

Job Title	Current Min	Current Max	Proposed Min	Proposed Max
Engineering Technician 1	\$23,849	\$32,197	42,200	59,000
Service Desk Analyst 1	\$37,185	\$52,059	46,300	64,900
Customer Service Analyst			46,300	64,900
Engineering Technician 2	\$31,185	\$52,059	46,300	64,900
Treasury Specialist 1			46,300	64,900
Treasury Specialist 2			50,800	71,200
Public Affairs Specialist 1	\$37,185	\$52,059	50,800	71,200
Accounts Payable Analyst			50,800	71,200
Billing Analyst			50,800	71,200
Service Desk Analyst 2	\$41,958	\$58,741	50,800	71,200
Quality Assurance Analyst			50,800	71,200
Engineering Technician 3	\$41,958	\$58,741	50,800	71,200
Security Corporal			50,800	71,200
Workforce Optimization Analyst			53,600	80,400
Public Affairs Specialist 2	\$50,924	\$79,385	53,600	80,400
Professional Administrative Analyst 1	\$52,924	\$79,385	53,600	80,400
Business Opportunity Specialist			53,600	80,400
Service Desk Analyst 3	\$47,934	\$67,108	53,600	80,400
Environmental Health & Safety Coordinator 1	\$52,924	\$79,385	58,900	88,300
Public Affairs Specialist 3	\$58,141	\$87,212	58,900	88,300
Security Project Manager	\$58,141	\$87,212	58,900	88,300
Professional Administrative Analyst 2	\$58,141	\$87,212	58,900	88,300
Training Specialist 1	\$58,141	\$87,212	58,900	88,300
Maintenance Planner Scheduler			58,900	88,300
Human Resources Generalist I			58,900	88,300
Secretary BOWC			58,900	88,300
Supervisor - Procurement Warehouse Inventory			64,600	97,000
Infrastructure Administrator 1	\$52,924	\$79,385	64,600	97,000
Environmental Health & Safety Coordinator 2	\$63,359	\$95,039	64,600	97,000
Security Sergeant	\$41,958	\$58,741	64,600	97,000
Team Leader	\$55,100	\$79,385	64,600	97,000
Professional Administrative Analyst 3	\$63,359	\$95,039	64,600	97,000
Supply Chain Analyst			64,600	97,000
Applications Analyst 1	\$52,924	\$79,385	64,600	97,000
Database Administrator 1	\$52,924	\$79,385	64,600	97,000
GIS Analyst 1	\$41,958	\$58,741	64,600	97,000
IT Project Manager 1	\$58,141	\$87,212	64,600	97,000
Human Resources Generalist II	\$52,924	\$95,039	64,600	97,000
Training Specialist 2	\$63,359	\$95,039	64,600	97,000
Paralegal			64,600	97,000
Security Specialist	\$41,958	\$58,741	64,600	97,000
Financial Analyst 1			64,600	97,000
Procurement Analyst 1			64,600	97,000
Infrastructure Administrator 2	\$63,359	\$95,039	71,000	106,400
Business Analyst			71,000	106,400
Financial Analyst 2			71,000	106,400
Procurement Analyst 2			71,000	106,400
Applications Analyst 2	\$63,359	\$95,039	71,000	106,400
Database Administrator 2	\$63,359	\$95,039	71,000	106,400
GIS Analyst 2	\$53,359	\$95,039	71,000	106,400

IT Project Manager 2	\$63,359	\$95,039	71,000	106,400
Human Resources Generalist III			71,000	106,400
Program Analyst			71,000	106,400
Executive Administrative Assistant			71,000	106,400
Supervisor - Human Resources			74,900	119,900
Infrastructure Administrator 3	\$77,728	\$116,592	74,900	119,900
Security Lieutenant	\$58,141	\$87,212	74,900	119,900
Security Training Coordinator/Investigator	\$63,359	\$95,039	74,900	119,900
Manager - Finance (Billing)			74,900	119,900
Manager - Finance (Collections)			74,900	119,900
Senior Capital Asset Analyst			74,900	119,900
Supervisor - Finance			74,900	119,900
Applications Analyst 3	\$77,728	\$116,592	74,900	119,900
Database Administrator 3	\$77,728	\$116,592	74,900	119,900
GIS Analyst 3	\$77,728	\$116,592	74,900	119,900
IT Project Manager 3	\$77,728	\$116,592	74,900	119,900
Program Analyst 2			74,900	119,900
Service Line Leader			74,900	119,900
Project Manager			74,900	119,900
Assistant Manager - IT			82,200	131,600
Assistant Manager - IT Business Analytics			82,200	131,600
Assistant Manager - IT Infrastructure			82,200	131,600
Assistant Manager - IT Service Delivery			82,200	131,600
Assistant Manager - Finance			82,200	131,600
Manager - Special Projects			82,200	131,600
Assistant Manager - Human Resources			82,200	131,600
Assistant Manager - Customer Service			82,200	131,600
Assistant Manager - Public Affairs			82,200	131,600
Security Captain			82,200	131,600
Assistant Manager - Engineering			82,200	131,600
Assistant Manager - Meter Operations			82,200	131,600
Assistant Manager - Maintenance & Repair			82,200	131,600
Deputy Chief - Security and Integrity			90,300	144,500
Associate General Counsel			90,300	144,500
Manager - Environmental Health and Safety			90,300	144,500
Manager - Human Resources			90,300	144,500
Manager - Human Resources (Labor Relations)			90,300	144,500
Manager - Customer Service			90,300	144,500
Manager - Operations Center			90,300	144,500
Manager - Fleet			90,300	144,500
Manager - Facilities and Construction			90,300	144,500
Manager - Public Affairs			90,300	144,500
Manager - Special Projects			90,300	144,500
Senior Associate General Counsel			99,200	158,600
Business Opportunity Director			99,200	158,600
Internal Audit Manager			99,200	158,600
Manager - Finance			99,200	158,600
Manager - Finance (Budget)			99,200	158,600
Manager - Finance (CIP)			99,200	158,600
Manager - Finance (Treasury)			99,200	158,600
Manager - IT (Applications Delivery)	\$94,197	\$141,295	99,200	158,600
Manager - IT (Infrastructure Delivery)	\$94,197	\$141,295	99,200	158,600

Manager - IT (Risk and Cyber Security)			99,200	158,600
Manager - IT (Service Delivery)	\$94,197	\$141,295	99,200	158,600
Public Affairs Officer	\$85,563	\$128,344	99,200	158,600
Manager - Operations (Restorations)			99,200	158,600
Manager- Meter Operations			99,200	158,600
Supervisor - Associate General Counsel			108,800	174,200
Controller			108,800	174,200
Manager - Finance (Procurement)			108,800	174,200
Manager - Field Engineering			108,800	174,200
Manager - Stormwater & Permits			108,800	174,200
Manager - Engineering			108,800	174,200
Manager - Maintenance and Repair			108,800	174,200
Chief Security and Integrity Officer	\$120,735	\$181,103	119,500	191,300
Deputy General Counsel			119,500	191,300
Field Services Director	\$101,900	\$181,103	119,500	191,300
Water Operations Director	\$120,735	\$181,103	119,500	191,300
Compliance Officer			119,500	191,300
Chief Deputy General Counsel	\$120,735	\$181,103	131,200	210,000
Chief Engineer			131,200	210,000
Systems Planning Officer	\$85,563	\$141,295	131,200	210,000
Finance Director			144,100	230,500
IT Director	\$120,735	\$181,103	144,100	230,500
Organizational Development Director	\$120,735	\$181,103	144,100	230,500
Chief Customer Service Officer	\$120,735	\$181,103	144,100	230,500
Chief General Counsel			158,200	253,200
Chief Financial Officer	\$120,735	\$181,103	158,200	253,200
Chief Information Officer			158,200	253,200
Chief Organizational Development Officer			158,200	253,200
Chief Administrative Officer	\$136,570	\$204,856	158,200	253,200
Chief Operating Officer	\$136,570	\$204,856	158,200	253,200
Chief Strategy and Planning Officer			158,200	253,200
Deputy Executive Director			173,800	278,000
Executive Director			190,800	305,200