

EXHIBIT A
Non-Represented Employees Salary Schedule
Fiscal Year 2021-2022

Job	Grade	Minimum	Market Point	Award Point	Performance Based Lump Sum (up to 7% of Award Point)
Chief Operating Officer	16	\$155,233	\$194,041	\$213,445	\$14,941
Chief Financial Officer Chief of Staff Chief Utility Relations Officer General Counsel	14	\$142,814	\$178,518	\$196,370	\$13,746
Enterprise Asset Technical Services Director Human Resources and Risk Management Director Natural Systems Enhancement and Stewardship Director Regulatory Affairs Director Research and Innovation Director	13	\$138,675	\$173,343	\$190,678	\$13,347
Regulatory Affairs Services Manager Treatment Plant Services Manager Utility Operations and Services Manager Water Resource Recovery Services Manager	12	\$131,430	\$164,288	\$180,717	\$12,650
Business Opportunities Manager Business Practice Leader 2 - Digital Solutions Business Practice Leader 2 – Strategy, Performance, and Innovation Business Practice Leader 2 – Utility Financial Strategist Engineering Division Manager Field Operations Division Manager Landscape Strategies Division Manager Planning and Development Services Division Manager Plant Superintendent 3 Project Delivery Division Manager Stewardship Services Division Manager Systems Planning Division Manager	11	\$124,186	\$155,233	\$170,756	\$11,953
Building and Facilities Services Manager Business Practice Leader 1 – Integrated Planning Business Practice Leader 1 – Strategy, Performance, and Innovation Compliance and Permitting Manager Construction Manager Digital Solutions Opportunities Manager Finance Manager	10	\$110,733	\$138,416	\$152,258	\$10,658

Information Technology Systems Manager					
Plant Superintendent 2					
Principal Engineer					
Public Affairs Manager					
Senior Assistant Legal Counsel					
Senior Water Resources Program Manager					

Compensation and Benefits Manager					
Database Administrator					
Development Services Program Manager					
Information Technology Enterprise Architect					
Integrated Planning Program Manager					
Laboratory Manager					
Reuse Manager	9	\$98,314	\$122,893	\$135,182	\$9,463
Senior Engineer					
Senior Field Engineer - Automation and Controls					
Senior Operations Analyst					
Software Engineer					
Strategic Risk Manager					
Water Resources Program Manager					

Accounting Supervisor					
Asset Management Systems Analyst					
Building and Facilities Supervisor					
Business Systems Analyst 2					
Communications and Marketing Manager					
Construction Coordinator					
Construction Inspection Supervisor					
Data Management Analyst					
Development Services Supervisor					
Electrical and Instrumentation Supervisor					
Employee Relations Program Manager					
Engineer	8	\$87,965	\$109,957	\$120,952	\$8,467
Field Engineer					
Information Technology Analyst					
Laboratory Supervisor					
Operations Analyst 2					
Operations Supervisor					
Permit/Mapping Supervisor					
Plant Superintendent 1					
Procurement Supervisor					
Programmer Analyst					
Senior Management Analyst					
Senior Plan Reviewer					
Senior Policy Analyst					
Water Resources Analyst					

Control Systems Analyst 2					
Engineering Project Coordinator	7	\$77,109	\$98,314	\$108,146	\$7,570
Environmental Services Supervisor					
Field Construction/Maintenance Supervisor					

GIS Analyst					
Inspection Program Manager					
Laboratory Systems and QA/QC Coordinator					
Landscape Program Supervisor					
Mechanical Maintenance Supervisor					
Plan Reviewer					
Public Involvement Coordinator					
Senior Financial Analyst					
Senior Human Resources Analyst					
Senior Risk Management Analyst					
Water Resources Project Manager					

Business Systems Analyst 1					
Contracts Coordinator					
Control Systems Analyst 1					
Easement Acquisition Specialist					
Executive Assistant					
Financial Analyst					
GIS Specialist					
Human Resources Analyst					
Office Manager	6	\$70,372	\$87,965	\$96,762	\$6,773
Operations Analyst 1					
Paralegal					
Payroll Coordinator					
Procurement Coordinator					
Project Manager 1					
Risk and Safety Analyst					
Senior Accountant					
Senior Public Affairs Specialist					

Control Systems Specialist					
Graphics Specialist					
Human Resources Specialist					
Operations Coordinator					
Operations Specialist - Research	5	\$62,093	\$77,616	\$85,378	\$5,976
Program Support Specialist					
Public Affairs Specialist					
Technical Editor and Communications Specialist					
Volunteer and Education Specialist					

Accounting Specialist					
Administrative Assistant	4	\$54,849	\$68,561	\$75,417	\$5,279
Information Technology Technician					

Administrative Associate	3	\$48,640	\$60,800	\$66,879	\$4,682
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Intern - University	2	\$40,361	\$50,451	\$55,496	\$3,885
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Intern	1	\$29,120	\$36,400	\$40,040	\$2,803
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EXHIBIT B
Represented Employees Salary Schedule
Fiscal Year 2021-22

Job	Grade	Min	Market Point	Award Point	Performance Based Lump Sum (up to 5% of Award Point)
Construction Inspector 3 Electrical and Instrumentation Technician Electrician 2 Engineering Technician 3 Environmental Services Specialist 2 Instrument Technician 2 Senior Landscape Specialist Senior Operator Senior Plant Maintenance Technician Technical Services Specialist 3	6	\$31.05 \$64,576.84	\$38.81 \$80,721.05	\$42.69 \$88,793.16	\$4,528.45
Construction Inspector 2 Engineering Technician 2 Field Construction/Maintenance Technician 2 Fleet Maintenance Technician Instrument Technician 1 Laboratory Specialist Plant Maintenance Technician 2 Storekeeper 2 Technical Services Specialist 2 Wastewater Plant Operator 2	5	\$27.94 \$58,119.16	\$34.93 \$72,648.95	\$38.42 \$79,913.84	\$3,995.69
Environmental Services Specialist 1 Landscape Specialist Water Resources Specialist	4	\$25.87 \$53,814.04	\$32.34 \$67,267.54	\$35.57 \$73,994.30	\$3,699.71
Facilities Maintenance Technician Field Construction/Maintenance Technician 1 Laboratory Technician Permits Technician 2 Plant Maintenance Technician 1 Wastewater Plant Operator 1	3	\$23.80 \$49,508.91	\$29.75 \$61,886.14	\$32.73 \$68,074.76	\$3,403.74
Associate Accounting Clerk Customer Service Representative Permits Technician 1	2	\$22.77 \$47,356.35	\$28.46 \$59,195.44	\$31.31 \$65,114.98	\$3,255.75
Field Construction/Maintenance Technician Trainee Instrument Technician Trainee Plant Maintenance Technician Trainee Utility Worker Wastewater Plant Operator Trainee	1	\$20.70 \$43,051.23	\$25.87 \$53,814.04	\$28.46 \$59,195.44	\$2,959.77