

Authority	Benchmark Position	Year	Structural Adjustment							
			Structural Adjustment - MIN				Structural Adjustment - MAX			
			Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step	Sub Step
GWA	Accountant I	2017	49,821	J	5	D	51,843	J	6	D
GWA	Accountant II	2017	62,109	K	6	C	64,631	K	7	C
GWA	Accountant III	2017	74,870	L	7	B	77,910	L	8	B
GWA	Administrative Officer	2017	45,830	I	6	C	47,691	I	7	C
GWA	AGM Administration & Support	2017	136,382	R	3	C	141,919	R	4	C
GWA	AGM Operations	2017	144,772	R	5	A	150,650	R	6	A
GWA	Asset Man. and Maint. Information System Officer	2017	72,668	L	6	C	75,619	L	7	C
GWA	Assistant Chief Engineer	2017	119,633	Q	3	C	124,491	Q	4	C
GWA	Assistant Chief Financial Officer	2017	105,846	O	7	A	110,144	O	8	A
GWA	Assistant General Manager Collection & Distribution	2017	107,883	P	3	D	112,264	P	4	D
GWA	Assistant General Manager Compliance & Safety	2017	101,716	O	6	A	105,846	O	7	A
GWA	Assistant General Manager Production & Treatment	2017	107,883	P	3	D	112,264	P	4	D
GWA	Automotive Mechanic I	2017	34,669	G	4	C	36,076	G	5	C
GWA	Automotive Mechanic II	2017	42,747	I	4	D	44,483	I	5	D
GWA	Biologist I	2017	40,515	H	6	B	42,160	H	7	B
GWA	Biologist II	2017	51,843	J	6	D	53,948	J	7	D
GWA	Biologist III	2017	64,631	K	7	C	67,256	K	8	C
GWA	Budget Analyst	2017	60,886	K	6	A	63,358	K	7	A
GWA	Building Custodian	2017	23,800	A	4	D	24,766	A	5	D
GWA	Buyer I	2017	32,062	F	4	A	33,364	F	5	A
GWA	Buyer II	2017	40,515	H	6	B	42,160	H	7	B
GWA	Buyer Supervisor I	2017	53,414	J	7	C	55,583	J	8	C
GWA	Buyer Supervisor II	2017	63,358	K	7	A	65,930	K	8	A
GWA	Carpenter I	2017	34,326	G	4	B	35,719	G	5	B
GWA	Carpenter II	2017	41,490	I	4	A	43,174	I	5	A
GWA	Carpenter Leader	2017	49,821	J	5	D	51,843	J	6	D
GWA	Centralized Wastewater Maintenance Superintendent	2017	82,303	N	3	D	85,645	N	4	D
GWA	Chemist I	2017	43,174	I	5	A	44,927	I	6	A
GWA	Chemist II	2017	55,583	J	8	C	57,840	J	9	C
GWA	Chemist III	2017	66,443	L	4	B	69,141	L	5	B
GWA	Chief Budget Officer	2017	83,958	N	4	B	87,367	N	5	B
GWA	Chief Engineer, PE (GWA)	2017	144,772	R	5	A	150,650	R	6	A
GWA	Chief Financial Officer (GWA)	2017	136,382	R	3	C	141,919	R	4	C

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GWA	Chief Water and Wastewater Systems Dispatcher	2017	82,303	N	3	D	85,645	N	4	D
GWA	Communications Manager	2017	88,240	N	5	C	91,823	N	6	C
GWA	Computer Operations Supervisor	2017	62,731	K	6	D	65,278	K	7	D
GWA	Computer Operator I	2017	30,550	E	4	B	31,790	E	5	B
GWA	Computer Operator II	2017	38,296	G	7	A	39,851	G	8	A
GWA	Computer Operator III	2017	45,830	I	6	C	47,691	I	7	C
GWA	Construction Inspector I	2017	36,802	G	6	A	38,296	G	7	A
GWA	Construction Inspector II	2017	46,289	I	6	D	48,168	I	7	D
GWA	Construction Inspector III	2017	55,670	K	3	D	57,931	K	4	D
GWA	Contracts & Small Claims Administrator	2017	62,109	K	6	C	64,631	K	7	C
GWA	Controller	2017	93,933	O	4	A	97,747	O	5	A
GWA	Cross Connection Control Manager	2017	82,303	N	3	D	85,645	N	4	D
GWA	Customer Service Representative	2017	35,719	G	5	B	37,170	G	6	B
GWA	Customer Service Representative Supervisor	2017	59,095	K	5	B	61,495	K	6	B
GWA	Electrician I	2017	35,366	G	5	A	36,802	G	6	A
GWA	Electrician II	2017	43,606	I	5	B	45,377	I	6	B
GWA	Electrician Leader	2017	54,488	J	8	A	56,700	J	9	A
GWA	Employee Development Specialist I	2018	38,934	H	5	B	40,515	H	6	B
GWA	Employee Development Specialist II	2017	49,821	J	5	D	51,843	J	6	D
GWA	Employee Development Specialist III	2017	62,109	K	6	C	64,631	K	7	C
GWA	Engineer I (Junior)	2017	51,843	J	6	D	53,948	J	7	D
GWA	Engineer II (Associate)	2017	63,991	K	7	B	66,590	K	8	B
GWA	Engineer III (Senior)	2017	78,516	M	4	C	81,704	M	5	C
GWA	Engineering Technician I	2017	36,076	G	5	C	37,541	G	6	C
GWA	Engineering Technician II	2017	46,933	J	4	B	48,839	J	5	B
GWA	Engineer Supervisor	2017	93,003	O	3	D	96,779	O	4	D
GWA	Equipment Maintenance Superintendent	2017	82,303	N	3	D	85,645	N	4	D
GWA	Equipment Operator I	2017	29,948	E	3	D	31,164	E	4	D
GWA	Equipment Operator II	2017	34,375	F	5	D	35,771	F	6	D
GWA	Equipment Operator III	2017	39,066	G	7	C	40,652	G	8	C
GWA	Equipment Operator IV	2017	43,007	H	7	D	44,754	H	8	D
GWA	Equipment Operator Leader I	2017	48,650	I	8	A	50,625	I	9	A
GWA	Equipment Operator Leader II	2017	52,362	J	7	A	54,488	J	8	A

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GWA	Equipment Operator Supervisor	2017	59,095	K	5	B	61,495	K	6	B
GWA	General Manager (GWA)	2017	155,652	S	3	D	161,973	S	4	D
GWA	GIS Analyst I	2017	37,789	H	4	C	39,323	H	5	C
GWA	GIS Analyst II	2017	48,839	J	5	B	50,822	J	6	B
GWA	GIS Analyst III	2017	57,357	K	4	C	59,686	K	5	C
GWA	GIS/LIS Manager	2017	72,668	L	6	C	75,619	L	7	C
GWA	Grants Administrator	2017	83,958	N	4	B	87,367	N	5	B
GWA	Heavy Equipment Mechanic I	2017	34,669	G	4	C	36,076	G	5	C
GWA	Heavy Equipment Mechanic II	2017	42,747	I	4	D	44,483	I	5	D
GWA	Heavy Equipment Mechanic Leader	2017	52,885	J	7	B	55,033	J	8	B
GWA	Heavy Equipment Mechanic Supervisor	2017	68,457	L	5	A	71,236	L	6	A
GWA	Help Desk Technician	2017	42,747	I	4	D	44,483	I	5	D
GWA	Information Security Administrator	2017	63,991	K	7	B	66,590	K	8	B
GWA	Information Technology Manager	2017	98,724	O	5	B	102,733	O	6	B
GWA	Internal Auditor	2017	83,126	N	4	A	86,502	N	5	A
GWA	Inventory Management Officer	2017	59,686	K	5	C	62,109	K	6	C
GWA	Land Agent I	2017	30,855	E	4	C	32,108	E	5	C
GWA	Land Agent II	2017	36,437	G	5	D	37,917	G	6	D
GWA	Land Agent III	2017	42,324	I	4	C	44,042	I	5	C
GWA	Leak Detection Technician I	2017	34,326	G	4	B	35,719	G	5	B
GWA	Leak Detection Technician II	2017	42,747	I	4	D	44,483	I	5	D
GWA	Leak Detection Technician Leader	2017	52,885	J	7	B	55,033	J	8	B
GWA	Leak Detection Technician Supervisor	2017	67,108	L	4	C	69,833	L	5	C
GWA	Legal Secretary I	2017	31,164	E	4	D	32,429	E	5	D
GWA	Legal Secretary II	2017	35,719	G	5	B	37,170	G	6	B
GWA	Legal Secretary III	2017	40,920	H	6	C	42,582	H	7	C
GWA	Management Analyst I	2018	38,934	H	5	B	40,515	H	6	B
GWA	Management Analyst II	2017	49,821	J	5	D	51,843	J	6	D
GWA	Management Analyst III	2017	62,109	K	6	C	64,631	K	7	C
GWA	Management Analyst IV	2017	74,870	L	7	B	77,910	L	8	B
GWA	Monitoring Laboratory Services Administrator	2017	92,082	O	3	C	95,821	O	4	C
GWA	Network Analyst	2017	57,840	J	9	C	60,189	J	10	C
GWA	Network Systems Administrator	2017	66,443	L	4	B	69,141	L	5	B

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GWA	Operations & Maintenance Manager	2017	110,052	P	4	B	114,520	P	5	B
GWA	Payroll Supervisor	2017	61,495	K	6	B	63,991	K	7	B
GWA	Personnel Services Administrator	2017	93,003	O	3	D	96,779	O	4	D
GWA	Personnel Specialist I	2018	38,934	H	5	B	40,515	H	6	B
GWA	Personnel Specialist II	2017	49,821	J	5	D	51,843	J	6	D
GWA	Personnel Specialist III	2017	62,109	K	6	C	64,631	K	7	C
GWA	Personnel Specialist IV	2017	74,870	L	7	B	77,910	L	8	B
GWA	Planner I	2018	38,934	H	5	B	40,515	H	6	B
GWA	Planner II	2017	49,821	J	5	D	51,843	J	6	D
GWA	Planner III	2017	62,109	K	6	C	64,631	K	7	C
GWA	Planner IV	2017	74,870	L	7	B	77,910	L	8	B
GWA	Plant Electrical Instrument Superintendent	2017	83,126	N	4	A	86,502	N	5	A
GWA	Plant Electrical Instrument Technician I	2017	35,719	G	5	B	37,170	G	6	B
GWA	Plant Electrical Instrument Technician II	2017	43,606	I	5	B	45,377	I	6	B
GWA	Plant Electrical Instrument Technician Leader	2017	55,033	J	8	B	57,267	J	9	B
GWA	Program Coordinator I	2018	38,934	H	5	B	40,515	H	6	B
GWA	Program Coordinator II	2017	49,821	J	5	D	51,843	J	6	D
GWA	Program Coordinator III	2017	62,109	K	6	C	64,631	K	7	C
GWA	Program Coordinator IV	2017	74,870	L	7	B	77,910	L	8	B
GWA	Programmer Analyst I	2017	51,843	J	6	D	53,948	J	7	D
GWA	Programmer Analyst II	2017	70,531	L	5	D	73,395	L	6	D
GWA	Pumping Station Leader	2017	52,885	J	7	B	55,033	J	8	B
GWA	Pumping Station Operator I	2017	34,326	G	4	B	35,719	G	5	B
GWA	Pumping Station Operator II	2017	42,747	I	4	D	44,483	I	5	D
GWA	Pumping Station Supervisor	2017	67,108	L	4	C	69,833	L	5	C
GPA	Revenue Protection Field Investigator	2017	60,886	K	6	A	63,358	K	7	A
GWA	Right of Way Supervisor	2017	74,870	L	7	B	77,910	L	8	B
GWA	Safety Inspector I	2017	32,706	F	4	C	34,034	F	5	C
GWA	Safety Inspector II	2017	40,114	H	6	A	41,743	H	7	A
GWA	Safety Inspector III	2017	50,822	J	6	B	52,885	J	7	B
GWA	Safety Supervisor	2017	64,631	K	7	C	67,256	K	8	C
GWA	Senior Engineer Supervisor, PE	2017	110,052	P	4	B	114,520	P	5	B
GWA	Senior Engineer, PE	2017	93,003	O	3	D	96,779	O	4	D

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GWA	Senior Regulatory Analyst	2017	83,126	N	4	A	86,502	N	5	A
GWA	Sewer Plant Leader	2017	52,885	J	7	B	55,033	J	8	B
GWA	Sewer Plant Operator I	2017	34,326	G	4	B	35,719	G	5	B
GWA	Sewer Plant Operator II	2017	42,747	I	4	D	44,483	I	5	D
GWA	Sewer Plant Supervisor	2017	67,108	L	4	C	69,833	L	5	C
GWA	Shop Planner	2017	59,686	K	5	C	62,109	K	6	C
GWA	Source Control Manager	2017	78,516	M	4	C	81,704	M	5	C
GWA	Staff Attorney	2017	115,666	P	5	C	120,362	P	6	C
GWA	Supply Management Administrator	2017	82,521	M	5	D	85,872	M	6	D
GWA	Systems & Programming Administrator	2017	77,910	L	8	B	81,073	L	9	B
GWA	Training & Development Manager	2017	74,870	L	7	B	77,910	L	8	B
GWA	Trouble Dispatcher	2017	36,437	G	5	D	37,917	G	6	D
GWA	Trouble Dispatcher Supervisor	2017	59,095	K	5	B	61,495	K	6	B
GWA	Utility Accounting Technician I	2017	33,033	F	4	D	34,375	F	5	D
GWA	Utility Accounting Technician II	2017	37,541	G	6	C	39,066	G	7	C
GWA	Utility Accounting Technician III	2017	45,377	I	6	B	47,219	I	7	B
GWA	Utility Administrative Aide	2017	30,559	D	5	A	31,799	D	6	A
GWA	Utility Administrative Assistant	2017	40,515	H	6	B	42,160	H	7	B
GWA	Utility Cashier I	2017	27,997	C	4	C	29,133	C	5	C
GWA	Utility Cashier II	2017	31,164	E	4	D	32,429	E	5	D
GWA	Utility Compliance Inspector I	2018	36,802	G	6	A	38,296	G	7	A
GWA	Utility Compliance Inspector II	2018	46,752	I	7	A	48,650	I	8	A
GWA	Utility Compliance Inspector Leader	2018	58,510	K	5	A	60,886	K	6	A
GWA	Utility Compliance Laboratory Administrator	2017	92,082	O	3	C	95,821	O	4	C
GWA	Utility General Accounting Supervisor	2017	83,958	N	4	B	87,367	N	5	B
GWA	Utility Laboratory Technician I	2017	33,364	F	5	A	34,719	F	6	A
GWA	Utility Laboratory Technician II	2017	42,324	I	4	C	44,042	I	5	C
GWA	Utility Laboratory Technician Leader	2018	52,885	J	7	B	55,033	J	8	B
GWA	Utility Laboratory Technician Supervisor	2017	63,991	K	7	B	66,590	K	8	B
GWA	Utility Maintenance Mechanic I	2017	34,326	G	4	B	35,719	G	5	B
GWA	Utility Maintenance Mechanic II	2017	42,747	I	4	D	44,483	I	5	D
GWA	Utility Maintenance Mechanic Leader	2017	52,885	J	7	B	55,033	J	8	B
GWA	Utility Maintenance Mechanic Supervisor	2017	67,108	L	4	C	69,833	L	5	C

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GWA	Utility Payroll Clerk I	2017	29,366	D	4	A	30,559	D	5	A
GWA	Utility Payroll Clerk II	2017	34,669	G	4	C	36,076	G	5	C
GWA	Utility Payroll Clerk III	2017	39,323	H	5	C	40,920	H	6	C
GWA	Utility Personnel Assistant I	2017	30,256	D	4	D	31,484	D	5	D
GWA	Utility Personnel Assistant II	2017	33,697	F	5	B	35,066	F	6	B
GWA	Utility Services Administrator	2017	94,872	O	4	B	98,724	O	5	B
GWA	Utility Storekeeper I	2017	27,997	C	4	C	29,133	C	5	C
GWA	Utility Storekeeper II	2017	33,364	F	5	A	34,719	F	6	A
GWA	Utility Trades Helper	2017	25,942	B	4	D	26,995	B	5	D
GWA	Warehouse Supervisor I	2017	47,403	J	4	C	49,327	J	5	C
GWA	Warehouse Supervisor II	2017	55,670	K	3	D	57,931	K	4	D
GWA	Wastewater Collection Superintendent	2017	82,303	N	3	D	85,645	N	4	D
GWA	Wastewater Construction / Maintenance Superintendent	2017	82,303	N	3	D	85,645	N	4	D
GWA	Wastewater Maintenance Mechanic I	2017	34,326	G	4	B	35,719	G	5	B
GWA	Wastewater Maintenance Mechanic II	2017	42,747	I	4	D	44,483	I	5	D
GWA	Wastewater Maintenance Mechanic Leader	2017	52,885	J	7	B	55,033	J	8	B
GWA	Wastewater Maintenance Mechanic Supervisor	2017	67,108	L	4	C	69,833	L	5	C
GWA	Wastewater Plant Superintendent	2017	82,303	N	3	D	85,645	N	4	D
GWA	Water & Wastewater Systems Control Dispatcher I	2017	50,319	J	6	A	52,362	J	7	A
GWA	Water & Wastewater Systems Control Dispatcher II	2017	59,095	K	5	B	61,495	K	6	B
GWA	Water / Sewer Maintenance Leader	2017	52,885	J	7	B	55,033	J	8	B
GWA	Water / Sewer Maintenance Supervisor	2017	67,108	L	4	C	69,833	L	5	C
GWA	Water / Sewer Maintenance Worker I	2017	34,326	G	4	B	35,719	G	5	B
GWA	Water / Sewer Maintenance Worker II	2017	42,747	I	4	D	44,483	I	5	D
GWA	Water Construction / Maintenance Superintendent	2017	82,303	N	3	D	85,645	N	4	D
GWA	Water Distribution System Manager	2017	82,303	N	3	D	85,645	N	4	D
GWA	Water Meter Maintenance & Repair Leader	2017	52,885	J	7	B	55,033	J	8	B
GWA	Water Meter Maintenance & Repair Supervisor	2017	67,108	L	4	C	69,833	L	5	C
GWA	Water Meter Maintenance & Repair Worker I	2017	34,326	G	4	B	35,719	G	5	B
GWA	Water Meter Maintenance & Repair Worker II	2017	42,747	I	4	D	44,483	I	5	D
GWA	Water Meter Reader I	2017	27,719	C	4	B	28,845	C	5	B
GWA	Water Meter Reader II	2017	32,108	E	5	C	33,412	E	6	C
GWA	Water Meter Reader Leader	2017	40,114	H	6	A	41,743	H	7	A

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GWA	Water Meter Reader Supervisor	2017	50,822	J	6	B	52,885	J	7	B
GWA	Water Plant Leader	2017	52,885	J	7	B	55,033	J	8	B
GWA	Water Plant Operator I	2017	34,326	G	4	B	35,719	G	5	B
GWA	Water Plant Operator II	2017	42,747	I	4	D	44,483	I	5	D
GWA	Water Plant Supervisor	2017	67,108	L	4	C	69,833	L	5	C
GWA	Water Treatment Plant Superintendent	2017	82,303	N	3	D	85,645	N	4	D

**NEW POSITIONS**

GWA	AGM - Engineering	2020	144,772	R	5	A	150,650	R	6	A
GWA	Community Outreach Program Director	2021	83,126	N	4	A	86,502	N	5	A