86- 45.88	\$ 6,042- 7,953	\$ 72,509- 95,430	02
PM034	* Agricultural Liaison	060	\$ 65.42- 85.49	\$11,339-14,818	\$136,074-177,819	04
937	Aircraft Pilot	046	\$ 43.30- 57.04	\$ 7,505- 9,887	\$ 90,064-118,643	03
TA12	Aqueduct & Power Dispatcher	045	\$ 43.42- 57.19	\$ 7,526- 9,913	\$ 90,314-118,955	02
T11	Aqueduct Pump Specialist	046	\$ 44.60- 58.75	\$ 7,731-10,183	\$ 92,768-122,200	02
YC62	* Assistant Ethics Officer	063	\$ 70.89- 92.68	\$12,288-16,065	\$147,451-192,774	05
YA08	Assoc Biologist	043	\$ 41.11- 54.12	\$ 7,126- 9,381	\$ 85,509-112,570	02
YA16	Assoc Chemist	043	\$ 41.11- 54.12	\$ 7,126- 9,381	\$ 85,509-112,570	02
YC18	* Assoc Dpty General Counsel (C)	060	\$ 65.42- 85.49	\$11,339-14,818	\$136,074-177,819	05
YA26	Assoc Engineer	050	\$ 49.83- 65.42	\$ 8,637-11,339	\$103,646-136,074	02
YA30	Assoc Environmental Specialist	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
YA51	Assoc IT Proj Contr Specialist	039	\$ 36.83- 48.43	\$ 6,384- 8,395	\$ 76,606-100,734	02
YA71	Assoc Limnologist	043	\$ 41.11- 54.12	\$ 7,126- 9,381	\$ 85,509-112,570	02
YA76	Assoc Microbiologist	043	\$ 41.11- 54.12	\$ 7,126- 9,381	\$ 85,509-112,570	02
YA84	Assoc Proj Controls Specialist	038	\$ 35.83- 47.13	\$ 6,211- 8,169	\$ 74,526- 98,030	02
YA97	Assoc Resource Specialist	049	\$ 48.43- 63.71	\$ 8,395-11,043	\$100,734-132,517	02
WC02	Assoc Security Specialist (C)	049	\$ 48.43- 63.71	\$ 8,395-11,043	\$100,734-132,517	05
YA100	Assoc Water Quality Specialist	043	\$ 41.11- 54.12	\$ 7,126- 9,381	\$ 85,509-112,570	02
YA07	Asst Biologist	038	\$ 35.83- 47.13	\$ 6,211- 8,169	\$ 74,526- 98,030	02
YC63	* Asst Board Administrator	056	\$ 58.75- 76.85	\$10,183-13,321	\$122,200-159,848	05
YA15	Asst Chemist	038	\$ 35.83- 47.13	\$ 6,211- 8,169	\$ 74,526- 98,030	02
YA24	Asst Engineer I	043	\$ 41.11- 54.12	\$ 7,126- 9,381	\$ 85,509-112,570	02
YA25	Asst Engineer II	046	\$ 44.60- 58.75	\$ 7,731-10,183	\$ 92,768-122,200	02
YA28 YA29	Asst Env Specialist I Asst Env Specialist II	038 043	\$ 35.83- 47.13 \$ 41.11- 54.12	\$ 6,211- 8,169 \$ 7,126- 9,381	\$ 74,526- 98,030 \$ 85,509-112,570	02 02
Z12	* Asst GM Strategic Wtr Initiatv	043	\$123.02-168.07	\$21,323-29,132	\$255,882-349,586	02
985	* Asst General Auditor	093	\$ 88.84-121.39	\$15,399-21,041	\$184,787-252,491	01
032	* Asst General Counsel	086	\$101.73-138.97	\$17,633-24,088	\$211,598-289,058	01
Z55	* Asst General Counsel (C)	078	\$105.98-138.97	\$18,370-24,088	\$220,438-289,058	05
024	* Asst General Manager/CAO	093	\$123.02-168.07	\$21,323-29,132	\$255,882-349,586	01
Z14	* Asst General Manager/CEAO	093	\$123.02-168.07	\$21,323-29,132	\$255,882-349,586	01
006	* Asst General Manager/CFO	093	\$123.02-168.07	\$21,323-29,132	\$255,882-349,586	01
002	* Asst General Manager/COO	094	\$126.36-172.71	\$21,902-29,936	\$262,829-359,237	01
Z02	* Asst Group Manager	085	\$ 99.01-135.25	\$17,162-23,443	\$205,941-281,320	01
YA50	Asst IT Proj Contrl Specialist	033	\$ 31.21- 41.11	\$ 5,410- 7,126	\$ 64,917- 85,509	02
YC66	* Asst LegislativeRepresentative	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	05
YA70	Asst Limnologist	038	\$ 35.83- 47.13	\$ 6,211- 8,169	\$ 74,526- 98,030	02
YA75	Asst Microbiologist	038	\$ 35.83- 47.13	\$ 6,211- 8,169	\$ 74,526- 98,030	02
YA83	Asst Proj Controls Specialist	033	\$ 31.21- 41.11	\$ 5,410- 7,126	\$ 64,917- 85,509	02
YA95	Asst Resource Specialist I	042	\$ 39.97- 52.66	\$ 6,928- 9,128	\$ 83,138-109,533	02
YA96	Asst Resource Specialist II	045	\$ 43.42- 57.19	\$ 7,526- 9,913	\$ 90,314-118,955	02
Z04C	* Asst Section Manager II (C)	067	\$ 78.89-103.14	\$13,674-17,878	\$164,091-214,531	05
TA15	Asst System Operator	041	\$ 38.88- 51.16	\$ 6,739- 8,868	\$ 80,870-106,413	02
295	* Asst Treasurer	057	\$ 60.36- 78.89	\$10,462-13,674	\$125,549-164,091	04
Z52	* Asst Unit Mgr-Conveyance&Distr	064	\$ 72.78- 95.16	\$12,615-16,494	\$151,382-197,933	04
YA99	Asst Water Quality Specialist	038	\$ 35.83- 47.13	\$ 6,211- 8,169	\$ 74,526- 98,030	02
UM001	* AsstContrl/Unit Mgr-Accounting	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
UM039	* AsstContrl/Unit Mgr-FinclRptng	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
Z32	* Audit Administrator	073	\$ 71.55- 97.72	\$12,402-16,938	\$148,824-203,258	01
Z68	* Bay-Delta InitiativesPolicyMgr	085	\$ 99.01-135.25	\$17,162-23,443	\$205,941-281,320	01
YA09	Biologist	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
Z64	* Board Administrator	072	\$ 69.64- 95.16	\$12,071-16,494	\$144,851-197,933	01
Z78	* Board Executive Officer	088	\$107.40-146.73	\$18,616-25,433	\$223,392-305,198	01
U04	* Board Executive Secretary	066	\$ 59.40- 80.99	\$10,296-14,038	\$123,552-168,459	01
YC06	* Board Specialist (C)	045	\$ 43.42- 57.19	\$ 7,526- 9,913	\$ 90,314-118,955	05

### $7\mathchar`-10$ Metropolitan Water District of Southern California

SALARY SCHEDULE

#### Report ID: MHR828

#### Effective Date: 06/26/2022

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Classification Code	Title	Salary Grade	Hourly Range	Monthly Range	Annual Range	Unit Code
Z65	* Budget and Treasury Manager	081	\$ 88.84-121.39	\$15,399-21,041	\$184,787-252,491	01
Z09	* Business Outreach Manager	060	\$ 65.42- 85.49	\$11,339-14,818	\$136,074-177,819	04
YA12	Buyer I	038	\$ 35.83- 47.13	\$ 6,211- 8,169	\$ 74,526- 98,030	02
YA13	Buyer II	043	\$ 41.11- 54.12	\$ 7,126- 9,381	\$ 85,509-112,570	02
YA17	Chemist	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
SA06	Chief Cook	024	\$ 24.33- 32.12	\$ 4,217- 5,567	\$ 50,606- 66,810	02
Y08	* Chief Deputy General Counsel	085	\$ 99.01-135.25	\$17,162-23,443	\$205,941-281,320	01
YC21	* Chief Dpty General Counsel (C)	074	\$ 95.16-124.68	\$16,494-21,611	\$197,933-259,334	05
YC65	* Chief EEO Investigator	077	\$ 79.68-108.89	\$13,811-18,874	\$165,734-226,491	01
Z71	* Chief EEO Officer	085	\$ 99.01-135.25	\$17,162-23,443	\$205,941-281,320	01
XA47	Chief Photographer	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
XA65	Chief Videographer	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
122	Chief of Party	053	\$ 52.54- 68.83	\$ 9,107-11,931	\$109,283-143,166	03
Z73 Z72	* ChiefDvrstyEqty&InclsnOfficer	085	\$ 99.01-135.25	\$17,162-23,443	\$205,941-281,320	01
Z72 Z42	* ChiefSustRslncy&InnovOfficer * Class & Comp Manager	085 064	\$ 99.01-135.25 \$ 72.78- 95.16	\$17,162-23,443 \$12,615-16,494	\$205,941-281,320 \$151,382-197,933	01 05
SA04	Commercial Truck Driver A	037	\$ 34.86- 45.88	\$ 6,042- 7,953	\$ 72,509- 95,430	02
SA04 SA05A	Commercial Truck Driver B	037	\$ 34.86- 45.88	\$ 6,042- 7,953	\$ 72,509- 95,430	02
XA01A	Construction Inspector I	038	\$ 35.83- 47.13	\$ 6,211- 8,169	\$ 74,526- 98,030	02
XA02A	Construction Inspector II	043	\$ 41.11- 54.12	\$ 7,126- 9,381	\$ 85,509-112,570	02
XA03A	Construction Inspector III	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
XA04A	Construction Inspector IV	053	\$ 54.12- 70.89	\$ 9,381-12,288	\$112,570-147,451	02
XA05A	Construction Inspector V	056	\$ 58.75- 76.85	\$10,183-13,321	\$122,200-159,848	02
Z36	* Controller	072	\$ 90.20-118.13	\$15,635-20,476	\$187,616-245,710	05
т04	Conveyance&Distrbtn Specialist	047	\$ 45.88- 60.36	\$ 7,953-10,462	\$ 95,430-125,549	02
XA06	Crane Certification Tech I	038	\$ 35.83- 47.13	\$ 6,211- 8,169	\$ 74,526- 98,030	02
XA07	Crane Certification Tech II	043	\$ 41.11- 54.12	\$ 7,126- 9,381	\$ 85,509-112,570	02
XA09	Cross Connection Technician	043	\$ 41.11- 54.12	\$ 7,126- 9,381	\$ 85,509-112,570	02
PM030	* Debt Management Specialist	060	\$ 65.42- 85.49	\$11,339-14,818	\$136,074-177,819	04
YA20	Deputy Auditor I	031	\$ 29.54- 38.88	\$ 5,120- 6,739	\$ 61,443- 80,870	02
YA21	Deputy Auditor II	036	\$ 33.97- 44.60	\$ 5,888- 7,731	\$ 70,658- 92,768	02
YA22	Deputy Auditor III	045	\$ 43.42- 57.19	\$ 7,526- 9,913	\$ 90,314-118,955	02
Z77	* Deputy Chief DE&I Officer	080	\$ 86.42-118.13	\$14,979-20,476	\$179,754-245,710	01
Z75	* Deputy Chief EEO Officer	080	\$ 86.42-118.13	\$14,979-20,476	\$179,754-245,710	01
Z57	* Deputy General Auditor	077	\$ 79.68-108.89	\$13,811-18,874	\$165,734-226,491	01
YC19	* Deputy General Counsel (C)	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	05
VA07	Deputy Treasurer	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
XA11	Designer I	032	\$ 30.40- 39.97	\$ 5,269- 6,928	\$ 63,232- 83,138	02
XA12 XA13	Designer II Designer III	035 039	\$ 33.05-43.42	\$ 5,729- 7,526 \$ 6,384- 8,395	\$ 68,744- 90,314	02 02
Z41	* Director of Info Tech Services	039	\$ 36.83- 48.43 \$ 90.20-118.13	\$15,635-20,476	\$ 76,606-100,734 \$187,616-245,710	02
T14	Diver-Inland Commercial	047	\$ 45.88- 60.36	\$ 7,953-10,462	\$ 95,430-125,549	01
YC61	* DptyEthicsOfcr Adv,Comp&Policy	060	\$ 65.42- 85.49	\$11,339-14,818	\$136,074-177,819	05
YC60	* DptyEthicsOfcr Inv,Outrch&Educ	060	\$ 65.42- 85.49	\$11,339-14,818	\$136,074-177,819	05
Z25	* EEO Manager	068	\$ 80.99-105.98	\$14,038-18,370	\$168,459-220,438	05
YC25	EHS Field Specialist I (C)	043	\$ 41.11- 54.12	\$ 7,126- 9,381	\$ 85,509-112,570	05
YC26	EHS Field Specialist II (C)	045	\$ 43.42- 57.19	\$ 7,526- 9,913	\$ 90,314-118,955	05
YC27	EHS Field Specialist III (C)	050	\$ 49.83- 65.42	\$ 8,637-11,339	\$103,646-136,074	05
T12	Electrical Specialist	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
168	* Electronic Tech Supervisor	055	\$ 55.52- 72.54	\$ 9,623-12,574	\$115,482-150,883	03
YC42	* Employee Relations Specialist	051	\$ 51.16- 67.21	\$ 8,868-11,650	\$106,413-139,797	05
YA27	Engineer	056	\$ 58.75- 76.85	\$10,183-13,321	\$122,200-159,848	02
XA20A	Engineering Tech I	038	\$ 35.83- 47.13	\$ 6,211- 8,169	\$ 74,526- 98,030	02
XA21A	Engineering Tech II	043	\$ 41.11- 54.12	\$ 7,126- 9,381	\$ 85,509-112,570	02
XA22A	Engineering Tech III	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
YA31	Environmental Specialist	053	\$ 54.12- 70.89	\$ 9,381-12,288	\$112,570-147,451	02
Z59	* Equal Emp Compliance&Policy Co	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	05
Z16	* Ethics Officer	FR	+ c= io o= io	*** *** ***	\$290,014	00
YC35	* Ethics Policy Analyst	060	\$ 65.42- 85.49	\$11,339-14,818	\$136,074-177,819	05
002A	* ExecOff&AsstGM/WaterResources	094	\$126.36-172.71	\$21,902-29,936	\$262,829-359,237	01
VC04 VC05	Executive Assistant I (C) Executive Assistant II (C)	044 048	\$ 42.23- 55.62	\$ 7,320- 9,641 \$ 8,169-10,745	\$ 87,838-115,690	05
VCUS VC13	* Executive Assistant 11 (C)	048	\$ 47.13- 61.99 \$ 51.16- 67.21	\$ 8,169-10,745 \$ 8,868-11,650	\$ 98,030-128,939 \$106,413-139,797	05 05
VC13 VC14	* Executive Assistant to the GC	051	\$ 51.16- 67.21 \$ 51.16- 67.21	\$ 8,868-11,650 \$ 8,868-11,650	\$106,413-139,797	05
021	* Executive Legislative Rep	081	\$ 88.84-121.39	\$15,399-21,041	\$184,787-252,491	01
Z56	* Executive Legislative Rep (C)	073	\$ 92.68-121.39	\$16,065-21,041	\$192,774-252,491	05
Z74	* Executive Office Manager	067	\$ 60.92-83.20	\$10,559-14,421	\$126,714-173,056	01
061	* Executive Secretary	051	\$ 51.16- 67.21	\$ 8,868-11,650	\$106,413-139,797	04
017	* Executive Strategist	073	\$ 92.68-121.39	\$16,065-21,041	\$192,774-252,491	05
SA07	Facilities Maint Assistant	029	\$ 27.97- 36.83	\$ 4,848- 6,384	\$ 58,178- 76,606	02

#### Report ID: MHR828

#### Effective Date: 06/26/2022

Page No. 3 Run Date 02/10/2023 Run Time 18:40:03

Code         Title         Under         Lange         Lange         Lange         Code           Tail         Plactic Derdinator         0.6         6         14.46         16.46 <td< th=""><th>Classification</th><th></th><th>Salary</th><th>Hourly</th><th>Monthly</th><th>Annual</th><th>Unit</th></td<>	Classification		Salary	Hourly	Monthly	Annual	Unit
val2         Picc Displatch Coordinator         048         \$ 4,113         0,114         0,14	Code	Title	Grade	Range	Range	Range	Code
val1         relect Dispatch cordinator         035         8 3, 3, 5-4, 3, 42         8 7, 22-7, 7, 22         6, 60, 744         90, 140         02           VA16         Theot Dispatcher         03         8 3, 3, 48         8 7, 3, 22-7, 7, 22         6, 60, 744         90, 140         03           Gal         Theot Dispatcher         PR         PR         93, 488         9, 7, 22-7, 7, 22         8, 60, 744         90, 70           Gal         Gal         Control         PR         PR         9, 7, 23-7, 13         8, 60, 74-6         90, 70         94, 65-7, 13         8, 60, 74-6         90, 74           Control         Government/Englonal         Theory Dispatch Control fair         94         94, 12-7, 13         8, 60, 74-7         94, 143-10, 74         84, 60, 74-10, 74         94         94, 12-7, 74, 60         95         94, 74-7							
Vois         Fleer Dispatcher         01         \$ 29.94-38.88         \$ 5.120-4.733         \$ 60.443-80.870         02           01         General Counsel         FR         366.117         308.117         308.117         30           01         General Counsel         FR         31.888-5.128         \$ 45.644-61.433         50           022         Graphic Archicles Party         04         \$ 42.67-7.128         \$ 9.103-11.956         \$ 9.103-11.956.89         50           033         Graphic Technicles III         034         \$ 9.12.10-4.138         \$ 9.103-11.956.89         50         \$ 9.103-11.956.89         50         \$ 9.103-11.956.89         50.364.41.91.99         \$ 6.167-7.128         \$ 9.103-11.956.89         50.364.41.91.99         50.364.41.91.99         \$ 5.132.91.71.38         \$ 7.132.4.91.81         \$ 9.103.91.10.91.10.91         \$ 7.132.4.91.81         \$ 9.103.91.10.91.10.91.10.91.10.91         \$ 7.132.4.91.81         \$ 9.10.91.10.91.10.91.10.91         \$ 7.132.4.91.81         \$ 7.128.4.91.81.91.91.91.91         \$ 7.132.4.91.81         \$ 7.132.4.91.81         \$ 7.132.4.91.81         \$ 7.132.4.91.81         \$ 7.132.4.91.81         \$ 7.132.4.91.81         \$ 7.131.987.24.91.81         \$ 7.131.987.24.91.81         \$ 7.131.987.24.91.81         \$ 7.131.987.24.91.81         \$ 7.131.987.24.91.81         \$ 7.131.987.24.91.81         \$ 7.131.987.24.91.81							
011         * General Andricor         FR         016         016         026         026         026         027         026		-					
931         • General Austroance Austroance         76         72         72         73         72         73         74		-		\$ 29.54- 38.88	\$ 5,120- 6,739		
706         Concrol Maintenance Asatt         021         \$ 22.4-7         29.4-8         3.884-5.12         \$ 4.664-6.1.43         02           7022         * Governmentiklerional Aff Rev(C)         552         \$ 52.6-6-80.39         \$ 9.128-1.3743         \$ 8.901-2.29.39         03           7337         Graphic Technician I         038         \$ 4.7.514.5139         \$ 1.28-1.0743         \$ 8.901-2.29.39         03           7347         Graphic Technician I         038         \$ 4.7.57-35.13         \$ 1.28-1.0733         \$ 8.901-2.29.39         03           7437         Graphic Technician III         038         \$ 4.7.57-35.13         \$ 1.7.28-9.331         \$ 6.7.50-112.570         02           7501         * Group Manager         041         \$ 7.77-35.13         \$ 7.4.63-24.08         \$ 21.15-8-28.568         01           760         * Group Manager-Ingineering Asec         066         \$ 101.73-138.97         \$ 71.63-24.08         \$ 21.15-8-28.568         01           761         * Group Manager-Ingineering Asec         066         \$ 101.73-138.97         \$ 71.63-24.08         \$ 21.15-8-28.518         01           762         * Group Manager-Ingineering Asec         066         \$ 101.73-138.97         \$ 71.63-24.08         \$ 21.19-28.518         01         22.19-29.58         0							
001         * Concral Menager         FR				\$ 22.43- 29.54	\$ 3,888- 5,120		
TA37         Graphic Arts Designer         048         4 7.13 - 61.99         2 8.169-10.753         8 8.030-128.939         02           XA24         Graphic Technician II         038         5 35.83 - 47.13         2 6.211 - 8.198         8 0.10 - 87.380         02           XA25         Graphic Technician III         038         5 1.83 - 47.13         2 6.211 - 8.198         8 0.10 - 87.500         03           State         Graphic Technician III         038         3 1.11 - 118.11         2 7.118.9         2 7.11				+	+ -,		
x2.43         Chrophic Technician I         0.34         \$ 12.12-42.33         \$ 5.677-7.26         \$ 6.6,810-47,838         0.2           x2.45         Craphic Technician III         0.43         \$ 14.11-44.12         \$ 7.136         \$ 5.677-7.26         \$ 8.75.676-7.26         \$ 8.75.676-78.23         \$ 8.75.676-78.23         \$ 8.75.676-78.23         \$ 8.75.676-78.23         \$ 8.75.676-78.23         \$ 8.75.676-77.23         \$ 8.75.767-77.23         \$ 8.75.767-77.23         \$ 8.75.767-77.23         \$ 8.75.767-77.23         \$ 8.75.767-77.23         \$ 8.75.767-77.23         \$ 8.75.767-77.23         \$ 8.75.767-77.23         \$ 8.75.767-77.23         \$ 8.75.767-77.23         \$ 8.75.767-77.23         \$ 8.75.767-75.26         \$ 8.75.767-75.26         \$ 8.75.767-75.26         \$ 8.75.767-75.26         \$ 8.75.767-75.26         \$ 8.75.767-75.26         \$ 8.75.767-75.26         \$ 8.75.767-75.26         \$ 8.75.767-75.26         \$ 8.75.767-75.26         \$	YC22	-	052	\$ 52.66- 68.99	\$ 9,128-11,958		05
xx26         Oraphic Technician II         038         \$ 43.8.9-47.13         \$ (2.11-8.16)         \$ 74.526-98.03         0.0           SAD8         Grounds Maintenance Worker         029         \$ 0.7.97-36.83         \$ 4.846-9.818         \$ 58.509-11.257.00         0.0           ZD1         Group Manager-Maintenance Worker         029         \$ 0.7.97-36.83         \$ 4.846-9.818         \$ 28.509-11.257.00         0.0           ZD1         Group Manager-Maintenance Worker         029         \$ 0.7.93         \$ 24.08         \$ 211.590-280.08         0.0           ZD1         Group Manager-Maintenance Morker         026         \$ 101.7.2-18.97         \$ 17.633-24.088         \$ 221.590-280.086         0.0           ZD6         Croup Manager-Hunne         066         \$ 101.7.2-18.97         \$ 17.633-24.088         \$ 221.590-280.086         0.0           ZE6         Croup Manager-Hunne         066         \$ 101.7.2-138.97         \$ 127.633-24.088         \$ 221.590-280.086         0.0           ZE6         Group Manager-Hunne         088         \$ 107.40-146.73         \$ 128.616-281.086         0.0           ZE6         Group Manager-Hunne         088         \$ 107.40-146.73         \$ 128.616-281.086         0.0           ZE6         Group Manager-Hunne         088         \$ 10	YA37	Graphic Arts Designer	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
XA26         Oraphic Technician III         043         § 4.1.11-6.12         § 7.1.26-7, 818         § 85.107-7, 7.6, 60         02           SD08         Group Manager         086         \$10.1.7,7-138,97         54.83         54.215,982-80,085         01           Z23         Group Manager-Explanering Tora         086         \$10.1.7,7-138,97         51.7,633-24,088         521.1598-280,085         01           Z58         Group Manager-Explanering Tora         086         \$10.1.7,7-138,97         \$17.633-24,088         521.1598-280,088         01           Z58         Group Manager-Mater Biffairs         086         \$10.1.7,7-138,97         \$17.633-24,088         521.1598-280,088         01           Z66         Group Manager-Mater Biffairs         086         \$10.1.7,7-138,97         \$17.633-24,088         521.1598-280,058         01           Z61         Group Manager-Mater System Op         098         \$11.0.7,7-138,97         \$17.633-24,088         521.29,738         \$6.1,428-81,780,76         \$6.1,428-81,780,76         \$6.1,428-81,780,76         \$6.1,428-81,780,76         \$6.1,428-81,780,76         \$6.1,428-81,780,76         \$6.1,428-81,780,76         \$6.1,428-81,780,76         \$6.1,428-81,780,76         \$6.1,428-81,780,76         \$6.1,428-81,780,76         \$6.1,428-81,780,76         \$6.1,428-81,780,76         \$6.1,428-81,780,76	XA24	Graphic Technician I	034	\$ 32.12- 42.23	\$ 5,567- 7,320	\$ 66,810- 87,838	02
SA08         Curoinds Maintenance Worker         C29         S 27.97-36.83         4 4.46-3.484         58.178-76.66         00           Z01         Group Manager-Bay Delta Intiva         086         S101.73-138.97         S17.633-24.88         S211.58-28.90.88         01           Z58         Group Manager-Engineering Svca         086         S101.73-138.97         S17.633-24.88         S211.58-28.90.88         03           Z56         Group Manager-Thitrenal Affaira         086         S101.73-138.97         S17.633-24.88         S211.58-28.90.88         03           Z56         Group Manager-Thitrena         086         S101.73-138.97         S17.633-24.88         S211.58-28.90.88         01           Z66         Group Manager-Mana Property         088         S101.73-148.97         S17.633-24.88         S213.89-28.00.88         01           Z61         Group Manager-Mater System Opa         081         011.73-148.97         011.61.615-28.13         0223.93-29.01.88         011.73-148.97         011.61.615-28.13         0223.93-29.01.88         011.73-148.97         011.61.61.62.81.39         023.93-48.01.03         023.93-48.01.03         023.93-48.01.03         023.93-48.01.03         013.93-12.93-48.01.03         023.94-10.01.03         033.93-10.01         013.93-12.93-140         015.93-10.01         011.93-11.93.93 <th< td=""><td></td><td>-</td><td></td><td></td><td></td><td></td><td></td></th<>		-					
211         • Group Manager-Manager-Markel La Intiva         086         \$101.73-138.97         \$17.633-24,088         \$211.580-283,058         01           220         • Group Manager-Angeineering Mara         089         \$110.33-150.81         \$131.72-338.97         \$17.633-24,088         \$211.580-283,058         01           258         • Group Manager-Angeineering Mara         086         \$101.73-138.97         \$17.633-24,088         \$211.580-283,058         01           254         • Group Manager-Intana Desourcea         086         \$101.73-138.97         \$17.633-24,088         \$231.582-283,058         01           256         • Group Manager-Intar Exourcea         086         \$101.74-134.673         \$11.6415-25.433         \$233.332-355.188         01           2561         • Group Manager-Mater Marce Marce Marce         088         \$107.40-146.73         \$11.6415-25.433         \$233.332-355.188         01           2562         • Group Manager-Mater Marce Marce Marce         088         \$11.0.31-150.81         \$131.521-73.03         \$61.443-80.666         05           2563         • Group Manager-Mater Marce Marce         066         \$7.685-10.03         \$13.321-73.83         \$13.74.74-173.83         \$13.74.74-173.83         \$139.444-90.31         \$14.431-80.666         \$14.444-80.31.46         \$14.444-80.31.46         \$14.444		-					
229       * Group Manager-Bay Delta Intire       086       \$101,73-138.97       \$17,632-40,08       \$21,592-289,08       01         256       * Group Manager-Esternal Atfairs       086       \$101,73-138.97       \$17,633-40,08       \$211,592-280,08       01         254       * Group Manager-Enternal Atfairs       086       \$101,73-138.97       \$17,633-40,08       \$211,592-280,088       01         254       * Group Manager-Human Resources       086       \$101,73-138.97       \$17,633-40,08       \$211,592-280,088       01         256       * Group Manager-Keal Property       088       \$101,74-146.73       \$18,616-25,433       \$223,322-305,188       01         262       * Group Manager-Keal Property       088       \$101,74-146.73       \$18,616-25,433       \$223,322-305,188       01         262       * Group Manager-Keal Property       088       \$101,74-146.73       \$18,816-25,433       \$223,322-305,188       01         262       * Group Manager-Keal Property       088       \$101,74-146.73       \$18,816-25,433       \$223,322-305,188       01         263       * Group Manager-Keal Property       088       \$101,74-146.73       \$18,816-25,433       \$6,344.41.40.00       \$01         264       * Hittis Manager       * Contestan Propertise       \$101,74-146.73							
260       * Group Manager-External Affairs       BH8       \$110.31-150.81       \$17,452.80,40       \$211.598-249,058       01         276       * Group Manager-Tinance       086       \$101.73-138.97       \$17,653-24,088       \$211.598-249,058       01         256       * Group Manager-Tinance       086       \$101.73-138.97       \$17,653-24,088       \$211.598-249,058       01         256       * Group Manager-Matcr Rescr Qmt.       088       \$107.40-146.73       \$18,616-25,433       \$222.948-31.368       01         251       * Group Manager-Matcr Rescr Qmt.       088       \$107.40-146.73       \$18,916-67.54.33       \$222.948-13.685       01         252       * Group Manager-Matcr Rescr Qmt.       089       \$101.73-13.89       \$17,429-46.73       \$18,412-81.40.87       05         250       # Group Manager-Matcr Rescr Qmt.       089       \$101.01.13-150.81       \$17,229-752.85       \$66,744-80.87       01       05         250       # Group Manager-Matcr Rescr Qmt.       089       \$10.748-74.87       \$15.729-752.85       \$66,744-80.87       01       01       01.01.01.150.81       \$10.91.120.744       01       01       01.01.150.81       \$10.120.71.139       \$10.141.200.755       01       01.01.150.81       \$10.141.200.71.130.95       \$17.460.01.100.71.130.91							
z58       * Group Manager-External Affairs       086       5101.73-138.97       \$17,632-40.08       \$211.592-289.058       01         z54       * Group Manager-Human Resources       086       \$101.73-138.97       \$17,632-40.08       \$211.592-289.058       01         z66       * Group Manager-Human Resources       086       \$101.73-138.97       \$17,632-40.08       \$211.592-289.058       01         z61       * Group Manager-Keal Property       086       \$101.73-138.97       \$17,632-40.08       \$223.392-305.188       01         z62       * Group Manager-Watter System Ops       089       \$10.31-150.81       \$19,120-6.19       \$223.392-305.188       01         vC06       HR Assistant II (C)       035       \$3.305-43.42       \$5,729-7.526       \$6,6744-90.31       \$6         VC07       HR Assistant II (C)       039       \$16.83-46.43       \$6,134-8,395       \$7,6,06-100.734       05         VC08       Human Resources Analyst II (C)       039       \$16.83-46.43       \$6,124-9.138       \$8,138-109.53       01         VC10       Human Resources Manajer II (C)       042       \$13.94-52.66       \$6,224-9.128       \$8,138-109.53       05         V210       Human Resources Manajer II (C)       041       \$46.44-51.16       \$6,224-9.128       81							
276       • Group Manager-Finance       086       6101.73-138.97       817.632-40.088       2311.598-289.058       01         256       • Group Manager-Info Technology       088       8107.40-146.73       318.615-25.433       3223.592-305.198       01         256       • Group Manager-Rabter Rearc Mynt.       088       8107.40-146.73       318.615-25.433       3223.453.192-305.198       01         253       • Group Manager-Water Rearc Mynt.       088       8107.40-146.73       318.615-25.433       3223.453.10.655       01         263       • Group Manager-Water System Ope       089       8107.40-146.73       318.615-6.739       \$6.443-50.870       05         VC06       HR Assistant II (C)       035       \$3.05-43.42       \$5.133.21-17.389       \$5.76.06-100.734       05         VC08       HR Assistant II (C)       035       \$3.08-54.42       \$6.63.94-9.035       \$5.76.24-100.734       05         VC10       Huma Resources Analyst II (C)       042       \$3.99.75.26.65       \$6.924-9.113       \$9.11.91.92.05.53       05         VC12       Human Resources Manager II       075       \$7.5.45-10.14       \$3.04.07.97.88.65.69.7-214.51       01         223       Human Resources Manager III       081       \$8.8.8.5.1.16       \$6.7.92.9.18.8       \$8							
254         * Corol Manager-Human Resources         086         \$101.73-138.7         \$21.63-24.088         \$2211.598-289.058         01           256         * Group Manager-Heal Property         086         \$101.73-138.7         \$21.63-24.088         \$2211.598-289.058         01           256         * Group Manager-Heal Frogerty         086         \$101.73-138.7         \$21.73-24.088         \$2211.598-289.058         01           2563         * Group Manager-Hater Restr Mym         088         \$110.31-150.81         \$19.70-26.140         \$222.445-33.655         01           VC07         IH Assistant II (C)         035         \$3.55.43.42         \$5.720-7.528         \$6.6744-90.314         05           VC07         IH Assistant II (C)         039         \$3.683-48.43         \$6.384-8.395         \$76.666-100.734         05           VC03         HIR Bradeger         063         \$7.085-9.06         \$12.288-10.68         \$10.147.108         \$159.848-198.53         05         \$15.066-100.734         05           VC30         Human Resources Analyst II (C)         042         \$3.88.7         \$10.837-7.81         \$11.588-281         \$16.977-216.38         \$16.977-216.38         \$16.977-216.38         \$16.977-216.38         \$16.977-216.38         \$16.977-216.38         \$16.977-216.38         \$16.977-216							
261       * Group Manager-Rel Property       086       8.10.7.3-138.7       817.33-24.088       8211,59-280,058       01         263       * Group Manager-Water Resrc Man       088       8.10.3.1-150.81       818.616-23.083       823.332-235,188       01         263       * Group Manager-Water System Ops       089       8.10.3.1-150.81       819.120-26.140       8229.445-33.655       01         VC07       HR Assistant II (C)       031       82.954-38.84       85.7320-7.526       86.744-90.314       05         VC08       HR Assistant II (C)       039       83.68.44       48.4       85.7320-7.526       86.744-90.314       05         VC03       HR Assistant II (C)       039       83.68.44       48.4       85.6340-4.395       87.6606-100.734       05         VC30       Human Resourcea Analyst II (C)       042       83.88-51.16       5.739-8.68       80.807-106.413       05         VC32       Human Resourcea Manager II       075       87.64-103.14       81.80-17.678       83.69,97-24.45.31       01         Z24       Human Resourcea Manager II       075       87.56-10.314       81.80-17.678       83.69,97-24.45.710       01         Z23       Human Resourcea Manager II       075       87.56-10.314       81.80-17.678       <		1 5					01
262       * Coroup Manager-Water Resrc Mgmt       088       810.7.40-166.73       818.1616-25.433       \$223.392-305.198       001         763       * Coroup Manager-Water System Ope       089       \$110.31-16.81       \$18.1.20-6.104       \$22.392-305.198       001         VC06       HR Assistant II (C)       031       \$2.9.54       38.48       \$5.120-6.739       \$6.1,443-80.870       055         VC07       HR Assistant III (C)       039       \$3.6.83-48.43       \$5.120-6.739       \$6.66-100.734       055         VC08       HR Tassistant III (C)       039       \$3.6.83-48.43       \$6.384-8.395       \$7.6.66-100.734       055         VC10       Human Resources Analyst II (C)       042       \$3.9.97-52.66       \$6.147.451.192.774       055         VC11       Human Resources Condustor       041       \$3.48.8-51.16       \$6.7.39-9.13.5       \$0.314-118.2955       055         VC09       Human Resources Manager II       073       \$7.56.6-10.17.878       \$15.66       \$6.7.374-106.14       131.080-17.878       \$15.69-57-214.51       101         223       Human Resources Manager II       074       \$8.8.86-11.16       \$8.1.89-10.128       \$8.1.89-10.128       \$8.1.89-10.128       \$8.1.89-10.128       \$8.1.89-10.128       \$8.1.89-10.128       \$8.1.89-10.128<	Z66	* Group Manager-Info Technology	088	\$107.40-146.73			01
263       * Group Manager-Water System Ops       089       \$110.31-150.81       \$19.120-26.140       \$22.94.45.313,685       00         VC07       HR Assistant II (C)       035       \$2.95.43.88       \$5.729-7.526       \$6.744-90.314       05         VC07       HR Assistant II (C)       035       \$3.305-43.42       \$6.384-8.395       \$7.6.666-100.734       05         VC08       HR Assistant II (C)       039       \$3.6.83-48.43       \$6.384-8.395       \$7.6.606-100.734       05         VC10       Human Resources Analyst I (C)       042       \$3.92-66       \$12.288-10.65       \$1.7.41-132.774       05         VC11       Human Resources Condinator       041       \$3.8.85       \$1.66       \$6.7.84-9.128       \$8.1.81-00.533       05         VC12       Human Resources Condinator       041       \$3.8.85-11.65       \$6.7.94-9.128       \$8.1.81-11.85       \$1.4.18-7.9387       \$17.0428-232.648       01       222       Human Resources Manager II       075       \$7.5.46-103.14       \$13.1.930-21.947       \$1.8.697-214.531       01         224       Human Resources Section Mgr       081       \$8.8.41-21.39       \$1.4.18-79.728.461       01       1.4.7.87-282.491       01         2030       Human Resources Section Mgr       084       \$8.4.41	Z61	* Group Manager-Real Property	086	\$101.73-138.97	\$17,633-24,088	\$211,598-289,058	01
VC06         HR Ameistant I (C)         031         \$ 29.54-38.88         \$ 5,120-6,739         \$ 61.443-80,870         05           VC07         HR Amsistant III (C)         035         \$ 33.05-44.42         \$ 5,120-6,739         \$ 61.443-80,870         05           VC08         HR Amsistant III (C)         039         \$ 36.63-48.43         \$ 6,384-8,395         \$ 76.66-100,734         05           VC08         HR Amsistant III (C)         039         \$ 36.63-48.43         \$ 6,384-8,395         \$ 76.66-100,734         05           VC10         Human Resources Analyst II (C)         042         \$ 39.97-52.66         \$ 6,392-9,132         \$ 83.18-109,533         05           VC11         Human Resources Analyst II (C)         042         \$ 39.37-52.66         \$ 6,732-8,166         \$ 80.870-106,413         05           VC22         Human Resources Manager II         078         \$ 81.45-111.65         \$ 13.12-19,17.878         \$ 110.02,48-322,648         101           Z23         Human Resources Manager III         081         \$ 88.42-118.13         \$ 13.38-19.10,85         \$ 87.64-10,433         05           Z30         Human Resources Manager III         081         \$ 88.42-118.13         \$ 13.38-19.53.100         24.44         101           Z430         Human Resources Mana	Z62		088	\$107.40-146.73	\$18,616-25,433	\$223,392-305,198	01
VC07         HR Assistant II (C)         035         \$ 33.05 - 43.42         \$ 5,729 - 7,526         \$ 6,8,744 - 90,314         05           VC08         HR Strategic Partner         066         \$ 7.6.8 - 100.32         \$ 13.21 - 17.389         \$ 21.6.6 - 06.7 - 47.4 - 05           VC10         HUBN Resources Analyst I (C)         039         \$ 36.83 - 48.43         \$ 6.384 - 8.395         \$ 7.6.60 - 100.734         05           VC11         Human Resources Analyst II (C)         042         39.97 - 52.66         \$ 6.384 - 8.395         \$ 7.6.60 - 100.734         05           VC12         Human Resources Analyst III(C)         042         \$ 39.97 - 52.66         \$ 6.384 - 8.395         \$ 7.6.60 - 100.734         05           VC19         Human Resources Manager II         075         \$ 7.56 - 9.131         \$ 90.314 - 118.95         05           VC29         Human Resources Manager II         075         \$ 7.6 - 103.14         51.08 - 9.7.128         \$ 816.97-7.145.51         01           223         Human Resources Manager II         075         \$ 7.6 - 103.14         51.399-21.041         \$ 817.97-54-245.10         01           203D         Human Resources Manager II         080         \$ 8.02-118.18         \$ 81.49-70.720.476         \$ 81.97.975-245.191         01           708         Hyd							
VC08         HE Assistant III (C)         039         \$ 3, 3, 3, -48, -43         \$ 6, 3, 34, -8, 9, 95         \$ 7, 6, 60 - 100, 734         05           240         * HETS Manager         063         \$ 7, 0, 80 - 92, 68         \$ 12, 288 - 16, 065         \$ 147, 451 - 192, 774         05           VG30         Human Resources Analyst II (C)         042         \$ 3, 9, 97 - 52, 66         \$ 6, 9, 28 - 9, 123         \$ 8, 00, 734 - 05, 75         05           VG31         Human Resources Coordinator         041         \$ 3, 88 - 51, 16         \$ 6, 739 - 8, 666         \$ 80, 870 - 106, 131         05           Z22         Human Resources Manager II         075         \$ 7, 54 - 103, 14         \$ 13, 080 - 17, 678         \$ 157, 957 - 214, 511         01           Z24         Human Resources Manager III         074         \$ 81, 85 - 111, 85         \$ 141, 167 - 19, 877         \$ 170, 246 - 232, 464         01           Z03D         Human Resources Manager III         042         \$ 39, 97 - 52, 66         \$ 6, 928 - 9, 128         \$ 83, 138 - 109, 533         02           T08         Hydroelectric Specialist II         042         \$ 39, 97 - 52, 66         \$ 6, 928 - 9, 128         \$ 83, 138 - 109, 533         02           T018         Hydroelectric Specialist II         043         \$ 41, 11 - 84, 29         \$ 81, 141 - 19, 29							
UM003         * HE Strategio Partner         066         \$ 76.85-100.32         \$31,321-17,389         \$3159,448-208,666         05           Z40         * HHES Manager         063         \$ 70.89-92.68         \$312,321-17,389         \$3159,448-208,666         05           YC31         Human Resources Analyst II (C)         042         \$ 33,97-52.66         \$ 6,928-9,128         \$ 83,138-109,533         05           YC32         * Human Resources Cordinator         041         \$ 33,88-51.16         \$ 6,738-9,868         \$ 80,870-06,413         05           YC32         * Human Resources Manager II         076         \$ 75,46-103.14         \$ 515,99-21.041         \$ 316,737-2464         01           Z24         * Human Resources Manager III         076         \$ 81,45-710.38         \$ \$14,979-20.476         \$ \$179,746-327.646         01           Z30         * Human Resources Rectailst I         042         \$ 39,97-52.66         \$ \$6,928-9,128         \$ \$8,138-10,833         02           T05         Hydroelectric Specialist I         048         \$ 47,13-61.99         \$ \$1,148,139,293         \$ \$3,13,31,019,333         02           YA100         IT Business Analyst II         048         \$ 47,13-61.99         \$ \$1,148,453         \$ \$3,07,33         02           YA107							
240       * HEIS Manager       063       \$ 70.89-92.68       \$12.288-16.065       \$147,451-192,774       05         YG31       Human Resources Analyst II (C)       042       \$ 39.97-52.66       \$ 6,928-9,128       \$ 81.138-109.533       05         YG32       * Human Resources Coordinator       041       \$ 38.88-51.16       \$ 6,732-8,868       \$ 80.870-106.413       05         Z22       * Human Resources Manager I       075       \$ 75.46-103.14       \$ 13.080-17.876       \$ 107.242-232,648       01         Z24       * Human Resources Section Mgr       081       \$ 88.84-121.39       \$ 15.199-21.041       \$ 114.77-19.353       02         Z030       * Human Resources Section Mgr       080       \$ 86.42-118.13       \$ 114.971-9.307       \$ 119.774-245.710       01         T05       Hydroelectric Specialist I       042       \$ 39.97-52.66       \$ 6.028-9.128       \$ 89.138-109.533       02         530       * Hydroelectric Supervisor       058       \$ 60.18-78.63       \$ 10.431-13.629       \$ 81.138-109.533       02         YA106       IT Ruainess Analyst I       037       \$ 34.86-45.88       \$ 6.042-7.953       \$ 72.509-95.430       02         YA106       IT Ruainess Analyst II       047       \$ 45.88-60.36       \$ 7.953-10.462       \$							
YC30       Human Resources Analyst I (C)       039       \$ 36.83 - 48.43       \$ 6.984 - 8.395       \$ 76.606-100.734       05         YC31       Human Resources Analyst III(C)       045       \$ 43.42 - 57.16       \$ 6.928 - 9.133       \$ 80.870-106.413       05         YC32       Human Resources Manager I       075       \$ 7.546-103.14       \$ 13.080-17.878       \$ 816.87-124.531       01         Z23       Human Resources Manager I       075       \$ 7.546-103.14       \$ 13.080-17.878       \$ 157.722-14.531       01         Z24       Human Resources Manager II       078       \$ 81.45-111.85       \$ 14.187-139.387       \$ 170.248-232.648       01         Z03       Human Resources Manager II       080       \$ 86.42-116.13       \$ 14.979-20.476       \$ 179.754-257.710       01         Z03       Human Resources Section Mgr       080       \$ 86.42-116.13       \$ 14.107-147.252.491       01         Z04       Human Resources Manager II       048       \$ 70.897-52.66       \$ 6.928-9.128       \$ 83.138-109.533       02         T05       Hydroelectric Supervisor       058       \$ 60.180-78.63       \$ 10.431-13.629       \$ 95.430-125.549       02         Y107       IT Rusiness Analyst II       042       \$ 39.97-52.66       \$ 6.9242-9.128       \$ 83.1		5					
Will         Human Resources Analyst II (C)         042         \$ 39.97-52.66         \$ 6,228-9,128         \$ 83,138-109,533         05           VC09         Human Resources Coordinator         041         \$ 38.88-51.16         \$ 6,739-8,868         \$ 80.870-106,413         05           Z22         Human Resources Manager I         075         \$ 7,546-9,131         \$ 013.980-17,878         \$ 156,957-214,531         01           Z23         Human Resources Manager III         076         \$ 81.85-111.85         \$ 14,187-19,387         \$ 170,248-232,648         01           Z03         Human Resources Section Mar         080         \$ 88.42-121.81         \$ 11,979-20,476         \$ 179,754-245,710         01           Z03         Human Resources Section Mar         080         \$ 86.42-131.91         \$ 516,972-214,531         01           Z04         Human Resources Section Mar         080         \$ 86.42-131.91         \$ 517,972-20,473         01           T05         Hydroelectric Supervisor         058         \$ 60.18-78.63         \$ 10.431-13,629         \$ 125,174-163,550         03           Y12         T Trohitect-Enteryrs Software         058         \$ 60.18-78.68         \$ 6.042-7,953         \$ 72,509-95,430         02           YA106         T Business Analyst II         047 <td></td> <td>-</td> <td></td> <td></td> <td></td> <td></td> <td></td>		-					
YC32       * Human Resources Analyst III(C)       045       \$ 43, 42-57.19       \$ 7,526-9,913       \$ 90,314-118,955       05         Z22       * Human Resources Manager I       075       \$ 7,546-103.14       \$ 13,060-17,878       \$ 156,957-214,531       01         Z23       * Human Resources Manager II       078       \$ 81,85-111.85       \$ 14,187-19,387       \$ 170,248-232,648       01         Z24       * Human Resources Manager III       078       \$ 86,42-112.33       \$ 151,399-21,041       \$ 181,477-252,491       01         Z03D       * Human Resources Section Mgr       080       \$ 86,42-112.33       \$ 14,979-20,476       \$ 179,754-245,710       01         T05       Hydroelectric Specialist I       042       \$ 39,97-52.66       \$ 6,928-9,128       \$ 83,138-109,553       02         \$ 12       * IT Architect-Enterprs Software       063       \$ 70.189-92.68       \$ 12,288-16,065       \$ 147,451-39,774       04         ¥ Xh100       IT Business Analyst II       042       \$ 39,97-52.66       \$ 6,042-7,953       \$ 72,509-95,430       02         YA107       IT Business Analyst II       042       \$ 39,97-52.66       \$ 6,042-7,953       \$ 72,509-95,430       02         XA208       IT Communication Tech II       038       \$ 54.88-60.36       \$							
222       * Human Resources Manager II       075       \$ 75 46-103.14       \$13,000-17,878       \$156,957-214,531       01         223       * Human Resources Manager III       078       \$ 81.85-111.85       \$14,187-19,387       \$170,248-232,648       01         224       * Human Resources Section Mgr       080       \$ 86.84-121.33       \$14,979-20,476       \$179,754-245,710       01         705       Hydroelectric Specialist I       042       \$39,97-52.66       \$6,922-9,128       \$83,138-109,530       02         705       Hydroelectric Supervisor       058       \$6,018-78.63       \$10,431.13,629       \$125,174-163,50       02         712       * IT Architect-Enterpres Software       063       \$70.89-92.68       \$12,288-16,065       \$147,451-192,774       04         7106       IT Business Analyst II       042       \$39,97-52.66       \$6,922-9,128       \$81,38-109,53       02         7107       IT Business Analyst III       047       \$45.88-60.36       \$7,953-10,462       \$95,430-125,549       02         7108       IT Communication Tech II       043       \$41.18-54.12       \$7,126-9,381       \$83,089-112,570       02         7128       IT Enterprise App Analyst II       047       \$45.88-60.36       \$7,953-10,462       \$95,430-125,5	YC32		045	\$ 43.42- 57.19		\$ 90,314-118,955	05
223       * Human Resources Manager II       078       \$ 81.85-111.85       \$\$ 41.87-19.387       \$\$ \$170.248-222.648       01         230       * Human Resources Section Mgr       080       \$ 86.84-212.39       \$\$ 515.399-21.041       \$\$ \$18.478-722.6491       01         705       Hydroelectric Specialist I       042       \$ 39.97-52.66       \$ 6.928-9.128       \$ 83.138-109.533       02         705       Hydroelectric Specialist II       048       \$ 47.135-61.99       \$ 81.69-10.745       \$ 90.30-128.09       03         530       Hydroelectric Supervisor       058       \$ 60.18-78.63       \$10.431-13.629       \$122.57.74-163.550       03         712       TT Architect-Enterprs Software       063       \$ 70.89-92.66       \$ 6.922-9.128       \$ 83.138-109.533       02         7A106       TT Business Analyst II       047       \$ 45.88-60.36       \$ 7.953-10.462       \$ 95.430-125.549       02         XA27A       IT Communication Tech II       038       \$ 35.89-47.13       \$ 6.211-8.169       \$ 74.526-98.030       2         XA28A       IT Communication Tech II       047       \$ 45.88-60.36       \$ 7.953-10.462       \$ 95.430-125.549       02         XA39       IT Enterprise App Analyst II       047       \$ 45.88-61.36       \$ 7.953-10.462 <td>VC09</td> <td>Human Resources Coordinator</td> <td>041</td> <td>\$ 38.88- 51.16</td> <td>\$ 6,739- 8,868</td> <td>\$ 80,870-106,413</td> <td>05</td>	VC09	Human Resources Coordinator	041	\$ 38.88- 51.16	\$ 6,739- 8,868	\$ 80,870-106,413	05
224       * Human Resources Manager III       081       \$ 8 8.4-121.39       \$15,399-21.041       \$14,787-252.491       01         203D       * Human Resources Section Mgr       080       \$ 86.42-118.13       \$14,979-20.476       \$179,754-245,710       01         708       Hydroelectric Specialist I       042       \$3.9,97-52.66       \$6,928-9,128       \$8.31.13.109,533       02         705       Hydroelectric Superialist II       044       \$47.13-61.99       \$8,169-10,745       \$\$9,030-128,939       02         530       * Hydroelectric Superialist II       044       \$47.13-61.99       \$8,162-10,745       \$\$9,030-128,939       02         Yal06       IT Business Analyst II       037       \$34.86-45.88       \$6,042-7,953       \$72.509-95,430       02         Yal07       IT Business Analyst II       047       \$45.88-60.36       \$7,953-10,462       \$\$4,313.109,533       02         XA27A       IT Communication Tech I       038       \$3.58.34       \$1.2.28-9,318       \$\$5,509-112,570       02         XA28A       IT Communication Tech II       043       \$41.11-54.12       \$7,753-10,462       \$\$5,430-125,549       02         YA38       IT Enterprise App Analyst II       047       \$45.88-60.36       \$7,953-10,462       \$\$5,430-125,549						\$156,957-214,531	
203D       * Human Resources Section Mgr       080       \$ 86.42-118.13       \$14.979-20.476       \$17.97.54-245.710       01         T08       Hydroelectric Specialist I       042       \$ 39.97-52.66       \$ 6.928-9.128       \$ 83.138-109.533       02         T05       Hydroelectric Supervisor       058       \$ 60.18-78.63       \$10.431-13.629       \$125.174-163.550       03         Y12       * IT Architect-Enterpres Software       063       \$ 70.89-92.66       \$ 6.928-9.128       \$ 83.138-109.533       02         YA107       IT Business Analyst II       042       \$ 39.97-52.66       \$ 6.022-7.953       \$ 72.509-95.430       02         YA108       IT Business Analyst II       047       \$ 45.88-60.36       \$ 7.953-10.462       \$ 95.430-125.549       02         XA27A       IT Communication Tech II       043       \$ 41.11-54.12       \$ 7.126-9.381       \$ 85.501-12.570       02         XA28A       IT Communication Tech III       047       \$ 45.88-60.36       \$ 7.953-10.462       \$ 95.430-125.549       02         YA39       IT Enterprise App Analyst II       047       \$ 45.88-60.36       \$ 7.953-10.462       \$ 95.430-125.549       02         YA34       IT GIS Analyst II       047       \$ 45.86-61.5.88       \$ 6.042-7.953       \$ 72.5		-					
T08         Hydroelectric Specialist I         042         \$ 39.77         52.66         \$ 6.928-9,128         \$ 83,138-109,533         02           T05         Hydroelectric Supervisor         058         \$ 60.18         78.63         \$10.431-13,629         \$122,174-163,550         03           Y12         * IT Architect-Enterprs Software         063         \$ 70.89         92.68         \$12,288-16,065         \$147,451.192,774         04           YA106         IT Business Analyst II         042         \$ 39.97-52.66         \$ 6,928-9,128         \$ 83,138-109,533         02           YA107         IT Business Analyst II         042         \$ 39.97-52.66         \$ 6,928-9,128         \$ 83,138-109,533         02           YA108         IT Business Analyst III         047         \$ 45.88         \$ 6,042-7,953         \$ 72,509-95,440         02           XA27A         IT Communication Tech II         043         \$ 41.11-54.12         \$ 7,126-9,331         \$ 85,509-112,570         02           XA28A         IT Enterprise App Analyst II         047         \$ 45.88         \$ 6,042-7,953         \$ 72,509-95,430         02           YA39         IT Enterprise App Analyst II         047         \$ 45.88         \$ 6,042-7,953         \$ 72,509-95,430         02		-					
T05         Hydroelectric Specialist II         048         \$ 47.13         61.99         \$ 8,169-10,745         \$ 98,030-128,939         02           530         *         Hydroelectric Supervisor         058         \$ 60.18         78.63         \$10,431-13,629         \$125,174-163,550         03           Y12         *         IT Architect-Enterprs Software         063         \$70.89         92.68         \$12,288-16,055         \$147,451-192,774         04           YA106         IT Business Analyst I         042         \$39.97         52.66         \$6,042-7,953         \$72,509-95,430         02           YA108         IT Business Analyst III         047         \$45.88         \$6.042-7,953         \$74,526-98,030         02           XA27A         IT Communication Tech II         043         \$41.11-54.12         \$7,126-9,381         \$85,509-112,570         02           XA28A         IT Communication Tech III         047         \$45.88         \$6,042-7,953         \$74,502-98,030         02           YA38         IT Enterprise App Analyst II         047         \$45.88         \$6,042-7,953         \$72,509-95,430         02           YA40         IT Enterprise App Analyst II         047         \$45.88         \$6,042-7,953         \$72,509-95,430         02 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>							
530       * Hydroelectric Supervisor       058       \$ 60.18-78.63       \$10.431-13.629       \$125,174-163,550       03         Y12       * IT Architect-Enterpres Software       063       \$ 70.89-92.68       \$12,288-16,065       \$147,451-192,774       04         YA106       IT Business Analyst II       037       \$ 34.86-45.88       \$ 6,042-7,953       \$ 72,509-95,430       02         YA107       IT Business Analyst II       042       \$ 39.97-52.66       \$ 6,042-7,953       \$ 74,526-98,030       02         XA27A       IT Communication Tech II       043       \$ 41.11-54.12       \$ 7,125-9,331       \$ 85,509-112,570       02         XA28A       IT Communication Tech III       043       \$ 41.11-54.12       \$ 7,953-10,462       \$ 95,430-125,549       02         YA38       IT Enterprise App Analyst II       037       \$ 34.86-45.88       \$ 6,042-7,953       \$ 72,509-95,430       02         YA39       IT Enterprise App Analyst III       047       \$ 45.88-60.36       \$ 7,953-10,462       \$ 95,430-125,549       02         YA33       IT GIS Analyst II       047       \$ 45.88-60.36       \$ 6,928-9,128       \$ 83,138-109,533       02         YA34       IT GIS Analyst II       047       \$ 45.88-60.36       \$ 6,928-9,128       \$ 83,138-109,533 </td <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>							
Y12* IT Architect-Enterprs Software063\$ 70.8992.68\$12,288-16,065\$147,451-192,77404YA106IT Business Analyst II037\$ 34.86-45.88\$ 6.042-7,953\$ 72,509-95,43002YA107IT Business Analyst III047\$ 45.88\$ 6.036\$ 7,953-10,462\$ 95,430-125,54902XA27AIT Communication Tech II043\$ 41.11-54.12\$ 7,126-9,381\$ 85,509-112,57002XA28AIT Communication Tech II043\$ 41.11-54.12\$ 7,126-9,381\$ 85,509-112,57002XA28AIT Communication Tech III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902YA38IT Enterprise App Analyst II047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902YA39IT Enterprise App Analyst III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902YA40IT Enterprise App Analyst III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902YA31IT GIS Analyst II042\$ 39.97-52.66\$ 6,042-7,953\$ 7,259-95,43002YA44IT Infrastructure Adminstr II047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902YA43IT Infrastructure Adminstr II047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902YA44IT Infrastructure Adminstr II047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902YA44IT Infrastructure Adminstr II047							
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YA47IT Network Engineer II042\$ 39.97-52.66\$ 6,928-9,128\$ 83,138-109,53302YA48IT Network Engineer III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902YA52IT Project Controls Specialist044\$ 42.23-55.62\$ 7,320-9,641\$ 87,838-115,69002YA54IT Quality Analyst I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002YA55IT Quality Analyst II042\$ 39.97-52.66\$ 6,928-9,128\$ 83,138-109,53302YA56IT Quality Analyst III042\$ 39.97-52.66\$ 6,928-9,128\$ 83,138-109,53302YA56IT Quality Analyst III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902PM032* IT Service Manager064\$ 72.78-95.16\$12,615-16,494\$151,382-197,93304YA58IT Software Developer I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002YA59IT Software Developer II042\$ 39.97-52.66\$ 6,928-9,128\$ 83,138-109,53302YA60IT Software Developer III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902YA60IT Software Developer III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902Y05* IT Specialist -Disaster Recvry058\$ 61.99-80.99\$10,745-14,038\$128,939-168,45904XA31AIT Support Analyst I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,430 <td>YA44</td> <td>IT Infrastructure Adminstr III</td> <td>047</td> <td>\$ 45.88- 60.36</td> <td>\$ 7,953-10,462</td> <td>\$ 95,430-125,549</td> <td>02</td>	YA44	IT Infrastructure Adminstr III	047	\$ 45.88- 60.36	\$ 7,953-10,462	\$ 95,430-125,549	02
YA48IT Network Engineer III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902YA52IT Project Controls Specialist044\$ 42.23-55.62\$ 7,320-9,641\$ 87,838-115,69002YA54IT Quality Analyst I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002YA55IT Quality Analyst II042\$ 39.97-52.66\$ 6,928-9,128\$ 83,138-109,53302YA56IT Quality Analyst III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902PM032* IT Service Manager064\$ 72.78-95.16\$ 12,615-16,494\$ 151,382-197,93304YA58IT Software Developer I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002YA59IT Software Developer II042\$ 39.97-52.66\$ 6,028-9,128\$ 83,138-109,53302YA60IT Software Developer III042\$ 39.97-52.66\$ 6,042-7,953\$ 72,509-95,43002YA60IT Software Developer III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902Y05* IT Specialist -Disaster Recvry058\$ 61.99-80.99\$10,745-14,038\$128,939-168,45904XA31AIT Support Analyst I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002	YA46	-	037		\$ 6,042- 7,953		02
YA52IT Project Controls Specialist044\$ 42.23-55.62\$ 7,320-9,641\$ 87,838-115,69002YA54IT Quality Analyst I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002YA55IT Quality Analyst II042\$ 39.97-52.66\$ 6,928-9,128\$ 83,138-109,53302YA56IT Quality Analyst III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902PM032* IT Service Manager064\$ 72.78-95.16\$12,615-16,494\$151,382-197,93304YA58IT Software Developer I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002YA59IT Software Developer II042\$ 39.97-52.66\$ 6,042-7,953\$ 72,509-95,43002YA60IT Software Developer III042\$ 39.97-52.66\$ 6,042-7,953\$ 72,509-95,43002YA60IT Software Developer III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902Y05* IT Specialist -Disaster Recvry058\$ 61.99-80.99\$10,745-14,038\$128,939-168,45904XA31AIT Support Analyst I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002		-					
YA54IT Quality Analyst I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002YA55IT Quality Analyst II042\$ 39.97-52.66\$ 6,928-9,128\$ 83,138-109,53302YA56IT Quality Analyst III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902PM032* IT Service Manager064\$ 72.78-95.16\$12,615-16,494\$151,382-197,93304YA58IT Software Developer I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002YA59IT Software Developer II042\$ 39.97-52.66\$ 6,042-7,953\$ 72,509-95,43002YA60IT Software Developer III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902YA60IT Software Developer III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902Y05* IT Specialist -Disaster Recvry058\$ 61.99-80.99\$10,745-14,038\$128,939-168,45904XA31AIT Support Analyst I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002		-					
YA55IT Quality Analyst II042\$ 39.97-52.66\$ 6,928-9,128\$ 83,138-109,53302YA56IT Quality Analyst III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902PM032* IT Service Manager064\$ 72.78-95.16\$12,615-16,494\$151,382-197,93304YA58IT Software Developer I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002YA59IT Software Developer III042\$ 39.97-52.66\$ 6,928-9,128\$ 83,138-109,53302YA60IT Software Developer III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902Y05* IT Specialist -Disaster Recvry058\$ 61.99-80.99\$10,745-14,038\$128,939-168,45904XA31AIT Support Analyst I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002							
YA56IT Quality Analyst III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902PM032* IT Service Manager064\$ 72.78-95.16\$12,615-16,494\$151,382-197,93304YA58IT Software Developer I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002YA59IT Software Developer II042\$ 39.97-52.66\$ 6,928-9,128\$ 83,138-109,53302YA60IT Software Developer III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902Y05* IT Specialist -Disaster Recvry058\$ 61.99-80.99\$10,745-14,038\$128,939-168,45904XA31AIT Support Analyst I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002							
PM032* IT Service Manager064\$ 72.78-95.16\$12,615-16,494\$151,382-197,93304YA58IT Software Developer I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002YA59IT Software Developer II042\$ 39.97-52.66\$ 6,928-9,128\$ 83,138-109,53302YA60IT Software Developer III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902Y05* IT Specialist -Disaster Recvry058\$ 61.99-80.99\$10,745-14,038\$128,939-168,45904XA31AIT Support Analyst I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002							
YA58IT Software Developer I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002YA59IT Software Developer II042\$ 39.97-52.66\$ 6,928-9,128\$ 83,138-109,53302YA60IT Software Developer III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902Y05* IT Specialist -Disaster Recvry058\$ 61.99-80.99\$10,745-14,038\$128,939-168,45904XA31AIT Support Analyst I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002							
YA59IT Software Developer II042\$ 39.97-52.66\$ 6,928-9,128\$ 83,138-109,53302YA60IT Software Developer III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902Y05* IT Specialist -Disaster Recvry058\$ 61.99-80.99\$10,745-14,038\$128,939-168,45904XA31AIT Support Analyst I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002							
YA60IT Software Developer III047\$ 45.88-60.36\$ 7,953-10,462\$ 95,430-125,54902Y05* IT Specialist -Disaster Recvry058\$ 61.99-80.99\$10,745-14,038\$128,939-168,45904XA31AIT Support Analyst I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002							
Y05* IT Specialist -Disaster Recvry058\$ 61.99-80.99\$10,745-14,038\$128,939-168,45904XA31AIT Support Analyst I037\$ 34.86-45.88\$ 6,042-7,953\$ 72,509-95,43002		-					
XA32A IT Support Analyst II 042 \$ 39.97- 52.66 \$ 6,928- 9,128 \$ 83,138-109,533 02	XA31A		037	\$ 34.86- 45.88	\$ 6,042- 7,953	\$ 72,509- 95,430	
	XA32A	IT Support Analyst II	042	\$ 39.97- 52.66	\$ 6,928- 9,128	\$ 83,138-109,533	02

7-10

Metropolitan Water District of Southern California

SALARY SCHEDULE

#### 7-10

#### Metropolitan Water District of Southern California SALARY SCHEDULE

Effective Date: 06/26/2022

Report ID: MHR828

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Classification		Salary	Hourly	Monthly	Annual	Unit
Code	Title	Grade	Range	Range	Range	Code
XA33A	IT Support Analyst III	047	\$ 45.88- 60.36	\$ 7,953-10,462	\$ 95,430-125,549	02
YA62	IT System Administrator I	037	\$ 34.86- 45.88	\$ 6,042- 7,953	\$ 72,509- 95,430	02
YA63	IT System Administrator II	042	\$ 39.97- 52.66	\$ 6,928- 9,128	\$ 83,138-109,533	02
YA64	IT System Administrator III	047	\$ 45.88- 60.36	\$ 7,953-10,462	\$ 95,430-125,549	02
Y18	* Info Gov&Ent Content Mgmt Spec	059	\$ 63.71- 83.20	\$11,043-14,421	\$132,517-173,056	04
YC11 YC12	Info Tech Analyst I (C) Info Tech Analyst II (C)	037 042	\$ 34.86- 45.88 \$ 39.97- 52.66	\$ 6,042- 7,953 \$ 6,928- 9,128	\$ 72,509- 95,430 \$ 83,138-109,533	05 05
YC13	* Info Tech Analyst III (C)	042	\$ 45.88- 60.36	\$ 7,953-10,462	\$ 95,430-125,549	05
Y14	* Info Technology Architect	064	\$ 72.78- 95.16	\$12,615-16,494	\$151,382-197,933	04
Y06	* Inland Feeder Projects Admintr	058	\$ 61.99- 80.99	\$10,745-14,038	\$128,939-168,459	04
Y10	* Inspection Trip Manager	061	\$ 67.21- 87.79	\$11,650-15,217	\$139,797-182,603	04
Y17	* Inspection Trip Specialist	058	\$ 61.99- 80.99	\$10,745-14,038	\$128,939-168,459	04
184	Inspector IV	050	\$ 48.38- 63.51	\$ 8,386-11,008	\$100,630-132,101	03
XA16	Instrumnt&Cntrl Tech I	035	\$ 33.05- 43.42	\$ 5,729- 7,526	\$ 68,744- 90,314	02
XA17	Instrumnt&Cntrl Tech II	039	\$ 36.83- 48.43	\$ 6,384- 8,395	\$ 76,606-100,734	02
XA18	Instrumnt&Cntrl Tech III	044	\$ 42.23- 55.62	\$ 7,320- 9,641	\$ 87,838-115,690	02
XA19 716	Instrumnt&Cntrl Tech Specialst	047 044	\$ 45.88- 60.36	\$ 7,953-10,462	\$ 95,430-125,549	02 03
PM033	Inventory Coordinator * Investment Mgmt Specialist	044	\$ 41.00- 54.00 \$ 65.42- 85.49	\$ 7,107- 9,360 \$11,339-14,818	\$ 85,280-112,320 \$136,074-177,819	03
XA35A	Lab Info Systems Specialist I	042	\$ 39.97- 52.66	\$ 6,928- 9,128	\$ 83,138-109,533	04
XA36A	Lab Info Systems Specialist II	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
UA16	Laboratory Assistant I	025	\$ 25.08- 33.05	\$ 4,347- 5,729	\$ 52,166- 68,744	02
UA17	Laboratory Assistant II	029	\$ 27.97- 36.83	\$ 4,848- 6,384	\$ 58,178- 76,606	02
XA40	Laboratory Technologist I	034	\$ 32.12- 42.23	\$ 5,567- 7,320	\$ 66,810- 87,838	02
XA41	Laboratory Technologist II	036	\$ 33.97- 44.60	\$ 5,888- 7,731	\$ 70,658- 92,768	02
YA110	Land Surveyor	053	\$ 54.12- 70.89	\$ 9,381-12,288	\$112,570-147,451	02
705	Landscape Maint Coordinator	044	\$ 41.00- 54.00	\$ 7,107- 9,360	\$ 85,280-112,320	03
XA42A	Landscape Maintenance Tech I	038	\$ 35.83- 47.13	\$ 6,211- 8,169	\$ 74,526- 98,030	02
XA43A VA08	Landscape Maintenance Tech II Law Clerk	043 029	\$ 41.11- 54.12 \$ 27.97- 36.83	\$ 7,126- 9,381 \$ 4,848- 6,384	\$ 85,509-112,570 \$ 58,178- 76,606	02 02
Z30	* Law Office Administrator (C)	060	\$ 65.42- 85.49	\$11,339-14,818	\$136,074-177,819	02
YA67	Legal Analyst	044	\$ 42.23- 55.62	\$ 7,320- 9,641	\$ 87,838-115,690	02
VA09	Legal Assistant I	033	\$ 31.21- 41.11	\$ 5,410- 7,126	\$ 64,917- 85,509	02
VA10	Legal Assistant II	037	\$ 34.86- 45.88	\$ 6,042- 7,953	\$ 72,509- 95,430	02
VA11	Legal Assistant III	041	\$ 38.88- 51.16	\$ 6,739- 8,868	\$ 80,870-106,413	02
UC01	Legal Secretary I (C)	028	\$ 27.16- 35.83	\$ 4,708- 6,211	\$ 56,493- 74,526	05
UC02	Legal Secretary II (C)	035	\$ 33.05- 43.42	\$ 5,729- 7,526	\$ 68,744- 90,314	05
YA104	Legal Technology Specialist	047	\$ 45.88- 60.36	\$ 7,953-10,462	\$ 95,430-125,549	02
Y09	* Legislative Representative	053	\$ 54.12-70.89	\$ 9,381-12,288	\$112,570-147,451	05
YA72 T06	Limnologist Lineman	048 046	\$ 47.13- 61.99 \$ 44.60- 58.75	\$ 8,169-10,745 \$ 7,731-10,183	\$ 98,030-128,939 \$ 92,768-122,200	02 02
SA09	Lodging Assistant I	040	\$ 27.97- 36.83	\$ 4,848- 6,384	\$ 58,178- 76,606	02
SA10	Lodging Assistant II	033	\$ 31.21- 41.11	\$ 5,410- 7,126	\$ 64,917- 85,509	02
UA08	Mailroom Assistant I	016	\$ 19.57- 25.75	\$ 3,392-4,463	\$ 40,706- 53,560	02
UA09	Mailroom Assistant II	021	\$ 22.43- 29.54	\$ 3,888- 5,120	\$ 46,654- 61,443	02
UA10	Mailroom Assistant III	026	\$ 25.75- 33.97	\$ 4,463- 5,888	\$ 53,560- 70,658	02
620	Maintenance Mechanic I	037	\$ 34.86- 45.88	\$ 6,042- 7,953	\$ 72,509- 95,430	02
612	Maintenance Worker I	025	\$ 25.08- 33.05	\$ 4,347- 5,729	\$ 52,166- 68,744	02
613	Maintenance Worker II	029	\$ 27.97- 36.83	\$ 4,848- 6,384	\$ 58,178- 76,606	02
614	Maintenance Worker III	033	\$ 31.21- 41.11	\$ 5,410- 7,126	\$ 64,917- 85,509	02
Z39	* Manager of Admin Services * Manager of Bay-Delta Programs	070 082	\$ 85.49-111.85	\$14,818-19,387	\$177,819-232,648	05
Z70 Z33	* Manager of Colo RiverResources	082	\$ 91.22-124.68 \$101.73-138.97	\$15,811-21,611 \$17,633-24,088	\$189,738-259,334 \$211,598-289,058	01 01
Z35	* Manager of Financial Services	072	\$ 90.20-118.13	\$15,635-20,476	\$187,616-245,710	05
SM020	* Manager of Treasury&Debt Mqmt	072	\$ 90.20-118.13	\$15,635-20,476	\$187,616-245,710	04
M81	* Mgt Pr Admin Analyst	055	\$ 57.19- 74.72	\$ 9,913-12,951	\$118,955-155,418	04
YA77	Microbiologist	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
186	* Microcomputer Technology Supv	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	03
636	* 0 & M Supervisor	055	\$ 55.52- 72.54	\$ 9,623-12,574	\$115,482-150,883	03
S03	+ O&M Tech I	028	\$ 27.16- 35.83	\$ 4,708- 6,211	\$ 56,493- 74,526	02
S03A	+ O&M Tech I	027	\$ 26.44-34.86	\$ 4,583- 6,042	\$ 54,995- 72,509	02
S03P	+ O&M Tech I	028	\$ 27.16- 35.83	\$ 4,708- 6,211	\$ 56,493-74,526	02
S02	+ O&M Tech II + O&M Tech II	032	\$ 30.40- 39.97 \$ 29 54- 38 88	\$ 5,269- 6,928 \$ 5,120- 6,739	\$ 63,232- 83,138 \$ 61 443- 80 870	02
S02A S02P	+ O&M Tech II + O&M Tech II	031 032	\$ 29.54- 38.88 \$ 30.40- 39.97	\$ 5,120- 6,739 \$ 5,269- 6,928	\$ 61,443- 80,870 \$ 63,232- 83,138	02 02
T10	+ O&M Tech III + O&M Tech III	032	\$ 30.40- 39.97 \$ 33.97- 44.60	\$ 5,209- 0,928 \$ 5,888- 7,731	\$ 70,658- 92,768	02
T10A	+ O&M Tech III	035	\$ 33.05-43.42	\$ 5,729- 7,526	\$ 68,744- 90,314	02
T10P	+ O&M Tech III	036	\$ 33.97-44.60	\$ 5,888- 7,731	\$ 70,658- 92,768	02
T03	+ O&M Tech IV	042	\$ 39.97- 52.66	\$ 6,928- 9,128	\$ 83,138-109,533	02
TOJA	+ O&M Tech IV	041	\$ 38.88- 51.16	\$ 6,739- 8,868	\$ 80,870-106,413	02

### $7\mathchar`-10$ Metropolitan Water District of Southern California

SALARY SCHEDULE

#### Report ID: MHR828

#### Effective Date: 06/26/2022

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Classification Code	Title	Salary Grade	Hourly Range	Monthly Range	Annual Range	Unit Code
T03FS	+ O&M Tech IV	042	\$ 39.97- 52.66	\$ 6,928- 9,128	\$ 83,138-109,533	02
YA80	Oc Health Safety Specialist I	031	\$ 29.54- 38.88	\$ 5,120- 6,739	\$ 61,443- 80,870	02
YA81	Oc Health Safety Specialist II	038	\$ 35.83- 47.13	\$ 6,211- 8,169	\$ 74,526- 98,030	02
YA82	Oc Health Safety Specialst III	043	\$ 41.11- 54.12	\$ 7,126- 9,381	\$ 85,509-112,570	02
927	* Occ Safety & Health Spec	054	\$ 55.62- 72.78	\$ 9,641-12,615	\$115,690-151,382	04
UA11	Office Assistant	026	\$ 25.75- 33.97	\$ 4,463- 5,888	\$ 53,560- 70,658	02
Z53	* Operations Program Manager	067	\$ 78.89-103.14	\$13,674-17,878	\$164,091-214,531	04
SA11	Ops and Maintenance Assistant	021	\$ 22.43- 29.54	\$ 3,888- 5,120	\$ 46,654- 61,443	02
Z44	* Org Develop & Training Manager	064	\$ 72.78- 95.16	\$12,615-16,494	\$151,382-197,933	05
Z28	* Payroll Administrator	053	\$ 54.12- 70.89	\$ 9,381-12,288	\$112,570-147,451	04
XA45	Photographer I	035	\$ 33.05- 43.42	\$ 5,729- 7,526	\$ 68,744- 90,314	02
XA46	Photographer II	041	\$ 38.88- 51.16	\$ 6,739- 8,868	\$ 80,870-106,413	02
XA48	Planner Scheduler	043	\$ 41.11- 54.12	\$ 7,126- 9,381	\$ 85,509-112,570	02
139	* Plant Laboratory Supervisor	055	\$ 55.52-72.54	\$ 9,623-12,574	\$115,482-150,883	03
519 V20	* Plant Operations Supervisor	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	03 04
Y20 PM028	* Postdoctoral Research Assoc * Power Planning Specialist	046 066	\$ 44.60- 58.75 \$ 76.85-100.32	\$ 7,731-10,183 \$13,321-17,389	\$ 92,768-122,200 \$159,848-208,666	04
YA03	Pr Accountant	088	\$ 48.43- 63.71	\$ 8,395-11,043	\$100,734-132,517	04
YA06	Pr Admin Analyst	055	\$ 57.19-74.72	\$ 9,913-12,951	\$118,955-155,418	02
YC56	* Pr Admin Analyst	066	\$ 59.40- 80.99	\$10,296-14,038	\$123,552-168,459	01
YC05	* Pr Admin Analyst (C)	056	\$ 58.75- 76.85	\$10,183-13,321	\$122,200-159,848	05
Y16	* Pr Architect	064	\$ 72.78- 95.16	\$12,615-16,494	\$151,382-197,933	04
216	* Pr Auditor	058	\$ 61.99- 80.99	\$10,745-14,038	\$128,939-168,459	04
YC44	* Pr Benefits Analyst (C)	056	\$ 58.75- 76.85	\$10,183-13,321	\$122,200-159,848	05
YA11	Pr Biologist	058	\$ 61.99- 80.99	\$10,745-14,038	\$128,939-168,459	02
245	* Pr Buyer	055	\$ 57.19- 74.72	\$ 9,913-12,951	\$118,955-155,418	04
YA19	Pr Chemist	058	\$ 61.99- 80.99	\$10,745-14,038	\$128,939-168,459	02
YC50	* Pr Class & Comp Analyst (C)	056	\$ 58.75- 76.85	\$10,183-13,321	\$122,200-159,848	05
XA15	Pr Designer	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
YC48	* Pr EEO Analyst (C)	056	\$ 58.75- 76.85	\$10,183-13,321	\$122,200-159,848	05
YC40	* Pr Emp Relations Specialist	060	\$ 65.42- 85.49	\$11,339-14,818	\$136,074-177,819	05
115	* Pr Engineer	064	\$ 72.78- 95.16	\$12,615-16,494	\$151,382-197,933	04
165	* Pr Engineering Technician	058	\$ 61.99- 80.99	\$10,745-14,038	\$128,939-168,459	04
925 YC24	<pre>* Pr Environmental Spec * Pr Government&amp;Region AffRep(C)</pre>	063 060	\$ 70.89- 92.68 \$ 65.42- 85.49	\$12,288-16,065 \$11,339-14,818	\$147,451-192,774 \$136,074-177,819	04 05
YC52	* Pr HR Training Specialist (C)	055	\$ 57.19- 74.72	\$ 9,913-12,951	\$118,955-155,418	05
YC46	* Pr HRIS Analyst (C)	056	\$ 58.75- 76.85	\$10,183-13,321	\$122,200-159,848	05
231	* Pr Info Tech Analyst	056	\$ 58.75- 76.85	\$10,183-13,321	\$122,200-159,848	04
YC15	* Pr Info Tech Analyst (C)	056	\$ 58.75- 76.85	\$10,183-13,321	\$122,200-159,848	05
YC64	* Pr Info Tech Network Engineer	058	\$ 61.99- 80.99	\$10,745-14,038	\$128,939-168,459	04
¥07	* Pr Land Surveyor	059	\$ 63.71- 83.20	\$11,043-14,421	\$132,517-173,056	04
YA69	Pr Legal Analyst	055	\$ 57.19- 74.72	\$ 9,913-12,951	\$118,955-155,418	02
022	* Pr Legislative Representative	062	\$ 68.99- 90.20	\$11,958-15,635	\$143,499-187,616	05
YA74	Pr Limnologist	058	\$ 61.99- 80.99	\$10,745-14,038	\$128,939-168,459	02
YA79	Pr Microbiologist	058	\$ 61.99- 80.99	\$10,745-14,038	\$128,939-168,459	02
YA105	Pr Project Controls Specialist	056	\$ 58.75- 76.85	\$10,183-13,321	\$122,200-159,848	02
289	* Pr Public Affairs Rep	058	\$ 61.99- 80.99	\$10,745-14,038	\$128,939-168,459	04
275	* Pr Real Estate Rep	053	\$ 54.12- 70.89	\$ 9,381-12,288	\$112,570-147,451	04
YC54	* Pr Recruitment Specialist (C)	056	\$ 58.75- 76.85	\$10,183-13,321	\$122,200-159,848	05
933	* Pr Resource Specialist * Pr Systems Analyst	063	\$ 70.89- 92.68	\$12,288-16,065	\$147,451-192,774	04
223 YC17	* Pr Training Administrator (C)	054 056	\$ 55.62- 72.78 \$ 58.75- 76.85	\$ 9,641-12,615 \$10,183-13,321	\$115,690-151,382 \$122,200-159,848	04 05
YC10	* Pr Training Specialist (C)	056	\$ 58.75- 76.85	\$10,183-13,321	\$122,200-159,848	05
YA103	Pr Water Quality Specialist	058	\$ 61.99- 80.99	\$10,745-14,038	\$128,939-168,459	02
S01	Pre-Apprentice	017	\$ 20.14- 26.44	\$ 3,491- 4,583	\$ 41,891- 54,995	02
PM031	* Prgrm Mgr-Audit	065	\$ 74.72- 97.72	\$12,951-16,938	\$155,418-203,258	04
PM021	* Prgrm Mgr-Bay-Delta Initiative	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
PM002	* Prgrm Mgr-Business Continuity	060	\$ 65.42- 85.49	\$11,339-14,818	\$136,074-177,819	04
PM027	* Prgrm Mgr-Business Outreach	060	\$ 65.42- 85.49	\$11,339-14,818	\$136,074-177,819	04
PMA02	* Prgrm Mgr-Community Relations	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	05
PM004	* Prgrm Mgr-Corporate Resources	060	\$ 65.42- 85.49	\$11,339-14,818	\$136,074-177,819	04
PM029	* Prgrm Mgr-Creative Design	063	\$ 70.89- 92.68	\$12,288-16,065	\$147,451-192,774	04
PM005	* Prgrm Mgr-Dam Safety Initiatvs	071	\$ 87.79-114.98	\$15,217-19,930	\$182,603-239,158	04
PM006	* Prgrm Mgr-Emergency Management	063	\$ 70.89- 92.68	\$12,288-16,065	\$147,451-192,774	04
PM026	* Prgrm Mgr-Engineering	067	\$ 78.89-103.14	\$13,674-17,878	\$164,091-214,531	04
PM001	* Prgrm Mgr-Finance	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
PM007	* Prgrm Mgr-Fleet	060	\$ 65.42- 85.49	\$11,339-14,818	\$136,074-177,819	04
PM009	* Prgrm Mgr-Info Technology	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
PM035	* Prgrm Mgr-Innovation	063	\$ 70.89- 92.68	\$12,288-16,065	\$147,451-192,774	04 04
PM013	* Prgrm Mgr-Power Sched&Trading	060	\$ 65.42- 85.49	\$11,339-14,818	\$136,074-177,819	04

Report ID: MHR828

Effective Date: 06/26/2022

#### 7-10

#### Metropolitan Water District of Southern California SALARY SCHEDULE

Page No. 6 Run Date 02/10/2023 Run Time 18:40:03

bode         Title         thead         Karner	Classification		Salary	Hourly	Monthly	Annual	Unit
PH015         * program Sup-Purce Http: Sic Childrer         011         # 07.79-114.80         815, 217-12, 320         013, 323-17, 380         014           PH023         * Drigm Mur-Instein Purce Net Sic Childrer         066         7 7, 85-10.33         013, 323-17, 380         013, 924-120, 860         04           PH017         * Drigm Mur-Instein Museure         066         7 7, 85-10.33         013, 924-120, 860         04           PH017         * Drigm Mur-Instein Museure         068         6 7, 13-61, 13, 94         013, 924-120, 860         04           MUR15         * Drogma Murager II         074         6 7, 80-94, 82, 84         01, 04-14, 810         013, 932-14, 933         014, 932-14, 933         014, 932-14,	Code	Title	Grade	Range	Range	Range	Code
PR022         • Program Mg-Theal Ecopacty         000         0         6 8:42-05.49         211,333-14,113         313,074-177,339         313,074-177,350         313,074-177,350         313,074-177,350         313,074-177,370         313,074-177,350         313,074-177,350         313,074-177,350         313,074-177,370         313,074-177,370         313,074-177,370         313,074-177,370         313,074-177,370         313,074-177,073         313,074-147,073         313,074-147,073         313,074-147,073         313,074-147,073         313,074-147,073         313,074-147,073         313,074-147,073         313,074-147,073         313,074-147,073         313,074-147,073         313,0	PM014	* Prgrm Mgr-Press Office	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
P0213         * Program SuperSuperSuperSuperSuperSuperSuperSuper	PM015	* Prgrm Mgr-Pure Wtr So Califor	071	\$ 87.79-114.98	\$15,217-19,930	\$182,603-239,158	04
PH017         * Program My-Neter         De6         # 7 - 8 - 10 - 12         Cli 33 - 12 - 17, 39         Cli 39, 48 - 208, 680         De1           NL50         Production Planmer         648         \$ 7 - 13 - 64.         81 - 20, 64.	PM022	* Prgrm Mgr-Real Property	060	\$ 65.42- 85.49	\$11,339-14,818	\$136,074-177,819	04
PR013         * Production Filamet         083         Ø 70.99 - 02.68         822.280 - 10.765         8147.831 - 122.77         04           XA50         Production Filamet         10         68         6 2.13 - 66.54         810.680 - 10.745         8147.831 - 102.743         01           2131         Progerm Manager I         068         6 2.13 - 66.54         811.217.14.16         01         112.17         01           2141         Projent Convola Sportline         066         6 7.05 - 0.13         810.142-112.74         01           2143         Projent Convola Sportline         066         6 7.05 - 0.13         80.114-118.956         03           2143         Projent Convola Sportline         046         8 1.14.61         8 7.157 - 0.13         80.114-118.956         03           2142         Projent Convola Sportline         046         8 1.14.14         8 7.157 - 0.14         8 8.101.112.07         03           2143         Public Africa Negrit         038         8 1.14.12         7 7.157 - 0.14         8 8.101.112.07         04.14.13         8 7.157 - 0.11         110.14         8 4.122.10.10.12.00         10.133.13.03           2143         Real Extra Engreentative I         038         6 7.15 - 7.13 - 7.41.14         8 8.1.138-10.2.03         10.14.13.03.03 </td <td></td> <td></td> <td>066</td> <td>\$ 76.85-100.32</td> <td>\$13,321-17,389</td> <td>\$159,848-208,666</td> <td>04</td>			066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
XAS0         Production Planner         048         4 7.11-61.90         5 8.189-10.788         6 3.9.10-128.93         02           Z130         Program Manager II         071         6 7.80-93.64         611.752-16.03         811.727.16.13         011.777.71.01         01           Z138         Program Manager II         071         6 7.80-93.64         611.752-16.03         811.752-16.03         811.722-16.17.38         813.102-119.10         811.872-16.01         811.722-16.17.38         813.127.77.81         813.127.77.81         813.127.77.81         813.127.81         813.82-91.10         81.87-91.10         81.87-91.16         81.87.91         85.56.91.127.77.81         813.82         81.87-91.16         81.87-91.16         81.87.91         87.85.89         80.97.80         82.97.86         82.9							
z 33 p       * program Monger I       068       6 2.5.5*       65.4       \$10.489-14.782-16.05       \$11.075-16.05       \$11.072-16.05       \$11.075-16.05       \$11.072-16.05       \$11.075-16.05       \$11.072-16.05       \$11.075-16.05       \$11.072-16.05       \$11.075-16.05       \$11.075-16.05       \$11.075-16.05       \$11.075-16.05       \$11.075-16.05       \$11.075-16.05       \$11.075-16.05       \$11.075-16.05       \$11.075-16.05       \$11.075-16.05       \$11.075-16.05       \$11.075-16.05       \$11.075-16.05       \$11.075-16.05       \$11.075-16.05       \$11.075-16.05       \$11.075-16.05       \$11.							
12.13E       • Program Manager II       071       6 (7.80-92.68)       11.722-15.035       01.41.034-192.774       01         YA85       Progert Mathemater Tech       041       8 3.42-157.10       21.774-17.385       01.52.042-005.666       01         YA85       Progerty Mathemater Tech       041       8 3.68-11.16       6 (7.184-5.316)       8 (7.156-5.316)       8 (7.156-5.316)       8 (7.156-5.316)       8 (7.156-5.316)       01.01       <							
2137       * Program Manager III       074       \$73,53-100.32       \$12,745-17,365       9,311       \$50,42-200,666       0.1         YA85       Property Minincenne Tech       041       \$8,88-11.16       \$6,736       \$8,08,70-106,813       00         YA87       Public Affairs Rep II       043       \$8,08-11.18       \$6,736       \$8,08,70-106,813       00         YA87       Public Affairs Rep II       043       \$4,111-54,12       \$7,186       \$6,736       \$8,08,77,118       \$7,566       90,010       \$6,839,766       00         TA22       Pump Plant Maint Operator II       043       \$4,713-61,93,313       \$2,00-10,968       92,668       00       00       00,93,123       01,212,00-139,448       02         TA22       Pump Plant Maint Operator II       048       \$4,71.5-61,856       6,042-7,934       03,81,812-109,333       02       03,837       02       03,93       02         YA92       Real Extate Representative II       046       \$4,400-53,75       \$7,7211-01,138       04,27,85-120,01       03       03,783       02,785-120,01       03,93       02         YA93       Real Extate Representative III       046       \$4,400-53,75       \$7,7211-01,138       04,040-01,41,031       05,05,00-04,06       04,43,00-03,14,031		5					
VAR5         Propert Continue Specialist         Ods         4 31.42-87.13         5 7.524-9.33         8 9.314-11.855         0.3           YA87         Public Affairs Rep I         Ods         5 35.83-67.13         6 6.211-8.108         8 7.436-9.30.03         0.2           YA87         Public Affairs Rep I         Ods         5 35.83-67.13         6 6.211-8.108         8 7.436-9.30.0         0.2           TA13         Pump Plant Main Operator I         Ods         6 41.154.12         7 7.116-9.30.0         6 5.322-8.13.10         0.2           TA13         Pump Plant Main Operator I         Ods         6 58.75-76.65         51.08-10.755         5 6.90.125.350         0.2           YA90         Usaity Assumato Officer         Ods         5 87.75-76.65         51.018.31.31         0.2         0.20.127.93         8 7.27.99-95.40         0.2           YA91         Real Estac Representative II         Odd         8 44.15-64.58         5 6.042-7.93         8 7.27.91-03.30         0.2         7.7.91-03.10         8 7.27.91-03.01         8 7.27.91-03.01         8 7.27.91-03.01         8 7.27.91-03.01         8 7.27.91-03.01         8 7.27.91-03.01         8 7.27.91-03.01         8 7.27.91-03.01         8 7.27.91-03.01         8 7.27.91-03.01         8 7.27.91-03.01         8 7.27.91-03.01         8 7.27.91-03.01 <td< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>							
Th23         Project y Maintenance Tech         041         \$ 38.88-51.16         \$ 6, 7,39-8,686         \$ 6, 90-97-06,413         02           YA87         Public Affairs Rep I         043         \$ 41.11-51.12         \$ 7,12.6-9,848         \$ 85,50-112,570         02           TA21         Pump Plant Maint Operator I         032         \$ 33.97-44.60         \$ 8,136-10,741         \$ 65,03-22.65,130         02           T01         Pump Plant Maint Operator I         036         \$ 31.97-44.60         \$ 8,136-10,741         \$ 67,03-20.75,130         02           T01         Pump Plant Maint Operator I         036         \$ 31.97-44.60         \$ 8,136-10,743         \$ 67,03-20.75,86         0         64.27,713         \$ 70.888-92.768         02           T01         Pump Plant Maint Operator II         048         \$ 71.76         8 4.40         5 6,738-7,713         \$ 70.868,707.713         \$ 70.868,707.713         \$ 70.868,707.713         \$ 70.867,707.713         \$ 70.867,707.713         \$ 70.867,707.713         \$ 70.867,707.713         \$ 70.867,707.713         \$ 70.867,707.713         \$ 70.867,707.713         \$ 70.867,707.713         \$ 70.867,707.713         \$ 70.867,707.713         \$ 70.867,707.713         \$ 70.867,707.713         \$ 70.867,707.713         \$ 70.867,707.713         \$ 70.867,707.713         \$ 70.867,707.713         \$ 70.867,707.713<							
YAR7         Public Affairs Rep I         O38         C 35.83-47.13         C 5,11-84.02         C 34.62-98.030         O30           YAR8         Public Affairs Rep I         O38         C 35.83-47.13         C 5,126-9.83         S 5,56-12.070         D<0           TA21         Pump Plant Mait Operator I         O32         S 3.04-0.39.77         S 5,265-6,228         S 5,56-12.070         D<0           TA21         Pump Plant Mait Operator I         O32         S 3.04-0.39.77         S 5,885-7.731         S 7,055-8.27.08         D<0           TA20         Ouality Mausance Officer         O36         S 5.75-76.85         S 1.04-0.745         S 6.030-7.03.08         C 70.558-82.7.06         D<0           YA91         Baal Estate Representative I         O17         S 1.48-0.5.81         S 0.042-7.0.753         S 72.50-8-3.0.80         D<0         D<0 <thd<0< th="">         D&lt;0         D&lt;0 <thd< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td></thd<></thd<0<>							
TAB         Pullic Affairs Rep II         043         § 41.11-54.12         § 7.22-9.81         § 85.50-112.570         012           TA21         Pump Plant Maint Operator II         036         § 33.97-44.60         \$ 5.868-6.228         § 6.3.328-63.138         02           TA21         Pump Plant Maint Operator II         036         § 7.13-61.99         \$ 5.868-7.733         \$ 7.6.588-92.7.68         02           TA01         Pump Plant Specialist         048         \$ 7.71-16.00         \$ 5.868-7.733         \$ 7.6.59-9.92.68         \$ 8.0.30-12.8.200         02           YA91         Real Estate Representative II         042         \$ 3.97-42.86         \$ 0.042-7.953         \$ 6.7.50-7         \$ 0.7.25.09-9.92.00         02           YA92         Real Estate Representative II         042         \$ 3.7.1-12.12         \$ 4.10-1.01         \$ 6.7.71.01.01.88         \$ 6.7.72.10-0.02         02           UN13         Representative III         042         \$ 3.7.1-12.12         \$ 4.10-1.01         \$ 6.7.19-7.77.2         \$ 4.10-1.01         \$ 6.7.19-7.77.2         \$ 4.10-1.01         \$ 6.7.19-7.77.7         \$ 9.11.77.77.01         \$ 9.7.19-7.77.7         \$ 9.11.77.77.01         \$ 9.2.66-12.13         \$ 9.16.66-22.04.91         \$ 0.5           W014         Section Manasor II (C)         C69         \$ 8.8.00-							
TA21         Pump Plant Main Operator I         O12         \$ 30.40-39.77         \$ 5,268-7,231         \$ 6,322-8,138         O12           T01         Pump Plant Specialist         048         \$ 4,713-61.99         \$ 1,040-19,75         \$ 9,6330-128,533         O16           YA90         Quality Reurance Officer         037         \$ 34,86-45.88         \$ 6,042-9,124         \$ 34,138-105,113         O14812,200-159,044         O2           YA91         Real Estate Representative IT         046         \$ 44,60-5,75         \$ 7,751-0,63         \$ 24,763-122,200         O2           YA92         Real Estate Representative IT         046         \$ 44,60-5,75         \$ 7,751-0,753         \$ 7,751-0,753         \$ 7,751-0,753         \$ 7,751-0,753         \$ 7,751-0,753         \$ 7,751-0,753         \$ 7,751-0,753         \$ 7,751-0,753         \$ 7,751-0,753         \$ 7,751-0,753         \$ 7,751-0,753         \$ 7,751-0,753         \$ 7,751-0,753         \$ 7,751-0,753         \$ 7,751-0,753         \$ 7,751-0,772         \$ 1,41,41-1,813         \$ 0,512-0,753         \$ 7,751-0,772         \$ 1,41,41-1,813         \$ 0,512-0,753         \$ 7,751-0,772         \$ 1,41,41-1,813         \$ 0,752-0,753         \$ 7,751-0,772         \$ 1,41,41-1,813         \$ 0,752-0,763         \$ 5,146-55,710         \$ 0,753-7,763         \$ 5,146-55,710         \$ 1,753-7,763         \$ 5,14,65-21,741							
Th22         Pump Plant Maint Operator II         OS         \$ 33.97-44.60         \$ 5.818-7.711         \$ 70.658-52.768         O2           YA0         Quality Assumate Officer         OS         \$ 58.75-77.85         \$ 01.08-31.321         \$ 02.200-159.868         O2           YA0         Real Estate Regresentative II         O42         \$ 34.86-45.88         \$ 6.042-7.953         \$ 77.819-9.128         \$ 83.138-109.55.430         O2           YA02         Real Estate Regresentative II         O42         \$ 33.97-18.36         \$ 7.731-10.168         \$ 89.256-12.200         O3           UA12         Reprographics Technician II         O23         \$ 3.71-63.88         \$ 4.708-6.718         \$ 64.44-60.87         O3         \$ 4.46-94.77.03         \$ 4.778-10.18         \$ 4.44-60.87         O3         O4.44-60.87         O4         O3         O4.74-77.873         \$ 64.64-60.87         O3         O4.44-60.87         O3         O4.44-60.87         O3         O4.74-77.873         O4.64-60.87         O3         O4.74-77.873         O4.74-7		_					
T01         Pump Plant Specializt         048         \$ 47.13         61.99         \$ 8.10.163-13.32         \$ 8.9.30-128.939         02           YA91         Real Estate Representative I         037         \$ 34.86         45.88         \$ 6.0.163-13.32         \$ 82.2.200-15.9.88         02           YA92         Real Estate Representative I         037         \$ 34.86         45.88         \$ 6.0.42-7.953         \$ 72.509-55.43         02           VA93         Real Ratate Representative III         046         \$ 44.60-88.75         \$ 7.71-10.183         \$ 92.766-122.200         02           UA13         Reprographics Technician III         023         \$ 27.16-38.53         \$ 4.10-5.410         \$ 64.447-80.800         02           C013         Section Manager I (C)         067         \$ 7.18-7.47.22         \$ 9.12-12.951         \$ 81.495-155.42.810           C0303         Section Manager I (C)         067         \$ 81.320-108.89         \$ \$ 14.04-17.870         \$ 16.435-220.448         04           SM010         Section Marcenshisting Area         073         \$ 9.20.46-113.31         \$ 51.60.65-21.01         \$ 51.60.65-21.01         \$ 51.60.65-21.01         \$ 51.60.65-21.01         \$ 51.60.65-21.01         \$ 51.60.65-21.01         \$ 51.60.65-21.01         \$ 51.60.65-21.01         \$ 51.60.65-21.01         \$							
YAP1         Real Estate Representative I         037         \$ 34.86-45.88         \$ 6,028-9,128         \$ 7,500-95,430         02           YAP3         Real Estate Representative III         042         \$ 33.97-52.68         \$ 6,528-9,128         \$ 83.138-109,533         02           UA12         Reprographics Technician II         023         \$ 23.71-33.21         \$ 41.10-5.410         \$ 49.317-46.927         02           UA13         Reprographics Technician III         023         \$ 23.71-33.21         \$ 41.10-5.410         \$ 61.443-80.80         02           VA08         Resource Specialist         057         \$ 7.19-74.22         \$ 9.913-12.951         \$ 11.69.55-15.48         02           Z038         Section Manager I (C)         067         \$ 7.89-71.01.89         \$ 31.407-13.874         \$ 316.407-22.01.81         03           S0014         Section Marg-BurneeAbletton         073         \$ 92.66-12.13         93.16.065-2.011         93.12.71-32.141         94.13           S0014         Section Marg-BurneeAbletton         073         \$ 92.66-12.13         93.16.065-2.01476         93.77.106-220.481         04           S0014         Section Marg-BurneeAbletton         073         \$ 92.66-12.13         93.16.055-2.01476         93.77.12-22.41.83         04           S0014 </td <td>T01</td> <td></td> <td>048</td> <td></td> <td></td> <td></td> <td>02</td>	T01		048				02
YA92         Real Estate Representative II         Q42         S 3.9.75         S.6.6         S 6.9.25.9         J.28         S 3.138-109.553         Q2           YA93         Real Estate Representative II         Q46         S 44.60-55.7         S 7.711-10.18         S 42.71-31.1         S 4.410-5.410         S 49.317-64.127.00         Q2           UA13         Reprographics Technician II         Q38         S 27.16-3.58.3         \$ 4.708-6.013         \$ 5.64.433-80.770         Q2           VA38         Resource Specialist         C55         S 57.19-74.72         \$ 9.913-12.05         S11.95.741.7378         S164.091-244.511         G5           Z038         Section Manager I (C)         C67         S 78.89-103.14         S13.474.07.878         S164.091-244.511         G5           Z030         Section Mmr-Converselution         G68         8 0.99-105.98         S14.421-18.770         S168.459-220.438         G4           SM014         Section Mgr-Chuitomertoproces         G68         S 0.99-105.98         S14.038-18.770         S168.459-220.438         G4           SM015         Section Mgr-Mainaering Sva         G68         S 0.99-105.98         S14.038-18.770         S168.459-220.438         G4           SM016         Section Mgr-Mainaering Sva         G01.88         S09.99-105.98	YA90	Quality Assurance Officer	056	\$ 58.75- 76.85	\$10,183-13,321	\$122,200-159,848	02
YA33         Real Estate Representative III         Odé         \$ 44.60-58.75         \$ 57.31-10.183         \$ 92.768-122.000         O2           UA13         Reprographics Technician II         C23         \$ 23.71-31.21         \$ 4.110-5.101         \$ 56.493-74.526         O2           UA14         Reprographics Technician III         C23         \$ 27.16-35.83         \$ 4.708-6.211         \$ 56.493-74.526         O2           VA8         Resource Specialist         C55         \$ 57.19-74.72         \$ 9.913-12.951         \$ 8118.955-155.418         O2           Z030         * Section Manager I (C)         C67         \$ 80.99-105.89         \$ 514.421-18.474         \$ 517.90-6.737         \$ 514.695-220.438         O4           SM014         * Section Mgr-CutomextComm Svcs         C68         \$ 60.99-105.98         \$ 514.038-18.77         \$ 516.922.04.38         O4           SM015         * Section Mgr-CutomextComm Svcs         C68         \$ 60.99-105.98         \$ 514.038-18.77         \$ 516.452.0.04         \$ 519.774-28.24.941         O4           SM010         * Section Mgr-Muicon Planning         C72         \$ 90.20-118.13         \$ 516.542.0.746         \$ 517.64-245.710         O4           SM010         * Section Mgr-Mexins Services         C68         \$ 60.99-105.98         \$ 514.038-18.770	YA91	Real Estate Representative I	037	\$ 34.86- 45.88	\$ 6,042- 7,953	\$ 72,509- 95,430	02
UA12         Reprographics Technician II         U23         § 2.7.1-31.21         g 4.10-5.410         § 49.317-64.917         02           UA13         Reprographics Technician III         U28         S 2.7.16-3.58         § 4.708-6.718         S 61.443-80.870         02           UA3         Resource Specialist         U55         \$ 57.19-7.7.2         \$ 9.913-12.07         \$ 11.4.935-155.418         02           Z03B         Section Manager I (C)         U67         \$ 7.89-103.14         U3.74-71.736         S16.459-20.438         04           SW005         Section Mar-Deuxenceblatton         U38         S 92.68-12.31         S16.055-10.41         S12.74-72.82.491         04           SW014         Section Mar-Deuxenceblatton         U38         S 92.68-12.31         91.60.05-21.01         S12.74-72.82.491         04           SW015         Section Mar-Deuxenceblatton         U38         S 92.68-12.31         91.60.05-21.01         S12.74-72.82.491         04           SW010         Section Mar-Deuxenceblatton         U38         S16.038-12.07         S16.459-20.438         04           SW010         Section Mar-Deuxenceblatton         U68         8.0.99-105.98         91.40.38-18.370         S16.459-20.438         04           SW010         Section Mar-Deuxenceblatton	YA92	Real Estate Representative II	042	\$ 39.97- 52.66	\$ 6,928- 9,128	\$ 83,138-109,533	02
UR13         Reprographics Technician II         O28         S 2.16-5.83         S 4.708-6.211         S 5.6493-74.526         O2           UR14         Reprographics Technician III         O31         S 2.954-88.85         S 1.20-67.735         S 1.433-80.774.526         O2           2038         Section Manager I (C)         O67         S 7.8.9-10.14         S 1.3.674-17.875         S 114.084-091-214.513.10         S 2.016         S 3.12.018.89         S 1.4.021-18.976         S 114.034-17.875         S 114.	YA93	Real Estate Representative III	046	\$ 44.60- 58.75	\$ 7,731-10,183	\$ 92,768-122,200	02
UIA4         Reprographics Technician III         Oli 1         S 2.4.3.8.88         S 1.20-6.7.39         S 1.4.43.8.95.155.4.18         Display           UA98         Resource Specialist         US5         S 5.7.19-7.472         S 9.1.2.915         118.955.155.4.18         Display           2038         Section Manager I (C)         067         S 78.9-103.14         31.6.74-17.878         31.6.495.2.1.91         Side.459.2.0.438         Display           SM005         Section Mgr-CustomersComm Svcs         068         S 0.9-105.98         31.4.038-18.370         Side.459.2.0.438         Display           SM014         Section Mgr-Customering Svcs         068         S 0.9-105.98         31.4.038-18.370         Side.459.2.0.438         Display           SM004         Section Mgr-Medialitive Svcs         068         S 0.9-105.98         31.4.038-18.370         Side.459.2.0.438         Display           SM004         Section Mgr-Medialitive Svcs         068         S 0.9-105.98         31.4.038-18.370         Side.459.2.0.438         Display           SM010         Section Mgr-Medial Services         072         S 90.20-118.13         315.635-20.476         Sidf.64.59.2.0.438         Display           SM011         Section Mgr-Media Deporty         072         S 90.20-118.13         Sidf.64.99.2.0.438 <t< td=""><td></td><td></td><td></td><td>\$ 23.71- 31.21</td><td>\$ 4,110- 5,410</td><td></td><td></td></t<>				\$ 23.71- 31.21	\$ 4,110- 5,410		
YAP8         Presource Specialist         OS5         \$ 57.19-74.72         \$ 9.913-12.951         S118.955-155.418         OD           Z038         Section Manager II (C)         O67         78.89-103.14         \$13.6764-17.878         \$14.6.091-24.51.05           Z030         Section Margensites Outreact Offer         668         \$8.0.9-108.89         \$14.031-18.370         \$16.4.691-24.52.480         44           SM014         Section Mgr-ConveyanceSnittrbn         O73         \$9.2.68-131.39         \$14.038-18.370         \$16.4.65-21.041         \$132.774-252.491         04           SM015         Section Mgr-Expineering Svcs         O73         \$9.2.68-131.39         \$14.038-18.370         \$16.4.492-20.438         04           SM003         Section Mgr-MembraschubOatroch         O68         \$8.0.99-105.98         \$14.038-18.370         \$16.4.492-20.438         04           SM004         Section Mgr-MembraschubOatroch         O68         \$8.0.99-105.98         \$14.038-18.370         \$16.4.492-20.438         04           SM011         Section Mgr-MembraschubOatroch         O68         \$8.0.99-105.98         \$14.038-18.370         \$16.4.492-20.438         04           SM012         Section Mgr-Resider Svcs         O72         \$9.0.20-118.13         \$15.635-20.476         \$137.616-257.100         04							
2038         * Section Manager I (C)         067         \$78.89-103.14         \$31,674-17.878         \$164,091-214,531         05           2037         * Section Margementation         068         \$80.99-105.98         \$14,421-18.874         \$173,065-226,421         06           SN015         * Section Mgr-ConvergenceSpitth         073         \$92,66-121.33         \$16,065-21.041         \$132,774-222,441         04           SN015         * Section Mgr-ConvergenceSpitth         073         \$92,66-121.33         \$16,035-20,476         \$187,616-245,710         04           SN016         * Section Mgr-Environ Planning         072         \$90,20-118.13         \$15,635-20,476         0187,616-245,710         04           SN004         * Section Mgr-MediaServices         068         \$80,99-105.98         \$14,038-18,370         0166,459-220,438         04           SN005         * Section Mgr-MediaServices         068         \$80,99-105.98         \$14,038-18,370         0166,459-220,438         04           SN016         * Section Mgr-MediaServiceSubourch         068         \$80,99-105.98         \$14,038-18,370         0166,459-220,438         04           SN011         * Section Mgr-MediaServiceSubourch         068         \$80,99-105.98         \$14,038-18,370         0166,457,100         04 <tr< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr<>							
203C         * Section Manager II (C)         069         \$ 83.20-108.89         \$14,421-18,874         \$173,056-226,491         05           SM014         * Section Mgr_ConveyanceADistrin         073         \$ 92.68-121.39         \$16,055-21,041         \$192,774-252,491         04           SM015         * Section Mgr_ConveyanceADistrin         073         \$ 92.68-121.39         \$16,055-21,041         \$192,774-252,491         04           SM015         * Section Mgr_Engineering Svcs         073         \$ 92.66-121.39         \$16,055-21,041         \$192,774-252,491         04           SM003         * Section Mgr_Heining Svcs         068         \$ 80.99-105.98         \$14,013-18,370         \$168,459-220,438         04           SM004         * Section Mgr_Heinis Services         068         \$ 80.99-105.98         \$14,013-18,370         \$168,459-220,438         04           SM005         * Section Mgr_Heinis Services         072         \$ 90.20-118,13         \$15,615-20,476         \$187,616-425,710         04           SM011         * Section Mgr_Heinis         072         \$ 90.20-118,13         \$15,615-20,476         \$187,616-425,710         04           SM012         * Section Mgr_Heinis         072         \$ 90.20-118,13         \$15,615-20,476         \$187,616-425,710         04		-					
SM015         * Section Mgr-GuoyancekDistrun         068         8 0.99-105.98         S14,038-18.370         S168,459-220,438         04           SM012         * Section Mgr-GuoyancekDistrun         073         \$ 92,68-121,39         S16,05-21,041         S192,774-252,491         04           SM015         * Section Mgr-Environ Planning         072         \$ 90,20-118.13         S15,655-20,047         S187,616-245,710         04           SM004         * Section Mgr-Media Services         068         \$ 80.99-105.98         S14,038-18,370         S166,459-220,438         04           SM006         * Section Mgr-Media Services         068         \$ 80.99-105.98         S14,038-18,370         S166,459-220,438         04           SM010         * Section Mgr-Ose Support Svcs         072         \$ 90.20-118.13         S15,655-20,476         S187,616-245,710         04           SM011         * Section Mgr-Ose Support Svcs         072         \$ 90.20-118.13         S15,655-20,476         S187,616-245,710         04           SM012         * Section Mgr-Rever Opablanning         072         \$ 90.20-118.13         S15,655-20,476         S187,616-245,710         04           SM019         * Section Mgr-Rever Opablanning         072         \$ 90.20-118.13         S15,655-20,476         S187,616-245,710         04 <td></td> <td>5</td> <td></td> <td></td> <td></td> <td></td> <td></td>		5					
SN014         * Section Mgr-ConveyanceAbistrbn         073         \$92.68-121.9         \$16.065-21.041         \$192.774-252.491         04           SN015         * Section Mgr-Engineering Svcs         073         \$92.66-121.93         \$16.065-21.041         \$192.774-252.491         04           SN003         * Section Mgr-Engineering Svcs         073         \$92.66-121.93         \$15.635-20.476         \$187.616-245.710         04           SN004         * Section Mgr-Media Services         068         \$80.99-105.98         \$14.038-18.370         \$166.459-220.438         04           SN016         * Section Mgr-Media Services         068         \$80.99-105.98         \$14.038-18.370         \$166.459-220.438         04           SN010         * Section Mgr-Ops SafetyKRG Srv         072         \$90.20-118.13         \$15.635-20.476         \$187.616-245.710         04           SN012         * Section Mgr-Revare Dapports         Y07         \$90.20-118.13         \$15.635-20.476         \$187.616-245.710         04           SN012         * Section Mgr-Revare Rates Enudget         072         \$90.20-118.13         \$15.635-20.476         \$187.616-245.710         04           SN013         * Section Mgr-Water OpsPlanning         072         \$90.20-118.13         \$15.635-20.476         \$187.616-245.710         04		5					
SN012         * Section Mgr-Customering Svcs         068         \$8 80.99-105.98         \$14,038-18,370         \$168,455-220,438         04           SN019         * Section Mgr-Environ Planning         072         \$90.20-118,13         \$15,635-20,476         \$187,616-245,710         04           SN004         * Section Mgr-Legislative Svcs         068         \$80.99-105.98         \$14,038-18,370         \$166,459-220,438         04           SN004         * Section Mgr-Media Services         068         \$80.99-105.98         \$14,038-18,370         \$166,459-220,438         04           SN010         * Section Mgr-Media Services         068         \$80.99-105.98         \$14,038-18,370         \$166,459-220,438         04           SN011         * Section Mgr-Ope Support Svcs         072         \$90.20-118.13         \$15,635-20,476         \$187,616-245,710         04           SN012         * Section Mgr-Rever Ops&Flanning         072         \$90.20-118.13         \$15,635-20,476         \$187,616-245,710         04           SN018         * Section Mgr-Rever Ops&Flanning         072         \$90.20-118.13         \$15,635-20,476         \$187,616-245,710         04           SN019         * Section Mgr-Rever Ops&Flanning         072         \$90.20-118.13         \$15,635-20,476         \$187,616-245,710         04 <td></td> <td>-</td> <td></td> <td></td> <td></td> <td></td> <td></td>		-					
SN015         * Section Mgr-Engineering Sycs         073         \$ 92.66-121.9         \$16,065-21,041         \$132,774-252,491         04           SN003         * Section Mgr-Legiplative Sycs         068         \$8.09-105.98         \$14,038-18,370         \$166,459-220,438         04           SN004         * Section Mgr-Media Services         068         \$8.09-105.98         \$14,038-18,370         \$166,459-220,438         04           SN016         * Section Mgr-Ops SafetyKReg Srv         072         \$9.0.20-118.13         \$15,638-20,476         \$187,616-245,710         04           SN011         * Section Mgr-Ops SafetyKReg Srv         072         \$9.0.20-118.13         \$15,638-20,476         \$187,616-245,710         04           SN012         * Section Mgr-Power OpsAplanning         072         \$9.0.20-118.13         \$15,638-20,476         \$187,616-245,710         04           SN013         * Section Mgr-Revne & Eudget         072         \$9.0.20-118.13         \$15,638-20,476         \$187,616-245,710         04           SN014         * Section Mgr-Water Quality         073         \$9.2.60-121.33         \$15,638-20,476         \$187,616-245,710         04           SN015         * Section Mgr-Water Quality         073         \$9.2.60-121.33         \$15,638-20,476         \$187,616-245,710         04							
SN009         * Section Mgr-Environ Planning         072         \$ 90.20-118.13         \$15,635-20,476         \$187,616-245,710         04           SN004         * Section Mgr-Media Services         068         \$ 80.99-105.98         \$14,038-18,370         \$168,459-220,438         04           SN006         * Section Mgr-Media Services         068         \$ 80.99-105.98         \$14,038-18,370         \$168,459-220,438         04           SN010         * Section Mgr-Ops Support Svcs         072         \$ 90.20-118.13         \$15,635-20,476         \$187,616-245,710         04           SN011         * Section Mgr-Ope Support Svcs         072         \$ 90.20-118.13         \$15,635-20,476         \$187,616-245,710         04           SN012         * Section Mgr-Real Property         071         \$ 87,79-118.33         \$15,635-20,476         \$187,616-245,710         04           SN013         * Section Mgr-Revene & Budget         072         \$ 90.20-118.13         \$15,635-20,476         \$187,616-245,710         04           SN014         * Section Mgr-Revene & Budget         072         \$ 90.20-118.13         \$15,635-20,476         \$187,616-245,710         04           SN015         * Section Mgr-Water OpsPlanning         072         \$ 90.20-118.13         \$15,635-20,476         \$187,616-245,710         04							
SN003         * Section Mgr-Legialative Sva         068         \$ 8.0.99-105.98         \$14,038-18,370         \$168,459-220,438         04           SN006         Section Mgr-MembrSvc&PubOutrch         068         \$ 80.99-105.98         \$14,038-18,370         \$168,459-220,438         04           SN010         Section Mgr-Ops Safety&Reg Srv         072         \$90.20-118.13         \$15,635-20,476         \$187,616-245,710         04           SN011         Section Mgr-Ops Suppot Svops         Org         \$90.20-118.13         \$15,635-20,476         \$187,616-245,710         04           SN012         Section Mgr-Newr Ops&Planning         072         \$90.20-118.13         \$15,635-20,476         \$187,616-245,710         04           SN013         Section Mgr-Rev. Rates & Budget         068         \$80.99-105.98         \$14,038-18,370         \$168,459-220,438         04           SN013         Section Mgr-Waven & & Budget         072         \$90.20-118.13         \$15,635-20,476         \$187,616-245,710         04           SN013         Section Mgr-Waven & & Budget         072         \$90.20-118.13         \$15,635-20,476         \$187,616-245,710         04           SN016         Section Mgr-Waven & Budget         072         \$90.20-118.13         \$15,635-20,476         \$187,616-245,710         04							
SM004         * Section Mgr-Media Services         068         \$ 8 0.99-105.98         \$14,038-18,370         \$168,459-20,438         04           SM006         * Section Mgr-Ops Safety&Reg Srv         072         \$ 90,20-118.13         \$15,635-20,476         \$187,616-245,710         04           SM011         * Section Mgr-Ops Safety&Reg Srv         072         \$ 90,20-118.13         \$15,635-20,476         \$187,616-245,710         04           SM012         * Section Mgr-Newer Ops&Planning         072         \$ 90,20-118.13         \$15,635-20,476         \$187,616-245,710         04           SM013         * Section Mgr-Real Property         071         \$ 87,79-211.81.3         \$15,635-20,476         \$187,616-245,710         04           SM014         * Section Mgr-Revenue & Budget         072         \$ 90,20-118.13         \$15,635-20,476         \$187,616-245,710         04           SM015         * Section Mgr-Mater Quality         072         \$ 90,20-118.13         \$15,635-20,476         \$187,616-245,710         04           SM015         * Section Mgr-Mater Quality         072         \$ 90,20-118.13         \$15,635-20,476         \$187,616-245,710         04           SM016         * Section Mgr-Mater Quality         072         \$ 90,20-118.13         \$15,635-20,476         \$187,616-245,710         05							
SM010       * Section Mgr-Ops Safety&Reg Srv       072       \$ 90.20-118.13       315.635-20.476       \$187,616-245,710       04         SM011       * Section Mgr-Power Ops&Planning       072       \$ 90.20-118.13       \$15.635-20.476       \$187,616-245,710       04         SM013       * Section Mgr-Real Property       071       \$ 87.79-114.98       \$15,217-19,930       \$182,603-239,158       04         SM019       * Section Mgr-Rev, Rate & Budget       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       04         SM013       * Section Mgr-Rev, Rate & Budget       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       04         SM016       * Section Mgr-Water Quality       073       \$ 92.68-121.39       \$16,065-21,041       \$192,774-252,491       04         SM010       * Section Mgr-Water Resource Mgt       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       04         SM016       * Section Mgr-Water Resource Mgt       072       \$ 90.20-118.13       \$15,635-21,041       \$192,774-252,491       04         SM014       * Section Mgr-Water Resource Mgt       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       05         V02       * Special Asst to the GM       072			068				04
SM011       * Section Mgr-Ops Support Srcs       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       04         SM012       * Section Mgr-Real Property       071       \$ 70.2018.13       \$15,635-20,476       \$187,616-245,710       04         SM013       * Section Mgr-Reven Rets Budget       068       \$ 80.99-105.98       \$14,038-18,370       \$182,603-239,158       04         SM013       * Section Mgr-Revenue & Budget       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       04         SM013       * Section Mgr-Water Ops&Planning       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       04         SM016       * Section Mgr-Water Quality       073       \$ 92.68-121.39       \$16,055-21,041       \$192,774-252,491       04         SM017       * Section Mgr-Water Treatment       073       \$ 92.68-121.39       \$16,055-21,041       \$192,774-252,491       04         WC01       Section Mgr-Water Treatment       073       \$ 92.68-121.39       \$16,055-21,041       \$192,774-252,491       04         WC01       Section Mgr-Mater Resource Mgt       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       05         V02       * Special Asst to the GM       072       \$ 69.64-95.16	SM006	* Section Mgr-MembrSvc&PubOutrch	068	\$ 80.99-105.98	\$14,038-18,370	\$168,459-220,438	04
SM012       * Section Mgr-Power Ops&Planning       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       04         SM018       * Section Mgr-Rev, Rates &Budget       068       \$80.99-105.98       \$14,038-18,370       \$182,603-239,158       04         SM019       * Section Mgr-Rev, Rates &Budget       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       04         SM013       * Section Mgr-Water Ops&Planning       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       04         SM016       * Section Mgr-Water Quality       073       \$ 92.68-121.39       \$16,065-21,041       \$192,774-252,491       04         SM017       * Section Mgr-Water Treatment       073       \$ 92.68-121.39       \$16,065-21,041       \$192,774-252,491       04         SM017       * Sectian Mgr-Water Treatment       073       \$ 92.68-121.39       \$16,065-21,041       \$192,774-252,491       04         WC01       Security Specialist (C)       051       \$51.16-67.21       \$ 8.868-11.650       \$106,413-139,797       05         V20       * Special Projects Manager       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       04         YA05       Sr Accountant       045       \$ 43.42-57.19       <	SM010	* Section Mgr-Ops Safety&Reg Srv	072	\$ 90.20-118.13	\$15,635-20,476	\$187,616-245,710	04
SM018       * Section Mgr-Rev, Rates Budget       071       \$\$ 87.9-114.98       \$\$ 15,217-19,930       \$\$ 182,603-239,158       04         SM007       * Section Mgr-Revenue & Budget       072       \$\$ 90.20-118.13       \$\$ 15,635-20,476       \$\$ 187,616-245,710       04         SM013       * Section Mgr-Water Ops&Planning       072       \$\$ 90.20-118.13       \$\$ 15,635-20,476       \$\$ 187,616-245,710       04         SM016       * Section Mgr-Water Ops&Planning       072       \$\$ 90.20-118.13       \$\$ 15,635-20,476       \$\$ 187,616-245,710       04         SM008       * Section Mgr-Water Treatment       073       \$\$ 92.68-121.39       \$\$ 16,065-21,041       \$\$ 192,774-252,491       04         SM017       * Section Mgr-Water Treatment       073       \$\$ 92.68-121.39       \$\$ 16,065-21,041       \$\$ 192,774-252,491       04         WC01       Sectial Asst to the GM       072       \$\$ 90.20-118.13       \$\$ 15,635-20,476       \$\$ 187,616-245,710       05         YA02       Sr Accountant       045       \$ 43.42-57.19       \$\$ 7,526-9,913       \$\$ 90,314-118,955       02         VA03       Sr Accountant       045       \$ 43.42-57.19       \$\$ 7,526-9,913       \$\$ 90,314-118,955       02         YA04       * Sr Admin Analyst       049       \$ 48.43-63.71 </td <td>SM011</td> <td>* Section Mgr-Ops Support Svcs</td> <td>072</td> <td>\$ 90.20-118.13</td> <td>\$15,635-20,476</td> <td>\$187,616-245,710</td> <td>04</td>	SM011	* Section Mgr-Ops Support Svcs	072	\$ 90.20-118.13	\$15,635-20,476	\$187,616-245,710	04
SM007       * Section Mgr-Rev, Rates słudget       068       \$ 80.99-105.98       \$14,038-18,370       \$168,459-20,438       04         SM013       * Section Mgr-Water OpsPlanning       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       04         SM016       * Section Mgr-Water Quality       073       \$ 92.268-121.39       \$16,065-21,041       \$192,774-252,491       04         SM017       * Section Mgr-Water Treatment       073       \$ 92.68-121.39       \$16,065-21,041       \$192,774-252,491       04         SM017       * Section Mgr-Water Treatment       073       \$ 92.68-121.39       \$16,065-21,041       \$192,774-252,491       04         WC01       Security Specialist (C)       051       \$ 51.16-67.21       \$ 8,868-11,650       \$106,413-139,797       05         V02       * Special Projects Manager       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       05         YA02       Sr Accountant       045       \$ 43.42-57.19       \$ 7,526-9,913       \$ 90,314-118,955       02         VA03       Sr Accountant       045       \$ 48.43-63.71       \$ 8,395-11,043       \$100,734-132,517       05         YA05       Sr Admin Analyst       049       \$ 48.43-63.71       \$ 8,395-11,043       \$100,7	SM012		072	\$ 90.20-118.13	\$15,635-20,476	\$187,616-245,710	04
SM019       * Section Mgr-Revenue & Budget       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       04         SM013       * Section Mgr-Water Ops&Planning       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       04         SM016       * Section Mgr-Water Ops&Planning       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       04         SM018       * Section Mgr-Water Resource Mgt       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       04         SM017       * Section Mgr-Water Treatment       073       \$ 92.68-121.39       \$16,665-21,041       \$192,774-252,491       04         WC01       Security Special Ist (C)       051       \$ 51.16-67.21       \$ 8,868-11.650       \$106,413-139,797       05         V02       * Special Projects Manager       072       \$ 69.64-95.16       \$12,071-16,494       \$144,851-197,933       01         Z16A       * Accountant       045       \$ 43.42-57.19       \$ 7,526-9,913       \$ 90,314-118,955       02         VA03       Sr Accountant       049       \$ 48.43-63.71       \$ 8,395-11,043       \$100,734-132,517       02         YA05       Sr Admin Analyst       (C)       049       \$ 48.43-63.71       \$ 8,395-11,							
SM013       * Section Mgr-Water Ops&Planning       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       04         SM016       * Section Mgr-Water Quality       073       \$ 92.66-121.39       \$16,065-21,041       \$192,774-252,491       04         SM017       * Section Mgr-Water Treatment       073       \$ 92.66-121.39       \$16,065-21,041       \$192,774-252,491       04         WC01       Security Specialist (C)       051       \$ 51.16-67.21       \$ 8,868-11,650       \$106,413-139,797       05         V02       * Special Asst to the GM       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       04         VA02       S Paccial Projects Manager       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       05         VA03       S Accountant       045       \$ 43.42-57.19       \$ 7,526-9,913       \$ 90.314-118,955       02         VA03       Sr Accounting Tech       039       \$ 36.83-48.43       \$ 6,371.48       \$ 8,395-11,043       \$100,734-132,517       05         VC04       * Sr Andmin Analyst (C)       049       \$ 48.43-63.71       \$ 8,395-11,043       \$100,734-132,517       05         V10       * Sr Acchitect       059       \$ 63.71- 83.20       \$11,043-14,421		5 . 5					
SM016       * Section Mgr-Water Quality       073       \$ 92.68-121.39       \$16.065-21.041       \$192.774-252.491       04         SM008       * Section Mgr-Water Resource Mgt       072       \$ 90.20-118.13       \$15.635-20.476       \$187.616-245.710       04         SM017       * Section Mgr-Water Treatment       073       \$ 92.68-121.39       \$15.635-20.476       \$187.616-245.710       04         WC01       security Specialist (C)       051       \$ 51.16-67.21       \$ 8.868-11.650       \$106.413-139.797       05         V02       * Special Projects Manager       072       \$ 90.20-118.13       \$15.635-20.476       \$187.616-245.710       05         YA02       Sr Accountant       045       \$ 43.42-57.19       \$ 7.526-9.913       \$ 90.314-118.955       02         VA03       Sr Accounting Tech       039       \$ 36.33-48.43       \$ 6.384-8.395       \$ 76.606-100.734       02         YC04       * Sr Admin Analyst       049       \$ 48.43-63.71       \$ 8.395-11.043       \$100.734-132.517       05         YC04       * Sr Admin Analyst (C)       049       \$ 48.43-63.71       \$ 8.395-11.043       \$100.734-132.517       05         YA10       Sr Benefits Analyst (C)       059       \$ 63.71-83.20       \$11.043-14.421       \$132.570-147.451 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>							
SM008       * Section Mgr-Water Resource Mgt       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       04         SM017       * Section Mgr-Water Treatment       073       \$ 92.68-121.39       \$16,065-21,041       \$192,774-252,491       04         WC01       Security Specialist (C)       051       \$ 51.16       67.21       \$ 8.868-11,650       \$106,413-139,797       05         V02       * Special Asst to the GM       072       \$ 69.64-95.16       \$12,071-16,494       \$144,851-197,933       01         Z16A       * Special Projects Manager       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       05         YA02       Sr Accountant       045       \$ 43.42-57.19       \$ 7,526-9,913       \$ 90,314-118,955       02         YA03       Sr Accounting Tech       039       \$ 36.83-48.43       \$ 6,844-8,395       \$ 76,606-100,734       02         YC04       * Sr Admin Analyst       049       \$ 48.43-63.71       \$ 8.395-11,043       \$100,734-132,517       05         YC04       * Sr Anchitect       059       \$ 63.71       \$ 8.395-11,043       \$100,734-132,517       05         YC10       * Sr Boenefits Analyst (C)       049       \$ 48.43-63.71       \$ 8.395-11,043       \$100,734-132,517 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>							
SM017       * Section Mgr-Water Treatment       073       \$ 92.68-121.39       \$16,065-21,041       \$192,774-252,491       04         WC01       Security Specialist (C)       051       \$ 51.16-67.21       \$ 8,868-11,650       \$106,413-139,797       05         V02       * Special Asst to the GM       072       \$ 69.64-95.16       \$12,071-16,494       \$144,851-197,933       01         Z16A       * Special Projects Manager       072       \$ 90.20-118.13       \$15,635-20,476       \$187,616-245,710       05         YA02       Sr Accounting Tech       039       \$ 36.83-48.43       \$ 6,344-8,395       \$ 76,606-100,734-022         YA05       Sr Admin Analyst       049       \$ 48.43-63.71       \$ 8,395-11,043       \$100,734-132,517       02         YC04       * Sr Admin Analyst (C)       049       \$ 48.43-63.71       \$ 8,395-11,043       \$100,734-132,517       02         YC13       * Sr Benefits Analyst (C)       049       \$ 48.43-63.71       \$ 8,395-11,043       \$100,734-132,517       05         YC14       * Sr Benefits Analyst (C)       049       \$ 48.43-63.71       \$ 8,395-11,043       \$100,734-132,517       05         YC43       * Sr Benefits Analyst (C)       049       \$ 48.43-63.71       \$ 8,395-11,043       \$100,734-132,517       05							
WC01         Security Specialist (C)         051         \$ 51.16-67.21         \$ 8,868-11,650         \$106,413-139,797         05           V02         * Special Asst to the GM         072         \$ 60.64-95.16         \$12,071-16,494         \$144,851-197,933         01           Z16A         * Special Projects Manager         072         \$ 90.20-118.13         \$15,635-20,476         \$187,616-245,710         05           YA02         Sr Accountant         045         \$ 43.42-57.19         \$ 7,526-9,913         \$ 90,314-118,955         02           YA03         Sr Accounting Tech         039         \$ 36.83-48.43         \$ 6,384-8,395         \$ 76,606-100,734         02           YA05         Sr Admin Analyst         049         \$ 48.43-63.71         \$ 8,395-11,043         \$100,734-132,517         05           Y01         * Sr Achitect         059         \$ 63.71-83.20         \$11,043-14,421         \$132,517-173,056         04           Yc43         * Sr Benefits Analyst (C)         049         \$ 48.43-63.71         \$ 8,395-11,043         \$100,734-132,517         05           Ya10         Sr Biodigist         053         \$ 54.12-70.89         \$ 9,381-12,248         \$112,570-147,451         02           Yc07         * Sr Board Specialist (C)         054         <		5 5					
V02* Special Asst to the GM072\$ 69.64-95.16\$12,071-16,494\$144,851-197,93301Z16A* Special Projects Manager072\$ 90.20-118.13\$15,635-20.476\$187,616-245,71005YA02Sr Accountant045\$ 43.42-57.19\$ 7,526-9,913\$ 90,314-118,95502YA03Sr Accounting Tech039\$ 36.83-48.43\$ 6,384-8,395\$ 76,606-100,73402YA05Sr Admin Analyst049\$ 48.43-63.71\$ 8,395-11,043\$100,734-132,51702YC04* Sr Admin Analyst (C)049\$ 48.43-63.71\$ 8,395-11,043\$100,734-132,51705Y01* Sr Architect059\$ 63.71-83.20\$11,043-14.421\$132,517-173,05604YC43* Sr Benefits Analyst (C)049\$ 48.43-63.71\$ 8,395-11,043\$100,734-132,51705YA10Sr Biologist053\$ 54.12-70.89\$ 9,381-12,288\$112,570-147,45102YC07* Sr Board Specialist (C)050\$ 49.83-65.42\$ 8,637-11,339\$100,734-132,51705YA14Sr Chemist053\$ 54.12-70.89\$ 9,381-12,288\$112,570-147,45102YC49* Sr Class & Comp Analyst (C)049\$ 48.43-63.71\$ 8,395-11,043\$100,734-132,51705XA10Sr Creas Connection Tech048\$ 47.13-61.99\$ 8,169-10,745\$ 98,030-128,93902YA18Sr Chemist053\$ 54.12-70.89\$ 9,381-12,288\$112,570-147,45102YC49* Sr Class & Com		5					
Z16A* Special Projects Manager072\$ 90.20-118.13\$15,635-20.476\$187,616-245,71005YA02Sr Accountant045\$ 43.42-57.19\$ 7,526-9,913\$ 90,314-118,95502VA03Sr Accounting Tech049\$ 48.43-63.71\$ 8,395-11,043\$100,734-132,51702YA05Sr Admin Analyst049\$ 48.43-63.71\$ 8,395-11,043\$100,734-132,51705YC04* Sr Anchitect059\$ 63.71-83.20\$11,043-14,421\$132,517-173,05604YC43* Sr Benefits Analyst (C)049\$ 48.43-63.71\$ 8,395-11,043\$100,734-132,51705YA10Sr Biologist053\$ 54.12-70.89\$ 9,381-12,288\$112,570-147,45102YC07* Sr Board Specialist (C)050\$ 49.83-65.42\$ 8,637-11,333\$103,646-136,07405YA14Sr Buyer048\$ 47.13-61.99\$ 9,381-12,288\$112,570-147,45102YC49* Sr Class & Comp Analyst (C)049\$ 48.43-63.71\$ 8,395-11,043\$100,734-132,51705XA08Sr Cremist053\$ 54.12-70.89\$ 9,381-12,288\$112,570-147,45102YC49* Sr Class & Comp Analyst (C)049\$ 48.43-63.71\$ 8,395-11,043\$100,734-132,51705XA08Sr Cremist053\$ 54.12-70.89\$ 9,381-12,288\$112,570-147,45102YC49* Sr Class & Comp Analyst (C)049\$ 48.43-63.71\$ 8,395-11,043\$100,734-132,51705XA08Sr Cremest Counse							
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Y01* Sr Architect059\$ 63.71- 83.20\$11,043-14,421\$132,517-173,05604YC43* Sr Benefits Analyst (C)049\$ 48.43- 63.71\$ 8,395-11,043\$100,734-132,51705YA10Sr Biologist053\$ 54.12- 70.89\$ 9,381-12,288\$112,570-147,45102YC07* Sr Board Specialist (C)050\$ 49.83- 65.42\$ 8,637-11,339\$103,646-136,07405YA14Sr Buyer048\$ 47.13- 61.99\$ 8,169-10,745\$ 98,030-128,93902YA18Sr Chemist053\$ 54.12- 70.89\$ 9,381-12,288\$112,570-147,45102YC49* Sr Class & Comp Analyst (C)049\$ 48.43- 63.71\$ 8,395-11,043\$100,734-132,51705XA08Sr Crane Certification Tech048\$ 47.13- 61.99\$ 8,169-10,745\$ 98,030-128,93902XA10Sr Cross Connection Tech048\$ 47.13- 61.99\$ 8,169-10,745\$ 98,030-128,93902XA10Sr Dep Gen Counsel Lbr Reltns079\$ 84.12-114.98\$14,581-19,930\$174,970-239,15801YA23Sr Deputy Auditor052\$ 52.66-68.99\$ 9,128-11,958\$109,533-143,49902YC20* Sr Dpty General Counsel (C)071\$ 87.79-114.98\$15,217-19,930\$182,603-239,15805YC47* Sr EBO Analyst (C)049\$ 48.43-63.71\$ 8,395-11,043\$100,734-132,51705YC20* Sr Dpty General Counsel (C)071\$ 87.79-114.98\$15,217-19,930\$182,603-239,158				\$ 48.43- 63.71		\$100,734-132,517	
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YA10Sr Biologist053\$ 54.12-70.89\$ 9,381-12,288\$112,570-147,45102YC07* Sr Board Specialist (C)050\$ 49.83-65.42\$ 8,637-11,339\$103,646-136,07405YA14Sr Buyer048\$ 47.13-61.99\$ 8,169-10,745\$ 98,030-128,93902YA18Sr Chemist053\$ 54.12-70.89\$ 9,381-12,288\$112,570-147,45102YC49* Sr Class & Comp Analyst (C)049\$ 48.43-63.71\$ 8,395-11,043\$100,734-132,51705XA08Sr Crane Certification Tech048\$ 47.13-61.99\$ 8,169-10,745\$ 98,030-128,93902XA10Sr Cross Connection Tech048\$ 47.13-61.99\$ 8,169-10,745\$ 98,030-128,93902XA10Sr Cross Connection Tech048\$ 47.13-61.99\$ 8,169-10,745\$ 98,030-128,93902XA11Sr Dep Gen Counsel Lbr Reltns079\$ 84.12-114.98\$14,581-19,930\$174,970-239,15801YA23Sr Deputy Auditor052\$ 52.66-68.99\$ 9,128-11,958\$109,533-143,49902XA14Sr Designer043\$ 41.11-54.12\$ 7,126-9,381\$ 85,509-112,57002YC20* Sr Dpty General Counsel (C)071\$ 87.79-114.98\$15,217-19,930\$182,603-239,15805YC47* Sr EEO Analyst (C)055\$ 57.19-74.72\$ 9,913-12,951\$118,955-155,41805YC48* Sr EHS Field Specialist (C)055\$ 57.19-74.72\$ 9,913-12,651\$118,955-155,41805 <td< td=""><td>Y01</td><td>* Sr Architect</td><td>059</td><td>\$ 63.71- 83.20</td><td>\$11,043-14,421</td><td>\$132,517-173,056</td><td>04</td></td<>	Y01	* Sr Architect	059	\$ 63.71- 83.20	\$11,043-14,421	\$132,517-173,056	04
YC07* Sr Board Specialist (C)050\$ 49.83-65.42\$ 8,637-11,339\$103,646-136,07405YA14Sr Buyer048\$ 47.13-61.99\$ 8,169-10,745\$ 98,030-128,93902YA18Sr Chemist053\$ 54.12-70.89\$ 9,381-12,288\$112,570-147,45102YC49* Sr Class & Comp Analyst (C)049\$ 48.43-63.71\$ 8,395-11,043\$100,734-132,51705XA08Sr Crane Certification Tech048\$ 47.13-61.99\$ 8,169-10,745\$ 98,030-128,93902XA10Sr Cross Connection Tech048\$ 47.13-61.99\$ 8,169-10,745\$ 98,030-128,93902XA10Sr Cross Connection Tech048\$ 47.13-61.99\$ 8,169-10,745\$ 98,030-128,93902XA14Sr Dep Gen Counsel Lbr Reltns079\$ 84.12-114.98\$14,581-19,930\$174,970-239,15801YA23Sr Deputy Auditor052\$ 52.66-68.99\$ 9,128-11,958\$109,533-143,49902XA14Sr Designer043\$ 41.11-54.12\$ 7,126-9,381\$ 85,509-112,57002YC20* Sr Dpty General Counsel (C)071\$ 87.79-114.98\$15,217-19,930\$182,603-239,15805YC47* Sr EEO Analyst (C)049\$ 48.43-63.71\$ 8,355-11,043\$100,734-132,51705YC28* Sr EHS Field Specialist (C)055\$ 57.19-74.72\$ 9,913-12,951\$118,955-155,41805YC41* Sr Emg Relations Specialist054\$ 55.62-72.78\$ 9,641-12,615\$115,690-151,38205	YC43	* Sr Benefits Analyst (C)	049	\$ 48.43- 63.71	\$ 8,395-11,043	\$100,734-132,517	05
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		* Sr Emp Relations Specialist	054				
XA23A Sr Engineering Technician 053 \$ 54.12-70.89 \$ 9,381-12,288 \$112,570-147,451 02	114		060	\$ 65.42- 85.49	\$11,339-14,818	\$136,074-177,819	04
	XA23A	Sr Engineering Technician	053	\$ 54.12- 70.89	\$ 9,381-12,288	\$112,570-147,451	02

#### 7-10

#### Metropolitan Water District of Southern California SALARY SCHEDULE

Effective Date: 06/26/2022

Report ID: MHR828

Page No. 7 Run Date 02/10/2023 Run Time 18:40:03

Classification		Salary	Hourly	Monthly	Annual	Unit
Code	Title	Grade	Range	Range	Range	Code
924	* Sr Environmental Specialist	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	03
YC04A	* Sr Financial Analyst (C)	051	\$ 51.16- 67.21	\$ 8,868-11,650	\$106,413-139,797	05
YC23	* Sr Government&Region AffRep(C)	057	\$ 60.36- 78.89	\$10,462-13,674	\$125,549-164,091	05
YC51	* Sr HR Training Specialist (C)	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	05
YC45	* Sr HRIS Analyst (C)	049	\$ 48.43- 63.71	\$ 8,395-11,043	\$100,734-132,517	05
YA109	Sr IT Business Analyst	052	\$ 52.66- 68.99	\$ 9,128-11,958	\$109,533-143,499	02
XA30A	Sr IT Communication Technician	050	\$ 49.83- 65.42	\$ 8,637-11,339	\$103,646-136,074	02
YA41	Sr IT Enterprise App Analyst	052	\$ 52.66- 68.99	\$ 9,128-11,958	\$109,533-143,499	02
YA36	Sr IT GIS Analyst	052	\$ 52.66- 68.99	\$ 9,128-11,958	\$109,533-143,499	02
YA45	Sr IT Infrastructure Adminstr	052	\$ 52.66- 68.99	\$ 9,128-11,958	\$109,533-143,499	02
YA49	Sr IT Network Engineer	053	\$ 54.12- 70.89	\$ 9,381-12,288	\$112,570-147,451	02
YA53	Sr IT Proj Controls Specialist	049	\$ 48.43- 63.71	\$ 8,395-11,043	\$100,734-132,517	02
YA57	Sr IT Quality Analyst	052	\$ 52.66- 68.99	\$ 9,128-11,958	\$109,533-143,499	02
YA61	Sr IT Software Developer	052	\$ 52.66- 68.99	\$ 9,128-11,958	\$109,533-143,499	02
XA34A	Sr IT Support Analyst	052	\$ 51.16- 67.21	\$ 8,868-11,650	\$106,413-139,797	02
YA65	Sr IT System Administrator	051	\$ 52.66- 68.99			02
	-			\$ 9,128-11,958	\$109,533-143,499	
201	* Sr Info Systems Auditor	055	\$ 57.19- 74.72	\$ 9,913-12,951	\$118,955-155,418	04
YC14	* Sr Info Tech Analyst (C)	052	\$ 52.66- 68.99	\$ 9,128-11,958	\$109,533-143,499	05
XA37A	Sr Lab Info Systems Specialist	053	\$ 54.12- 70.89	\$ 9,381-12,288	\$112,570-147,451	02
YA66	Sr Land Surveyor	056	\$ 58.75- 76.85	\$10,183-13,321	\$122,200-159,848	02
XA44A	Sr Landscape Maintenance Tech	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
YA68	Sr Legal Analyst	049	\$ 48.43- 63.71	\$ 8,395-11,043	\$100,734-132,517	02
UC03	Sr Legal Secretary (C)	040	\$ 37.84- 49.83	\$ 6,559- 8,637	\$ 78,707-103,646	05
YC67	* Sr Legislative Representative	058	\$ 61.99- 80.99	\$10,745-14,038	\$128,939-168,459	05
YA73	Sr Limnologist	053	\$ 54.12- 70.89	\$ 9,381-12,288	\$112,570-147,451	02
YA78	Sr Microbiologist	053	\$ 54.12- 70.89	\$ 9,381-12,288	\$112,570-147,451	02
928	* Sr Occup Safety & Health Spec	058	\$ 61.99- 80.99	\$10,745-14,038	\$128,939-168,459	04
XA49	Sr Planner Scheduler	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
YA86	Sr Project Controls Specialist	050	\$ 49.83- 65.42	\$ 8,637-11,339	\$103,646-136,074	02
YA89	Sr Public Affairs Rep	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
YA94	Sr Real Estate Representative	050	\$ 49.83- 65.42	\$ 8,637-11,339	\$103,646-136,074	02
YC53	* Sr Recruitment Specialist (C)	049	\$ 48.43- 63.71	\$ 8,395-11,043	\$100,734-132,517	05
UA15	Sr Reprographic Technician	034	\$ 32.12- 42.23	\$ 5,567- 7,320	\$ 66,810- 87,838	02
155	* Sr Research Chemist	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	03
932	* Sr Resource Specialist	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	03
WC03	Sr Security Specialist	054	\$ 55.62- 72.78	\$ 9,641-12,615	\$115,690-151,382	05
XA56	Sr System Operations Tech	053	\$ 54.12- 70.89	\$ 9,381-12,288	\$112,570-147,451	02
TA17	Sr System Operator	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
XA62A	Sr Technical Writer	053	\$ 54.12- 70.89	\$ 9,381-12,288	\$112,570-147,451	02
YC16	* Sr Training Administrator (C)	051	\$ 51.16- 67.21	\$ 8,868-11,650	\$106,413-139,797	05
YC09	* Sr Training Specialist (C)	050	\$ 49.83- 65.42	\$ 8,637-11,339	\$103,646-136,074	05
YA102	Sr Water Quality Specialist	053	\$ 54.12-70.89	\$ 9,381-12,288	\$112,570-147,451	02
XA69	Sr Water Quality Technician	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
V01	* Staff Assistant to the GM	048	\$ 69.64- 95.16	\$ 8,109-10,745	\$ 98,030-128,939	02
Z43	* Staffing Manager	072	\$ 68.99- 90.20	\$12,071-10,494 \$11,958-15,635		01
					\$143,499-187,616	05
VA12	Storekeeper I	026	\$ 25.75- 33.97	\$ 4,463- 5,888	\$ 53,560-70,658	
VA13	Storekeeper II	031	\$ 29.54-38.88	\$ 5,120- 6,739	\$ 61,443- 80,870	02
VA14	Storekeeper III	035	\$ 33.05- 43.42	\$ 5,729- 7,526	\$ 68,744- 90,314	02
¥19	* Strategic Comm&Policy Advisor	081	\$ 88.84-121.39	\$15,399-21,041	\$184,787-252,491	01
PMA01	* Strategic Program Mgr, HR	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	05
Y13	Student Intern	022	\$ 17.89- 24.33	\$ 3,101- 4,217	\$ 37,211- 50,606	01
S04	Student Intern Desert	010	\$ 16.60- 21.82	\$ 2,877- 3,782	\$ 34,528- 45,386	02
UA18	Student Youth Intern	014	\$ 14.34- 19.57	\$ 2,486- 3,392	\$ 29,827- 40,706	01
260	* Supervising Admin Analyst	049	\$ 47.02- 61.85	\$ 8,150-10,721	\$ 97,802-128,648	03
XA51A	Survey and Mapping Tech I	036	\$ 33.97- 44.60	\$ 5,888- 7,731	\$ 70,658- 92,768	02
XA52A	Survey and Mapping Tech II	040	\$ 37.84- 49.83	\$ 6,559- 8,637	\$ 78,707-103,646	02
XA53A	Survey and Mapping Tech III	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
XA54A	Survey and Mapping Tech IV	053	\$ 54.12- 70.89	\$ 9,381-12,288	\$112,570-147,451	02
XA55	System Operations Technician	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
TA16	System Operator	045	\$ 43.42- 57.19	\$ 7,526- 9,913	\$ 90,314-118,955	02
Z06A	* Team Manager I	055	\$ 55.52- 72.54	\$ 9,623-12,574	\$115,482-150,883	03
Z06B	* Team Manager II	056	\$ 57.04- 74.61	\$ 9,887-12,932	\$118,643-155,189	03
Z06C	* Team Manager III	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	03
Z06D	* Team Manager IV	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	03
ZOGR	* Team Manager IV (C)	058	\$ 61.99- 80.99	\$10,745-14,038	\$128,939-168,459	05
ZOGE	* Team Manager V	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	03
Z06S	* Team Manager V (C)	060	\$ 65.42- 85.49	\$11,339-14,818	\$136,074-177,819	05
Z06F	* Team Manager VI	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	03
Z06G	* Team Manager VI	065	\$ 72.54- 94.87	\$12,574-16,444	\$150,883-197,330	03
TM001	* Team Mgr-Admin Svcs Bus Mgmt	059	\$ 63.71- 83.20	\$11,043-14,421	\$132,517-173,056	04
THOOT	ICAM MYI AAMIIN SYCS DUS MYMU	660	y 03.7±- 03.20	YII,UIJ-II,IZI	YIJ2, JI/-I/J, UJ0	υŦ

### $7\mathchar`-10$ Metropolitan Water District of Southern California

SALARY SCHEDULE

#### Report ID: MHR828

#### Effective Date: 06/26/2022

Page No. 8 Run Date 02/10/2023 Run Time 18:40:03

Dote         Title         Brage         Range         Range         Range         Code           TMMPN         - Team Myr-Mirget:         062         0.04.9	Classification		Salary	Hourly	Monthly	Annual	Unit
1         * Team Name-teakines Analications         063         \$ 70.89-2.68         21.288-16.065         21.47.421-28.774         04           TM064         * Team Name-teakines         068         \$ 70.68-10.05         23.332-17.38         31.47.421-32.774         04           TM064         * Team Name-teakines         068         \$ 70.68-10.52         23.332-17.38         31.97.44.44         41.77.771         04           TM065         * Team Name-teakines         063         \$ 70.68-10.32         23.322-7.38         31.97.44.44         31.97.477.171         04           TM065         * Team Name-teakines         063         \$ 70.68-10.32         23.322-7.38         31.97.47.277.81         04           TM064         * Team Name-teakines Napa         064         \$ 70.68-10.32         23.322-7.38         31.97.47.277.41         04           TM076         * Team Name-teakines         063         \$ 70.68-7.87.68         23.28-10.065         81.47.46.1-32.77.41         04           TM076         * Team Name-teakines         063         \$ 70.68-7.87.84         23.322-7.38         31.97.47.17.37.74         04           TM077         * Team Name-teakines         064         \$ 70.68-7.87.84         23.322-7.38         31.72.37.73.73.74         31.72.37.74.74.14.74.41.41.41.41.41.41.41.41.41.41.4		Title	-		=		
1         * Team Name-teakines Analications         063         \$ 70.89-2.68         21.288-16.065         21.47.421-28.774         04           TM064         * Team Name-teakines         068         \$ 70.68-10.05         23.332-17.38         31.47.421-32.774         04           TM064         * Team Name-teakines         068         \$ 70.68-10.52         23.332-17.38         31.97.44.44         41.77.771         04           TM065         * Team Name-teakines         063         \$ 70.68-10.32         23.322-7.38         31.97.44.44         31.97.477.171         04           TM065         * Team Name-teakines         063         \$ 70.68-10.32         23.322-7.38         31.97.47.277.81         04           TM064         * Team Name-teakines Napa         064         \$ 70.68-10.32         23.322-7.38         31.97.47.277.41         04           TM076         * Team Name-teakines         063         \$ 70.68-7.87.68         23.28-10.065         81.47.46.1-32.77.41         04           TM076         * Team Name-teakines         063         \$ 70.68-7.87.84         23.322-7.38         31.97.47.17.37.74         04           TM077         * Team Name-teakines         064         \$ 70.68-7.87.84         23.322-7.38         31.72.37.73.73.74         31.72.37.74.74.14.74.41.41.41.41.41.41.41.41.41.41.4	TM080	* Team Mgr-Budget	062	\$ 68.99- 90.20	\$11,958-15,635	\$143,499-187,616	04
Totel         Team My-charlace Trial System         063         8 70.89         23.68         012.88-10.065         045.47.431.122.774         04           Totel         Team My-charlace Trial System         064         3 70.89         21.65.44.10         012.85.10.02         21.32.81         012.85.10.05         21.75.17.138         012.85.10.05         21.75.10	TM002		063				04
Three Marchaemictry         064         Ø 72.78- 53.6         Ø 32.63-16.94         Ø 32.63-17.93         Ø 32.63-074-17.13         Ø 32.63-074-076         Ø 32.63-074-076 <thø 32.73-074-076<="" th="">         Ø 32.73-074-076         <t< td=""><td></td><td></td><td>063</td><td></td><td></td><td></td><td>04</td></t<></thø>			063				04
TW079         • Team Mar-Community Relations         063         Ø 70.89-22.68         012.88-16.085         012.847.451.128.77         014           TM054         * Team Mar-Construction Mgmt I         066         Ø 6.64-26.84         013.311-17.188         013.911-17.189         013.911-17.189         013.911-17.189         013.911-17.189         013.911-17.189         013.911-17.189         013.911-17.189         013.912-17.189         013.912-17.189         013.912-17.189         013.912-17.189         013.912-17.189         013.912-17.189         013.912-17.189         013.912-17.189         013.912-17.189         013.912-18.18         013.912-18.18         013.912-18.18         013.912-18.18         013.912-18.18         013.912-18.18         013.912-18.18         013.912-18.18         014.912-19.174         04           TW078         * Team Mgr-Checking Domyort         057         05         05.93-76.05         014.92-11.174         04         014.74.11-19.27.74         04           TW013         * Team Mgr-Checking Domyort         057         05         05.93-76.05         014.74.01-19.27.74         04           TW013         * Team Mgr-Checking Domyort         057         05         05         05.93-76.05         014.75.07.05         014.75.07.05         014.75.07.05         014.75.07.05         014.75.07.05         014.75.07.05	TM084	* Team Mgr-Capital Invstmnt Plan	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
THODS         • Team Mar-Construction Must II         Obd         6         5         6         7         6         7         7         8         7         8         7         8         7         8         8         7         8         7         8         8         7         8         7         8         7         8         7         8         7         8         7         8         8         7         8         7         8         8         7         8         7         8         8         7         8         7         8         7         8         7         8         7         8         7         8         7         8         7         8         7         8         7         8         7         8         7         8         7         8         7         8         7         8         7         8         7         8         7         8         7         8         8         7         8         8         7         8         7         8         8         7         8         7         8         7         8         7         8         7         8         7         8	TM003	* Team Mgr-Chemistry	064	\$ 72.78- 95.16	\$12,615-16,494	\$151,382-197,933	04
TH004         * Team My-Construction Mymt II         Des         9 76.85-200.32         213.321-77.39         2139.48-208.666         04           TM006         Team MX-Control Systems Appe         064         7 7.78-95.16         213.45-16.494         2131.321-77.39         2139.48-208.666         04           TM007         Team MX-Control Systems Appe         064         7 7.78-95.16         213.45-16.494         2131.321-77.39         013           TM007         Team MX-Control Diversity         063         7 0.89-51.6         213.45-16.494         2131.321-77.39         013           TM008         Team MX-Desim Decord         057         6 0.35-78-03.2         213.717.19         013         213.517-73.50         04           TM073         Team MX-Desim Decord         057         6 0.35-78-03.2         213.717.39         013.517-77.50         04           TM013         Team MX-Desim Decord         057         6 0.35         213.21-17.39         213.517-73.50         04           TM014         Team MX-Desim Decord         053         7 0.89-72.6         213.21-17.39         213.517-73.50         04           T013         Team MX-Decord         053         7 4.72-77.7         212.281-16.33         213.517-73.50         04           T0103         Team MX-D	TM079	* Team Mgr-Community Relations	063	\$ 70.89- 92.68	\$12,288-16,065	\$147,451-192,774	04
T0064         • Team Myr-ConstructionContracts         066         \$76,85-100.32         \$31,321-77,38         \$125,848-206,666         04           T0067         * Team Myr-Correction Control         064         \$72,76         \$51,6         \$12,64-16,005         \$117,401-182,774         04           T0078         * Team Myr-Correction Control         064         \$72,76         \$51,6         \$12,284-16,005         \$117,401-182,774         04           T0078         * Team Myr-Design Spectra         067         \$64,652,023         \$112,284-16,005         \$117,401-182,774         04           T0071         * Team Myr-Design Spectra         067         \$64,652,023         \$112,284-16,005         \$117,401-182,774         04           T0072         * Team Myr-Endipation         051         \$12,752,951,623         \$112,281-17,333         04           T0011         * Team Myr-Endipation         051         \$12,774,951,123         \$113,321-77,393         04           T0012         * Team Myr-Endipation Endipation         051         \$12,774,951,123,121-77,393         04           T0013         * Team Myr-Endepation Endipation         052         \$14,72,977,123         04         323,121-77,393         04           T0014         * Team Myr-Endepation         056         \$14,72,977,1	TM005	* Team Mgr-Construction Mgmt I	060	\$ 65.42- 85.49	\$11,339-14,818	\$136,074-177,819	04
THODE         * Team Mys-Control Systems Ages         064         \$ 72.76         95.10         \$ 21.615-16.444         \$ 21.1.302-97.933         04           THOD78         * Team Mys-Correstion Correstion         063         \$ 70.86-9.2.68         \$ 12.2.86-16.643         \$ 13.1.302-97.933         04           THOD78         * Team Mys-Thetajan         063         \$ 70.86-9.2.68         \$ 12.2.86-16.643         \$ 13.7.21-11.302         15.1.322-11.1.302         15.1.322-11.1.302         15.1.322-11.1.302         15.1.322-11.1.302         15.1.322-11.1.302         15.1.322-11.1.302         15.1.322-11.1.302         15.1.322-11.1.302         15.1.322-11.1.302         15.1.322-11.1.302         15.1.322-11.1.302         15.1.322-11.1.302         15.1.322-11.1.302         15.1.322-11.1.302         15.1.322-11.1.302         15.1.3.222-11.1.302         15.1.3.222-11.1.302         15.1.3.222-11.1.302         15.1.3.222-11.1.302         15.1.3.222-11.1.302         15.1.3.222-11.1.302         15.1.3.222-11.1.302         15.1.3.222-11.1.302         15.1.3.222-11.1.302         15.1.3.222-11.1.3.302         15.1.3.222-11.1.3.302         15.1.3.222-11.1.3.302         15.1.3.222-11.1.3.302         15.1.3.222-11.1.3.302         15.1.3.222-11.1.3.302         15.1.3.222-11.1.3.302         15.1.3.222-11.1.3.302         15.1.3.222-11.1.3.302         15.1.3.222-11.1.3.302         15.1.3.222-11.1.3.302         15.1.3.222-11.1.3.332         15.1.3.222-11.1.3.302	TM004	* Team Mgr-Construction Mgmt II	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
1         1         Pram Mgr-Cherronic Control         064         8 72.78-95.16         812.68-16.05         817.45-192.774         04           1         Tram Mgr-Cherronic Construction         063         8 70.89-92.66         812.288-16.05         817.45-192.774         04           1         Tram Mgr-Dealan         063         8 70.89-92.66         812.288-16.05         817.451-192.774         04           1         Tram Mgr-Dealan         066         8 76.85-103         813.21-17.389         815.482-206         604           1         Tram Mgr-Endertlan         066         8 76.85-103         813.21-17.389         815.482-206.666         04           1         Tram Mgr-Endertlan         066         8 76.85-100.32         813.31-17.38         815.842-807.666         04           1         Tram Mgr-Endertlan Aminiar         066         8 74.72-97.72         812.65-16.424         815.332-177.93.30         04           1         Tram Mgr-Endertlane Aminiar         065         74.72-97.72         812.99-15.65         812.49-12.05         04         872.78-95.16         812.65-16.424         813.321-77.39.30         04           1         Tram Mgr-Endertlane Aminiar         065         74.72-97.72         812.99-15.93         813.49-28.99.20         813.49-28.99.2	TM064	* Team Mgr-ConstructionContracts	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
PM076         * Team Mgr-Creative Design         D03         & T0.8 - 92.68         \$12.288-16.665         \$147.45.192.774         Od           T0009         Team Mgr-Design         D65         & 76.85-92.68         \$21.288-16.665         \$147.45.192.774         Od           T0009         Team Mgr-Design Support         D57         \$6.0.87-70.89         \$21.288-16.665         \$147.45.192.774         Od           T0017         Team Mgr-Design Technology         D57         \$6.0.87-70.89         \$21.288-16.655         \$12.288-16.655         \$12.288-16.655         \$12.288-16.655         \$12.288-16.655         \$12.288-16.655         \$12.288-16.655         \$12.288-16.655         \$12.285-16.643         \$12.285-16.643         \$12.285-16.643         \$12.285-16.643         \$12.285-16.643         \$12.285-16.643         \$12.285-16.643         \$12.285-16.643         \$12.285-16.643         \$12.285-16.643         \$12.285-16.643         \$12.285-16.835         \$12.285-16.835         \$12.285-16.835         \$12.285-16.835         \$12.285-16.835         \$12.285-16.835         \$12.285-16.835         \$12.285-16.835         \$12.285-16.835         \$12.285-16.835         \$12.285-16.835         \$12.285-16.835         \$12.285-16.835         \$12.285-16.835         \$12.285-16.835         \$12.285-16.835         \$12.285-16.835         \$12.285-16.855         \$12.285-16.855         \$12.285-16.855	TM006	* Team Mgr-Control Systems Apps	064	\$ 72.78- 95.16	\$12,615-16,494	\$151,382-197,933	04
TH000         * Team Myr-Datiase         053         0 70.80-92.60         0 21.288-1065         0 147.45.192.774         0 60           TM073         * Team Myr-Design Support         057         6.0.36-78.89         810.462.197         615.448-208.066         04           TM073         * Team Myr-Design Support         057         8.0.36-78.89         810.482-14.22<	TM007	* Team Mgr-Corrosion Control	064	\$ 72.78- 95.16	\$12,615-16,494	\$151,382-197,933	04
TROOP         * Team Mp:-Design Support         OSE         \$ 70, 83-01, 32         \$ 21, 32, 17, 380         \$ 118, 48-026, 666         04           TW072         * Team Mp:-Design Technology         OSP         \$ 63, 71-83, 20         \$ 81, 462-13, 674         \$ 112, 43-141         \$ 112, 43-141         \$ 112, 43-141         \$ 112, 417-451-132, 740         04           TW013         * Team Mp:-Design Technology         OSP         \$ 63, 71-83, 20         \$ 81, 442-13, 676         051         070, 32         031, 288-16, 065         \$ 112, 451-142, 745         051         033         03           TW013         * Team Mp:-Enterprise Area         064         \$ 72, 74-95.16         812, 451-442         513, 83-179, 333         04           TW014         * Team Mp:-Enterprise OS & CAD         064         \$ 72, 74-95.16         812, 451-442         513, 83-197, 333         04           TW015         * Team Mp:-Enterprise OS & CAD         064         \$ 74, 72-97, 712         812, 451-442         513, 83-197, 333         04           TW015         * Team Mp:-Enterprise OS & CAD         064         \$ 74, 72-97, 72         812, 451-442         413, 491-472         413, 491-472         413, 491-472         413, 491-472         413, 491-472         413, 491-472         413, 491-472         413, 491-472         413, 491-472         41	TM078	* Team Mgr-Creative Design	063	\$ 70.89- 92.68	\$12,288-16,065	\$147,451-192,774	04
Tronal Mar-Design Support         057         \$ 6.0.36-7.8.9         \$ 61.0.45-7.14         \$ 61.2.45-7.14         \$ 61.2.45-7.44         \$ 61.2.	TM008	* Team Mgr-Database	063	\$ 70.89- 92.68	\$12,288-16,065	\$147,451-192,774	04
TW072       * Team Mar-Skutachion       059       \$ 6, 2, 7, 18, 2, 20       811, 238-14, 421       812, 238-15, 27, 274       04         TW013       * Team Mar-Skutachion       063       \$ 70, 08-9, 20, 68       812, 238-16, 05       814, 231-17, 389       815, 328-19, 793       04         TW013       * Team Mar-Shuterprise Apps       064       \$ 7, 73-95, 16       812, 615-16, 444       8151, 328-197, 933       04         TW014       * Team Mar-Shuterprise Apps       064       \$ 7, 72-95, 71, 04       812, 815-16, 634       8151, 818-71, 635       04         TW015       * Team Mar-Shuterprise Apps       065       \$ 74, 72-97, 72       812, 951-16, 938       8155, 918-03, 258       04         TW015       * Team Mar-Shuterprise Martersystrym       065       \$ 6, 71-1-8, 20       811, 043-14, 421       8132, 517-173, 056       04         TW014       * Team Mar-Facility Planning       066       \$ 7, 78-29, 72       811, 043-14, 421       8132, 517-173, 056       04         TW013       * Team Mar-Facility Planning       066       \$ 7, 78-29, 72       811, 043-14, 421       8132, 517-173, 056       04         TW014       * Team Mar-Facility Planning       065       \$ 7, 78-29, 72       812, 241-94, 438       8132, 819-149, 388       8155, 818-208, 258       8155, 818-208, 258	TM009	* Team Mgr-Design	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
TW081         * Team Mar-Exba Compliance         OS         \$ 70.89-92.68         812.2816.05         \$ 147.451-122.774         04           TW013         * Team Mar-Exba Compliance         OE         \$ 77.89-92.68         \$ 213.321-17.39         04           TW014         * Team Mar-Exbrerprise G25 & CAD         OE         \$ 77.78-95.16         812.615-16.494         \$ 815.382-197.933         04           TW012         * Team Mar-Enterprise G25 & CAD         OE 2         \$ 66.99-90.20         011.958-16.358         \$ 815.481-90.278.33         04           TW015         * Team Mar-Enterprise Typergrim Copport         OE 5         \$ 74.72-97.72         \$ 812.951-85.38         \$ 815.941-80.328         04           TW016         * Team Mar-Enterprise Typergrim Copport         OE 5         \$ 5.71-82.20         \$ 813.321-77.389         05         04           TW011         * Team Mar-Facility Planning         OE 5         \$ 74.72-97.72         \$ 812.941-14.421         \$ 813.821-77.31.056         04           TW013         * Team Mar-Facility Planning         OE 5         \$ 74.72-97.72         \$ 811.043-14.421         \$ 813.821-77.31.056         04           TW013         * Team Mar-Facinthy Team Mar-Facility Planning         OE 5         \$ 74.72-97.72         \$ 811.043-14.421         \$ 813.821-71.31.056         04	TM073	* Team Mgr-Design Support	057	\$ 60.36- 78.89	\$10,462-13,674	\$125,549-164,091	04
TH013         * Team Mgr-Engl compliance         Off         \$ 7, 2, 7, 8, 9, 5, 16, 12, 38         Dist, 5, 8, 4, 2, 08, 66, 04           TH014         * Team Mgr-Entreprise Apps         Off         \$ 7, 2, 7, 8, 9, 5, 16, 12, 16, 24         Sili, 9, 58, 126, 23, 28, 04           TH015         * Team Mgr-Entreprise Apps         Off         \$ 7, 7, 2, 7, 2, 7, 28, 25, 16, 33         Sili, 9, 58, 126, 23, 28, 04           TH015         * Team Mgr-Entreprise Tay Engroyn         Off         \$ 7, 7, 2, 7, 7, 28, 25, 126, 333         Sili, 54, 12, 203, 28, 04           TH016         * Toam Mgr-Entrich Tsum Mgm         Off         \$ 7, 7, 28, 7, 7, 73, 05, 04         Sili, 43, 14, 421         Sili, 53, 51, 71, 73, 05, 04           TH016         * Toam Mgr-Fenility Operations         D59         \$ 3, 7, 1-8, 32, 01         Sili, 43, 14, 421         Sili, 51, 13, 20, 17, 73, 05, 04           TH018         * Team Mgr-Fenility Operations         D59         \$ 3, 7, 1-8, 32, 01         Sili, 43, 14, 421         Sili, 51, 13, 20, 17, 13, 05, 04           TH013         * Team Mgr-Fenility Coperations         D59         \$ 3, 7, 1-8, 20         Sili, 91, 14, 14, 13         Sili, 51, 14, 22, 01, 14, 14, 13         Sili, 51, 14, 22, 01, 14, 14, 13         Sili, 51, 14, 22, 01, 14, 14, 14         Sili, 51, 14, 22, 01, 14, 14, 14, 14, 14, 12, 12, 12, 14, 14, 14, 12, 12, 12, 14, 14, 14, 12, 12, 12, 14, 14, 14, 12, 12, 12, 14, 14, 14, 12, 12, 12, 14, 14, 14, 14, 12, 12, 12, 14, 14, 14,	TM072	* Team Mgr-Design Technology	059	\$ 63.71- 83.20	\$11,043-14,421	\$132,517-173,056	04
TND12       * Team Mgr-Indicaption Appe       064       \$ 72,78 = 95.16       812,615-16,494       8151,82-197,933       04         TND12       * Team Mgr-Interprise GES & GDD       062       \$ 68,99 = 90.20       811,951-16,938       8155,815-20,288       04         TND15       * Team Mgr-Interprise GES & GDD       065       \$ 74,72 = 97.2       812,951-16,938       8155,815-20,288       04         TND15       * Team Mgr-Inviron Flamning       065       \$ 74,72 = 97.2       812,951-16,938       8155,815-203,288       04         TND16       * Team Mgr-Inviron Flamning       066       \$ 76,85-100.32       811,043-14,421       813,2517-173,056       04         TND18       * Team Mgr-Facility Planning       066       \$ 76,85-100.32       813,261-16,938       8135,918-203,258       04         TND21       * Team Mgr-Facility Planning       066       \$ 74,72 = 97.72       812,951-16,938       8135,918-203,258       04         TND21       * Team Mgr-Hildenbeing       066       \$ 74,72 = 97.72       812,951-16,938       8135,918-203,258       04         TND21       * Team Mgr-Hildenbeing       058       \$ 61,999       800,745-14,038       8128,939-168,459       05         TND22       * Team Mgr-Hildenbeing       066       \$ 76,85-100.32       813,	TM081	* Team Mgr-Education	063	\$ 70.89- 92.68	\$12,288-16,065	\$147,451-192,774	04
TM14         • Team Mgr-Enterprise Tops         064         \$ ? 12.78         95.16         \$ \$ 12.13         \$ \$ 131, 32-197, 331         04           TM015         • Team Mgr-Enterprise GTS & CAD         062         \$ 74.72         97.72         \$ 12.951-16, 938         \$ 155, 418-203, 258         04           TM016         • Team Mgr-Entryion Prym Support         065         \$ 74.72         97.72         \$ 12.951-16, 938         \$ 155, 418-203, 258         04           TM016         • Team Mgr-Entryion Prym Support         066         \$ 74.72         97.72         \$ 12.951-16, 938         \$ 155, 418-203, 258         04           TM017         • Team Mgr-Entryion Prym Support         066         \$ 76.85-100.32         \$ 13.321-17.38         \$ 159, 488-208, 666         04           TM020         • Team Mgr-Fedicle Survey         065         \$ 74.72         97.72         \$ 12.931-16, 938         \$ 155, 418-203, 258         04           TM020         • Team Mgr-Greaphic Design         065         \$ 74.72         97.72         \$ 12.91-16, 938         \$ 155, 418-203, 258         04           TM021         • Team Mgr-Greaphic Design         065         \$ 74.72         97.72         \$ 12.91-16, 938         \$ 153, 418-203, 258         04           TM021         • Team Mgr-Greaphic Design	TM013	* Team Mgr-Eng Compliance	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
TW022       * Team Mgr-Enterprise Cis & CAD       062       \$ 6.0.9-9.0.2       \$ 11.3, 95-15, G35       \$ 1.43, 49-187, G16       04         TW015       * Team Mgr-Enterprise City at CAD       065       \$ 74.72-97.72       \$ 11.2, 951-16, G38       \$ 0155, 418-203, 258       04         TW016       * Team Mgr-Entrico Pargem Support       066       \$ 76.85-100.32       \$ 013, 321-17, 389       \$ 0159, 448-208, 666       04         TW018       * Team Mgr-Entrico Portality Planning       066       \$ 76.85-100.32       \$ 013, 321-17, 389       \$ 0159, 848-208, 666       04         TW018       * Team Mgr-Field Survey       065       \$ 74.72-97.72       \$ 012, 951-16, 338       \$ 015, 748-203, 258       04         TW033       * Team Mgr-Field Survey       065       \$ 74.72-97.72       \$ 013, 951-16, 348       \$ 013, 748-14, 038       \$ 013, 745-14, 038       \$ 013, 745-14, 038       \$ 013, 745-14, 038       \$ 013, 745-14, 038       \$ 013, 745-14, 038       \$ 013, 745-14, 038       \$ 013, 745-14, 038       \$ 013, 745-14, 038       \$ 013, 745-14, 038       \$ 013, 745-14, 038       \$ 013, 745-14, 038       \$ 013, 93-168, 459       05         TW023       * Team Mgr-EnthithSafttyPromBup       064       \$ 77.72       95.16       \$ 012, 074-14, 038       \$ 013, 93-91-68, 459       05         TW024       * Team Mgr-TT Adm	TM012	* Team Mgr-Engineering Administr	064	\$ 72.78- 95.16	\$12,615-16,494	\$151,382-197,933	04
TM015         * Team Mgr-EntryprowaterSysPyrm         065         S 74.72         S12.951-16.938         S155.418-203.288         04           TM016         * Team Mgr-EntryprowaterSysport         066         S 74.72         S12.951-16.938         S155.418-203.288         04           TM016         * Team Mgr-EntryprowaterSysport         066         S 74.72         S12.951-16.938         S155.418-203.288         04           TM017         * Team Mgr-EntryprowaterSysport         056         S 63.71-83.20         S11.043-14.421         S132.517-173.056         04           TM018         * Team Mgr-EntryProwaterSplantAser         059         S 63.71-83.20         S11.043-14.421         S132.517-173.056         04           TM020         * Team Mgr-FinanceSplantAser         059         S 63.71-83.20         S11.043-14.421         S132.517-173.056         04           TM021         * Team Mgr-FinanceSplantAser         059         S 63.71-83.20         S13.321-77.388         S155.418-203.288         04           TM021         * Team Mgr-Graphic Design         065         S 74.72-97.72         S12.615-16.038         S128.99-168.459         05           TM024         * Team Mgr-Hitzbiologn         064         S 76.85-100.32         S13.321-77.389         S159.484-208.666         04 <t< td=""><td>TM014</td><td>* Team Mgr-Enterprise Apps</td><td>064</td><td>\$ 72.78- 95.16</td><td>\$12,615-16,494</td><td>\$151,382-197,933</td><td>04</td></t<>	TM014	* Team Mgr-Enterprise Apps	064	\$ 72.78- 95.16	\$12,615-16,494	\$151,382-197,933	04
TW065         * Team Mgr-Emviron Planning         Off         \$ 7.42         97.72         81.2,951-16,938         \$1.55,418-203,256         04           TW011         * Team Mgr-Emviron Pryrm Support         056         \$ 7.6,85-10.32         \$1.3,241-17,389         \$1.55,418-203,256         04           TW011         * Team Mgr-Facility Planning         059         \$ 6.3,71-8.3,20         \$1.1,043-14,421         \$1.32,517-173,056         04           TW018         * Team Mgr-Facility Planning         066         \$ 7.6,85-100,32         \$1.3,241-17,389         \$1.55,448-208,666         04           TW033         * Team Mgr-Godtcita and Mapping         055         \$ 7.4,72-97,72         \$1.2,951-16,938         \$1.55,418-203,258         04           TW033         * Team Mgr-Godtcita and Mapping         058         \$ 6.1,99-80.99         \$1.0,745-14,038         \$1.28,93-168,459         05           TW024         * Team Mgr-HydralickStyaMIng         064         \$ 7.7.8-51.63         \$1.3,21-17,389         \$1.59,848-208,666         04           TW024         * Team Mgr-HydralickStyaMIng         066         \$ 7.6.85-10.32         \$1.3,231-17,389         \$1.59,848-208,666         04           TW024         * Team Mgr-HydralickStyaMIng         061         \$ 6.4.24-8.49         \$1.3,351-18,203         04	TM022	* Team Mgr-Enterprise GIS & CAD	062	\$ 68.99- 90.20	\$11,958-15,635	\$143,499-187,616	04
TW161         * Team Mar-Ext Affairs Bus May         Ofe         \$ 76, 85-10.32         \$13, 221-17, 389         \$159, 848-208, 666         Ode           TW0119         * Team Myr-Facility Operations         OS9         \$ 63,71-B3,20         \$11, 043-14, 421         \$132, 517-173, 056         Od           TW0120         * Team Myr-Facility Operations         OS9         \$ 63,71-B3,20         \$11, 043-14, 421         \$132, 517-173, 056         Od           TW020         * Team Myr-Facild Survey         O65         \$ 76, 85-10.32         \$13, 29,21-17, 389         \$159, 488-203, 656         Od           TW021         * Team Myr-Gaphic Deaign         O58         \$ 61, 97-80, 99         \$10, 745-14, 038         \$128, 739-168, 459         Od           TW021         * Team Myr-Gaphic Deaign         O58         \$ 61, 99-80, 99         \$10, 745-14, 038         \$128, 939-168, 459         Od           TW024         * Team Myr-HapthSafetyPyrgmsup         Of6         \$ 76, 85-100, 32         \$13, 321-17, 389         \$159, 948-208, 666         Od           TW025         * Team Myr-HapthSafetyPyrgmsup         Of6         \$ 76, 85-100, 32         \$13, 321-17, 389         \$159, 948-208, 666         Od           TW027         * Team Myr-HapthSafetyPyrgmsup         Of6         \$ 76, 85-10, 32         \$13, 321-17, 389         \$159, 948	TM015	* Team Mgr-EnterprsWaterSysPrgrm	065	\$ 74.72- 97.72	\$12,951-16,938	\$155,418-203,258	04
TW011         * Team Mgr-Faclity Operations         OS9         \$ 63.71-83.20         S11.043-14.421         S13.2,S17-173.056         O4           TW018         Team Mgr-Faclity Planning         O66         \$ 7.8, D5-10.32         S11.043-14.421         S13.2,S17-173.056         O4           TW023         Team Mgr-Field Survey         O65         \$ 7.4, D2-97.72         S12.9,S1-16.938         S15.5,18-203.258         O4           TW033         Team Mgr-Gedetics and Mapring         O55         \$ 7.4, T2-97.72         S12.9,S1-16.938         S15.5,18-203.258         O4           TW023         Team Mgr-Gedetics and Mapring         O58         \$ 6.1.99-80.99         S10.745-14.038         S12.6,939-168.459         O5           TW024         Team Mgr-HgraulicsStysWalling         O66         \$ 7.6,85-10.32         S13.3,321-17.389         S15.9,488-208.666         O4           TW024         Team Mgr-HgraulicsStysWalling         O66         \$ 7.6,85-10.32         S13.3,321-17.389         S15.9,488-208.666         O4           TW024         Team Mgr-HgraulicsStysWalling         O61         \$ 6.7,21-8.7,72         S12.9,15-1.65         S13.43,43-17.389         S15.9,488-208.666         O4           TW024         Team Mgr-HgraulicsStysWalling         O61         \$ 6.7,21-8.7,77         S12.9,28-1.65         S14.43,4	TM065	* Team Mgr-Environ Planning	065	\$ 74.72- 97.72	\$12,951-16,938	\$155,418-203,258	04
PN019         * Team Mgr-Facility Dparation         OS9         \$ 63,71-83.20         \$11,043-14,421         \$123,17-173,956         04           PN020         * Team Mgr-Facility Planning         O65         \$ 74,72-87,72         \$312,911-16,338         \$155,848-200,258         04           PN021         * Team Mgr-Encodetics and Mapping         O65         \$ 74,72-87,72         \$312,951-16,338         \$155,848-201,258         04           PN021         * Team Mgr-Craphic Design         O55         \$ 61,72-87,72         \$312,951-16,338         \$155,848-201,258         04           PN021         * Team Mgr-Craphic Design         O56         \$ 74,72-87,72         \$312,951-16,338         \$155,848-208,666         04           TN014         * Team Mgr-HalllossSysMUng         O66         \$ 76,85-100.32         \$13,321-17,389         \$159,848-208,666         04           TN026         * Team Mgr-Hydroelectric         O66         \$ 76,85-100.32         \$13,321-17,389         \$159,848-208,666         04           TN027         * Team Mgr-Traphicelectric         O66         \$ 76,85-100.32         \$13,321-17,389         \$159,848-208,666         04           TN028         Team Mgr-Traphicelectric         O66         \$ 76,85-100.32         \$13,321-17,389         \$159,848-208,666         04	TM016	* Team Mgr-Environ Prgrm Support	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
Thomas       * Team Magr-Feid Survey       066       \$ 74.85-100.32       \$3.3,321-27,389       \$3.159,448-200,666       04         TM033       * Team Magr-Feida Survey       065       \$ 74.72-97.72       \$3.1,01-16,338       \$3.155,418-200,526       04         TM031       * Team Magr-Cendetics and Mapping       055       \$ 74.72-97.72       \$3.1,043-14,421       \$3.155,418-200,526       04         TM023       * Team Magr-Caraphic Design       058       \$ 61.99-80.99       \$3.0,745-14,038       \$3.128,939-168,459       04         TM024       * Team Magr-HealthösfertyPramSup       064       \$ 77.78-95.16       \$3.13,321-17.389       \$155,448-200,666       04         TM026       * Team Magr-Hydrolectric       066       \$ 76.85-100.32       \$3.3,321-17.389       \$159,448-200,666       04         TM027       * Team Magr-Hydrolectric       066       \$ 67.45-100.32       \$3.3,321-17.389       \$159,448-200,666       04         TM024       * Team Magr-Hydrolectric       066       \$ 67.45-100.32       \$3.3,321-17.389       \$159,448-200,666       04         TM024       * Team Magr-HT Business Analysis       061       \$ 67.42-85.49       \$11.650-15,217       \$139,979-182,603       04         TM045       * Team Mgr-HT Qualiry Assurance       061       \$ 67.12-	TM011	* Team Mgr-Ext Affairs Bus Mgmt	059	\$ 63.71- 83.20	\$11,043-14,421	\$132,517-173,056	04
Theam         Magr-FinanceRytElantAsset         OSS         S 74.72-97.72         S12.951-16.938         S155.418-203.258         O4           TW021         Team         Magr-EinanceRytElantAsset         OSS         S 74.72-97.72         S12.951-16.938         S155.418-203.258         O4           TW021         Team         Magr-Graphic Design         OSS         S 61.99-80.99         S10.745-14.038         S128.939-164.459         O4           TW011         Team         Magr-HaythcalsfetyPgrmSup         OSS         S 71.76-95.16         S12.051-16.494         S128.939-164.459         O4           TW025         Team         Magr-HaythcalsfetyPgrmSup         OSS         S 71.87-95.16         S12.051-16.494         S159.848-208.666         O4           TW026         Team         Magr-HythcalsfetyPgrmSup         OSS         S 65.90-30.2         S13.321-17.389         S159.448-208.666         O4           TW026         Team         Magr-Hythcalsettric         OSS         S 65.90-30.2         S13.321-17.389         S159.448-208.666         O4           TW027         Team         Magr-Hythcalsettric         OSS         S 65.90-30.2         S13.321-77.389         S159.748-20.63         O4           TW028         Team         Magr-Hythcalsettric         S 65.70-32.9         <	TM019	* Team Mgr-Facility Operations	059	\$ 63.71- 83.20	\$11,043-14,421	\$132,517-173,056	04
TW03       * Team Mgr-Geodetics and Mapping       059       \$ 63.71-83.20       \$11.043-14.421       \$13.25.17-173.056       04         TW03       * Team Mgr-Geodetics and Mapping       058       \$ 61.99-80.99       \$10.745-14.038       \$135.418-033.258       04         TW03       * Team Mgr-HBaukineas Support       058       \$ 61.99-80.99       \$10.745-14.038       \$132.937-168.459       05         TM024       * Team Mgr-HBaukineas Support       056       \$ 76.85-100.32       \$13.21-17.389       \$119.848-208.666       04         TM025       * Team Mgr-HBaukineas Support       056       \$ 77.85-100.32       \$13.21-17.389       \$119.848-208.666       04         TM027       * Team Mgr-TBuices Shallysis       061       \$ 76.85-100.32       \$13.21-17.389       \$119.848-208.666       04         TM074       * Team Mgr-TD Lient Systems Spt       060       \$ 68.99-90.20       \$11.950-15.217       \$139.797-182.603       04         TM077       * Team Mgr-TD Ruverk Systems       063       \$ 70.497-92.12.861.065       \$147.451-192.774       04         TM065       * Team Mgr-TD Ruverk Systems       063       \$70.897-92.68       \$12.288-16.065       \$147.451-192.774       04         TM076       * Team Mgr-TD Ruverk Systems       061       \$67.71-87.197       \$11	TM018	* Team Mgr-Facility Planning	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
moline       Team Mgr-Graphic Design       065       \$ 74.72-97.2       \$\$ 12.951-16.938       \$\$ 13.82.933-168.459       04         moline       Team Mgr-Graphic Design       058       \$\$ 61.99-80.99       \$\$ 10.745-14.038       \$\$ 12.8.933-168.459       04         moline       Team Mgr-HightanicsExsyMMing       066       \$\$ 76.85-100.32       \$\$ 13.321-17.389       \$\$ 159.848-208.666       04         moline       Team Mgr-Hightanistration       066       \$\$ 76.85-100.32       \$\$ 13.321-17.389       \$\$ 159.848-208.666       04         moline       Team Mgr-Ti Business Analysis       061       \$\$ 67.21-87.79       \$\$ 11.650-15.217       \$\$ 133.977-182.603       04         moline       Team Mgr-Ti T Nutwork Systems       063       \$\$ 70.89-9.02.08       \$\$ 12.288-16.065       \$\$ 141.491-177.819       04         moline       Team Mgr-Ti T Quality Assurance       061       \$\$ 67.21-87.79       \$\$ 11.650-15.217       \$\$ 133.977-182.603       04         moline       Team Mgr-Ti T Quality Assurance       061       \$\$ 67.21-87.79       \$\$ 11.450-15.217       \$\$ 133.91-77.80       04         moline       Team Mgr-Ti Telecommunication       063       \$\$ 70.89-92.68       \$\$ 12.288-16.065       \$\$ 141.451-192.774       04         moline       Team Mgr-Ti Telecommunication <td>TM020</td> <td>* Team Mgr-Field Survey</td> <td>065</td> <td>\$ 74.72- 97.72</td> <td>\$12,951-16,938</td> <td>\$155,418-203,258</td> <td>04</td>	TM020	* Team Mgr-Field Survey	065	\$ 74.72- 97.72	\$12,951-16,938	\$155,418-203,258	04
Tronzi       * Team Mgr-HB Business Support       058       \$ 61.99-80.99       \$10.745-14.038       \$128.939-168.459       05         TW014       * Team Mgr-HBulthSänfertyPryrmSup       064       \$ 72.78-95.16       \$12.615-16.494       \$151.382-197.933       04         TW025       * Team Mgr-HydraulicsGSysMallmg       066       \$ 76.85-100.32       \$13.321-17.389       \$159.848-208.666       04         TW026       * Team Mgr-Hydroelectric       066       \$ 76.85-100.32       \$13.321-17.389       \$159.848-208.666       04         TW027       * Team Mgr-T Mainistration       062       \$ 68.99-90.20       \$11.958-15.655       \$131.43.499-187.616       04         TW017       * Team Mgr-TT Client Systems Spt       060       \$ 65.42-85.49       \$11.239-14.818       \$136.074-177.819       04         TW007       * Team Mgr-TT Drymerk Systems       061       \$ 67.22-87.79       \$11.650-15.217       \$139.797-182.603       04         TW006       * Team Mgr-TT Incecommunication       063       \$ 70.89-92.68       \$11.239-14.818       \$136.074-177.819       04         TW007       * Team Mgr-T Incecommunication       063       \$ 70.89-92.68       \$11.238-14.8-203.258       04         TW010       * Team Mgr-T Incecommunication       063       \$ 70.89-92.68 <t< td=""><td>TM033</td><td>* Team Mgr-FinanceRpt&amp;PlantAsset</td><td>059</td><td>\$ 63.71- 83.20</td><td>\$11,043-14,421</td><td>\$132,517-173,056</td><td>04</td></t<>	TM033	* Team Mgr-FinanceRpt&PlantAsset	059	\$ 63.71- 83.20	\$11,043-14,421	\$132,517-173,056	04
TWA01       * Team Mgr-HR Business Support       058       \$ 61.99-80.99       \$61.0,745-14,038       \$5128,939-168,459       05         TW025       * Team Mgr-HajdraulicstSysMdlng       066       \$ 76.85-100.32       \$513,321-17,389       \$159,448-208,666       04         TW026       * Team Mgr-Hadministration       066       \$ 76.85-100.32       \$13,321-17,389       \$159,448-208,666       04         TW026       * Team Mgr-HAdministration       062       \$ 68.99-9.0.20       \$11,359-14,86       \$164,499-187,616       04         TW074       * Team Mgr-HT Dusiness Analysis       061       \$ 67.21-87,79       \$11,350-14,81       \$136,074-177,819       04         TW026       * Team Mgr-HT Tework Systems       063       \$ 70.89-92.68       \$12,288-16,065       \$147,451-232,774       04         TW028       * Team Mgr-HT Quality Assurance       061       \$ 67.21-87,79       \$11,650-15,217       \$139,797-182,603       04         TW028       * Team Mgr-HT Celecomunication       063       \$ 67.21-87,79       \$11,650-15,217       \$139,797-182,603       04         TW046       * Team Mgr-HT Material/Materinv       061       \$ 67.21-87,79       \$11,60-15,217       \$139,797-182,603       04         TW046       * Team Mgr-HAdrianial/Materinv       061       \$ 67.	TM021	* Team Mgr-Geodetics and Mapping	065	\$ 74.72- 97.72	\$12,951-16,938	\$155,418-203,258	04
T0024       * Team Mgr-HealtheSafetyPromtSup       064       \$ 72.78-95.16       \$12.615-16.494       \$151.322-17.933       064         T0026       * Team Mgr-Hydroelectric       066       \$ 76.85-100.32       \$13.321-7.389       \$159.848-208.666       04         T0027       * Team Mgr-Hydroelectric       066       \$ 76.85-100.32       \$13.321-7.389       \$159.848-208.666       04         T0027       * Team Mgr-Hydroelectric       066       \$ 76.85-100.32       \$13.321-7.389       \$159.848-208.666       04         T0027       * Team Mgr-IT Administration       062       \$ 66.92-00.20       \$11.595-15.335       \$143.499-187.616       04         T0077       * Team Mgr-IT Ketwork Systems       061       \$ 67.21-87.72       \$12.288-16.065       \$147.451-192.774       04         T0066       * Team Mgr-IT Cyrm Project Sppt       065       \$ 74.72-97.72       \$12.288-16.065       \$147.451-192.774       04         T0010       * Team Mgr-IT Service Desk       061       \$ 67.21-87.79       \$13.99-14.818       \$136.074-177.819       04         T0055       * Team Mgr-IT Celecommunication       063       \$ 70.89-92.68       \$11.650-15.217       \$139.797-182.603       04         T0056       * Team Mgr-InternalChtrKWaterInv       059       \$ 65.72-85.49	TM023	* Team Mgr-Graphic Design	058	\$ 61.99- 80.99	\$10,745-14,038	\$128,939-168,459	04
TM025       * Team Mgr-HydraulicsSysWilng       066       \$ 76.85-100.32       \$13.321-17.389       \$159.848-208.666       04         TM026       Team Mgr-TT Administration       062       \$ 68.99-90.20       \$11.956-15.635       \$143.499-187.616       04         TM074       Team Mgr-TT Business Analysis       061       \$ 67.21-87.79       \$11.650-15.217       \$133.074-177.819       04         TM074       Team Mgr-TT Client Systems       063       \$ 70.89-92.68       \$12.288-16.055       \$147.451-192.774       04         TM028       Team Mgr-TT Quality Assurance       061       \$ 67.21-87.79       \$11.650-15.217       \$139.797-182.603       04         TM026       Team Mgr-TT Quality Assurance       061       \$ 67.21-87.79       \$11.339-14.818       \$136.074-177.819       04         TM057       Team Mgr-TT Guality Assurance       061       \$ 67.21-87.79       \$11.650-15.217       \$13.39.797-182.603       04         TM057       Team Mgr-TnollcotrikaterInv       053       \$7.089-92.68       \$12.288-16.055       \$147.451-192.774       04         TM067       Team Mgr-TnollcotrikaterInv       053       \$7.089-92.68       \$12.288-16.055       \$147.451-192.774       04         TM058       Team Mgr-Inventory Control       056       \$58.75-76.85       <	TMA01	* Team Mgr-HR Business Support	058	\$ 61.99- 80.99	\$10,745-14,038	\$128,939-168,459	05
TM026         * Team Mgr-Indroelectric         066         \$ 76.85-100.32         \$13.321-17.389         \$159.848-208.666         04           TM027         Team Mgr-IT Business Analysis         061         \$ 67.21-87.70         \$11.958-15.635         \$114.3499-187.616         04           TM074         Team Mgr-IT Business Analysis         061         \$ 67.21-87.70         \$11.958-15.635         \$114.34.99-187.716.0         04           TM074         Team Mgr-IT DiventSystems         060         \$ 65.42-88.49         \$11.339-14.818         \$136.074-177.819         04           TM066         Team Mgr-IT Drym Project Sppt         065         \$ 74.72-97.72         \$21.288-16.055         \$117.451-127.74         04           TM026         Team Mgr-IT Delecomunication         063         \$ 67.21-87.79         \$11.650-15.217         \$139.797-182.603         04           TM057         Team Mgr-IT Delecomunication         063         \$ 67.21-87.79         \$11.650-15.217         \$139.797-182.603         04           TM067         Team Mgr-IT Nelecomunication         053         \$ 67.21-87.79         \$11.650-15.217         \$139.797-182.603         04           TM067         Team Mgr-Internalcottry         059         \$ 63.71-83.20         \$11.043-14.41         \$132.217.173.056         04	TM024	* Team Mgr-Health&SafetyPrgrmSup	064	\$ 72.78- 95.16	\$12,615-16,494	\$151,382-197,933	04
TM027       * Team Mgr-iT Administration       062       \$ 68.99-90.20       \$11.958-15.635       \$13.499-187.616       04         TM074       Team Mgr-IT Business Analysis       061       \$ 67.21-87.79       \$11.650-15.217       \$13.9,797-182.603       04         TM074       Team Mgr-IT Client Systems Spt       060       \$ 65.42-85.49       \$11.339-14.818       \$136.074-177.819       04         TM082       * Team Mgr-IT Prgrm Project Sppt       065       \$ 74.72-97.72       \$12.981-16.938       \$155.418-033.258       04         TM028       * Team Mgr-IT Service Deak       061       \$ 67.21-87.79       \$11.650-15.217       \$139,797-182.603       04         TM055       * Team Mgr-IT Service Deak       060       \$ 67.21-87.79       \$11.650-15.217       \$139,797-182.603       04         TM057       * Team Mgr-Info Security       061       \$ 67.21-87.79       \$11.650-15.217       \$139,797-182.603       04         TM067       * Team Mgr-IntralChtraketrinv       059       \$ 63.71-87.20       \$11.650-15.217       \$139,797-182.603       04         TM067       * Team Mgr-Intralchtraketrinv       059       \$ 63.71-87.20       \$11.650-15.217       \$139,797-182.603       04         TM068       * Team Mgr-Intralchtweaterinv       056       \$ 57.6.65	TM025	* Team Mgr-Hydraulics&SysMdlng	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
TM074       * Team Mgr-IT Business Analysis       061       \$ 67.21=87.79       \$11,650-15,217       \$133,797-182,603       04         TM077       * Team Mgr-IT Network Systems       060       \$ 65.42=85.49       \$11,339-14,818       \$136,074-177,819       04         TM066       * Team Mgr-IT Network Systems       063       \$ 70.89-92.68       \$12,288-16,065       \$147,451-192,774       04         TM026       * Team Mgr-IT Ouality Assurance       061       \$ 67.21=87.79       \$11,650-15,217       \$139,797-182,603       04         TM010       * Team Mgr-IT Service Deak       060       \$ 65.42=85.49       \$11,339-14,818       \$136,074-177,819       04         TM057       * Team Mgr-Into Security       061       \$ 67.87-79       \$11,650-15,217       \$139,797-182,603       04         TM046       * Team Mgr-InternalChtr&MaterInv       059       \$ 63.71-83.20       \$11,043-14,421       \$132,517-173,056       04         TM075       * Team Mgr-Laboratory Support       056       \$ 57.04-76       \$10,013-14,217       \$139,797-182,603       04         TM075       * Team Mgr-Laboratory Support       056       \$ 57.04-76       \$10,43-14,421       \$132,217-73,056       04         TM075       * Team Mgr-Laboratory Support       056       \$57.04-76	TM026	* Team Mgr-Hydroelectric	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
TM077       * Team Mgr-TT Client Systems Spt       060       \$ 6 5 6.24- 85.49       \$11,339-14,818       \$136,074-177,819       04         TM066       * Team Mgr-TT Pgrm Project Spt       063       \$ 70.89-92.68       \$12,288-16,065       \$147,451-192,774       04         TM066       * Team Mgr-TT Quality Assurance       061       \$ 6 7.4.72-97.72       \$11,650-15,217       \$139,797-182,603       04         TM018       * Team Mgr-TT Service Desk       060       \$ 6 5.42-85.49       \$11,133-14,818       \$136,074-177,819       04         TM055       * Team Mgr-TT Telecommunication       063       \$ 70.28-92.68       \$12,288-16,065       \$147,451-192,774       04         TM066       * Team Mgr-InternalChtr&WaterInv       059       \$ 63.71-83.20       \$11,043-14,421       \$132,517-173,056       04         TM029       * Team Mgr-InternalChtr&WaterInv       056       \$ 58.75-76.65       \$10,143-13,221       \$122,200-159,848       04         TM031       * Team Mgr-LandPlanning&Managemt       063       \$ 70.479       \$11,660-15,217       \$139,797-182,603       04         TM032       * Team Mgr-InternalChtr&WaterInv       059       \$ 63.71-83.20       \$11,043-14,221       \$132,451-173,974       04         TM033       * Team Mgr-InternalChtr&WaterInv       056	TM027	* Team Mgr-IT Administration	062	\$ 68.99- 90.20	\$11,958-15,635	\$143,499-187,616	04
TM082       * Team Mgr-TT Network Systems       063       \$ 70.89-92.68       \$12.288-16.065       \$147.451-192.774       04         TM066       * Team Mgr-TT Pugrm Project Spt       065       \$ 70.472-97.72       \$12.951-16.938       \$155.418-203.258       04         TM028       * Team Mgr-TT Quality Assurance       061       \$ 67.21-87.79       \$11.650-15.217       \$139.797-182.603       04         TM010       * Team Mgr-TT Telecommunication       063       \$ 70.89-92.68       \$12.288-16.065       \$147.451-192.774       04         TM067       * Team Mgr-TT Celcommunication       063       \$ 70.89-92.68       \$12.288-16.065       \$147.451-192.774       04         TM067       * Team Mgr-InternalChtr&MaterInv       059       \$ 67.21-87.79       \$11.650-15.217       \$139.797-182.603       04         TM075       * Team Mgr-InternalChtr&MaterInv       059       \$ 63.71-83.20       \$11.043-14.421       \$132.517-173.056       04         TM075       * Team Mgr-InternalChtr&MaterInv       056       \$ 7.04-74.61       \$ 9.887-12.932       \$118.643-155.189       03         TM075       * Team Mgr-Maint Engineering       066       \$ 76.85-100.32       \$13.32-17.389       \$159.848-208.666       04         TM031       * Team Mgr-Materials&Metallurgy       060	TM074	* Team Mgr-IT Business Analysis	061	\$ 67.21- 87.79	\$11,650-15,217	\$139,797-182,603	04
TM066       * Team Mgr-IT Prgrm Project Sppt       065       \$ 74.72-97.72       \$12.951-16.938       \$155.418-203.258       04         TM018       * Team Mgr-IT Quality Assurance       061       \$ 67.21-87.79       \$11.650-15.217       \$133.9797-182.603       04         TM018       * Team Mgr-IT Service Desk       060       \$ 65.42-85.49       \$11.339-14.81       \$136.074-177.819       04         TM057       * Team Mgr-Int Calcommunication       063       \$ 70.89-92.68       \$12.288-16.065       \$147.451-192.774       04         TM067       * Team Mgr-Intventory Control       056       \$ 58.75-76.85       \$10.183-13.321       \$132.517-173.056       04         TM079       * Team Mgr-Ladoratory Support       056       \$ 57.04-74.61       \$ 9.887-12.922       \$11.643-14.421       \$132.517-173.056       04         TM079       * Team Mgr-Matherallerials       063       \$ 70.89-92.68       \$12.288-16.065       \$147.451-192.774       04         TM031       * Team Mgr-MatrialsMktallurgy       060       \$ 65.42-81.49       \$11.339-14.818       \$13.074-177.819       04         TM034       * Team Mgr-MetrialsAktallurgy       063       \$ 70.89-92.68       \$12.288-16.065       \$147.451-192.774       04         TM036       Team Mgr-Operations Compliance       0	TM077	* Team Mgr-IT Client Systems Spt	060	\$ 65.42- 85.49	\$11,339-14,818	\$136,074-177,819	04
TM028       * Team Mgr-IT Quality Assurance       061       \$ 67.21-87.79       \$11,650-15,217       \$139,797-182,603       04         TM010       * Team Mgr-IT Service Desk       060       \$ 65.42-85.49       \$11,339-14,818       \$136,074-177,819       04         TM057       * Team Mgr-IT Telecommunication       063       \$ 70.89-92.68       \$12,288-16,065       \$147,451-192,774       04         TM067       * Team Mgr-InternalChtr&WaterInv       051       \$ 67.21-87.79       \$11,650-15,217       \$139,797-182,603       04         TM029       * Team Mgr-InternalChtr&WaterInv       059       \$ 63.71-83.20       \$11,043-14,421       \$132,517-173,056       04         TM075       * Team Mgr-Laboratory Support       056       \$ 57.04-74.61       \$ 9,887-12,932       \$118,643-155,189       03         TM031       * Team Mgr-Maint Engineering       066       \$ 76.85-100.32       \$13,321-17,389       \$159,848-208,666       04         TM032       * Team Mgr-Materials&Metallurgy       060       \$ 65.42-85.49       \$11,339-14,818       \$136,074-177,819       04         TM034       * Team Mgr-Materials&Metallurgy       060       \$ 65.42-85.49       \$11,339-14,818       \$136,074-177,819       04         TM035       * Team Mgr-Operations App Svcs       063       \$	TM082	* Team Mgr-IT Network Systems	063	\$ 70.89- 92.68	\$12,288-16,065	\$147,451-192,774	04
TM010       * Team Mgr-IT Service Desk       060       \$ 65.42-85.49       \$11.339-14,818       \$136,074-177,819       04         TM055       * Team Mgr-IT Telecommunication       063       \$ 70.89-92.68       \$12.288-16.065       \$147,451-192,774       04         TM066       * Team Mgr-Into Security       061       \$ 67.21-87.79       \$11.605-12.17       \$139.797-128.603       04         TM046       * Team Mgr-InternalChtr&MaterInv       059       \$ 63.71-83.20       \$11.043-14,421       \$132.200-159.848       04         TM075       * Team Mgr-LabOratory Support       056       \$ 57.04-74.61       \$9.887-12.932       \$118.643-155.189       03         TM058       * Team Mgr-Maint Engineering       066       \$ 70.89-92.68       \$12.288-16.065       \$147,451-192.774       04         TM031       * Team Mgr-Maint Engineering       066       \$ 70.89-92.68       \$12.288-16.065       \$147,451-192.774       04         TM034       * Team Mgr-Materials&Metallurgy       060       \$ 65.42-85.49       \$11.339-14.818       \$136.074-177.819       04         TM034       * Team Mgr-Operations Compliance       066       \$ 70.89-92.68       \$12.286-16.65       \$147,451-192.774       04         TM036       * Team Mgr-Operations Compliance       066       \$ 70.89-92.68	TM066	* Team Mgr-IT Prgrm Project Sppt	065	\$ 74.72- 97.72	\$12,951-16,938	\$155,418-203,258	04
TM055       * Team Mgr-IT Telecommunication       063       \$ 70.89-92.68       \$12,288-16,065       \$147,451-192,774       04         TM067       * Team Mgr-InternalChtrkWaterInv       061       \$ 67.21-87.79       \$11,650-15,217       \$139,797-182,603       04         TM046       * Team Mgr-InternalChtrkWaterInv       059       \$ 63.71-83.20       \$11,043-14,421       \$132,517-173,056       04         TM075       * Team Mgr-Laboratory Support       056       \$ 58.75-76.85       \$10,183-13,321       \$122,200-159,848       04         TM075       * Team Mgr-Laboratory Support       056       \$ 57.04-74.61       \$ 9,887-12,932       \$118,643-155,189       03         TM054       * Team Mgr-LadorlaningKManagemt       063       \$ 70.89-92.68       \$12,288-16,065       \$147,451-192,774       04         TM032       * Team Mgr-Materials&Metallurgy       060       \$ 56.42-85.49       \$11,339-14,818       \$153,82-197,933       04         TM035       * Team Mgr-Operations App Svcs       063       \$ 70.89-92.68       \$12,288-16,065       \$147,451-192,774       04         TM036       * Team Mgr-Operations Compliance       066       \$ 76.85-100.32       \$13,321-17,389       \$159,848-208,666       04         TM037       * Team Mgr-Opecontrol Center       064 <t< td=""><td>TM028</td><td>* Team Mgr-IT Quality Assurance</td><td>061</td><td>\$ 67.21- 87.79</td><td>\$11,650-15,217</td><td>\$139,797-182,603</td><td>04</td></t<>	TM028	* Team Mgr-IT Quality Assurance	061	\$ 67.21- 87.79	\$11,650-15,217	\$139,797-182,603	04
TM067       * Team Mgr-Info Security       061       \$ 67.21- 87.79       \$11,650-15,217       \$139,797-182,603       04         TM046       * Team Mgr-InternalChtr&WaterInv       059       \$ 63.71- 83.20       \$11,043-14,421       \$132,517-173,056       04         TM028       * Team Mgr-Laboratory Support       056       \$ 57.76.85       \$10,183-13,321       \$122,200-159,848       04         TM075       * Team Mgr-LandPlanning&Managemt       053       \$ 70.89-92.68       \$12,288-16,065       \$147,451-192,774       04         TM031       * Team Mgr-Matrials&Metallurgy       066       \$ 76.85-100.32       \$13,321-17,389       \$159,848-208,666       04         TM034       * Team Mgr-Matrials&Metallurgy       064       \$ 70.89-92.68       \$12,288-16,065       \$147,451-192,774       04         TM034       * Team Mgr-Operations App Svcs       063       \$ 70.89-92.68       \$12,615-16,494       \$151,382-197,933       04         TM036       * Team Mgr-Operations Compliance       066       \$ 70.89-92.68       \$12,615-16,494       \$151,382-197,933       04         TM036       * Team Mgr-Operations Planning       064       \$ 72.78-95.16       \$12,615-16,494       \$151,382-197,933       04         TM036       * Team Mgr-Poreur Ops& Scheduling       064       \$	TM010	* Team Mgr-IT Service Desk	060	\$ 65.42- 85.49	\$11,339-14,818	\$136,074-177,819	04
TM046* Team Mgr-InternalChträwaterInv059\$ 63.71-83.20\$11,043-14,421\$132,517-173,05604TM029* Team Mgr-Inventory Control056\$ 57.04-74.61\$ 9,887-12,932\$118,643-155,18903TM068* Team Mgr-Laboratory Support056\$ 57.04-74.61\$ 9,887-12,932\$118,643-155,18903TM068* Team Mgr-Maint Engineering063\$ 70.89-92.68\$12,288-16,065\$147,451-192,77404TM031* Team Mgr-Materials&Metallurgy060\$ 65.42-85.49\$11,39-14,818\$136,074-177,81904TM034* Team Mgr-Materials&Metallurgy064\$ 72.78-95.16\$12,615-16,494\$151,382-197,93304TM035* Team Mgr-Operations Compliance066\$ 76.85-100.32\$13,321-17,389\$159,848-208,66604TM076* Team Mgr-Operations Compliance066\$ 76.85-106\$12,615-16,494\$151,382-197,93304TM036* Team Mgr-Operations Planning064\$ 72.78-95.16\$12,615-16,494\$151,382-197,93304TM037* Team Mgr-Procurement069\$ 63.71-83.20\$11,043-14,421\$132,517-173,05604TM038* Team Mgr-Procurement066\$ 76.85-100.32\$13,331-17,389\$159,848-208,66604TM039* Team Mgr-Program Management066\$ 76.85-100.32\$13,321-17,389\$159,848-208,66604TM037* Team Mgr-Program Management066\$ 76.85-100.32\$13,321-17,389\$159,848-208,66604TM038* Team Mgr-Prog	TM055	* Team Mgr-IT Telecommunication	063	\$ 70.89- 92.68	\$12,288-16,065	\$147,451-192,774	04
TM029* Team Mgr-Inventory Control056\$ 58.75-76.85\$10,183-13,321\$122,200-159,84804TM075* Team Mgr-Laboratory Support056\$ 57.04-74.61\$ 9,887-12,932\$118,643-155,18903TM068* Team Mgr-LandPlanning&Managemt063\$ 70.89-92.68\$12,288-16,065\$147,451-192,77404TM031* Team Mgr-Maint Engineering066\$ 76.85-100.32\$13,321-17,389\$159,848-208,66604TM032* Team Mgr-Materials&Metallurgy060\$ 65.42-85.49\$11,339-14,818\$136,074-177,81904TM034* Team Mgr-Operations App Svcs063\$ 70.89-92.68\$12,288-16,065\$147,451-192,77404TM036* Team Mgr-Operations Compliance066\$ 76.85-100.32\$13,321-17,389\$159,848-208,66604TM036* Team Mgr-Operations Planning064\$ 72.78-95.16\$12,615-16,494\$151,382-197,93304TM060* Team Mgr-Ope Control Center064\$ 72.78-95.16\$12,615-16,494\$151,382-197,93304TM038* Team Mgr-Procurement059\$ 63.71-83.20\$11,043-14,421\$132,517-173,05604TM040* Team Mgr-Program Management066\$ 76.85-100.32\$13,321-17,389\$159,848-208,66604TM041* Team Mgr-Progert Management066\$ 76.85-100.32\$13,321-17,389\$159,848-208,66604TM040* Team Mgr-Progert Management066\$ 76.85-100.32\$13,321-17,389\$159,848-208,66604TM041* Team M	TM067	* Team Mgr-Info Security	061	\$ 67.21- 87.79	\$11,650-15,217	\$139,797-182,603	04
TM075* Team Mgr-Laboratory Support056\$ 57.04-74.61\$ 9,887-12,932\$118,643-155,18903TM068* Team Mgr-LandPlanning&Managemt063\$ 70.89-92.68\$12,288-16,065\$147,451-192,77404TM031* Team Mgr-Maint Engineering066\$ 76.85-100.32\$13,321-17,389\$159,848-208,66604TM032* Team Mgr-Materials&Metallurgy060\$ 65.42-85.49\$11,339-14,818\$136,074-177,81904TM034* Team Mgr-Operations App Svcs063\$ 70.89-92.68\$12,288-16,065\$147,451-192,77404TM035* Team Mgr-Operations Compliance066\$ 76.85-100.32\$13,321-17,389\$159,848-208,66604TM036* Team Mgr-Operations Planning064\$ 72.78-95.16\$12,615-16,494\$151,382-197,93304TM037* Team Mgr-Operations Planning064\$ 72.78-95.16\$12,615-16,494\$151,382-197,93304TM037* Team Mgr-Power Ops& Scheduling064\$ 72.78-95.16\$12,615-16,494\$151,382-197,93304TM038* Team Mgr-Porgram Management059\$ 63.71-83.20\$11,043-14,421\$132,517-173,05604TM040* Team Mgr-Program Management066\$ 70.89-92.68\$12,288-16,065\$147,451-192,77404TM041* Team Mgr-Property Management066\$ 70.89-92.68\$12,281-16,054\$147,451-192,77404TM040* Team Mgr-Property Management066\$ 70.89-92.68\$12,281-17,389\$159,848-208,66604TM041<	TM046	* Team Mgr-InternalCntr&WaterInv	059	\$ 63.71- 83.20	\$11,043-14,421	\$132,517-173,056	04
TM068* Team Mgr-LandPlanning&Managemt063\$ 70.89-92.68\$12,288-16,065\$147,451-192,77404TM031* Team Mgr-Maint Engineering066\$ 76.85-100.32\$13,321-17,389\$159,848-208,66604TM032* Team Mgr-Materials&Metallurgy060\$ 65.42-85.49\$11,339-14,818\$136,074-177,81904TM034* Team Mgr-Operations App Svcs063\$ 70.89-92.68\$12,2615-16,494\$151,382-197,93304TM036* Team Mgr-Operations Compliance066\$ 76.85-100.32\$13,321-17,389\$159,848-208,66604TM036* Team Mgr-Operations Compliance066\$ 70.89-92.68\$12,2615-16,494\$151,382-197,93304TM037* Team Mgr-Operations Control Center064\$ 72.78-95.16\$12,615-16,494\$151,382-197,93304TM038* Team Mgr-Opex Ops& Scheduling064\$ 72.78-95.16\$12,615-16,494\$151,382-197,93304TM038* Team Mgr-Prower Ops& Scheduling064\$ 72.78-95.16\$12,615-16,494\$151,382-197,93304TM038* Team Mgr-Program Management059\$ 63.71-83.20\$11,043-14,421\$132,517-173,05604TM040* Team Mgr-Project Support066\$ 76.85-100.32\$13,321-17,389\$159,848-208,66604TM041* Team Mgr-Project Support066\$ 76.85-100.32\$13,321-17,389\$159,848-208,66604TM041* Team Mgr-Project Support066\$ 70.89-92.68\$12,615-16,494\$151,382-197,93304TM043 </td <td>TM029</td> <td>* Team Mgr-Inventory Control</td> <td>056</td> <td>\$ 58.75- 76.85</td> <td>\$10,183-13,321</td> <td>\$122,200-159,848</td> <td>04</td>	TM029	* Team Mgr-Inventory Control	056	\$ 58.75- 76.85	\$10,183-13,321	\$122,200-159,848	04
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TMU4/ * Team Mgr-Safety of Dams&Geotch 066 \$ 76.85-100.32 \$13,321-17,389 \$159,848-208,666 04							
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#### 7-10

#### Metropolitan Water District of Southern California SALARY SCHEDULE

Effective Date: 06/26/2022

Report ID: MHR828

Page No. 9 Run Date 02/10/2023 Run Time 18:40:03

Classification		Salary	Hourly	Monthly	Annual	Unit
Code	Title	Grade	Range	Range	Range	Code
TM017	* Team Mgr-Safety&RegSvcSiteSupt	064	\$ 72.78- 95.16	\$12,615-16,494	\$151,382-197,933	04
TMA02	* Team Mgr-SafetyRegTechTraining	060	\$ 65.42- 85.49	\$11,339-14,818	\$136,074-177,819	05
TM048	* Team Mgr-Security Management	064	\$ 72.78- 95.16	\$12,615-16,494	\$151,382-197,933	04
TM049	* Team Mgr-Server Administration	064	\$ 72.78- 95.16	\$12,615-16,494	\$151,382-197,933	04
TM050	* Team Mgr-Substructures	064	\$ 72.78- 95.16	\$12,615-16,494	\$151,382-197,933	04
TM051	* Team Mgr-Supply Acquisition	064	\$ 72.78- 95.16	\$12,615-16,494	\$151,382-197,933	04
TM053	* Team Mgr-Technical Control	065	\$ 74.72- 97.72	\$12,951-16,938	\$155,418-203,258	04
TM054	* Team Mgr-Technical Writing	058	\$ 61.99- 80.99	\$10,745-14,038	\$128,939-168,459	04
TM071	* Team Mgr-Treasury Operations	059	\$ 63.71- 83.20	\$11,043-14,421	\$132,517-173,056	04
TM058	* Team Mgr-WRM Business Mgmt	059	\$ 63.71- 83.20	\$11,043-14,421	\$132,517-173,056	04
TM050	* Team Mgr-WSO Business Mgmt	059	\$ 63.71- 83.20	\$11,043-14,421	\$132,517-173,056	04
TM055	* Team Mgr-Warehouse	056	\$ 58.75- 76.85	\$10,183-13,321	\$122,200-159,848	04
TM050	* Team Mgr-Water Efficiency	064	\$ 72.78- 95.16	\$12,615-16,494	\$151,382-197,933	04
TM083	* Team Mgr-WaterReuse&ProcessDev	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
XA57	Technical Illustrator I	038	\$ 35.83-47.13	\$ 6,211- 8,169	\$ 74,526- 98,030	04
XA57 XA58	Technical Illustrator II					02
		043	\$ 41.11- 54.12	\$ 7,126- 9,381	\$ 85,509-112,570	02
XA59A	Technical Writer I	038	\$ 35.83- 47.13	\$ 6,211- 8,169	\$ 74,526- 98,030	
XA60A	Technical Writer II	043	\$ 41.11- 54.12	\$ 7,126- 9,381	\$ 85,509-112,570	02
XA61A	Technical Writer III	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
YC55	* Training Administrator	045	\$ 43.42- 57.19	\$ 7,526- 9,913	\$ 90,314-118,955	05
VC10	Training Assistant I	030	\$ 28.77- 37.84	\$ 4,987- 6,559	\$ 59,842- 78,707	05
VC11	Training Assistant II	034	\$ 32.12- 42.23	\$ 5,567- 7,320	\$ 66,810- 87,838	05
VC12	Training Assistant III	038	\$ 35.83- 47.13	\$ 6,211- 8,169	\$ 74,526- 98,030	05
Y15	<ul> <li>* Training Logistics Specialist</li> </ul>	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	03
YC08	* Training Specialist (C)	045	\$ 43.42- 57.19	\$ 7,526- 9,913	\$ 90,314-118,955	05
ASM01	* Treasurer	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
VA15	Treasury Administrator	039	\$ 36.83- 48.43	\$ 6,384- 8,395	\$ 76,606-100,734	02
ZO5E	* Unit Manager V	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
Z05J	* Unit Manager V (C)	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	05
UM002	* Unit Mgr-Application Services	067	\$ 78.89-103.14	\$13,674-17,878	\$164,091-214,531	04
UM003	* Unit Mgr-Apprentice&TechTrain	064	\$ 72.78- 95.16	\$12,615-16,494	\$151,382-197,933	04
UM004	* Unit Mgr-Audit	065	\$ 74.72- 97.72	\$12,951-16,938	\$155,418-203,258	04
UMA01	* Unit Mgr-Benefits Services	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	05
UM031	* Unit Mgr-Budget	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
UM030	* Unit Mgr-Chemistry	068	\$ 80.99-105.98	\$14,038-18,370	\$168,459-220,438	04
UMA02	* Unit Mgr-ClassComp&Recruitment	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	05
UM005	* Unit Mgr-Construction Services	068	\$ 80.99-105.98	\$14,038-18,370	\$168,459-220,438	04
UM005	* Unit Mgr-Contracting Services	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
UM007	* Unit Mgr-Conveyance&Distribtn	068	\$ 80.99-105.98	\$14,038-18,370	\$168,459-220,438	04
	* Unit Mgr-Document Services	064		\$12,615-16,494		04
UM008 UM009	* Unit Mgr-Education	066	\$ 72.78- 95.16 \$ 76.85-100.32		\$151,382-197,933 \$159,848-208,666	04
	-			\$13,321-17,389		
UM010	* Unit Mgr-Engineering Services	069	\$ 83.20-108.89	\$14,421-18,874	\$173,056-226,491	04
UM038	* Unit Mgr-Environmental Plng	069	\$ 83.20-108.89	\$14,421-18,874	\$173,056-226,491	04
UM011	* Unit Mgr-Facility Management	067	\$ 78.89-103.14	\$13,674-17,878	\$164,091-214,531	04
UM012	* Unit Mgr-Fleet Services	065	\$ 74.72- 97.72	\$12,951-16,938	\$155,418-203,258	04
UM016	* Unit Mgr-IT Infrastructure	068	\$ 80.99-105.98	\$14,038-18,370	\$168,459-220,438	04
UM033	* Unit Mgr-IT Program Mgt Office	069	\$ 83.20-108.89	\$14,421-18,874	\$173,056-226,491	04
UM017	* Unit Mgr-IT Project Planning	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
UM032	* Unit Mgr-IT Security	068	\$ 80.99-105.98	\$14,038-18,370	\$168,459-220,438	04
UM013	* Unit Mgr-Implemnt Proj&Studies	068	\$ 80.99-105.98	\$14,038-18,370	\$168,459-220,438	04
UM014	* Unit Mgr-Imported Supply	068	\$ 80.99-105.98	\$14,038-18,370	\$168,459-220,438	04
UM015	* Unit Mgr-Info Security Svcs	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
UM037	* Unit Mgr-Laboratory Services	068	\$ 80.99-105.98	\$14,038-18,370	\$168,459-220,438	04
UM023	* Unit Mgr-Land Management	067	\$ 78.89-103.14	\$13,674-17,878	\$164,091-214,531	04
UM018	* Unit Mgr-Manufacturing Svcs	068	\$ 80.99-105.98	\$14,038-18,370	\$168,459-220,438	04
UM029	* Unit Mgr-Microbiology	068	\$ 80.99-105.98	\$14,038-18,370	\$168,459-220,438	04
UM019	* Unit Mgr-Ops Planning&Program	068	\$ 80.99-105.98	\$14,038-18,370	\$168,459-220,438	04
UM036	* Unit Mgr-Ops Proj & Asset Mgmt	069	\$ 83.20-108.89	\$14,421-18,874	\$173,056-226,491	04
UM021	* Unit Mgr-Planning and Acquistn	067	\$ 78.89-103.14	\$13,674-17,878	\$164,091-214,531	04
UM020	* Unit Mgr-Power&EquipReliabilty	068	\$ 80.99-105.98	\$14,038-18,370	\$168,459-220,438	04
UM040	* Unit Mgr-PowerCompl&Programs	068	\$ 80.99-105.98	\$14,038-18,370	\$168,459-220,438	04
UM035	* Unit Mgr-Rates, Charges& FinPlan	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	04
UM024	* Unit Mgr-Risk Management	065	\$ 74.72- 97.72	\$12,951-16,938	\$155,418-203,258	04
UM041	* Unit Mgr-Safety&Environ Svcs	068	\$ 80.99-105.98	\$14,038-18,370	\$168,459-220,438	04
UM034	* Unit Mgr-Security	068	\$ 80.99-105.98	\$14,038-18,370	\$168,459-220,438	04
UM025	* Unit Mgr-System Analysis	069	\$ 83.20-108.89	\$14,421-18,874	\$173,056-226,491	04
UM026	* Unit Mgr-System Operations	068	\$ 80.99-105.98	\$14,038-18,370	\$168,459-220,438	04
UM027	* Unit Mgr-Water Purification	068	\$ 80.99-105.98	\$14,038-18,370	\$168,459-220,438	04
UM028	* Unit Mgr-Water Treatment Plant	068	\$ 80.99-105.98	\$14,038-18,370	\$168,459-220,438	04
XA63	Videographer I	035	\$ 33.05- 43.42	\$ 5,729- 7,526	\$ 68,744- 90,314	02

 $7\mathchar`-10$  Metropolitan Water District of Southern California

SALARY SCHEDULE

Report ID: MHR828

Effective Date: 06/26/2022

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Classification		Salary	Hourly	Monthly	Annual	Unit
Code	Title	Grade	Range	Range	Range	Code
XA64	Videographer II	041	\$ 38.88- 51.16	\$ 6,739- 8,868	\$ 80,870-106,413	02
YA101	Water Quality Specialist	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
XA66	Water Quality Technician I	033	\$ 31.21- 41.11	\$ 5,410- 7,126	\$ 64,917- 85,509	02
XA67	Water Quality Technician II	038	\$ 35.83- 47.13	\$ 6,211- 8,169	\$ 74,526- 98,030	02
XA68	Water Quality Technician III	043	\$ 41.11- 54.12	\$ 7,126- 9,381	\$ 85,509-112,570	02
XA70A	Water Sampling Field Tech	033	\$ 31.21- 41.11	\$ 5,410- 7,126	\$ 64,917- 85,509	02
Z38	* Workers Compensation Manager	066	\$ 76.85-100.32	\$13,321-17,389	\$159,848-208,666	05
T13	Wtr Treatment Plant Specialist	048	\$ 47.13- 61.99	\$ 8,169-10,745	\$ 98,030-128,939	02
TA18	Wtr Trtment Plant Operator I	035	\$ 33.05- 43.42	\$ 5,729- 7,526	\$ 68,744- 90,314	02
TA19	Wtr Trtment Plant Operator II	040	\$ 37.84- 49.83	\$ 6,559- 8,637	\$ 78,707-103,646	02
TA20	Wtr Trtment Plant Operator III	045	\$ 43.42- 57.19	\$ 7,526- 9,913	\$ 90,314-118,955	02

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Metropolitan Water District of Southern California

SALARY SCHEDULE

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Effective Date: 06/26/2022

Classification		Salary	Hourly	Monthly	Annual	Unit
Code	Title	Grade	Range	Range	Range	Code

Unit Code

00 - Executive

- 01 Unrepresented
- 02 AFSCME Local 1902
- 03 Supervisors Association
- 04 Management&Professional Assoc
- 05 Assoc of Conf Employees

\* Not Eligible for Overtime

O&M Tech Titles \_\_\_\_\_ + O&M Tech I S03A (Grade 27): Carpenter, Coater, Equipment Operator, Fleet, Plumber, Welder-Fabricator S03 (Grade 28): Electrical, HVAC, Machinist, Mechanical S03P (Grade 28 - Apprentice): Electrical, Mechanical + O&M Tech II S02A (Grade 31): Carpenter, Coater, Equipment Operator, Fleet, Plumber, Welder-Fabricator S02 (Grade 32): Electrical, HVAC, Machinist, Mechanical S02P (Grade 32 - Apprentice): Electrical, Mechanical + O&M Tech III T10A (Grade 35): Carpenter, Coater, Equipment Operator, Fleet, Plumber, Welder-Fabricator (Grade 36): Electrical, HVAC, Machinist, Mechanical T10 T10P (Grade 36 - Apprentice): Electrical, Mechanical + O&M Tech IV T03A (Grade 41): Carpenter, Coater, Equipment Operator, Fleet, Plumber, Welder-Fabricator т03 (Grade 42): Electrical, HVAC, Machinist, Mechanical T03FS (Grade 42): Welder-Fabricator/Field Services



## Ethics, Organization, and Personnel Committee Approve Employee Salary Schedule Pursuant to CalPERS Regulations

Item 7-10 March 13, 2023 Purpose and Background

- Metropolitan's Board is required by CalPERS to annually approve and adopt a salary schedule.
- Doing so does not amend or revise Memoranda of Understanding (MOUs), which have already been approved by the Board.

Governing Authority

- California Code of Regulations, Section 570.5
- Pay rate for calculating pensions specifically limited to amount listed on a *pay schedule*
- Pay schedule must
  - Be approved and adopted by the Board
  - Identify the position title for every employee
  - Show the pay rate for each identified position
  - Indicate the effective date
  - Meet public posting requirements

Changes to Salary Schedule for 2022 • Implements changes from the Board-approved MOUs

• Implements any newly created job titles/classifications

## **Board Options**

• Option #l

Approve the attached salary schedule to ensure compliance with California Code of Regulations, Section 570.5, and the negotiated MOUs.

• Option  $#2^{\dagger}$ 

Do not approve the salary schedule

## Staff Recommendation

• Option #l

Approve the attached salary schedules.





THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA



#### • Board of Directors *Ethics, Organization, and Personnel Committee*

#### 3/14/2023 Board Meeting

7-11

#### Subject

Adopt CalPERS Resolutions for Paying and Reporting the Value of Employer-Paid Member Contributions; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

#### **Executive Summary**

CalPERS requires that resolutions be approved by the Board of Directors in order to reflect any changes as required to comply with current Memoranda of Understandings (MOUs) and Administrative Codes including any updates identified by their compliance staff. The Metropolitan Water District of Southern California (Metropolitan) is currently paying the employee's 7 percent normal contributions to PERS according to California Government Code 20691 for all eligible Represented employees as outlined in the current MOUs executed between Metropolitan and the Employees Association groups, AFSCME Local 1902 (AFSCME), Association of Confidential Employees (ACE), MAPA/AFSCME Local 1001 (MAPA), Supervisors Association (SA), and all eligible Unrepresented employees according to Administrative Code 6521. The MOUs and the Administrative Code 6521 specifically state the value of employer-paid member contributions (EPMC) will be reported to CalPERS as compensation earnable and applied as additional compensation for calculating monthly pension allowances. PERS' compliance staff following Job No: 3P20-049 audit recently identified Resolution 9129 approved by the Board on November 8, 2011, did not indicate unrepresented staff would remain under the rules of Resolution 8740, nor included language for reporting the value of EPMC as reflected in its original Resolutions, 8722 approved on December 12, 2000, and 8740 approved on May 15, 2001; and now require two new Resolutions be approved by the Board with the added language to remain compliant with the California Government Codes and Code of Regulations.

#### **Timing and Urgency**

Two new resolutions must be received by CalPERS no later than April 2023 to ensure all retirees' pension payments are not impacted by the 7 percent value of EPMC being reported as compensation earnable and included in the monthly salary for calculating the pension allowance.

#### Details

#### Background

The current MOUs executed between Metropolitan and the Employees Association groups, AFSCME, ACE, MAPA, and SA, establish a two-tier system of payment of the required PERS employees' contribution effective January 1, 2012, and states Metropolitan will continue to pay the 7 percent PERS employees' contribution for current employees according to California Government Code 20691, but employees hired on or after January 1, 2012, will pay the 7 percent employees' share of PERS contribution themselves to the extent permitted by law. Under Government Code Section 20636(e)(1), and as specifically authorized in Title 2, California Code of Regulations Section 569, this system is authorized under what is known as the time-in-grade exception. Currently, PERS limits the time-in-grade exception for newly hired employees to the first five years of employment. The MOUs also state Metropolitan will report the value of the normal contribution as additional compensation according to Government Code Section 20691. When an employee retires, this additional compensation will be used in the final compensation calculation for an employee's retirement allowance. Section 20636 requires a signed resolution by the public agency and that the employer's labor policy or agreement

specifically provides that the employer-paid member contributions will be reported as additional compensation. A resolution (**Attachment 1**) is necessary to ensure the existing system, the new two-tier system effective January 1, 2012, and the reportable value of EPMC remains in place and corrects Resolution 9129 approved on November 8, 2011.

Metropolitan is currently paying the employee's 7 percent normal contribution to PERS for all Unrepresented employees as outlined in Administrative Code 6521 and according to California Government Code 20636(c)(4) and 20691. Administrative Code 6521 also states that Metropolitan will report the value of the normal contribution as additional compensation according to Government Code Section 20636 (c)(4). When an employee retires, this additional compensation will be used in the final compensation calculation for an employee's retirement allowance. Section 20636 requires a signed resolution by the public agency and Administrative Code 6521 specifically provides that the EPMC will be reported as additional compensation. A resolution (**Attachment 2**) is necessary to ensure the existing system remains in place as stated under Resolution 8740 approved on May 15, 2001.

Neither resolution, if approved, will provide an expansion of retirement benefits for any individual or group of individuals.

#### Policy

Current authorized Memoranda of Understanding between Metropolitan and the Employees Association/ AFSCME Local 1902, MAPA/AFSCME 1001, Supervisors Association (SA), and the Association of Confidential Employees (ACE) and Metropolitan Water District Administrative Code Section 6521: Retirement

Metropolitan Water District Administrative Code Section 11104: Delegation of Responsibilities

#### California Environmental Quality Act (CEQA)

#### **CEQA determination for Option #1:**

The proposed action is not defined as a project under CEQA (Public Resources Code Section 21065, State CEQA Guidelines Section 15378) because the proposed action will not cause either a direct physical change in the environment or a reasonably foreseeable indirect physical change in the environment and involves organizational or continuing administrative activities (Sections 15378(b)(2) and 15378(b)(5) of the State CEQA Guidelines).

#### **CEQA determination for Option #2:**

None required

#### **Board Options**

#### **Option #1**

Adopt two new Resolutions to ensure compliance with the current Memoranda of Understandings and Administrative Code 6521 according to Government Code Sections 20636, 20691, and California Code of Regulations Section 569.

**Fiscal Impact:** None. The current budget for FY 22/23 and FY 23/24 includes estimated costs and the fiscal impact will be absorbed in the current and future budgets.

**Business Analysis:** Revised resolutions are required to continue the current administration in place based on the current authorized Memoranda of Understandings and Administrative Code 6521 to provide benefits to Metropolitan retirees.

#### **Option #2**

Do not adopt new Resolutions which will result in noncompliance with the current Memoranda of Understandings and Administrative Code 6521.

#### Fiscal Impact: Unknown

**Business Analysis:** This option would require revising Administrative Code 6521, and a renegotiation of the current MOUs and may result in an unfair labor practice for not complying with the existing MOUs.

#### **Staff Recommendation**

Option #1

fra Lil 3/9/2023 Débra Gill Date Interim Human Resources Group Manager

Adel Hagekhalil General Manager

3/9/2023 Date

Attachment 1 – Resolution For Employer-Paid Member Contributions with Time-in-Grade Exceptions

Attachment 2 – Resolution For Paying and Reporting The value of Employer-Paid Member Contribution

Ref# hr12688527

CalPERS ID: 4104962804

#### RESOLUTION \_\_\_\_\_

#### RESOLUTION FOR EMPLOYER-PAID MEMBER CONTRIBUTIONS WITH TIME-IN-GRADE EXCEPTIONS

7-11

- WHEREAS, the governing body of The Metropolitan Water District of Southern California has elected\* to pay all or a part of the normal member contributions to the California Public Employees' Retirement System (CalPERS) pursuant to Government Code Section 20691, and applicable labor policies or agreements;
- WHEREAS, the governing body of The Metropolitan Water District of Southern California may elect a time-in-grade Exception to said Employer-Paid Member Contributions (EPMC) within a given group or class of employees as defined in Government Code Section 20636(e)(1) and as specifically authorized in Title 2, California Code of Regulations Section 569;
- WHEREAS, the governing body of The Metropolitan Water District of Southern California has identified the following conditions for the application of said Exception:
  - This exception shall apply to all employees of AFSCME Local 1902, Association of Confidential Employees (ACE), MAPA/AFSCME Local 1001, and Supervisors Association (SA).\*\*
  - The Metropolitan Water District of Southern California elects to pay seven (7) percent for all current employees.
  - For employees hired after January 1, 2012, The Metropolitan Water District of Southern California will pay EPMC according to the following time-in-grade schedule:

Year 1 through 5 at 0%.

- Once a newly hired employee accrues five (5) years of total service (either on a continuous or cumulative basis), s/he shall be entitled to payment of EPMC on the same terms that apply to all other employees in the group or class. In so resolving, the governing body of The Metropolitan Water District of Southern California agrees to abide by Section 569, the terms of which are incorporated-by-reference as if fully set forth herein.
- This benefit shall consist of paying seven (7) Percent of the normal contributions as EPMC, and reporting the same percent (value) of compensation earnable\*\* {excluding Government Code Section 20636(c)(4)} as additional compensation.
- The effective date of this Resolution shall remain as January 1, 2012, which corrects and updates Resolution 9129.

#### NOW, THEREFORE, BE IT RESOLVED that the governing body of The Metropolitan Water District of Southern California elects a time-in-grade Exception as set forth above.

**PASSED AND ADOPTED** by the governing body of The Metropolitan Water District of Southern California this 14th day of March 2023.

SIGNED:

Adán Ortega Jr., Chairman of The Board

ATTEST:

Rickita Hudson, Interim Board Administrator

#### CalPERS ID: 4104962804

#### RESOLUTION \_\_\_\_\_

7-11

#### RESOLUTION FOR PAYING AND REPORTING THE VALUE OF EMPLOYER-PAID MEMBER CONTRIBUTION

- WHEREAS, the governing body of The Metropolitan Water District of Southern California has the authority to implement Government Code Section 20636(c) (4) pursuant to Section 20691;
- WHEREAS, the governing body of The Metropolitan Water District of Southern California has a written labor policy or agreement which specifically provides for the normal member contributions to be paid by the employer, and reported as additional compensation;
- WHEREAS, one of the steps in the procedures to implement Section 20691 is the adoption by the governing body of The Metropolitan Water District of Southern California of a Resolution to commence paying and reporting the value of said Employer-Paid Member Contributions (EPMC);
- WHEREAS, the governing body of The Metropolitan Water District of Southern California has identified the following conditions for the purpose of its election to pay EPMC;
  - This benefit shall apply to all Unrepresented employees as indicated in the original Resolution 8740.
  - This benefit shall consist of paying seven (7) percent of the normal contributions as EPMC, and reporting the same percent (value) of compensation earnable {excluding Government Code Section 20636(c)(4)} as additional compensation.
  - The effective date of this Resolution shall remain as May 27, 2001.
- NOW, THEREFORE, BE IT RESOLVED that the governing body of The Metropolitan Water District of Southern California elects to pay and report the value of EPMC, as set forth above.

**PASSED AND ADOPTED** by the governing body of The Metropolitan Water District of Southern California this 14<sup>th</sup> day of March 2023.

SIGNED:

Adán Ortega Jr., Chairman of The Board

ATTEST:

Rickita Hudson, Interim Board Administrator



Ethics, Organization, and Personnel Committee

Resolution to Adopt the Value of Reporting Employer Paid Member Contributions (EPMC)

Item 7-11 March 13, 2023

# Purpose

 Board Approval of Two New Resolutions to Establish the Continued Reporting of the Value of Employer Paid Member Contributions (EPMC) to CalPERS as Earnable Compensation for both Represented and Unrepresented Employees.

# Background

- December 12, 2000, based on Board resolution 8722, MWD began paying the 7% employee pension contribution for AFSCME members <u>and</u> included the 7% contribution as part of earnable compensation on January 1, 2001.
- May 27, 2001, this arrangement was extended to ACE, MAPA, SA and unrepresented employees.
- This arrangement is called Employer Paid Member Contributions (EPMC)
- EPMCs are included in calculating the monthly retirement allowance.

Background

- In 2011, MWD agreed to time-in-grade provisions for all represented employees hired after January 1, 2012, and continued to report the value of EPMC.
- Time-in-Grade provisions allow an employer to pay employee contributions after the first five years of employment. This provision only applies to employees hired before January 1, 2013.
- Employees that become members on or after January 1, 2013, must pay their own contributions, and not subject to EPMC.

# Background

- Unrepresented employees deemed Classic members are not subject to time-in-grade requirements, and their contributions are covered by EPMC.
- Unrepresented employees deemed New members, must pay their own contributions – in the same manner as for represented staff deemed New members.
- About 54% of our employees are Classic members receiving EPMC.

CalPERS Audit

- In 2021, CalPERS audited 60 agencies with EPMC. MWD was selected as one of the agencies for review under Job No 3P20-049.
- Historically, CalPERS required Board-approved resolutions related to pension reforms and provisions such as EPMC and time-in-grade.
- Following the audit, CalPERS advised that MWD's Resolutions 8722, 8740 and 9129 be revised to maintain the status quo on EPMC.

Why an Updated and 2<sup>nd</sup> Resolution are Required?

- CalPERS advised MWD to update Resolution 9129 for Represented and to implement a 2<sup>nd</sup> Resolution for Unrepresented employees to replace 8740.
- Resolution 9129 must be revised to show EPMC is reported as compensation earnable.
- Resolution 8740 must be replaced to show unrepresented employees hired before January I, 2013 receive EPMC.
- Neither resolution would provide an additional retirement benefit to any individual or group.

# Board Options

## Option #1

- Adopt a Resolution to replace <u>9129</u> to continue EPMC with 5-year time-in-grade provision under GC 20636 (e)(l) for Represented employees first hired on or after 1/01/2012 and continue paying and reporting the value of EPMC as earnable compensation pursuant to GC 20961 to remain compliant with current MOUs and CalPERS requirements of GC 20636.
- Adopt a new Resolution to replace <u>8740</u> for Unpresented employees to continue to receive EPMC and reporting the value of EPMC as earnable compensation pursuant to GC 2096l to remain compliant with CalPERS requirements of GC 20636.

# Board Options

## Option #2

Do not adopt two resolutions to remain compliant with the language in the current MOUs and CalPERS Government Code Section (GC) 20636 for adopting a Resolution when paying the 7% employee contributions, reporting the value of EPMC under the provisions of GC 20961, and implementing the 5-year Time-in-Grade provision under GC 20636 (e)(l) for Represented employees first hired on or after 1/01/2012.

## Staff Recommendation

• Option #1





THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA



### • Board of Directors *Ethics, Organization, and Personnel Committee*

### 3/14/2023 Board Meeting

7-12

### Subject

Approve proposed amendment to Administrative Code Section 6471 to increase the amount of the Ethics Officer's authority to obtain professional services for external investigations from \$50,000 to \$100,000; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

### **Executive Summary**

In 2018, the Board approved an increase to the amount of the Ethics Officer's authority to obtain professional services to conduct external investigations from \$40,000 to \$50,000 per contract per year. Since 2018, the Board has approved additional changes to the Administrative Code which give the Ethics Officer responsibilities for conducting certain Equal Employment Opportunity (EEO) and ethics investigations through outside investigators. Further, the Board has since adopted new deadlines for resolution of ethics investigations, 180 days, and internal procedures established by the EEO Office set a new timeframe for investigations, 90 days.

This action, therefore, requests that the Board approve an increase to the amount of the Ethics Officer's authority to obtain outside investigators from \$50,000 to \$100,000 to account for the added investigation responsibilities, recently established investigation timeframes, and caseload management.

### **Timing and Urgency**

A delay in approval would likely impact the office's ability to meet the 90- and 180-day timeframes for investigations.

### Details

### Background

In 2018, the Board approved a package of ethics-related amendments to the Administrative Code which included an increase in the authorized contract amount for the Ethics Officer to obtain consulting services, including outside investigation firms, from \$40,000 to \$50,000 per contract per year. Prior to approval, members of the Audit and Ethics Committee engaged in discussions about the appropriate maximum amount to authorize. Ultimately, the Committee proposed \$50,000 with acknowledgment that the Board could further amend the amount if it ultimately proved insufficient for future needs.

As detailed below, a need to increase the amount of authorized funds for outside investigation services has arisen due to recent Administrative Code and internal amendments increasing the Ethics Officer's use of outside investigators. These include newly-delegated responsibilities of overseeing outside investigations of certain EEO complaints, recent mandates requiring the use of outside firms to investigate ethics complaints involving directors and department heads, and the recent adoption of investigation deadlines for ethics and EEO investigations.

### Recent Administrative Code Changes Requiring Outside Investigations Managed by Ethics Officer

In 2021, the Board approved a package of ethics-related amendments to the Administrative Code which included a requirement that ethics investigations involving directors and direct reports (department heads) be managed by the Ethics Office but investigated by outside firms, as opposed to internal Ethics Office staff.

Subsequently, at its November 2022 meeting, the Board approved amendments to EEO investigation procedures delegating to the Ethics Officer the responsibility of managing certain EEO investigations of directors and the

General Manager through outside firms if, in the judgment of the EEO Officer, a matter should be handled outside of the EEO Office to avoid real or perceived conflicts of interest, bias, or threats to impartiality. Recently updated internal procedures for EEO investigations of employees similarly delegate this investigative responsibility to the Ethics Officer through the use of an external investigator.

In addition to added investigation responsibilities delegated to the Ethics Officer since 2018, new investigation procedures also require that these investigations generally be resolved more quickly. In 2021, the Board approved a 180-day deadline for most ethics investigations; EEO investigations are expected to be completed within 90 days.

### August 2022 Ethics-Related Amendments to the Administrative Code

In August 2022, the Board approved an amendment to the Administrative Code giving authority to the Ethics Officer to enter into contracts for outside, independent legal counsel in the amount of \$100,000 per contract. This proposal was in response to the California State Auditor's recommendation that the Ethics Officer be granted authority to obtain outside counsel for purposes of receiving independent legal advice. However, the amount authorized for contracts for outside investigation services remained at \$50,000 for the Ethics Officer. By comparison, the General Counsel is currently authorized to expend up to \$100,000 for special counsel and investigators retained to advise or assist the office in representing Metropolitan. The EEO Office is currently authorized to expend up to the General Manager's contracting authority, or \$250,000.

### Need for Increase in Authorized Contract Amount for Outside Investigation Services

This request is intended to address the following:

- 2021 amendments to the Administrative Code requiring the use of external investigators for ethics investigations of directors and department heads;
- 2022 amendments to the Administrative Code delegating to the Ethics Officer responsibility to investigate EEO complaints involving directors and direct reports through external investigators when the EEO Office has a conflict, and internal procedures delegating this responsibility for EEO complaints involving employees when the EEO Office has a conflict;
- 2021 amendments to the Administrative Code requiring that ethics investigations generally be completed and resolved within 180 days, and internal procedures adopted in 2022 indicating that EEO investigations are expected to be completed within 90 days;
- Board and staff resources involved in seeking Board authority to increase individual contracts on a caseby-case basis, each time an outside investigator may near the \$50,000 contract limit. This option would require halting investigations until additional funding is approved.

Further, with only one internal investigator reviewing complaints, conducting ethics investigations, and managing contracts with outside investigation firms, an increased contract limit would also give the Ethics Officer flexibility to hire external firms to investigate routine ethics investigations as needed to avoid a backlog. Although in recent years, the Ethics Office has been able to conduct all routine ethics investigations internally, a steady increase in the number of complaints from 2018 to the present, and the additional responsibility for overseeing outside investigations, may ultimately require the use of outside firms for some routine ethics investigations:

### Year/Number of Complaints

2018 - 28
2019 - 29
2020 - 28
2021 - 32
2022 - 72

See Attachment 1 for the redlined version of the proposed Administrative Code amendment.

### Conclusion

In summary, Board approval of an increase to the maximum allowable contract amount for outside investigation firms would address the increased demand for outside investigation services and the Board's expectation of timely investigations.

### Policy

Metropolitan Water District Administrative Code Section 11104: Delegation of Responsibilities.

Metropolitan Water District Administrative Code Section 6471: Authority to Obtain Professional Services.

### California Environmental Quality Act (CEQA)

### **CEQA** determination for Option #1:

The proposed action is not defined as a project under CEQA (Public Resources Code Section 21065, State CEQA Guidelines Section 15378) because the proposed action will not cause either a direct physical change in the environment or a reasonably foreseeable indirect physical change in the environment and involves continuing administrative activities, such as general policy and procedure making (Section 15378(b)(2) of the State CEQA Guidelines). In addition, the proposed action is not defined as a project under CEQA because it involves government funding mechanisms or other government fiscal activities which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment (Section 15378(b)(4) of the State CEQA Guidelines).

### **CEQA determination for Option #2:**

None required

### **Board Options**

#### **Option #1**

Approve proposed amendment to Administrative Code Section 6471 to increase the amount of the Ethics Officer's authority to obtain professional services for external investigations from \$50,000 to \$100,000.

**Fiscal Impact:** Up to \$50,000 per contract per year

Business Analysis: This option will help avoid unnecessary delays in resolving investigations.

#### **Option #2**

Do not approve recommended amendment to the Administrative Code. Fiscal Impact: None Business Analysis: This option may impact the ability to resolve investigations in a timely manner.

### **Staff Recommendation**

Option #1

hel Salinas

Abel Salinas Ethics Officer 2/22/2023

Date

Attachment 1 – Redline Version, Proposed Administrative Code Amendment

### §6471. Authority to Obtain Professional Services.

(a) The Ethics Officer is authorized to contract for independent legal counsel as they deem necessary in fulfilling duties and responsibilities of the Ethics Office. The Ethics Officer may contract with one or more attorneys or law firms depending on the areas of expertise needed. The amount to be expended in fees, costs and expenses under any one contract in any one-year period shall not exceed \$100,000. The General Counsel shall review such contracts solely for consistency with Metropolitan's contract requirements. The General Counsel shall not have the authority to deny the Ethics Officer's ability to contract with any given party.

(b) The Ethics Officer is authorized to contract for the professional services of outside investigators and investigation firms to conduct investigations under the Ethics Officer's purview. The amount to be expended in fees, costs, and expenses under any one contract in any one-year period shall not exceed \$100,000.

( $\underline{c}$ b) The Ethics Officer is authorized to employ the services of other professional or technical consultants for advice and assistance in performing the duties assigned as may be required or as deemed necessary, provided that the amount to be expended in fees, costs and expenses under any one contract in any one year shall not exceed \$50,000.

(de) The Ethics Officer shall inform the Ethics, Organization and Personnel Committee whenever the authority granted under this section is exercised, and shall further report quarterly on activities concerning any agreements entered into under this section. Any such contracts shall be consistent with Metropolitan contract requirements and shall be reviewed by the General Counsel.

M. I. 45285 - April 8, 2003; amended by M. I. 46064 – January 11, 2005; amended by M.I. 46983 - February 13, 2007; amended by M. I. 47636 - September 9, 2008; renumbered from Section 6472 to 6471 and amended same by M.I. 51391 - November 6, 2018; added paragraph numbering to Section, added new paragraph (a) by M.I. 52941- August 16, 2022; amended paragraph (a) by M.I. 53014 – October 11, 2022; amended paragraphs (a) and (c) by M.I. 53064 – December 13, 2022.

Ethics, Organization, and Personnel Committee



Ethics Officer contracting authority for outside investigations

Item 7-12 March 13, 2023

# Background

Increased Responsibilities

> 2021: Outside investigator for all Directors or Dept Head cases

2022: EEO investigations in cases involving EEO Office conflicts

> 2021 & 2022: Shorter timeframes for completing investigations

## Ethics Complaints



Prior Board Actions **Ethics Officer Contracting Authority** 

> 2008: \$40,000
> 2021: \$50,000
> 2022: \$100,000 for Legal Advice

Contracting Authority for Outside Investigations



## Board Options

# Option #1

Increase Ethics Officer's authority to obtain outside investigation services from \$50,000 to \$100,000 per contract.

# Option #2

Do not approve increased contracting authority at this time.



Ethics, Organization, and Personnel Committee



Discussion on proposed board workshop on framework for ethical decision making

Item 7a March 13, 2023







### Ethics, Organization & Personnel Committee

# Health and Safety Program Update

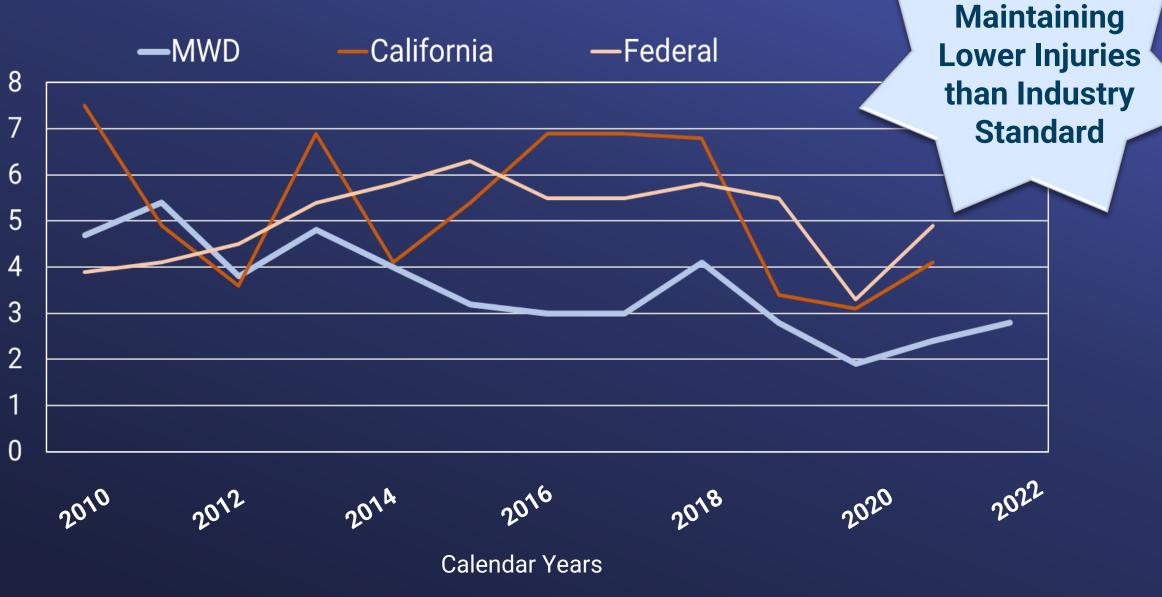
Item 7b March 13, 2023 Protecting Our Most Valuable Asset SAFETY **FIRST** ZERO

**INJURIES** 



# **Safety is Essential**

# Metropolitan's Injury Rate vs. Industry Average



Ethics, Organization, and Personnel Committee

Health & Safety Programs Update



# Management Commitment



# Building Partnerships



## **Operations and Engineering**

- O&M and Shutdowns
- CIP Projects

## Real Property Group and CRA Housing Improvement

- Active and Future Projects
- Abatement and Regulatory Compliance

## **Employees and Bargaining Units**

- Assessment of Employee Health and Safety Concerns
- Ergonomic Virtual Workshops for Office Employees

# Supporting Field Activities



## **Upper Feeder**



**CRA** 



### Shutdown



March 13, 2023

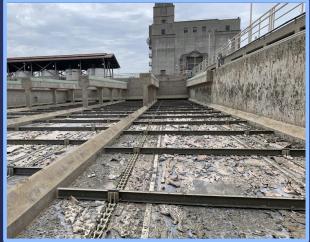
Ethics, Organization, and Personnel Committee

# Supporting CRA Housing Renovation



# Responding to Employee Safety Concerns

### **Weymouth Basin Cleanout**





Employee Concern: Working with organic matter



Resolution: Increased ventilation, tested atmosphere, added PPE

## Meter Cabinet Near Federal Radiation Cleanup Site



Employee Concern: Radiation exposure

Resolution: Surveyed to confirm federal clean up was effective and no level of concern for radiation

March 13, 2023

Health & Safety Programs Update





"Although Its Safety Program Generally Adheres to State Law, MWD Could Strengthen Its Safety Policies"

# **State Audit Process**

- Document Review
- Employee Interviews
- Site Visits at Gene and Weymouth

## Safety Audit Successes

- Adheres to State Law
- No Non-Compliance Findings



# HSE 101.4 Safety Communications

- Written Policies and Procedures for Communication
- Stop Work Authority
- State Audit Findings Implemented
- Non-Retaliation Policy

HSE 101.4 Safety Communications	
Injury and Illness Prevention Program	MWD Health, Safety, and Environmental Manual
Revised October 2022	

1.0 PURPOSE

Metropolitan values every employee's input and strives to provide a work environment of collaboration and communication related to health and safety (H&S).

This procedure outlines systems of communication that create avenues for regular H&S discussion and collaboration between management, Operational Safety and Regulatory Services (SRS) staff, and employees (including interns, contractors and volunteers). This includes minimum levels of collaboration between SRS Site Representatives and management. Also, this procedure encourages employee reporting of hazards in the workplace without fear of retaliation.

#### 1.1 AVENUES OF COMMUNICATION

- Managers and Supervisors
- · Planning Meetings, All Hands Meetings, and other related meetings
- Regular Toolbox/Safety Talk Meetings
- Shutdown or Special Project Toolbox Meetings
- Local Safety Committees
- · SRS Site Representatives or other SRS Staff
- Open and Non-Retaliatory H&S Communication Protections
- Stop Work Authority (Take 5 For Safety)
- Confidential Hotline (213) 217-5504 or Extension 75504

### 2.0 ROLES AND RESPONSIBILITIES

2.1 FIELD UNIT AND FACILITY MANAGERS

Field Unit Managers and Facility Managers (Facility Managers) must include SRS Site Representatives in the meetings described below to encourage open communication and collaboration in developing effective H&S solutions.

2.1.1 PLANNING AND/OR MANAGEMENT MEETINGS (TYPICALLY WEEKLY)

 Facility Managers must require that their Team Managers, Supervisors and other lead staff include SRS Site Representative(s) in planning meetings and project review meetings. Integrating and discussing H&S issues during these meetings provides for ongoing collaboration among managers, planner/schedulers, and SRS Site Representatives.



# State Audit Findings Implemented

# **Non-Retaliation Training**



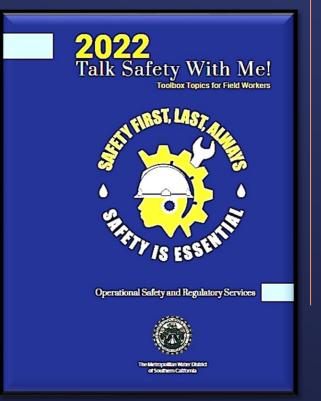




## Partnered with Ethics Office

- Why Preventing Retaliation Matters
- Reviewed MWD Retaliation Policy (Admin Code 7128)
- Tips for Employees and Managers
- How to File a Retaliation Complaint
- Investigation Procedures

## 2022 Accomplishments



Cover Designed by Chad Bonnett Mills I&C Technician



Ethics, Organization, and Personnel Committee

m #7b Slide 14

68

## 2022 Accomplishments

## **EHS** Performance Chart and Award Recognitions

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**BEST IN OVERALL SAFETY Diemer Unit** 

> Awarded to all Units that met the required goals for both leading and lagging indicators.



Awarded to all Units that met the required goals for leading indicators.

BEST IN INJURY PREVENTION lills Unit

> Awarded to the Unit that was most proactive in preventing injuries.



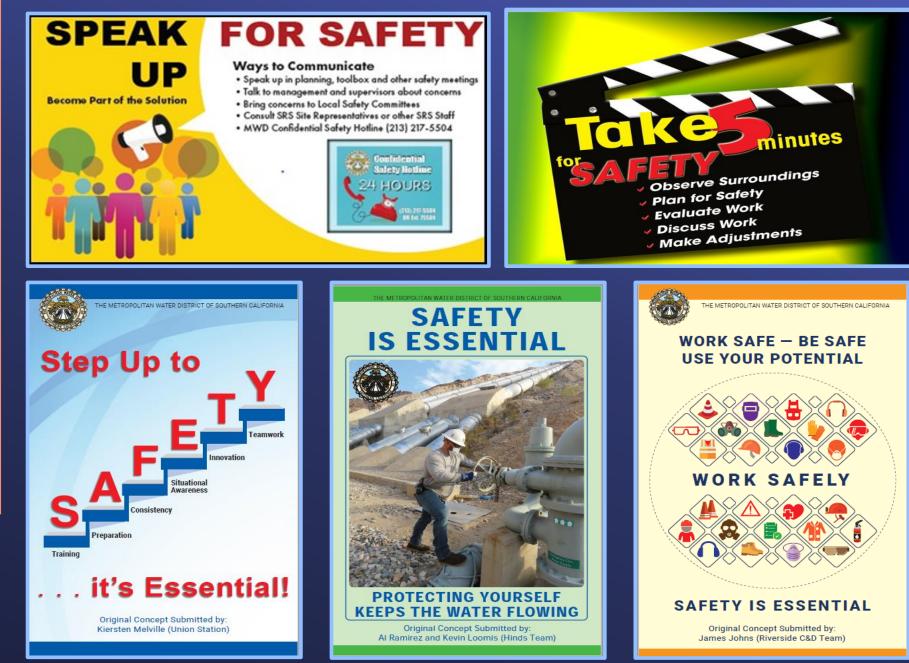
MOST IMPROVING SAFETY PROGRAM **Construction Services Unit** 

Awarded to the Unit that improved the most in the required leading and lagging indicators.



## 2022 Accomplishments

Enhance Communications and Promote Safe Behaviors



Ethics, Organization, and Personnel Committee

Health & Safety Programs Update



**Ensc** Safety Culture Assessment 2021-2022



Ensc Safety Culture Assessment 2021-2022

## Metropolitan's Strengths

- Leadership's openness to participate and invest in the Safety Culture Assessment, focused action to drive continuous improvement
- Employees who demonstrate a commitment and sense of personal responsibility for safety and health
- Stable organizational climate, employee loyalty and commitment resulting in long-term employment with MWD

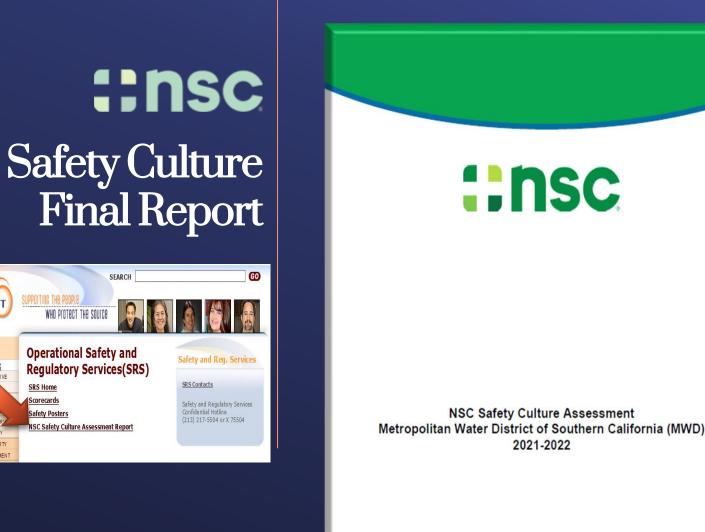
# Safety Program Maturity



MWD Safety Program benchmarked to thousands of organizations in NSC database



## All Employee Access to NSC Report



- Memo with Report Link
- Link on SRS Webpage



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SELVICES

ADMINISTRATIVE

DESIGN /

GINEERING SER

HQ FACILITY REAL PROPERT

RISK MANAGEMENT

SEARCH

WHO PLOTECT THE SOURCE

**Operational Safety and** 

NSC Safety Culture Assessment Report

SRS Home

Scorecards

Safety Posters

Regulatory Services(SRS)

# Celebrating Safety Day

Site-wide cleanups, awards, facility tours, technical workshops, vendor exhibits, staff celebratory luncheons, and more

#### Supporting Field Safety Awareness Safety is Essential







### Safety Advisory Notifications



**Insc** 

Notice

"Near Miss"

Recommendation

Near Miss Safety Advisory

Incident with potential for more

serious consequences,

if not addressed

SAFETY ADVISORY January 2023

#### **NEAR MISS RECOGNITION**

Operational Safety and Regulatory Services Section (SRS) recognizes the C&D Western Region Unit, Valley Team for preventing a potentially serious injury by identifying a faulty ground switch linkage in the Venice Power Plant switchyard's operating equipment. Sharing lessons-learned is a good example of how reporting near misses helps improve safety and brings awareness to others.

#### **Event Details**

While performing the "Return to Service" steps during an Intercompany Clearance with Southern California Edison (SCE), MWD's staff (Switcher) observed that a ground switch linkage malfunctioned during its operation. Staff's strict adherence to following training and procedures led to the detection of the faulty equipment, specifically the visual confirmation that disconnects, such as ground switches, are all in the correct position.



Background: SCE had MWD de-energize the Venice Switchyard so SCE could perform maintenance on their system.

- When the Switchyard is de-energized, the ground switch may be requested to be closed (i.e., vertical position).
- When the Switchyard is energized, the ground switch is open (i.e., horizontal position).

Safety Issue: When MWD Switcher completed the switching step to "Open the Ground Switch," the ground switch linkage remained in the closed (i.e., vertical) position. The MWD Checker noticed the ground switch (vertical linkage member) did not operate into the open (i.e., horizontal) position. Switching staff immediately stopped switching and made notifications.



Ground Switches <u>Resolution:</u> The system was isolated to repair the faulty equipment and the system was returned to service.

Safety Improvements	<ul> <li>Additional lighting was installed in the switchyard to help employees see the ground switch linkage vertical disconnect position, especially under low light times of morning and night.</li> <li>The Hydroelectric Team and System Operations Review Committee (SORC) will evaluate the testing and maintenance requirements for ground switches to ensure their functionality.</li> </ul>
	<ol> <li>Whenever de-energizing or energizing, make sure to visually confirm that the ground switch linkages are in correct position.</li> </ol>
Key	<ol><li>Always visually inspect equipment before, during, and after work tasks to confirm opened/closed or disconnect switches are in correct position.</li></ol>
Take-Aways	3. Stop work and evaluate any potentially unsafe equipment or work conditions.
	<ol> <li>Notify appropriate Facility Operations Manager and other appropriate parties of any faulty equipment so it can be repaired or replaced.</li> </ol>

Recognize employees who identify "Near Miss" situations and resolve the potential hazard

Advisory Notice is shared with all affected work forces across the District

March 13, 2023

Ethics, Organization, and Personnel Committee

tem #7b Slide 23 77

# **Ensc** Recommendation

Communicating Safety Implementation beyond Field Activities

## **Office Safety Awareness**

#### UNION STATION OFFICE SAFETY



78

Ethics, Organization, and Personnel Committee

March 13, 2023

### **Ergonomics Virtual Workshop**

**January Workshop 78 attendees** 

**February Workshop 45 attendees** 

> "Excellent. Felt very good after all the stretches"

"This was one of the best workshops I've attended. Learned a great deal in a very short amount of time"







**FEBRUARY 15, 2023** CLICK HERE TO REGISTER FOR ZOOM IMIC V WORKSHOP

#### Posture, Pain Prevention, and Productivity

The workshop is highly interactive and teaches how ergonomic breaks implemented multiple times a day can prevent pain and musculoskeletal disorders. Attendees will be taught 5 to 10 targeted posture exercises that they can perform at their workstations with no equipment. needed

Presented by WSO, Safety & Regulatory **Services** 

Zeena Dhalla. **Certified Posture Alignment Specialist** 



#### Topics

- Good posture
- Causes of poor posture
- Common posture problems
- Posture break exercises
- Right way to work at a desk
- How to text on a cell phone w/o neck pain
- Posture assessment by group on a

volunteer

"The exercises were very helpful and appropriate for the office environment"

> "Very easy to follow along. Great teacher"

Health & Safety Programs Update



**Ensc** Safety Culture Assessment

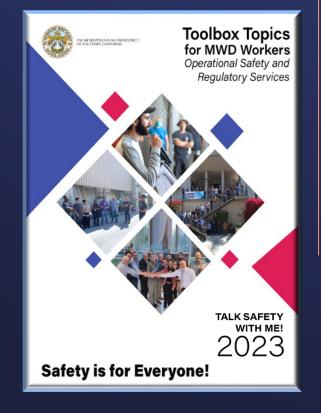
# 2023 Top Priority Recommendations

- . Office of the General Manager and Executive Management needs to set safety vision, mission, and annual safety goals.
- 2. Adopt a continuous improvement process and regularly assess progress.
- 3. Top Management needs to provide adequate safety staff and resourcing to effectively support safety requirements in all instances. Review organizational structure to enable Safety to operate as an independent function.

### NSC Full Implementation Schedule



# 2023 Next Steps



#### Implement Top 3 NSC Recommendations

- Safety Vision and Goals
- Adopt Continuous Improvement with Regular Assessments
- Review of Organizational Structure

#### **Continue Safety Support and Partnership**

- 0&M, Shutdowns, and CIP Projects
- CRA Housing Improvement
- Address Safety Concerns
- Develop and Conduct Safety Training and Toolboxes
- Support Field and Office Activities





Ethics, Organization, and Personnel Committee Update on implementation of

recommendations from State Audit and independent review of workplace concerns

Item 7c March 13, 2023

	Recommendation	Status (Submitted by Metropolitan	Status (Assessed by CA State Auditor)
14	<ul> <li>To ensure fairness and accountability in the hiring process, by October 2022 MWD should adopt and publish comprehensive formal hiring procedures that include the following elements.</li> <li>A documented process for screening applications based on defined criteria.</li> <li>Clear instructions for justifying hiring decisions, with examples of appropriate justifications.</li> <li>Document retention requirements for human resources staff and hiring managers that align with the steps of the hiring process required in MWD's hiring procedures.</li> </ul>	Fully Implemented October 2022	Assessment has not been published as of February 24
15	To promote consistency in the hiring process, by April 2023 MWD should formally train hiring managers and human resources staff on their roles and responsibilities.	Partially Implemented October 2022 Due April 2023	Pending October 2022 Due April 2023
16	In an effort to ensure equality of opportunity for all Metropolitan employees or applicants for employment, Metropolitan reinstated EEO Office participation in the recruitment and selection process.	Fully Implemented October 2022	Fully Implemented October 2022

	Recommendation	Status (Submitted by Metropolitan	Status (Assessed by CA State Auditor)
17	To better analyze its workforce demographics and identify potential barriers to employment, by April 2023 MWD should develop formal procedures for analyzing employee demographics and taking appropriate action based on those data. As part of this process, MWD should report to its board on the results of these analyses and actions.	Partially Implemented October 2022 Due April 2023	Partially Implemented October 2022 Due April 2023
18	To ensure that responsible parties have the information they need to make improvements, by June 2022 MWD should annually share the results of its demographic analyses with its various management groups as well as its recruitment staff.	Fully Implemented June 2022	Fully Implemented June 2022
19	<ul> <li>To ensure that its ethics office is independent, as required by state law, by October 2022 MWD should revise its administrative code to:</li> <li>Prohibit interested parties from participating in the office's investigation process, except when necessary to provide information or otherwise respond to allegations.</li> <li>Establish the best practices highlighted in this report for protecting the independence of the ethics office, such as ensuring that the ethics officer has sole authority to interpret MWD's ethics rules and that the ethics office can obtain advice from outside legal counsel.</li> </ul>	Fully Implemented October 2022	Fully Implemented October 2022

	Recommendation	Status (Submitted by Metropolitan	Status (Assessed by CA State Auditor)
7	To ensure timely response to EEO complaints, by October 2022 MWD should update its investigation procedures to include time frames that match DFEH best practices for responding to, investigating, and closing EEO complaints and should adhere to those time frames. MWD should report to its board quarterly on how many EEO complaints have been received and investigated, including how many of those investigations surpassed the time frames in MWD's procedures.	Fully Implemented October 2022	Assessment has not been published as of February 24
8	To ensure that the EEO office has appropriate jurisdiction over EEO complaints, by June 2022 MWD should develop written procedures for handling potential threats to impartiality in investigations. These procedures should contain explicit conditions in which a party other than the EEO office, such as the ethics office or the general counsel's office, plays a lead role in an EEO complaint.	Fully Implemented June 2022	Fully Implemented June 2022
9	To ensure that the EEO office has appropriate jurisdiction over EEO complaints, by June 2022 MWD should develop written procedures for handling potential threats to impartiality in investigations. These procedures should contain explicit conditions in which a party other than the EEO office, such as the ethics office or the general counsel's office, plays a lead role in an EEO complaint.	Fully Implemented June 2022	Fully Implemented June 2022
1	March 13, 2023 EOP Committee		Item 7c Slide 4 <sup>88</sup>

	Recommendation	Status (Submitted by Metropolitan	Status (Assessed by CA State Auditor)
4	<ul> <li>To ensure that it is complying with state and federal laws as well as best practices, by October 2022 MWD should update its EEO policy to:</li> <li>Include a robust definition and examples of retaliation.</li> <li>Include information about an employee's right to file a complaint directly with the California Department of Fair Employment and Housing (DFEH) or the U.S. Equal Employment Opportunity Commission (EEOC).</li> <li>Make explicit reference to written investigatory procedures and describe where employees can obtain a copy of those procedures.</li> <li>Ensure that the policy accurately reflects all other requirements in state and federal law. In order to do so, MWD should establish a process for regularly reviewing the policy to determine whether changes are needed.</li> </ul>	Fully Implemented June 2022	Fully Implemented June 2022

	Recommendation	Status (Submitted by Metropolitan	Status (Assessed by CA State Auditor)
5	To ensure that it has effective and up-to-date policies on related personnel matters, by October 2022 MWD should review and update its sexual harassment policy as needed and develop an official policy defining and prohibiting abusive conduct.	Fully Implemented October 2022	Fully Implemented October 2022
6	<ul> <li>To better position itself to handle all EEO responsibilities required by state and federal law and best practices, by October 2022 MWD should implement the following improvements to its EEO office:</li> <li>Create and fill additional positions that are commensurate with the workload of the EEO office, including additional staff to handle investigations, training, and compliance.</li> <li>Assign formal, written responsibilities for specific staff within the office.</li> <li>Structure the EEO office in such a manner that it can operate independently, with minimal potential threats to impartiality.</li> </ul>	Fully Implemented October 2022	Fully Implemented October 2022

	Recommendation	Status (Submitted by Metropolitan	Status (Assessed by CA State Auditor)
10	To ensure that all EEO complaints and their outcomes are recorded accurately and promptly, by October 2022 MWD should implement an electronic recordkeeping system that will allow for accurate and complete tracking of EEO complaints in a single location. MWD also should designate an individual to be responsible for logging, tracking, and updating EEO complaint records.	Fully Implemented October 2022	Fully Implemented October 2022
11	To help ensure equity and consistency in its disciplinary process, by October 2022 MWD should implement a written, formal process that outlines the steps that it must follow and the factors it must consider when deciding whether and how to issue discipline. MWD should also develop a recordkeeping policy that documents the disciplinary process so that it can demonstrate that its process is thorough and consistent.	Fully Implemented October 2022	Fully Implemented October 2022
12	<ul> <li>To prevent and address mistreatment of complainants and potential violations of its retaliation policy, by October 2022 MWD should do the following:</li> <li>Develop written procedures for identifying and intervening in potential retaliation while EEO investigations are ongoing.</li> <li>Dedicate a person to follow up with complainants after EEO investigations to ensure that incidents involving potential retaliation are not occurring, as well as track these follow-up discussions.</li> </ul>	Fully Implemented October 2022	Fully Implemented October 2022
	March 13, 2023 EOP Committee		Item 7c Slide 7 <sup>9</sup>

<ul> <li>To ensure that the board is informed of how often EEO matters are being settled and by what means, by October 2022 MWD should:</li> <li>Amend its administrative code to require that all personnel-related settlements that invoke confidentiality or have any financial impact—including paid and reinstated leave—be reported quarterly to the board's Legal and Claims Committee, regardless of settlement type.</li> <li>Develop a written policy that outlines mandatory information required when reporting settlements. This reporting on each settlement should include whether EEO issues were implicated, whether the employee is still employed by MWD, the existence and type of any financial or confidentiality terms, and whether MWD has taken any corrective action in response to the alleged issues.</li> <li>Implement centralized recordkeeping procedures for all employee settlement agreements, including a means of confidentially indicating the existence of such settlements in the EEO complaint database, or some other central repository.</li> </ul>		Recommendation	Status (Submitted by Metropolitan	Status (Assessed by CA State Auditor)
	13	<ul> <li>being settled and by what means, by October 2022 MWD should:</li> <li>Amend its administrative code to require that all personnel-related settlements that invoke confidentiality or have any financial impact—including paid and reinstated leave—be reported quarterly to the board's Legal and Claims Committee, regardless of settlement type.</li> <li>Develop a written policy that outlines mandatory information required when reporting settlements. This reporting on each settlement should include whether EEO issues were implicated, whether the employee is still employed by MWD, the existence and type of any financial or confidentiality terms, and whether MWD has taken any corrective action in response to the alleged issues.</li> <li>Implement centralized recordkeeping procedures for all employee settlement agreements, including a means of confidentially indicating the existence of such settlements in the EEO complaint database, its personnel database, or some other central</li> </ul>		

	Recommendation	Status (Submitted by Metropolitan	Status (Assessed by CA State Auditor)
20	<ul> <li>To better protect those employees required to reside in employee housing from the issues threatening the safety and habitability of this housing, by October 2022 MWD should:</li> <li>Improve the detail and consistency of its current procedures for responding to maintenance requests. These enhanced procedures should detail when MWD will handle a request on its own and when it will address a request as part of a larger effort, and they should establish clear and reasonable time frames for each scenario.</li> </ul>	Fully Implemented October 2022	Fully Implemented October 2022
	<ul> <li>Establish procedures for more reliably tracking the length of time it takes to respond to housing issues and regularly report its performance on these issues to the board, including any measures it has taken to improve this performance.</li> </ul>		
	<ul> <li>Develop a contingency plan for comprehensively addressing its long-term issues with housing—such as installing prefabricated homes or renovating existing units—in case its current plan for replacing employee housing is delayed.</li> </ul>		

	Recommendation	Status (Submitted by Metropolitan	Status (Assessed by CA State Auditor)
21	To better protect the safety of its employees, by June 2022 MWD should revise its safety policies to establish a minimum level of collaboration between safety representatives and management, such as establishing requirements for regular meetings and requiring managers to attend safety committee meetings.	Fully Implemented June 2022	Fully Implemented June 2022
22	To better ensure the effective handling of safety complaints and the protection of workers who make them, by October 2022 MWD should enhance its written policies to formally define retaliation and include specific steps responsible parties should take when performing the duties laid out in policy, such as protecting employees from retaliation.	Fully Implemented October 2022	Fully Implemented October 2022

#### Independent Review of Workplace Concerns Status of Recommendations

#	Recommendation	Action	Status
47	Conduct an annual employee survey for at least the next five years to evaluate the District's progress in implementing the recommendations in the Report, and the effectiveness of those recommendations.	In Progress	The annual survey is scheduled to be conducted in June 2023 to allow time for evaluation

#### Independent Review of Workplace Concerns Status of Recommendations Summary

	Referred	Completed	Addressed/ Ongoing	In Progress
General Manager/EEO	26	6	19	1
General Manager and Legal Departments	1	1	-	-
Legal and Ethics Departments	4	2	2	-
Joint Labor-Management Advisory Committee	9	2	7	-
Board	7	1	6	
Total	47	12	34	1

