

Authority	Benchmark Position	Year	Implementation Ranges @ 10th Market Percentile (2017 Market data) - 5 Spread									
			JE Points	Structural Adjustment - MIN				Structural Adjustment - MAX				
				0	Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step	Sub Step
GWA	Accountant I	2017	670	46,933	J	4	B	48,839	J	5	B	
GWA	Accountant II	2017	796	57,931	K	4	D	60,283	K	5	D	
GWA	Accountant III	2017	913	70,531	L	5	D	73,395	L	6	D	
GWA	Administrative Assistant	2017	527	38,167	H	4	D	39,717	H	5	D	
GWA	Administrative Officer	2017	611	42,747	I	4	D	44,483	I	5	D	
GWA	AGM Administration & Support	2017	1450	131,060	R	2	C	136,382	R	3	C	
GWA	AGM Operations	2017	1514	137,745	R	3	D	143,339	R	4	D	
GWA	Asset Man. and Maint. Information System Officer	2017	913	68,457	L	5	A	71,236	L	6	A	
GWA	Assistant Chief Engineer	2017	1232	112,700	Q	2	A	117,276	Q	3	A	
GWA	Assistant Chief Financial Officer	2017	1122	99,712	O	5	C	103,760	O	6	C	
GWA	Assistant General Manager Collection & Distribution	2017	1173	102,647	P	2	C	106,815	P	3	C	
GWA	Assistant General Manager Compliance & Safety	2017	1152	96,779	O	4	D	100,709	O	5	D	
GWA	Assistant General Manager Production & Treatment	2017	1173	102,647	P	2	C	106,815	P	3	C	
GWA	Automotive Mechanic I	2017	477	32,016	G	2	C	33,316	G	3	C	
GWA	Automotive Mechanic II	2017	561	39,871	I	3	A	41,490	I	4	A	
GWA	Biologist I	2017	590	37,415	H	4	B	38,934	H	5	B	

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				0	Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step	Sub Step
GWA	Biologist II	2017	708	48,355	J	5	A	50,319	J	6	A	
GWA	Biologist III	2017	848	60,283	K	5	D	62,731	K	6	D	
GWA	Budget Analyst	2017	779	57,357	K	4	C	59,686	K	5	C	
GWA	Building Custodian	2017	228	22,199	A	3	A	23,100	A	4	A	
GWA	Buyer I	2017	381	30,204	F	2	C	31,430	F	3	C	
GWA	Buyer II	2017	496	38,167	H	4	D	39,717	H	5	D	
GWA	Buyer Supervisor I	2017	735	50,319	J	6	A	52,362	J	7	A	
GWA	Buyer Supervisor II	2017	834	59,686	K	5	C	62,109	K	6	C	
GWA	Carpenter I	2017	461	32,016	G	2	C	33,316	G	3	C	
GWA	Carpenter II	2017	543	39,085	I	2	C	40,672	I	3	C	
GWA	Carpenter Leader	2017	683	46,468	J	4	A	48,355	J	5	A	
GWA	Centralized Wastewater Maintenance Superintendent	2017	998	77,534	N	2	B	80,682	N	3	B	
GWA	Chemist I	2017	600	40,270	I	3	B	41,905	I	4	B	
GWA	Chemist II	2017	754	52,362	J	7	A	54,488	J	8	A	
GWA	Chemist III	2017	858	62,593	L	2	D	65,134	L	3	D	
GWA	Chief Budget Officer	2017	994	79,092	N	2	D	82,303	N	3	D	

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GWA	Chief Engineer, PE (GWA)	2017	1514	137,745	R	3	D	143,339	R	4	D	
GWA	Chief Financial Officer (GWA)	2017	1464	129,762	R	2	B	135,031	R	3	B	
GWA	Chief Water and Wastewater Systems Dispatcher	2017	984	77,534	N	2	B	80,682	N	3	B	
GWA	Communications Manager	2017	1060	82,303	N	3	D	85,645	N	4	D	
GWA	Computer Operations Supervisor	2017	844	59,095	K	5	B	61,495	K	6	B	
GWA	Computer Operator I	2017	356	28,494	E	2	C	29,651	E	3	C	
GWA	Computer Operator II	2017	506	35,719	G	5	B	37,170	G	6	B	
GWA	Computer Operator III	2017	637	43,174	I	5	A	44,927	I	6	A	
GWA	Construction Inspector I	2017	498	34,326	G	4	B	35,719	G	5	B	
GWA	Construction Inspector II	2017	622	43,606	I	5	B	45,377	I	6	B	
GWA	Construction Inspector III	2017	732	52,444	K	2	B	54,573	K	3	B	
GWA	Contracts & Small Claims Administrator	2017	798	57,931	K	4	D	60,283	K	5	D	
GWA	Controller	2017	1079	89,374	O	2	D	93,003	O	3	D	
GWA	Cross Connection Control Manager	2017	998	77,534	N	2	B	80,682	N	3	B	
GWA	Customer Service Representative	2017	461	33,316	G	3	C	34,669	G	4	C	
GWA	Customer Service Representative Supervisor	2017	795	55,670	K	3	D	57,931	K	4	D	

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GWA	Electrician I	2017	478	32,986	G	3	B	34,326	G	4	B
GWA	Electrician II	2017	569	40,672	I	3	C	42,324	I	4	C
GWA	Electrician Leader	2017	712	51,330	J	6	C	53,414	J	7	C
GWA	Employee Development Specialist I (amended see below)	2017	503	34,898	H	2	C	36,314	H	3	C
GWA	Employee Development Specialist II	2017	670	46,933	J	4	B	48,839	J	5	B
GWA	Employee Development Specialist III	2017	796	57,931	K	4	D	60,283	K	5	D
GWA	Engineer I (Junior)	2017	687	48,839	J	5	B	50,822	J	6	B
GWA	Engineer II (Associate)	2017	809	60,886	K	6	A	63,358	K	7	A
GWA	Engineer III (Senior)	2017	931	74,705	M	3	B	77,739	M	4	B
GWA	Engineer Supervisor	2017	1044	87,613	O	2	B	91,170	O	3	B
GWA	Equipment Maintenance Superintendent	2017	998	77,534	N	2	B	80,682	N	3	B
GWA	Equipment Operator I	2017	397	28,779	E	2	D	29,948	E	3	D
GWA	Equipment Operator II	2017	445	32,706	F	4	C	34,034	F	5	C
GWA	Equipment Operator III	2017	511	36,802	G	6	A	38,296	G	7	A
GWA	Equipment Operator IV	2017	546	40,920	H	6	C	42,582	H	7	C
GWA	Equipment Operator Leader I	2017	644	45,830	I	6	C	47,691	I	7	C

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			JE Points	Structural Adjustment - MIN				Structural Adjustment - MAX				
				0	Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step	Sub Step
GWA	Equipment Operator Leader II	2017	661	49,821	J	5	D	51,843	J	6	D	
GWA	Equipment Operator Supervisor	2017	795	55,670	K	3	D	57,931	K	4	D	
GWA	General Manager (GWA)	2017	1734	148,098	S	2	C	154,111	S	3	C	
GWA	GIS Analyst I	2017	502	35,246	H	2	D	36,678	H	3	D	
GWA	GIS Analyst II	2017	612	46,008	J	3	D	47,877	J	4	D	
GWA	GIS Analyst III	2017	756	54,033	K	3	A	56,227	K	4	A	
GWA	GIS/LIS Manager	2017	910	68,457	L	5	A	71,236	L	6	A	
GWA	Grants Administrator	2017	994	79,092	N	2	D	82,303	N	3	D	
GWA	Heavy Equipment Mechanic I	2017	477	32,016	G	2	C	33,316	G	3	C	
GWA	Heavy Equipment Mechanic II	2017	561	39,871	I	3	A	41,490	I	4	A	
GWA	Heavy Equipment Mechanic Leader	2017	700	49,821	J	5	D	51,843	J	6	D	
GWA	Heavy Equipment Mechanic Supervisor	2017	909	64,489	L	3	C	67,108	L	4	C	
GWA	Information Security Administrator	2017	822	51,843	J	6	D	53,948	J	7	D	
GWA	Information Technology Manager	2017	1064	93,003	O	3	D	96,779	O	4	D	
GWA	Internal Auditor	2017	1019	79,092	N	2	D	82,303	N	3	D	
GWA	Inventory Management Officer	2017	824	56,789	K	4	B	59,095	K	5	B	

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			JE Points	Structural Adjustment - MIN				Structural Adjustment - MAX			
				0	Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step
GWA	Land Agent I	2017	362	28,779	E	2	D	29,948	E	3	D
GWA	Land Agent II	2017	465	33,986	G	4	A	35,366	G	5	A
GWA	Land Agent III	2017	531	39,085	I	2	C	40,672	I	3	C
GWA	Leak Detection Technician I	2017	486	32,336	G	2	D	33,649	G	3	D
GWA	Leak Detection Technician II	2017	568	39,871	I	3	A	41,490	I	4	A
GWA	Leak Detection Technician Leader	2017	702	49,821	J	5	D	51,843	J	6	D
GWA	Leak Detection Technician Supervisor	2017	866	63,219	L	3	A	65,785	L	4	A
GWA	Legal Secretary I	2017	397	29,067	E	3	A	30,247	E	4	A
GWA	Legal Secretary II	2017	460	33,316	G	3	C	34,669	G	4	C
GWA	Legal Secretary III	2017	532	38,549	H	5	A	40,114	H	6	A
GWA	Management Analyst I (amended see below)	2017	503	34,898	H	2	C	36,314	H	3	C
GWA	Management Analyst II	2017	670	46,933	J	4	B	48,839	J	5	B
GWA	Management Analyst III	2017	796	57,931	K	4	D	60,283	K	5	D
GWA	Management Analyst IV	2017	913	70,531	L	5	D	73,395	L	6	D
GWA	Monitoring Laboratory Services Administrator	2017	1074	87,613	O	2	B	91,170	O	3	B
GWA	Network Analyst	2017	793	53,948	J	7	D	56,139	J	8	D

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				0	Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step
GWA	Network Systems Administrator	2017	897	62,593	L	2	D	65,134	L	3	D
GWA	Operations & Maintenance Manager	2017	1189	103,674	P	2	D	107,883	P	3	D
GWA	Payroll Supervisor	2017	805	57,357	K	4	C	59,686	K	5	C
GWA	Personnel Services Administrator	2017	1064	86,745	O	2	A	90,268	O	3	A
GWA	Personnel Specialist I (amended see below)	2017	503	34,898	H	2	C	36,314	H	3	C
GWA	Personnel Specialist II	2017	670	46,933	J	4	B	48,839	J	5	B
GWA	Personnel Specialist III	2017	796	57,931	K	4	D	60,283	K	5	D
GWA	Personnel Specialist IV	2017	913	70,531	L	5	D	73,395	L	6	D
GWA	Planner I (amended see below)	2017	503	34,898	H	2	C	36,314	H	3	C
GWA	Planner II	2017	670	46,933	J	4	B	48,839	J	5	B
GWA	Planner III	2017	796	57,931	K	4	D	60,283	K	5	D
GWA	Planner IV	2017	913	70,531	L	5	D	73,395	L	6	D
GWA	Plant Electrical Instrument Superintendent	2017	1003	79,092	N	2	D	82,303	N	3	D
GWA	Plant Electrical Instrument Technician I	2017	488	33,316	G	3	C	34,669	G	4	C
GWA	Plant Electrical Instrument Technician II	2017	576	41,079	I	3	D	42,747	I	4	D
GWA	Plant Electrical Instrument Technician Leader	2017	722	51,843	J	6	D	53,948	J	7	D

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				0	Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step	Sub Step
GWA	Program Coordinator I (amended see below)	2017	503	34,898	H	2	C	36,314	H	3	C	
GWA	Program Coordinator II	2017	670	46,933	J	4	B	48,839	J	5	B	
GWA	Program Coordinator III	2017	796	57,931	K	4	D	60,283	K	5	D	
GWA	Program Coordinator IV	2017	913	70,531	L	5	D	73,395	L	6	D	
GWA	Programmer Analyst I	2017	683	48,355	J	5	A	50,319	J	6	A	
GWA	Programmer Analyst II	2017	910	65,785	L	4	A	68,457	L	5	A	
GWA	Pumping Station Leader	2017	702	49,821	J	5	D	51,843	J	6	D	
GWA	Pumping Station Operator I	2017	486	32,336	G	2	D	33,649	G	3	D	
GWA	Pumping Station Operator II	2017	568	39,871	I	3	A	41,490	I	4	A	
GWA	Pumping Station Supervisor	2017	866	63,219	L	3	A	65,785	L	4	A	
GPA	Revenue Protection Field Investigator	2017	794	57,357	K	4	C	59,686	K	5	C	
GWA	Right of Way Supervisor	2017	915	70,531	L	5	D	73,395	L	6	D	
GWA	Safety Inspector I	2017	418	30,506	F	2	D	31,745	F	3	D	
GWA	Safety Inspector II	2017	539	37,415	H	4	B	38,934	H	5	B	
GWA	Safety Inspector III	2017	741	47,877	J	4	D	49,821	J	5	D	
GWA	Safety Supervisor	2017	872	60,283	K	5	D	62,731	K	6	D	

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GWA	Senior Engineer Supervisor, PE	2017	1217	104,711	P	3	A	108,962	P	4	A	
GWA	Senior Engineer, PE	2017	1044	87,613	O	2	B	91,170	O	3	B	
GWA	Senior Regulatory Analyst	2017	1019	79,092	N	2	D	82,303	N	3	D	
GWA	Sewer Plant Leader	2017	702	49,821	J	5	D	51,843	J	6	D	
GWA	Sewer Plant Operator I	2017	486	32,336	G	2	D	33,649	G	3	D	
GWA	Sewer Plant Operator II	2017	568	39,871	I	3	A	41,490	I	4	A	
GWA	Sewer Plant Supervisor	2017	866	63,219	L	3	A	65,785	L	4	A	
GWA	Shop Planner	2017	786	56,789	K	4	B	59,095	K	5	B	
GWA	Source Control Manager	2017	980	73,966	M	3	A	76,969	M	4	A	
GWA	Staff Attorney	2017	1199	108,962	P	4	A	113,387	P	5	A	
GWA	Supply Management Administrator	2017	990	76,969	M	4	A	80,094	M	5	A	
GWA	Systems & Programming Administrator	2017	968	73,395	L	6	D	76,375	L	7	D	
GWA	Training & Development Manager	2017	913	70,531	L	5	D	73,395	L	6	D	
GWA	Trouble Dispatcher	2017	474	33,986	G	4	A	35,366	G	5	A	
GWA	Trouble Dispatcher Supervisor	2017	788	55,670	K	3	D	57,931	K	4	D	
GWA	Utility Accounting Technician I	2017	431	30,811	F	3	A	32,062	F	4	A	

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GWA	Utility Accounting Technician II	2017	503	35,015	G	4	D	36,437	G	5	D	
GWA	Utility Accounting Technician III	2017	606	41,905	I	4	B	43,606	I	5	B	
GWA	Utility Administrative Aide	2017	353	28,503	D	3	B	29,660	D	4	B	
GWA	Utility Cashier I	2017	315	26,374	C	3	A	27,445	C	4	A	
GWA	Utility Cashier II	2017	358	29,358	E	3	B	30,550	E	4	B	
GWA	Utility General Accounting Supervisor	2017	1001	79,883	N	3	A	83,126	N	4	A	
GWA	Utility Laboratory Technician I	2017	469	30,811	F	3	A	32,062	F	4	A	
GWA	Utility Laboratory Technician II	2017	576	39,476	I	2	D	41,079	I	3	D	
GWA	Utility Laboratory Technician Supervisor	2017	837	60,283	K	5	D	62,731	K	6	D	
GWA	Utility Payroll Clerk I	2017	346	27,664	D	2	C	28,788	D	3	C	
GWA	Utility Payroll Clerk II	2017	438	32,336	G	2	D	33,649	G	3	D	
GWA	Utility Payroll Clerk III	2017	493	37,044	H	4	A	38,549	H	5	A	
GWA	Utility Personnel Assistant I	2017	364	28,503	D	3	B	29,660	D	4	B	
GWA	Utility Personnel Assistant II	2017	433	31,430	F	3	C	32,706	F	4	C	
GWA	Utility Services Administrator	2017	1075	89,374	O	2	D	93,003	O	3	D	
GWA	Utility Storekeeper I	2017	322	26,374	C	3	A	27,445	C	4	A	

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GWA	Utility Storekeeper II	2017	424	31,119	F	3	B	32,383	F	4	B	
GWA	Utility Trades Helper	2017	272	23,957	B	2	D	24,930	B	3	D	
GWA	Warehouse Supervisor I	2017	724	44,927	J	6	A	46,752	J	7	A	
GWA	Warehouse Supervisor II	2017	803	52,444	K	2	B	54,573	K	3	B	
GWA	Wastewater Collection Superintendent	2017	998	77,534	N	2	B	80,682	N	3	B	
GWA	Wastewater Construction / Maintenance Superintendent	2017	998	77,534	N	2	B	80,682	N	3	B	
GWA	Wastewater Maintenance Mechanic I	2017	486	32,336	G	2	D	33,649	G	3	D	
GWA	Wastewater Maintenance Mechanic II	2017	568	39,871	I	3	A	41,490	I	4	A	
GWA	Wastewater Maintenance Mechanic Leader	2017	702	49,821	J	5	D	51,843	J	6	D	
GWA	Wastewater Maintenance Mechanic Supervisor	2017	866	63,219	L	3	A	65,785	L	4	A	
GWA	Wastewater Plant Superintendent	2017	998	77,534	N	2	B	80,682	N	3	B	
GWA	Water & Wastewater Systems Control Dispatcher I	2017	660	47,403	J	4	C	49,327	J	5	C	
GWA	Water & Wastewater Systems Control Dispatcher II	2017	788	55,670	K	3	D	57,931	K	4	D	
GWA	Water / Sewer Maintenance Leader	2017	702	49,821	J	5	D	51,843	J	6	D	
GWA	Water / Sewer Maintenance Supervisor	2017	866	63,219	L	3	A	65,785	L	4	A	
GWA	Water / Sewer Maintenance Worker I	2017	486	32,336	G	2	D	33,649	G	3	D	

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GWA	Water / Sewer Maintenance Worker II	2017	568	39,871	I	3	A	41,490	I	4	A	
GWA	Water Construction / Maintenance Superintendent	2017	998	77,534	N	2	B	80,682	N	3	B	
GWA	Water Distribution System Manager	2017	998	77,534	N	2	B	80,682	N	3	B	
GWA	Water Meter Maintenance & Repair Leader	2017	702	49,821	J	5	D	51,843	J	6	D	
GWA	Water Meter Maintenance & Repair Supervisor	2017	866	63,219	L	3	A	65,785	L	4	A	
GWA	Water Meter Maintenance & Repair Worker I	2017	486	32,336	G	2	D	33,649	G	3	D	
GWA	Water Meter Maintenance & Repair Worker II	2017	568	39,871	I	3	A	41,490	I	4	A	
GWA	Water Meter Reader I	2017	319	25,854	C	2	C	26,904	C	3	C	
GWA	Water Meter Reader II	2017	406	29,948	E	3	D	31,164	E	4	D	
GWA	Water Meter Reader Leader	2017	553	37,789	H	4	C	39,323	H	5	C	
GWA	Water Meter Reader Supervisor	2017	734	47,403	J	4	C	49,327	J	5	C	
GWA	Water Plant Leader	2017	702	49,821	J	5	D	51,843	J	6	D	
GWA	Water Plant Operator I	2017	486	32,336	G	2	D	33,649	G	3	D	
GWA	Water Plant Operator II	2017	568	39,871	I	3	A	41,490	I	4	A	
GWA	Water Plant Supervisor	2017	866	63,219	L	3	A	65,785	L	4	A	
GWA	Water Treatment Plant Superintendent	2017	998	77,534	N	2	B	80,682	N	3	B	

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				0	Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step

**AMENDMENTS TO EXISTING POSITIONS**

GWA	Employee Development Specialist I	2017	550	35,955	H	3	B	37,415	H	4	B
GWA	Management Analyst I	2017	550	35,955	H	3	B	37,415	H	4	B
GWA	Personnel Specialist I	2017	550	35,955	H	3	B	37,415	H	4	B
GWA	Planner I	2017	550	35,955	H	3	B	37,415	H	4	B
GWA	Program Coordinator I	2017	550	35,955	H	3	B	37,415	H	4	B