

**Salary Matrix**  
**Effective November 1, 2014**

**EXHIBIT 1**

<b>CLASSIFICATION TITLE</b>	<b>Salary Range</b>	<b>Unit</b>	<b>FLSA</b>
Accounting Technician I	169	UN	Non-exempt
Accountant I	173	UN	Exempt
Accountant II	175	UN	Exempt
Administrative Assistant I (confidential)	171	UN	Non-exempt
Administrative Assistant II (confidential)	174	UN	Non-exempt
Assistant Engineer	179	UN	Exempt
Associate Engineer	182	UN	Exempt
Board Secretary/Office Manager	188	UN	Exempt
Biologist <sup>1</sup>	181	LB	Exempt
Budget Officer	186	UN	Exempt
CAD Designer	178	UN	Exempt
Chemist	181	LB	Exempt
Chief Financial Officer/Assistant General Manager	196	EX	Exempt
Compost Sales Representative	181	UN	Exempt
Construction Project Inspector	180	UN	Non-exempt
Deputy Manager of Construction Management	188	UN	Exempt
Deputy Manager of Engineering	189	UN	Exempt
Deputy Manager of Human Resources	188	UN	Exempt
Deputy Manager of Integrated Systems Services	188	UN	Exempt
Deputy Manager of Maintenance	188	UN	Exempt
Deputy Manager of Operations	188	UN	Exempt
Deputy Manager of Planning & Environmental Resources	189	UN	Exempt
Electrical & Instrumentation Technician III	181	UN	Exempt
Electrical & Instrumentation Technician III (Y-Rated) <sup>2</sup>	201	UN	Exempt
Environmental Resources Planner II	182	UN	Exempt
Executive Assistant	178	UN	Exempt
Executive Manager of Engineering/Assistant General Manager	196	EX	Exempt
Executive Manager of Operations/Assistant General Manager	196	EX	Exempt
Executive Manager of Policy Development/Assistant General Manager	196	EX	Exempt
External Affairs Specialist I	171	UN	Exempt
External Affairs Specialist I (Y-Rated) <sup>3</sup>	202	UN	Exempt
Facilities Specialist - Landscape	177	UN	Exempt
General Manager	203	EX	Exempt
GIS Specialist	178	UN	Exempt
Grants Officer	186	UN	Exempt
Human Resources Analyst I	177	UN	Exempt
Human Resources Analyst II	179	UN	Exempt
Human Resources Officer	183	UN	Exempt
Human Resources Technician	171	UN	Non-exempt
Internal Auditor	179	UN	Exempt
Laboratory Assistant	172	LB	Non-exempt
Laboratory Scientist I	177	LB	Non-exempt
Laboratory Scientist II	179	LB	Non-exempt

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<b>CLASSIFICATION TITLE</b>	<b>Salary Range</b>	<b>Unit</b>	<b>FLSA</b>
Manager of Business Information Services	190	UN	Exempt
Manager of Contracts & Facility Services	190	UN	Exempt
Manager of Engineering	192	UN	Exempt
Manager of External Affairs	190	UN	Exempt
Manager of Finance & Accounting	190	UN	Exempt
Manager of Human Resources	190	UN	Exempt
Manager of Internal Audit	190	UN	Exempt
Manager of Laboratories	190	UN	Exempt
Manager of Maintenance	192	UN	Exempt
Manager of Operations	192	UN	Exempt
Manager of Planning & Environmental Resources	192	UN	Exempt
Manager of Regional Compost Authority	190	UN	Exempt
Manager of Technical Services	190	UN	Exempt
Office Assistant	166	UN	Non-exempt
Operations Specialist	179	UN	Exempt
Recycled/Groundwater Recharge Operations & Maintenance Specialist	179	UN	Exempt
Risk Specialist	174	UN	Non-exempt
Safety Officer	183	UN	Exempt
Senior Associate Engineer	184	UN	Exempt
Senior Associate Engineer - PE	185	UN	Exempt
Senior Engineer	187	UN	Exempt
Senior Environmental Resources Planner	184	UN	Exempt
Senior External Affairs Specialist	180	UN	Exempt
Senior Internal Auditor	182	UN	Exempt
Senior Operations Specialist	184	UN	Exempt

Notes:

1. Incumbent in this position prior to 7/1/01 shall be non-exempt.
2. The Y-Rated salary for this position is reflective of the incumbent in the position effective 11/1/14 formerly classified as Maintenance Specialist.
3. The Y-Rated salary for this position is reflective of the incumbent in the position effective 11/1/14 formerly classified as CIP Coordinator.

Unrepresented, Executive and Laboratory Unit Salary Matrix  
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Range/Step	Hourly	Bi-Weekly	Monthly	Annually
<b>165</b>				
1	17.0700	1,365.60	2,958.79	35,505
2	17.4967	1,399.74	3,032.76	36,393
3	17.9341	1,434.73	3,108.58	37,303
4	18.3825	1,470.60	3,186.29	38,236
5	18.8420	1,507.36	3,265.95	39,191
6	19.3131	1,545.05	3,347.60	40,171
7	19.7959	1,583.67	3,431.29	41,175
8	20.2908	1,623.26	3,517.07	42,205
9	20.7981	1,663.85	3,605.00	43,260
<b>166</b>				
1	17.9223	1,433.78	3,106.53	37,278
2	18.3703	1,469.63	3,184.19	38,210
3	18.8296	1,506.37	3,263.79	39,166
4	19.3003	1,544.03	3,345.39	40,145
5	19.7828	1,582.63	3,429.02	41,148
6	20.2774	1,622.19	3,514.75	42,177
7	20.7843	1,662.75	3,602.62	43,231
8	21.3039	1,704.32	3,692.68	44,312
9	21.8365	1,746.92	3,785.00	45,420
<b>167</b>				
1	18.8180	1,505.44	3,261.78	39,141
2	19.2884	1,543.07	3,343.33	40,120
3	19.7706	1,581.65	3,426.91	41,123
4	20.2649	1,621.19	3,512.58	42,151
5	20.7715	1,661.72	3,600.40	43,205
6	21.2908	1,703.27	3,690.41	44,285
7	21.8231	1,745.85	3,782.67	45,392
8	22.3687	1,789.49	3,877.24	46,527
9	22.9279	1,834.23	3,974.17	47,690
<b>168</b>				
1	19.7571	1,580.57	3,424.57	41,095
2	20.2510	1,620.08	3,510.18	42,122
3	20.7573	1,660.58	3,597.93	43,175
4	21.2762	1,702.10	3,687.88	44,255
5	21.8081	1,744.65	3,780.08	45,361
6	22.3534	1,788.27	3,874.58	46,495
7	22.9122	1,832.97	3,971.45	47,657
8	23.4850	1,878.80	4,070.73	48,849
9	24.0721	1,925.77	4,172.50	50,070
<b>169</b>				
1	20.7436	1,659.49	3,595.55	43,147
2	21.2622	1,700.97	3,685.44	44,225
3	21.7937	1,743.50	3,777.58	45,331
4	22.3386	1,787.09	3,872.02	46,464

Unrepresented, Executive and Laboratory Unit Salary Matrix  
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Range/Step	Hourly	Bi-Weekly	Monthly	Annually
5	22.8970	1,831.76	3,968.82	47,626
6	23.4695	1,877.56	4,068.04	48,816
7	24.0562	1,924.50	4,169.74	50,037
8	24.6576	1,972.61	4,273.98	51,288
9	25.2740	2,021.92	4,380.83	52,570
<b>170</b>				
1	21.7814	1,742.51	3,775.43	45,305
2	22.3259	1,786.07	3,869.82	46,438
3	22.8840	1,830.72	3,966.57	47,599
4	23.4561	1,876.49	4,065.73	48,789
5	24.0425	1,923.40	4,167.37	50,008
6	24.6436	1,971.49	4,271.56	51,259
7	25.2597	2,020.78	4,378.35	52,540
8	25.8912	2,071.29	4,487.80	53,854
9	26.5385	2,123.08	4,600.00	55,200
<b>171</b>				
1	22.8704	1,829.63	3,964.21	47,570
2	23.4422	1,875.37	4,063.31	48,760
3	24.0282	1,922.26	4,164.89	49,979
4	24.6289	1,970.32	4,269.02	51,228
5	25.2447	2,019.57	4,375.74	52,509
6	25.8758	2,070.06	4,485.14	53,822
7	26.5227	2,121.81	4,597.26	55,167
8	27.1857	2,174.86	4,712.20	56,546
9	27.8654	2,229.23	4,830.00	57,960
<b>172</b>				
1	24.0147	1,921.18	4,162.55	49,951
2	24.6151	1,969.21	4,266.62	51,199
3	25.2305	2,018.44	4,373.28	52,479
4	25.8612	2,068.90	4,482.61	53,791
5	26.5078	2,120.62	4,594.68	55,136
6	27.1705	2,173.64	4,709.55	56,515
7	27.8497	2,227.98	4,827.29	57,927
8	28.5460	2,283.68	4,947.97	59,376
9	29.2596	2,340.77	5,071.67	60,860
<b>173</b>				
1	25.2143	2,017.14	4,370.48	52,446
2	25.8446	2,067.57	4,479.74	53,757
3	26.4908	2,119.26	4,591.73	55,101
4	27.1530	2,172.24	4,706.52	56,478
5	27.8318	2,226.55	4,824.19	57,890
6	28.5276	2,282.21	4,944.79	59,338
7	29.2408	2,339.27	5,068.41	60,821
8	29.9719	2,397.75	5,195.12	62,341
9	30.7212	2,457.69	5,325.00	63,900

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<b>174</b>				
1	26.4730	2,117.84	4,588.66	55,064
2	27.1348	2,170.79	4,703.37	56,440
3	27.8132	2,225.06	4,820.96	57,851
4	28.5086	2,280.68	4,941.48	59,298
5	29.2213	2,337.70	5,065.02	60,780
6	29.9518	2,396.14	5,191.64	62,300
7	30.7006	2,456.05	5,321.44	63,857
8	31.4681	2,517.45	5,454.47	65,454
9	32.2548	2,580.38	5,590.83	67,090
<b>175</b>				
1	27.7949	2,223.59	4,817.78	57,813
2	28.4898	2,279.18	4,938.23	59,259
3	29.2020	2,336.16	5,061.68	60,740
4	29.9321	2,394.57	5,188.22	62,259
5	30.6804	2,454.43	5,317.93	63,815
6	31.4474	2,515.79	5,450.88	65,411
7	32.2336	2,578.68	5,587.15	67,046
8	33.0394	2,643.15	5,726.83	68,722
9	33.8654	2,709.23	5,870.00	70,440
<b>176</b>				
1	29.1839	2,334.71	5,058.53	60,702
2	29.9135	2,393.08	5,185.00	62,220
3	30.6613	2,452.90	5,314.62	63,775
4	31.4278	2,514.23	5,447.49	65,370
5	32.2135	2,577.08	5,583.68	67,004
6	33.0189	2,641.51	5,723.27	68,679
7	33.8443	2,707.55	5,866.35	70,396
8	34.6904	2,775.23	6,013.01	72,156
9	35.5577	2,844.62	6,163.33	73,960
<b>177</b>				
1	30.6438	2,451.51	5,311.60	63,739
2	31.4099	2,512.79	5,444.39	65,333
3	32.1952	2,575.61	5,580.50	66,966
4	33.0001	2,640.00	5,720.01	68,640
5	33.8251	2,706.00	5,863.01	70,356
6	34.6707	2,773.66	6,009.59	72,115
7	35.5375	2,843.00	6,159.83	73,918
8	36.4259	2,914.07	6,313.82	75,766
9	37.3365	2,986.92	6,471.67	77,660
<b>178</b>				
1	32.1748	2,573.99	5,576.97	66,924
2	32.9792	2,638.34	5,716.40	68,597
3	33.8037	2,704.30	5,859.31	70,312
4	34.6488	2,771.90	6,005.79	72,069

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Range/Step	Hourly	Bi-Weekly	Monthly	Annually
5	35.5150	2,841.20	6,155.93	73,871
6	36.4029	2,912.23	6,309.83	75,718
7	37.3130	2,985.04	6,467.58	77,611
8	38.2458	3,059.66	6,629.27	79,551
9	39.2019	3,136.15	6,795.00	81,540
<b>179</b>				
1	33.7848	2,702.78	5,856.03	70,272
2	34.6294	2,770.35	6,002.43	72,029
3	35.4951	2,839.61	6,152.49	73,830
4	36.3825	2,910.60	6,306.30	75,676
5	37.2921	2,983.37	6,463.96	77,567
6	38.2244	3,057.95	6,625.56	79,507
7	39.1800	3,134.40	6,791.20	81,494
8	40.1595	3,212.76	6,960.98	83,532
9	41.1635	3,293.08	7,135.00	85,620
<b>180</b>				
1	35.4736	2,837.89	6,148.76	73,785
2	36.3605	2,908.84	6,302.48	75,630
3	37.2695	2,981.56	6,460.04	77,520
4	38.2012	3,056.10	6,621.54	79,459
5	39.1562	3,132.50	6,787.08	81,445
6	40.1351	3,210.81	6,956.76	83,481
7	41.1385	3,291.08	7,130.68	85,568
8	42.1670	3,373.36	7,308.94	87,707
9	43.2212	3,457.69	7,491.67	89,900
<b>181</b>				
1	37.2453	2,979.63	6,455.86	77,470
2	38.1765	3,054.12	6,617.25	79,407
3	39.1309	3,130.47	6,782.68	81,392
4	40.1091	3,208.73	6,952.25	83,427
5	41.1119	3,288.95	7,126.06	85,513
6	42.1397	3,371.17	7,304.21	87,650
7	43.1932	3,455.45	7,486.81	89,842
8	44.2730	3,541.84	7,673.98	92,088
9	45.3798	3,630.38	7,865.83	94,390
<b>182</b>				
1	39.1078	3,128.62	6,778.68	81,344
2	40.0855	3,206.84	6,948.15	83,378
3	41.0876	3,287.01	7,121.85	85,462
4	42.1148	3,369.18	7,299.90	87,599
5	43.1677	3,453.41	7,482.40	89,789
6	44.2469	3,539.75	7,669.46	92,033
7	45.3530	3,628.24	7,861.19	94,334
8	46.4869	3,718.95	8,057.72	96,693
9	47.6490	3,811.92	8,259.17	99,110

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Range/Step	Hourly	Bi-Weekly	Monthly	Annually
<b>183</b>				
1	41.0649	3,285.20	7,117.92	85,415
2	42.0916	3,367.33	7,295.87	87,550
3	43.1439	3,451.51	7,478.27	89,739
4	44.2225	3,537.80	7,665.23	91,983
5	45.3280	3,626.24	7,856.86	94,282
6	46.4612	3,716.90	8,053.28	96,639
7	47.6228	3,809.82	8,254.61	99,055
8	48.8133	3,905.07	8,460.98	101,532
9	50.0337	4,002.69	8,672.50	104,070
<b>184</b>				
1	43.1168	3,449.35	7,473.58	89,683
2	44.1947	3,535.58	7,660.42	91,925
3	45.2996	3,623.97	7,851.93	94,223
4	46.4321	3,714.57	8,048.23	96,579
5	47.5929	3,807.43	8,249.44	98,993
6	48.7827	3,902.62	8,455.67	101,468
7	50.0023	4,000.18	8,667.06	104,005
8	51.2523	4,100.19	8,883.74	106,605
9	52.5337	4,202.69	9,105.83	109,270
<b>185</b>				
1	45.2713	3,621.70	7,847.02	94,164
2	46.4031	3,712.24	8,043.20	96,518
3	47.5631	3,805.05	8,244.28	98,931
4	48.7522	3,900.18	8,450.38	101,405
5	49.9710	3,997.68	8,661.64	103,940
6	51.2203	4,097.62	8,878.18	106,538
7	52.5008	4,200.06	9,100.14	109,202
8	53.8133	4,305.07	9,327.64	111,932
9	55.1587	4,412.69	9,560.83	114,730
<b>186</b>				
1	47.5362	3,802.90	8,239.61	98,875
2	48.7246	3,897.97	8,445.60	101,347
3	49.9427	3,995.42	8,656.74	103,881
4	51.1913	4,095.30	8,873.16	106,478
5	52.4711	4,197.69	9,094.99	109,140
6	53.7829	4,302.63	9,322.36	111,868
7	55.1274	4,410.20	9,555.42	114,665
8	56.5056	4,520.45	9,794.31	117,532
9	57.9183	4,633.46	10,039.17	120,470
<b>187</b>				
1	49.9117	3,992.93	8,651.35	103,816
2	51.1594	4,092.76	8,867.64	106,412
3	52.4384	4,195.07	9,089.33	109,072
4	53.7494	4,299.95	9,316.56	111,799

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Range/Step	Hourly	Bi-Weekly	Monthly	Annually
5	55.0931	4,407.45	9,549.47	114,594
6	56.4705	4,517.64	9,788.21	117,459
7	57.8822	4,630.58	10,032.92	120,395
8	59.3293	4,746.34	10,283.74	123,405
9	60.8125	4,865.00	10,540.83	126,490
<b>188</b>				
1	52.4055	4,192.44	9,083.61	109,003
2	53.7156	4,297.25	9,310.70	111,728
3	55.0585	4,404.68	9,543.47	114,522
4	56.4349	4,514.80	9,782.06	117,385
5	57.8458	4,627.67	10,026.61	120,319
6	59.2920	4,743.36	10,277.27	123,327
7	60.7743	4,861.94	10,534.21	126,410
8	62.2936	4,983.49	10,797.56	129,571
9	63.8510	5,108.08	11,067.50	132,810
<b>189</b>				
1	55.0255	4,402.04	9,537.76	114,453
2	56.4012	4,512.09	9,776.20	117,314
3	57.8112	4,624.90	10,020.61	120,247
4	59.2565	4,740.52	10,271.12	123,253
5	60.7379	4,859.03	10,527.90	126,335
6	62.2563	4,980.51	10,791.10	129,493
7	63.8127	5,105.02	11,060.88	132,731
8	65.4081	5,232.65	11,337.40	136,049
9	67.0433	5,363.46	11,620.83	139,450
<b>190</b>				
1	57.7758	4,622.07	10,014.48	120,174
2	59.2202	4,737.62	10,264.84	123,178
3	60.7007	4,856.06	10,521.46	126,258
4	62.2182	4,977.46	10,784.50	129,414
5	63.7737	5,101.90	11,054.11	132,649
6	65.3680	5,229.44	11,330.46	135,966
7	67.0022	5,360.18	11,613.72	139,365
8	68.6773	5,494.18	11,904.07	142,849
9	70.3942	5,631.54	12,201.67	146,420
<b>191</b>				
1	60.6642	4,853.14	10,515.13	126,182
2	62.1808	4,974.47	10,778.01	129,336
3	63.7353	5,098.83	11,047.46	132,570
4	65.3287	5,226.30	11,323.65	135,884
5	66.9619	5,356.96	11,606.74	139,281
6	68.6360	5,490.88	11,896.91	142,763
7	70.3519	5,628.15	12,194.33	146,332
8	72.1107	5,768.86	12,499.19	149,990
9	73.9135	5,913.08	12,811.67	153,740



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<b>192</b>				
1	63.6986	5,095.89	11,041.09	132,493
2	65.2911	5,223.29	11,317.12	135,805
3	66.9234	5,353.87	11,600.05	139,201
4	68.5964	5,487.72	11,890.05	142,681
5	70.3114	5,624.91	12,187.30	146,248
6	72.0691	5,765.53	12,491.98	149,904
7	73.8709	5,909.67	12,804.28	153,651
8	75.7176	6,057.41	13,124.39	157,493
9	77.6106	6,208.85	13,452.50	161,430
<b>193</b>				
1	66.8830	5,350.64	11,593.05	139,117
2	68.5550	5,484.40	11,882.87	142,594
3	70.2689	5,621.51	12,179.94	146,159
4	72.0256	5,762.05	12,484.44	149,813
5	73.8263	5,906.10	12,796.55	153,559
6	75.6719	6,053.75	13,116.47	157,398
7	77.5637	6,205.10	13,444.38	161,333
8	79.5028	6,360.23	13,780.49	165,366
9	81.4904	6,519.23	14,125.00	169,500
<b>194</b>				
1	70.2291	5,618.33	12,173.04	146,076
2	71.9848	5,758.78	12,477.37	149,728
3	73.7844	5,902.75	12,789.30	153,472
4	75.6290	6,050.32	13,109.03	157,308
5	77.5198	6,201.58	13,436.76	161,241
6	79.4578	6,356.62	13,772.68	165,272
7	81.4442	6,515.54	14,116.99	169,404
8	83.4803	6,678.42	14,469.92	173,639
9	85.5673	6,845.38	14,831.67	177,980
<b>195</b>				
1	73.7409	5,899.27	12,781.76	153,381
2	75.5844	6,046.76	13,101.30	157,216
3	77.4741	6,197.92	13,428.84	161,146
4	79.4109	6,352.87	13,764.56	165,175
5	81.3962	6,511.69	14,108.67	169,304
6	83.4311	6,674.49	14,461.39	173,537
7	85.5169	6,841.35	14,822.92	177,875
8	87.6548	7,012.38	15,193.50	182,322
9	89.8462	7,187.69	15,573.33	186,880
<b>196</b>				
1	77.4264	6,194.11	13,420.57	161,047
2	79.3621	6,348.96	13,756.09	165,073
3	81.3461	6,507.69	14,099.99	169,200
4	83.3798	6,670.38	14,452.49	173,430

Unrepresented, Executive and Laboratory Unit Salary Matrix  
Effective November 1, 2014

EXHIBIT 1

Range/Step	Hourly	Bi-Weekly	Monthly	Annually
5	85.4642	6,837.14	14,813.80	177,766
6	87.6009	7,008.07	15,184.15	182,210
7	89.7909	7,183.27	15,563.75	186,765
8	92.0356	7,362.85	15,952.85	191,434
9	94.3365	7,546.92	16,351.67	196,220
<b>197</b>				
1	81.2973	6,503.79	14,091.53	169,098
2	83.3297	6,666.38	14,443.82	173,326
3	85.4130	6,833.04	14,804.92	177,659
4	87.5483	7,003.87	15,175.04	182,100
5	89.7370	7,178.96	15,554.42	186,653
6	91.9805	7,358.44	15,943.28	191,319
7	94.2800	7,542.40	16,341.86	196,102
8	96.6370	7,730.96	16,750.41	201,005
9	99.0529	7,924.23	17,169.17	206,030
<b>198</b>				
1	85.3616	6,828.93	14,796.01	177,552
2	87.4956	6,999.65	15,165.91	181,991
3	89.6830	7,174.64	15,545.06	186,541
4	91.9251	7,354.01	15,933.68	191,204
5	94.2232	7,537.86	16,332.03	195,984
6	96.5788	7,726.30	16,740.33	200,884
7	98.9933	7,919.46	17,158.83	205,906
8	101.4681	8,117.45	17,587.80	211,054
9	104.0048	8,320.38	18,027.50	216,330
<b>199</b>				
1	91.7658	7,341.26	15,906.07	190,873
2	94.0599	7,524.79	16,303.72	195,645
3	96.4114	7,712.91	16,711.31	200,536
4	98.8217	7,905.74	17,129.10	205,549
5	101.2923	8,103.38	17,557.32	210,688
6	103.8246	8,305.96	17,996.26	215,955
7	106.4202	8,513.61	18,446.16	221,354
8	109.0807	8,726.45	18,907.32	226,888
9	111.8077	8,944.62	19,380.00	232,560
<b>200</b>				
1	98.6474	7,891.79	17,098.89	205,187
2	101.1136	8,089.09	17,526.36	210,316
3	103.6415	8,291.32	17,964.52	215,574
4	106.2325	8,498.60	18,413.63	220,964
5	108.8883	8,711.06	18,873.97	226,488
6	111.6105	8,928.84	19,345.82	232,150
7	114.4008	9,152.06	19,829.47	237,954
8	117.2608	9,380.86	20,325.20	243,902
9	120.1923	9,615.38	20,833.33	250,000

Unrepresented, Executive and Laboratory Unit Salary Matrix  
Effective November 1, 2014

EXHIBIT 1

<b>Range/Step</b>	<b>Hourly</b>	<b>Bi-Weekly</b>	<b>Monthly</b>	<b>Annually</b>
<b>201</b>				
1	52.245	4,179.60	9,055.80	108,670
<b>202</b>				
1	42.9806	3,438.45	7,449.97	89,400
<b>203</b>				
1	131.2260	10,498.08	22,745.83	272,950