

## SUPERVISORY AND CONFIDENTIAL CLASSIFICATION AND SALARY SCHEDULE

EEOC CODE	Job Code	Job Classification	Range No.	Annual Salary		Monthly Salary		Hourly Salary		Exempt Position (+ EXECUTIVE)
				Min	Max	Min	Max	Min	Max	
b	06027	ACCOUNTANT I (CONFIDENTIAL)	214	\$64,043.20	\$79,747.20	\$5,336.93	\$6,645.60	\$30.79	\$38.34	N
b	06028	ACCOUNTANT II (CONFIDENTIAL)	217	\$74,131.20	\$92,310.40	\$6,177.60	\$7,692.53	\$35.64	\$44.38	N
b	06029	ACCOUNTANT III (CONFIDENTIAL)	220	\$85,820.80	\$106,870.40	\$7,151.73	\$8,905.87	\$41.26	\$51.38	Y
f	18018	ADMINISTRATIVE ASSISTANT I (CONFIDENTIAL)	207	\$45,510.40	\$56,680.00	\$3,792.53	\$4,723.33	\$21.88	\$27.25	N
f	18024	ADMINISTRATIVE ASSISTANT II (CONFIDENTIAL)	209	\$50,169.60	\$62,483.20	\$4,180.80	\$5,206.93	\$24.12	\$30.04	N
g	36007	APPRENTICE	203	\$37,377.60	\$46,633.60	\$3,114.80	\$3,886.13	\$17.97	\$22.42	N
f	40018	ASSETS AND MAINTENANCE OPERATIONS SUPERVISOR	221	\$90,105.60	\$112,195.20	\$7,508.80	\$9,349.60	\$43.32	\$53.94	Y
aa	40015	ASSETS AND FACILITIES MANAGER	224	\$104,312.00	\$129,896.00	\$8,692.67	\$10,824.67	\$50.15	\$62.45	Y
a	02003	ASSISTANT GENERAL MANAGER OF OPERATIONS AND MAINTENANCE	238	\$206,523.20	\$257,156.64	\$17,210.27	\$21,429.72	\$99.29	\$123.63	+
a	02005	ASSISTANT GENERAL MANAGER OF PLANNING, ENGINEERING, AND CONSTRUCTION	238	\$206,523.20	\$257,156.64	\$17,210.27	\$21,429.72	\$99.29	\$123.63	+
f	01000	BOARD DIRECTOR (DIVISIONS 1-5)		PER DIEM	\$223.00					Y
f	18003	BOARD SECRETARY	222	\$94,619.20	\$117,811.20	\$7,884.93	\$9,817.60	\$45.49	\$56.64	Y
b	16015	CALL CENTER TRAINING COORDINATOR	218	\$77,833.60	\$96,928.00	\$6,486.13	\$8,077.33	\$37.42	\$46.60	Y
a	02031	CHIEF FINANCIAL OFFICER	234	\$169,915.20	\$211,556.80	\$14,159.60	\$17,629.73	\$81.69	\$101.71	+
b	10035	CLIENT SUPPORT SUPERVISOR	225	\$109,532.80	\$136,385.60	\$9,127.73	\$11,365.47	\$52.66	\$65.57	Y
f	12014	CONSERVATION PROGRAM MANAGER	222	\$94,619.20	\$117,811.20	\$7,884.93	\$9,817.60	\$45.49	\$56.64	Y
aa	26011	CONSTRUCTION AND SAFETY INSPECTION MANAGER	226	\$115,003.20	\$143,208.00	\$9,583.60	\$11,934.00	\$55.29	\$68.85	Y
aa	26003	CONSTRUCTION AND SAFETY INSPECTION SUPERVISOR	223	\$99,340.80	\$123,697.60	\$8,278.40	\$10,308.13	\$47.76	\$59.47	Y
aa	26014	CONSTRUCTION PROJECT ADMINISTRATION MANAGER	223	\$99,340.80	\$123,697.60	\$8,278.40	\$10,308.13	\$47.76	\$59.47	Y
f	26008	CONSTRUCTION PROJECT ADMINISTRATION SUPERVISOR	219	\$81,723.20	\$101,774.40	\$6,810.27	\$8,481.20	\$39.29	\$48.93	Y
aa	04001	CONTRACTS MANAGER	224	\$104,312.00	\$129,896.00	\$8,692.67	\$10,824.67	\$50.15	\$62.45	Y
aa	06002	CONTROLLER	231	\$146,764.80	\$182,748.80	\$12,230.40	\$15,229.07	\$70.56	\$87.86	Y
aa	16017	CUSTOMER SERVICE BILLING MANAGER	222	\$94,619.20	\$117,811.20	\$7,884.93	\$9,817.60	\$45.49	\$56.64	Y
aa	16006	CUSTOMER SERVICE OPERATIONS MANAGER	222	\$94,619.20	\$117,811.20	\$7,884.93	\$9,817.60	\$45.49	\$56.64	Y
aa	16012	CUSTOMER SERVICE SUPERVISOR	216	\$70,595.20	\$87,900.80	\$5,882.93	\$7,325.07	\$33.94	\$42.26	Y
f	18022	DEPUTY BOARD SECRETARY I	215	\$67,246.40	\$83,740.80	\$5,603.87	\$6,978.40	\$32.33	\$40.26	N
f	18002	DEPUTY BOARD SECRETARY II	217	\$74,131.20	\$92,310.40	\$6,177.60	\$7,692.53	\$35.64	\$44.38	N
a	02002	DEPUTY GENERAL MANAGER	240	\$227,697.60	\$283,524.80	\$18,974.80	\$23,627.07	\$109.47	\$136.31	+
f	16002	DEVELOPMENT SERVICES COORDINATOR	219	\$81,723.20	\$101,774.40	\$6,810.27	\$8,481.20	\$39.29	\$48.93	Y
aa	16016	DEVELOPMENT SERVICES MANAGER	223	\$99,340.80	\$123,697.60	\$8,278.40	\$10,308.13	\$47.76	\$59.47	Y
f	16013	DEVELOPMENT SERVICES SUPERVISOR	219	\$81,723.20	\$101,774.40	\$6,810.27	\$8,481.20	\$39.29	\$48.93	Y
a	02027	DIRECTOR OF CUSTOMER SERVICE	230	\$139,776.00	\$174,054.40	\$11,648.00	\$14,504.53	\$67.20	\$83.68	+
a	02014	DIRECTOR OF DEVELOPMENT SERVICES	231	\$146,764.80	\$182,748.80	\$12,230.40	\$15,229.07	\$70.56	\$87.86	+
a	02015	DIRECTOR OF ENGINEERING	234	\$169,915.20	\$211,556.80	\$14,159.60	\$17,629.73	\$81.69	\$101.71	+
a	02016	DIRECTOR OF ENGINEERING SERVICES	231	\$146,764.80	\$182,748.80	\$12,230.40	\$15,229.07	\$70.56	\$87.86	+
a	02023	DIRECTOR OF ENVIRONMENTAL AND REGULATORY COMPLIANCE	232	\$154,107.20	\$191,900.80	\$12,842.27	\$15,991.73	\$74.09	\$92.26	+
a	02017	DIRECTOR OF FIELD ENGINEERING	231	\$146,764.80	\$182,748.80	\$12,230.40	\$15,229.07	\$70.56	\$87.86	+
a	02030	DIRECTOR OF GROUNDWATER MANAGEMENT AND FACILITIES PLANNING	232	\$154,107.20	\$191,900.80	\$12,842.27	\$15,991.73	\$74.09	\$92.26	+
a	02010	DIRECTOR OF HUMAN RESOURCES	230	\$139,776.00	\$174,054.40	\$11,648.00	\$14,504.53	\$67.20	\$83.68	+
a	02020	DIRECTOR OF MAINTENANCE	230	\$139,776.00	\$174,054.40	\$11,648.00	\$14,504.53	\$67.20	\$83.68	+
a	02012	DIRECTOR OF PUBLIC AND GOVERNMENTAL AFFAIRS	230	\$139,776.00	\$174,054.40	\$11,648.00	\$14,504.53	\$67.20	\$83.68	+

EEOC Codes		
a	Exec / Senior Officers & Managers	f Administrative Support
b	Professional	g Craft Workers
c	Technician	h Service Worker
d	Operatives	aa First/Middle Officers & Managers
e	Laborers & Helpers	

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a	02036	DIRECTOR OF SAFETY, RISK AND EMERGENCY MANAGEMENT	230	\$139,776.00	\$174,054.40	\$11,648.00	\$14,504.53	\$67.20	\$83.68	+
a	02018	DIRECTOR OF WATER OPERATIONS	231	\$146,764.80	\$182,748.80	\$12,230.40	\$15,229.07	\$70.56	\$87.86	+
a	02022	DIRECTOR OF WATER RECLAMATION	231	\$146,764.80	\$182,748.80	\$12,230.40	\$15,229.07	\$70.56	\$87.86	+
a	02041	DIRECTOR OF WATER SUPPLY PLANNING	232	\$154,107.20	\$191,900.80	\$12,842.27	\$15,991.73	\$74.09	\$92.26	+
aa	46001	ELECTRICAL SERVICES MANAGER	226	\$115,003.20	\$143,208.00	\$9,583.60	\$11,934.00	\$55.29	\$68.85	Y
g	46002	ELECTRICAL SERVICES SUPERVISOR	224	\$104,312.00	\$129,896.00	\$8,692.67	\$10,824.67	\$50.15	\$62.45	Y
b	04010	ENERGY PROGRAM MANAGER	223	\$99,340.80	\$123,697.60	\$8,278.40	\$10,308.13	\$47.76	\$59.47	Y
aa	10032	ENGINEERING PROJECT CONTROL MANAGER	224	\$104,312.00	\$129,896.00	\$8,692.67	\$10,824.67	\$50.15	\$62.45	Y
aa	30001	ENVIRONMENTAL SERVICES MANAGER	225	\$109,532.80	\$136,385.60	\$9,127.73	\$11,365.47	\$52.66	\$65.57	Y
f	18019	EXECUTIVE ASSISTANT (CONFIDENTIAL)	212	\$58,094.40	\$72,342.40	\$4,841.20	\$6,028.53	\$27.93	\$34.78	N
a	12019	EXECUTIVE POLICY AND GOVERNMENTAL AFFAIRS ADVISOR	226	\$115,003.20	\$143,208.00	\$9,583.60	\$11,934.00	\$55.29	\$68.85	+
g	40002	FACILITIES AND GROUNDS SUPERVISOR	218	\$77,833.60	\$96,928.00	\$6,486.13	\$8,077.33	\$37.42	\$46.60	Y
aa	24009	FACILITIES LOCATION MANAGER	222	\$94,619.20	\$117,811.20	\$7,884.93	\$9,817.60	\$45.49	\$56.64	Y
aa	36001	FIELD SERVICES MANAGER	226	\$115,003.20	\$143,208.00	\$9,583.60	\$11,934.00	\$55.29	\$68.85	Y
g	36002	FIELD SERVICES SUPERVISOR	222	\$94,619.20	\$117,811.20	\$7,884.93	\$9,817.60	\$45.49	\$56.64	Y
f	06031	FINANCE TECHNICIAN I (CONFIDENTIAL)	208	\$47,756.80	\$59,508.80	\$3,979.73	\$4,959.07	\$22.96	\$28.61	N
f	06030	FINANCE TECHNICIAN II (CONFIDENTIAL)	210	\$52,686.40	\$65,603.20	\$4,390.53	\$5,466.93	\$25.33	\$31.54	N
f	06032	FINANCE TECHNICIAN III (CONFIDENTIAL)	212	\$58,094.40	\$72,342.40	\$4,841.20	\$6,028.53	\$27.93	\$34.78	N
b	18033	FINANCIAL ANALYST III (CONFIDENTIAL)	221	\$90,105.60	\$112,195.20	\$7,508.80	\$9,349.60	\$43.32	\$53.94	Y
aa	06000	FINANCIAL MANAGER	223	\$99,340.80	\$123,697.60	\$8,278.40	\$10,308.13	\$47.76	\$59.47	Y
g	42002	FLEET MAINTENANCE SUPERVISOR	220	\$85,820.80	\$106,870.40	\$7,151.73	\$8,905.87	\$41.26	\$51.38	Y
aa	42001	FLEET SERVICES MANAGER	223	\$99,340.80	\$123,697.60	\$8,278.40	\$10,308.13	\$47.76	\$59.47	Y
a	02001	GENERAL MANAGER		CONTRACT	\$302,432.00		\$25,202.67		\$145.40	+
aa	02035	GRANTS AND LOANS MANAGER	224	\$104,312.00	\$129,896.00	\$8,692.67	\$10,824.67	\$50.15	\$62.45	Y
b	02039	GRANTS AND LOANS PROGRAM ANALYST	218	\$77,833.60	\$96,928.00	\$6,486.13	\$8,077.33	\$37.42	\$46.60	Y
b	08003	HUMAN RESOURCES ANALYST I	215	\$67,246.40	\$83,740.80	\$5,603.87	\$6,978.40	\$32.33	\$40.26	Y
b	08004	HUMAN RESOURCES ANALYST II	218	\$77,833.60	\$96,928.00	\$6,486.13	\$8,077.33	\$37.42	\$46.60	Y
aa	08001	HUMAN RESOURCES MANAGER	224	\$104,312.00	\$129,896.00	\$8,692.67	\$10,824.67	\$50.15	\$62.45	Y
f	08005	HUMAN RESOURCES TECHNICIAN I	212	\$58,094.40	\$72,342.40	\$4,841.20	\$6,028.53	\$27.93	\$34.78	N
f	08006	HUMAN RESOURCES TECHNICIAN II	214	\$64,043.20	\$79,747.20	\$5,336.93	\$6,645.60	\$30.79	\$38.34	N
g	50003	INDUSTRIAL ENGINE SUPERVISOR	221	\$90,105.60	\$112,195.20	\$7,508.80	\$9,349.60	\$43.32	\$53.94	Y
b	10055	INFORMATION SYSTEMS ENGINEER I (CONFIDENTIAL)	219	\$81,723.20	\$101,774.40	\$6,810.27	\$8,481.20	\$39.29	\$48.93	Y
b	10056	INFORMATION SYSTEMS ENGINEER II (CONFIDENTIAL)	222	\$94,619.20	\$117,811.20	\$7,884.93	\$9,817.60	\$45.49	\$56.64	Y
aa	10047	INFORMATION TECHNOLOGY PROJECT ADVISOR	225	\$109,532.80	\$136,385.60	\$9,127.73	\$11,365.47	\$52.66	\$65.57	Y
aa	30011	INFORMATION TECHNOLOGY/DEVELOPMENT OPERATIONS MANAGER	227	\$120,764.80	\$150,363.20	\$10,063.73	\$12,530.27	\$58.06	\$72.29	Y
b	14009	LEGISLATIVE ANALYST I	221	\$90,105.60	\$112,195.20	\$7,508.80	\$9,349.60	\$43.32	\$53.94	Y
b	14008	LEGISLATIVE ANALYST II	223	\$99,340.80	\$123,697.60	\$8,278.40	\$10,308.13	\$47.76	\$59.47	Y
b	04004	MANAGEMENT ANALYST I	215	\$67,246.40	\$83,740.80	\$5,603.87	\$6,978.40	\$32.33	\$40.26	Y
b	04007	MANAGEMENT ANALYST II	218	\$77,833.60	\$96,928.00	\$6,486.13	\$8,077.33	\$37.42	\$46.60	Y
aa	30011	MANAGER OF LABORATORY AND WATER QUALITY SERVICES	227	\$120,764.80	\$150,363.20	\$10,063.73	\$12,530.27	\$58.06	\$72.29	Y
aa	24002	MAPPING MANAGER	222	\$94,619.20	\$117,811.20	\$7,884.93	\$9,817.60	\$45.49	\$56.64	Y

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				Min	Max	Min	Max	Min	Max	
g	50002	MECHANICAL MAINTENANCE SUPERVISOR	221	\$90,105.60	\$112,195.20	\$7,508.80	\$9,349.60	\$43.32	\$53.94	Y
aa	50001	MECHANICAL SERVICES MANAGER	224	\$104,312.00	\$129,896.00	\$8,692.67	\$10,824.67	\$50.15	\$62.45	Y
aa	56001	METER SERVICES MANAGER	220	\$85,820.80	\$106,870.40	\$7,151.73	\$8,905.87	\$41.26	\$51.38	Y
aa	56005	METER SERVICES SUPERVISOR	216	\$70,595.20	\$87,900.80	\$5,882.93	\$7,325.07	\$33.94	\$42.26	Y
b	22040	PRINCIPAL CIVIL ENGINEER	228	\$126,796.80	\$157,872.00	\$10,566.40	\$13,156.00	\$60.96	\$75.90	Y
b	22035	PRINCIPAL ENGINEERING GEOLOGIST	228	\$126,796.80	\$157,872.00	\$10,566.40	\$13,156.00	\$60.96	\$75.90	Y
b	28019	PRINCIPAL WATER RESOURCES SPECIALIST	227	\$120,764.80	\$150,363.20	\$10,063.73	\$12,530.27	\$58.06	\$72.29	Y
b	12002	PUBLIC AFFAIRS OFFICER I	217	\$74,131.20	\$92,310.40	\$6,177.60	\$7,692.53	\$35.64	\$44.38	Y
b	12003	PUBLIC AFFAIRS OFFICER II	220	\$85,820.80	\$106,870.40	\$7,151.73	\$8,905.87	\$41.26	\$51.38	Y
aa	20001	PURCHASING MANAGER	224	\$104,312.00	\$129,896.00	\$8,692.67	\$10,824.67	\$50.15	\$62.45	Y
aa	24007	REAL PROPERTY MANAGER	225	\$109,532.80	\$136,385.60	\$9,127.73	\$11,365.47	\$52.66	\$65.57	Y
f	18029	RECORDS MANAGEMENT SUPERVISOR/CONTRACTS SPECIALIST I	217	\$74,131.20	\$92,310.40	\$6,177.60	\$7,692.53	\$35.64	\$44.38	Y
f	18030	RECORDS MANAGEMENT SUPERVISOR/CONTRACTS SPECIALIST II	220	\$85,820.80	\$106,870.40	\$7,151.73	\$8,905.87	\$41.26	\$51.38	Y
c	08009	SAFETY AND CLAIMS TECHNICIAN	214	\$64,043.20	\$79,747.20	\$5,336.93	\$6,645.60	\$30.79	\$38.34	N
b	08012	SAFETY AND EMERGENCY MANAGEMENT OFFICER	222	\$94,619.20	\$117,811.20	\$7,884.93	\$9,817.60	\$45.49	\$56.64	Y
g	46008	SCADA SUPERVISOR	224	\$104,312.00	\$129,896.00	\$8,692.67	\$10,824.67	\$50.15	\$62.45	Y
b	10048	SENIOR APPLICATIONS ENGINEER	225	\$109,532.80	\$136,385.60	\$9,127.73	\$11,365.47	\$52.66	\$65.57	Y
b	10005	SENIOR BUSINESS SYSTEMS ENGINEER	224	\$104,312.00	\$129,896.00	\$8,692.67	\$10,824.67	\$50.15	\$62.45	Y
b	26001	SENIOR CONSTRUCTION ADMINISTRATOR	226	\$115,003.20	\$143,208.00	\$9,583.60	\$11,934.00	\$55.29	\$68.85	Y
a	02037	SENIOR DIRECTOR OF ADMINISTRATIVE SERVICES	235	\$178,401.60	\$222,144.00	\$14,866.80	\$18,512.00	\$85.77	\$106.80	+
a	02011	SENIOR DIRECTOR OF INFORMATION SYSTEMS	235	\$178,401.60	\$222,144.00	\$14,866.80	\$18,512.00	\$85.77	\$106.80	+
a	02038	SENIOR DIRECTOR OF WATER RESOURCES PLANNING	235	\$178,401.60	\$222,144.00	\$14,866.80	\$18,512.00	\$85.77	\$106.80	+
f	18004	SENIOR EXECUTIVE ASSISTANT	215	\$67,246.40	\$83,740.80	\$5,603.87	\$6,978.40	\$32.33	\$40.26	N
aa	06040	SENIOR FINANCIAL MANAGER	226	\$115,003.20	\$143,208.00	\$9,583.60	\$11,934.00	\$55.29	\$68.85	Y
b	08011	SENIOR HUMAN RESOURCES ANALYST	221	\$90,105.60	\$112,195.20	\$7,508.80	\$9,349.60	\$43.32	\$53.94	Y
p	10053	SENIOR INFORMATION SYSTEMS ENGINEER (CONFIDENTIAL)	225	\$109,532.80	\$136,385.60	\$9,127.73	\$11,365.47	\$52.66	\$65.57	Y
b	12017	SENIOR LEGISLATIVE PROGRAM MANAGER	225	\$109,532.80	\$136,385.60	\$9,127.73	\$11,365.47	\$52.66	\$65.57	Y
p	04015	SENIOR MANAGEMENT ANALYST	221	\$90,105.60	\$112,195.20	\$7,508.80	\$9,349.60	\$43.32	\$53.94	Y
aa	12025	SENIOR PUBLIC AFFAIRS PROGRAM MANAGER	225	\$109,532.80	\$136,385.60	\$9,127.73	\$11,365.47	\$52.66	\$65.57	Y
aa	48001	SOURCE CONTROL MANAGER	225	\$109,532.80	\$136,385.60	\$9,127.73	\$11,365.47	\$52.66	\$65.57	Y
g	44014	TREATMENT PROCESS CONTROL SPECIALIST I	216	\$70,595.20	\$87,900.80	\$5,882.93	\$7,325.07	\$33.94	\$42.26	N
g	44001	TREATMENT PROCESS CONTROL SPECIALIST II	218	\$77,833.60	\$96,928.00	\$6,486.13	\$8,077.33	\$37.42	\$46.60	N
aa	20000	WAREHOUSE MANAGER	220	\$85,820.80	\$106,870.40	\$7,151.73	\$8,905.87	\$41.26	\$51.38	Y
aa	38001	WASTEWATER COLLECTION MANAGER	223	\$99,340.80	\$123,697.60	\$8,278.40	\$10,308.13	\$47.76	\$59.47	Y
g	38002	WASTEWATER COLLECTION SUPERVISOR	219	\$81,723.20	\$101,774.40	\$6,810.27	\$8,481.20	\$39.29	\$48.93	Y
aa	32001	WATER OPERATIONS MANAGER	227	\$120,764.80	\$150,363.20	\$10,063.73	\$12,530.27	\$58.06	\$72.29	Y
g	32002	WATER OPERATIONS SUPERVISOR	221	\$90,105.60	\$112,195.20	\$7,508.80	\$9,349.60	\$43.32	\$53.94	Y
aa	44002	WATER RECLAMATION PLANT MANAGER	227	\$120,764.80	\$150,363.20	\$10,063.73	\$12,530.27	\$58.06	\$72.29	Y
g	44003	WATER RECLAMATION PLANT SHIFT SUPERVISOR	221	\$90,105.60	\$112,195.20	\$7,508.80	\$9,349.60	\$43.32	\$53.94	Y
aa	28007	WATER RESOURCES PLANNING MANAGER	227	\$120,764.80	\$150,363.20	\$10,063.73	\$12,530.27	\$58.06	\$72.29	Y

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