

CERTIFIED, TECHNICAL AND PROFESSIONAL POSITIONS
 PAY SCHEDULE - 5th MARKET PERCENTILE
 (Effective October 31, 2007)

Utility	CTP Position	POSITION TITLES	Structural Adjustment - MIN				Structural Adjustment - MAX			
			Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step	Sub Step
GWA	Y	Accountant I	31,378	I	1	A	36,429	I	4	D
GWA	Y	Accountant II	39,123	J	3	B	45,420	J	7	A
GWA	Y	Accountant III	45,496	K	3	D	52,820	K	7	C
GWA	Y	Administrative Officer	29,510	H	2	D	34,261	H	6	C
GWA	Y	AGM Collection & Distribution	73,112	O	2	C	84,881	O	6	B
GWA	Y	AGM Compliance & Safety	65,422	N	3	A	75,953	N	6	D
GWA	Y	AGM Consolidated Administration	70,259	O	1	C	81,569	O	5	B
GWA	Y	AGM Production & Treatment	73,112	O	2	C	84,881	O	6	B
GWA	Y	Asset Management and Maintenance Management Information System Officer	42,015	K	1	D	49,266	K	5	D
GWA	Y	Assistant Chief Engineer	70,259	O	1	C	81,569	O	5	B
GWA	Y	Assistant Chief Financial Officer	70,962	O	1	D	82,384	O	5	C
GWA	Y	Biologist I	32,009	I	1	C	37,162	I	5	B
GWA	Y	Biologist II	37,972	J	2	C	44,084	J	6	B
GWA	Y	Biologist III	45,046	K	3	C	52,297	K	7	B
GWA	Y	Budget Analyst	37,596	J	2	B	43,648	J	6	A
GWA	Y	Buyer I	19,722	E	2	C	22,896	E	6	B
GWA	Y	Buyer II	25,886	G	2	D	30,053	G	6	C
GWA	Y	Buyer Supervisor I	37,224	J	2	A	43,216	J	5	D
GWA	Y	Buyer Supervisor II	43,721	K	2	D	50,759	K	6	C
GWA	Y	Carpenter Leader	32,653	I	2	A	37,909	I	5	D
GWA	Y	Centralized Wastewater Maintenance Superintendent	56,257	M	2	C	65,313	M	6	B
GWA	Y	Chemist I	32,009	I	1	C	37,162	I	5	B

CERTIFIED, TECHNICAL AND PROFESSIONAL POSITIONS
PAY SCHEDULE - 5th MARKET PERCENTILE
(Effective October 31, 2007)

GWA	Y	Chemist II	37,972	J	2	C	44,084	J	6	B
GWA	Y	Chemist III	45,046	K	3	C	52,297	K	7	B
GWA	Y	Chief Budget Officer	58,542	M	3	C	67,965	M	7	B
GWA	Y	Chief Engineer	82,522	P	2	B	95,806	P	6	A
GWA	Y	Chief Water/Wastewater Systems Dispatcher	56,820	M	2	D	65,966	M	6	C
GWA	Y	Collection Agent	21,821	F	1	D	25,334	F	5	C
GWA	Y	Collection Supervisor	37,596	J	2	B	43,648	J	6	A
GWA	Y	Communications Manager	52,908	L	4	B	59,618	L	7	B
GWA	Y	Computer Operations Supervisor	42,435	K	2	A	49,266	K	5	D
GWA	Y	Computer Operator I	18,579	E	1	A	21,569	E	4	D
GWA	Y	Computer Operator II	25,376	G	2	C	29,461	G	6	A
GWA	Y	Computer Operator III	32,653	I	2	A	37,909	I	5	D
GWA	Y	Computer Technician I	26,407	G	3	B	30,657	G	7	A
GWA	Y	Computer Technician II	32,009	I	1	C	37,162	I	5	B
GWA	Y	Computer Technician Leader	37,224	J	2	A	43,216	J	5	D
GWA	Y	Computer Technician Supervisor	45,951	K	4	A	53,348	K	7	D
GWA	Y	Construction Inspector I	25,630	G	2	C	29,756	G	6	B
GWA	Y	Construction Inspector II	32,329	I	1	D	37,533	I	5	C
GWA	Y	Construction Inspector III	37,596	J	2	B	43,648	J	6	A
GWA	Y	Controller	62,870	N	2	A	72,990	N	5	D
GWA	Y	Customer Service Representative	24,876	G	1	D	28,881	G	5	C
GWA	Y	Customer Service Representative Supervisor	38,352	J	2	D	44,525	J	6	C
GWA	Y	Electrician I (90% Electrician II Rate)	26,407	G	3	B	30,657	G	7	A
GWA	Y	Electrician II	36,069	I	4	C	41,875	I	8	B
GWA	Y	Electrician Leader	37,596	J	2	B	43,648	J	6	A
GWA	Y	Employee Development Specialist I	25,886	G	2	D	30,053	G	6	C

CERTIFIED, TECHNICAL AND PROFESSIONAL POSITIONS
PAY SCHEDULE - 5th MARKET PERCENTILE
(Effective October 31, 2007)

GWA	Y	Employee Development Specialist II	31,692	I	1	B	36,794	I	5	A
GWA	Y	Employee Development Specialist III	39,514	J	3	C	45,874	J	7	B
GWA	Y	Engineer I (Junior Engineer)	36,855	J	1	D	42,788	J	5	C
GWA	Y	Engineer II (Associate Engineer)	45,951	K	4	A	53,348	K	7	D
GWA	Y	Engineer III (Senior Engineer)	52,384	L	4	A	60,817	L	7	D
GWA	Y	Engineer Supervisor	64,775	N	2	D	75,201	N	6	C
GWA	Y	Equipment Maintenance Superintendent	45,496	K	3	D	52,820	K	7	C
GWA	Y	Equipment Operator I	16,959	D	2	A	19,689	D	5	D
GWA	Y	Equipment Operator II	20,319	E	3	B	23,590	E	7	A
GWA	Y	Equipment Operator III	23,164	F	3	B	26,892	F	7	A
GWA	Y	Equipment Operator IV	25,125	G	2	A	29,169	G	5	D
GWA	Y	Equipment Operator Leader I	29,218	H	2	C	33,922	H	6	B
GWA	Y	Equipment Operator Leader II	32,653	I	2	A	37,909	I	5	D
GWA	Y	Equipment Operator Supervisor	36,129	J	1	B	41,945	J	5	A
GWA	Y	General Manager (GWA)	102,041	R	1	A	118,467	R	4	D
GWA	Y	GIS/LIS Manager	48,778	K	5	C	56,630	K	9	B
GWA	Y	Grants Administrator	57,962	M	3	B	65,966	M	6	C
GWA	Y	Heavy Equipment Mechanic I (90% Heavy Equipment Mechanic II Rate)	24,876	G	1	D	28,881	G	5	C
GWA	Y	Heavy Equipment Mechanic II	32,653	I	2	A	37,909	I	5	D
GWA	Y	Heavy Equipment Mechanic Leader	36,490	J	1	C	42,364	J	5	B
GWA	Y	Heavy Equipment Mechanic Supervisor	44,158	K	3	A	51,266	K	6	D
GWA	Y	Information Technology Administrator	69,447	N	4	C	79,828	N	8	A
GWA	Y	Internal Auditor	58,542	M	3	C	67,965	M	7	B
GWA	Y	Inventory Management Officer	43,288	K	2	C	50,256	K	6	B
GWA	Y	Laboratory Technician I	25,376	G	2	B	29,461	G	6	A
GWA	Y	Laboratory Technician II	29,806	H	3	A	34,603	H	6	D
GWA	Y	Laboratory Technician Supervisor	42,860	K	2	B	49,759	K	6	A

CERTIFIED, TECHNICAL AND PROFESSIONAL POSITIONS
 PAY SCHEDULE - 5th MARKET PERCENTILE
 (Effective October 31, 2007)

GWA	Y	Land Agent I	20,522	E	3	C	23,826	E	7	B
GWA	Y	Land Agent II	25,125	G	2	A	29,169	G	5	D
GWA	Y	Land Agent III	29,510	H	2	D	34,261	H	6	C
GWA	Y	Legal Secretary II	21,821	F	1	D	25,334	F	5	C
GWA	Y	Management Analyst I	25,886	G	2	D	30,053	G	6	C
GWA	Y	Management Analyst II	31,692	I	1	B	36,794	I	5	A
GWA	Y	Management Analyst III	39,514	J	3	C	45,874	J	7	B
GWA	Y	Management Analyst IV	45,046	K	3	C	52,297	K	7	B
GWA	Y	Meter Reader I	16,959	D	2	A	19,689	D	5	D
GWA	Y	Meter Reader II	18,764	E	1	B	21,785	E	5	A
GWA	Y	Meter Reader Leader	28,359	H	1	D	32,924	H	5	C
GWA	Y	Meter Reader Supervisor	37,224	J	2	A	43,216	J	5	D
GWA	Y	Monitoring Laboratory Services Administrator	60,417	N	1	A	70,142	N	4	D
GWA	Y	Network Systems Administrator	45,951	k	4	A	52,820	K	7	C
GWA	Y	Payroll Supervisor	42,435	K	2	A	49,266	K	5	D
GWA	Y	Personnel Services Administrator	59,127	M	3	D	68,645	M	7	C
GWA	Y	Personnel Specialist I	25,886	G	2	D	30,053	G	6	C
GWA	Y	Personnel Specialist II	31,692	I	1	B	36,794	I	5	A
GWA	Y	Personnel Specialist III	39,514	J	3	C	45,874	J	7	B
GWA	Y	Personnel Specialist IV	45,046	K	3	C	52,297	K	7	B
GWA	Y	Planner I	31,692	I	1	B	36,794	I	5	A
GWA	Y	Planner II	36,855	J	1	D	42,788	J	5	C
GWA	Y	Planner III	45,951	K	4	A	53,348	K	7	D
GWA	Y	Planner IV	51,352	L	3	C	59,618	L	7	B
GWA	Y	Plant Instrument Tech. I or App. Instrument Tech. IV (App. 8000 hrs - 90% Journeymans Rate)	26,937	G	3	D	31,274	G	7	C
GWA	Y	Plant Instrument Technician II	36,794	I	5	A	42,716	I	8	D

CERTIFIED, TECHNICAL AND PROFESSIONAL POSITIONS
 PAY SCHEDULE - 5th MARKET PERCENTILE
 (Effective October 31, 2007)

GWA	Y	Plant Instrument Technician Leader	39,123	J	3	B	45,420	J	7	A
GWA	Y	Programmer Analyst	36,129	J	1	B	41,945	J	5	A
GWA	Y	Public Information Officer	48,376	L	2	A	56,163	L	5	D
GWA	Y	Pumping Station Leader	31,692	I	1	B	36,794	I	5	A
GWA	Y	Pumping Station Operator I	22,934	F	3	A	26,626	F	6	D
GWA	Y	Pumping Station Operator II	26,937	G	3	D	31,274	G	7	C
GWA	Y	Pumping Station Supervisor	45,496	K	3	D	52,820	K	7	C
GWA	Y	Refrigeration Mechanic I (90% Refrigeration Mechanic II Rate)	24,876	G	1	D	28,881	G	5	C
GWA	Y	Refrigeration Mechanic II	32,653	I	2	A	37,909	I	5	D
GWA	Y	Refrigeration Mechanic Leader	36,129	J	1	B	41,945	J	5	A
GWA	Y	Right of Way Supervisor	48,376	L	2	A	56,163	L	5	D
GWA	Y	Safety Inspector I	19,526	E	2	B	22,669	E	6	A
GWA	Y	Safety Inspector II	26,407	G	3	B	30,657	G	7	A
GWA	Y	Safety Inspector III	37,224	J	2	A	43,216	J	5	D
GWA	Y	Safety Supervisor	42,860	K	2	B	49,759	K	6	A
GWA	Y	Sewer Plant Leader	32,009	I	1	C	37,162	I	5	B
GWA	Y	Sewer Plant Operator I	23,866	F	4	A	27,707	F	7	D
GWA	Y	Sewer Plant Operator II	27,479	G	4	B	31,902	G	8	A
GWA	Y	Sewer Plant Supervisor	45,046	K	3	C	52,297	K	7	B
GWA	Y	Special Projects Coordinator	45,046	K	3	C	52,297	K	7	B
GWA	Y	Staff Attorney	73,843	O	2	D	85,730	O	6	C
GWA	Y	Survey Supervisor	53,972	L	4	D	62,660	L	8	C
GWA	Y	Systems & Programming Administrator	45,951	K	4	A	53,348	K	7	D
GWA	Y	Systems / Trouble Dispatch Supervisor	56,820	M	2	D	65,966	M	6	C
GWA	Y	Systems Dispatcher II	39,123	J	3	B	45,420	J	7	A
GWA	Y	Systems Dispatcher III	44,600	K	3	B	51,779	K	7	A
GWA	Y	Training and Development Manager	50,844	I	3	B	59,028	I	7	A

CERTIFIED, TECHNICAL AND PROFESSIONAL POSITIONS
 PAY SCHEDULE - 5th MARKET PERCENTILE
 (Effective October 31, 2007)

GWA	Y	Training Specialist	25,886	G	2	D	30,053	G	6	C
GWA	Y	Trouble Dispatcher	26,937	G	3	D	31,274	G	7	C
GWA	Y	Trouble Dispatcher Leader	32,009	I	1	C	37,162	I	5	B
GWA	Y	Trouble Dispatcher Supervisor	39,123	J	3	B	45,420	J	7	A
GWA	Y	Warehouse Supervisor II	36,855	J	1	D	42,788	J	5	C
GWA	Y	Wastewater Con. / Maintenance Superintendent	56,257	M	2	C	65,313	M	6	B
GWA	Y	Wastewater Maint. Mechanic Leader	32,653	I	2	A	37,909	I	5	D
GWA	Y	Wastewater Maintenance Mechanic I	22,934	F	3	A	26,626	F	6	D
GWA	Y	Wastewater Maintenance Mechanic II	26,937	G	3	D	31,274	G	7	C
GWA	Y	Wastewater Plant Superintendent	54,603	M	1	D	63,392	M	5	C
GWA	Y	Water / Sewer Maintenance Leader	32,653	I	2	A	37,909	I	5	D
GWA	Y	Water / Sewer Maintenance Supervisor	44,600	K	3	B	51,779	K	7	A
GWA	Y	Water / Sewer Maintenance Worker I	22,934	F	3	A	26,626	F	6	D
GWA	Y	Water / Sewer Maintenance Worker I (Probation)	17,824	D	3	B	20,693	D	7	A
GWA	Y	Water / Sewer Maintenance Worker II	26,937	G	3	D	31,274	G	7	C
GWA	Y	Water Construction / Maintenance Superintendent	56,257	M	2	C	65,313	M	6	B
GWA	Y	Water Distribution System Manager	57,962	M	3	B	67,292	M	7	A
GWA	Y	Water Plant Operator I	25,630	G	2	C	29,757	G	6	B
GWA	Y	Water Plant Operator II	28,643	H	2	A	33,253	H	5	D
GWA	Y	Water Plant Operator Leader	32,653	I	2	A	37,909	I	5	D
GWA	Y	Water Plant Supervisor	45,951	K	4	A	53,348	K	7	D
GWA	Y	Welder I (90% Plant Operator Rate)	23,395	F	3	C	27,161	F	7	B
GWA	Y	Welder II	29,218	H	2	C	33,922	H	6	B
GWA	Y	Welder III	33,642	I	2	D	39,057	I	6	C