



BOARD ADOPTED: June 3, 2026

COLA : 3.4%

RANGE	POSITION	STEP %	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	ANNUAL		
		HOURLY												MIN	MAX
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12		
11	CUSTOMER SUPPORT SPECIALIST I	\$25.95	\$26.60	\$27.26	\$27.94	\$28.64	\$29.36	\$30.09	\$30.84	\$31.61	\$32.40	\$33.21	\$34.04	\$53,976.00	\$70,803.20
15	CUSTOMER SUPPORT SPECIALIST II	\$28.64	\$29.36	\$30.09	\$30.84	\$31.61	\$32.40	\$33.21	\$34.04	\$34.90	\$35.77	\$36.66	\$37.58	\$59,571.20	\$78,166.40
16	FIELD SERVICE TECHNICIAN I MAINTENANCE WORKER I	\$29.36	\$30.09	\$30.84	\$31.61	\$32.40	\$33.21	\$34.04	\$34.90	\$35.77	\$36.66	\$37.58	\$38.52	\$61,068.80	\$80,121.60
18	PRODUCTION OPERATOR I	\$30.84	\$31.61	\$32.40	\$33.21	\$34.04	\$34.90	\$35.77	\$36.66	\$37.58	\$38.52	\$39.48	\$40.47	\$64,147.20	\$84,177.60
19	ACCOUNTING TECHNICIAN	\$31.61	\$32.40	\$33.21	\$34.04	\$34.90	\$35.77	\$36.66	\$37.58	\$38.52	\$39.48	\$40.47	\$41.48	\$65,748.80	\$86,278.40
22	FIELD SERVICE TECHNICIAN II MAINTENANCE WORKER II MECHANIC	\$34.04	\$34.90	\$35.77	\$36.66	\$37.58	\$38.52	\$39.48	\$40.47	\$41.48	\$42.52	\$43.58	\$44.67	\$70,803.20	\$92,913.60
24	COMPLIANCE COORDINATOR EXECUTIVE ASSISTANT HR GENERALIST PRODUCTION OPERATOR II	\$35.77	\$36.66	\$37.58	\$38.52	\$39.48	\$40.47	\$41.48	\$42.52	\$43.58	\$44.67	\$45.79	\$46.93	\$74,401.60	\$97,614.40
28	MAINTENANCE WORKER III	\$39.48	\$40.47	\$41.48	\$42.52	\$43.58	\$44.67	\$45.79	\$46.93	\$48.10	\$49.31	\$50.54	\$51.80	\$82,118.40	\$107,744.00
30	WATER QUALITY SPECIALIST	\$41.48	\$42.52	\$43.58	\$44.67	\$45.79	\$46.93	\$48.10	\$49.31	\$50.54	\$51.80	\$53.10	\$54.42	\$86,278.40	\$113,193.60
31	BILLING & CUSTOMER SUPPORT SUPERVISOR	\$42.52	\$43.58	\$44.67	\$45.79	\$46.93	\$48.10	\$49.31	\$50.54	\$51.80	\$53.10	\$54.42	\$55.79	\$88,441.60	\$116,043.20
33	ACCOUNTING SUPERVISOR	\$44.67	\$45.79	\$46.93	\$48.10	\$49.31	\$50.54	\$51.80	\$53.10	\$54.42	\$55.79	\$57.18	\$58.61	\$92,913.60	\$121,908.80
35	MAINTENANCE SUPERVISOR PRODUCTION SUPERVISOR	\$46.93	\$48.10	\$49.31	\$50.54	\$51.80	\$53.10	\$54.42	\$55.79	\$57.18	\$58.61	\$60.07	\$61.58	\$97,614.40	\$128,086.40
53	DIRECTOR OF ADMINISTRATION DIRECTOR OF FINANCE DIRECTOR OF OPERATIONS	\$73.19	\$75.02	\$76.90	\$78.82	\$80.79	\$82.81	\$84.88	\$87.01	\$89.18	\$91.41	\$93.70	\$96.04	\$152,235.20	\$199,763.20