

**UNREPRESENTED UNIT
SALARY MATRIX
Effective July 1, 2014**

Exhibit 1

CLASSIFICATION TITLE

SALARY RANGES

Management

Board Secretary/Office Manager	UN 103
Budget Officer	UN 102
Deputy Manager of Construction Management	UN 103
Deputy Manager of Electrical and Instrumentation	UN 103
Deputy Manager of Engineering	UN 104
Deputy Manager of Human Resources	UN 101
Deputy Manager of Integrated Systems Services	UN 103
Deputy Manager of Maintenance Planning	UN 103
Deputy Manager of Operations	UN 104
Deputy Manager of Operations and Organics	UN 104
Deputy Manager of Planning and Environmental	UN 104
Deputy Manager of Plant Maintenance	UN 103
Deputy Manager of Technical Services	UN 104
Grants Officer	UN 102
Manager of Business Information Services	UN 104
Manager of Contracts and Facility Services (CAP)	UN 104
Manager of Engineering	UN 107
Manager of External Affairs	UN 103
Manager of Finance and Accounting	UN 104
Manager of Human Resources	UN 104
Manager of Internal Audit	UN 104
Manager of Laboratories	UN 104
Manager of Maintenance	UN 107
Manager of Operations	UN 107
Manager of Planning and Environmental Compliance	UN 108
Training Officer	UN 100

Specialized

Administrative Analyst	UN 097
Maintenance Specialist	UN 101
Marketing Coordinator	UN 097
Senior Environmental Compliance Officer	UN 100
Senior Office Engineer	UN 101
Safety Officer	UN 101
Senior Operations Assistant	UN 100

Non-Management

Accountant	UN 091
Administrative Assistant (Confidential)	UN 091
Applications Systems Analyst	UN 096
Assistant Engineer	UN 094

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Associate Engineer	UN 098
Benefits Representative	UN 094
CAD Designer*	UN 094
CIP Coordinator	UN 097
Community Outreach and Education Coordinator I	UN 092
Community Outreach and Education Coordinator II	UN 094
Construction Inspector	UN 096
Environmental Compliance Officer	UN 097
GIS Specialist	UN 091
Groundwater Recharge Operations & Maintenance	UN 095
Human Resources Analyst	UN 096
Human Resources Representative I*	UN 084
Human Resources Representative II*	UN 089
Junior Operations Assistant	UN 097
Landscape Coordinator*	UN 092
Recycled Water Service Coordinator	UN 099
Safety Representative*	UN 088
Senior Associate Engineer	UN 100
Senior Internal Auditor	UN 098
Staff Internal Auditor I	UN 092
Staff Internal Auditor II	UN 095
Water Resources Analyst I	UN 094

* Non-Exempt Classification

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Range	Step	Hourly	Bi-weekly	Monthly	Annual
UN080	1	15.3913	1,231.31	2,667.83	32,014
	2	15.7761	1,262.09	2,734.53	32,814
	3	16.1705	1,293.64	2,802.89	33,635
	4	16.5747	1,325.98	2,872.95	34,475
	5	16.9890	1,359.12	2,944.76	35,337
	6	17.4138	1,393.10	3,018.39	36,221
	7	17.8491	1,427.93	3,093.85	37,126
	8	18.2954	1,463.63	3,171.20	38,054
	9	18.7527	1,500.21	3,250.46	39,006
UN081	1	16.1608	1,292.87	2,801.21	33,615
	2	16.5649	1,325.19	2,871.25	34,455
	3	16.9790	1,358.32	2,943.02	35,316
	4	17.4035	1,392.28	3,016.61	36,199
	5	17.8385	1,427.08	3,092.01	37,104
	6	18.2846	1,462.77	3,169.32	38,032
	7	18.7416	1,499.33	3,248.55	38,983
	8	19.2102	1,536.81	3,329.77	39,957
	9	19.6906	1,575.24	3,413.03	40,956
UN082	1	16.9687	1,357.50	2,941.25	35,295
	2	17.3929	1,391.44	3,014.78	36,177
	3	17.8278	1,426.23	3,090.16	37,082
	4	18.2735	1,461.88	3,167.41	38,009
	5	18.7304	1,498.43	3,246.60	38,959
	6	19.1986	1,535.89	3,327.76	39,933
	7	19.6785	1,574.28	3,410.94	40,931
	8	20.1706	1,613.65	3,496.23	41,955
	9	20.6748	1,653.98	3,583.63	43,004
UN083	1	17.8176	1,425.41	3,088.38	37,061
	2	18.2630	1,461.04	3,165.58	37,987
	3	18.7195	1,497.56	3,244.71	38,936
	4	19.1874	1,535.00	3,325.82	39,910
	5	19.6673	1,573.38	3,408.99	40,908
	6	20.1589	1,612.71	3,494.21	41,930
	7	20.6628	1,653.02	3,581.55	42,979
	8	21.1794	1,694.35	3,671.09	44,053
	9	21.7088	1,736.71	3,762.86	45,154

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UN084	1	18.7074	1,496.59	3,242.62	38,911
	2	19.1751	1,534.01	3,323.68	39,884
	3	19.6544	1,572.35	3,406.77	40,881
	4	20.1458	1,611.67	3,491.94	41,903
	5	20.6496	1,651.97	3,579.26	42,951
	6	21.1658	1,693.26	3,668.73	44,025
	7	21.6949	1,735.59	3,760.44	45,125
	8	22.2374	1,778.99	3,854.47	46,254
	9	22.7934	1,823.47	3,950.85	47,410
UN085	1	19.6444	1,571.55	3,405.03	40,860
	2	20.1355	1,610.84	3,490.15	41,882
	3	20.6388	1,651.10	3,577.39	42,929
	4	21.1547	1,692.38	3,666.82	44,002
	5	21.6836	1,734.69	3,758.49	45,102
	6	22.2258	1,778.06	3,852.47	46,230
	7	22.7813	1,822.50	3,948.76	47,385
	8	23.3509	1,868.07	4,047.49	48,570
	9	23.9347	1,914.78	4,148.69	49,784
UN086	1	20.6256	1,650.05	3,575.11	42,901
	2	21.1412	1,691.30	3,664.48	43,974
	3	21.6698	1,733.58	3,756.09	45,073
	4	22.2115	1,776.92	3,849.99	46,200
	5	22.7668	1,821.34	3,946.24	47,355
	6	23.3360	1,866.88	4,044.90	48,539
	7	23.9193	1,913.55	4,146.01	49,752
	8	24.5173	1,961.38	4,249.66	50,996
	9	25.1301	2,010.41	4,355.89	52,271
UN087	1	21.6570	1,732.56	3,753.89	45,047
	2	22.1985	1,775.88	3,847.74	46,173
	3	22.7534	1,820.27	3,943.92	47,327
	4	23.3222	1,865.78	4,042.52	48,510
	5	23.9054	1,912.43	4,143.60	49,723
	6	24.5030	1,960.24	4,247.19	50,966
	7	25.1155	2,009.24	4,353.35	52,240
	8	25.7434	2,059.47	4,462.19	53,546
	9	26.3871	2,110.97	4,573.76	54,885

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UN088	1	22.7396	1,819.16	3,941.52	47,298
	2	23.3080	1,864.64	4,040.06	48,481
	3	23.8906	1,911.25	4,141.04	49,692
	4	24.4879	1,959.03	4,244.57	50,935
	5	25.1001	2,008.01	4,350.68	52,208
	6	25.7277	2,058.21	4,459.46	53,514
	7	26.3708	2,109.66	4,570.94	54,851
	8	27.0301	2,162.41	4,685.22	56,223
	9	27.7059	2,216.47	4,802.35	57,628
UN089	1	23.8767	1,910.13	4,138.62	49,663
	2	24.4735	1,957.88	4,242.08	50,905
	3	25.0855	2,006.84	4,348.15	52,178
	4	25.7126	2,057.01	4,456.85	53,482
	5	26.3554	2,108.43	4,568.26	54,819
	6	27.0143	2,161.15	4,682.49	56,190
	7	27.6898	2,215.18	4,799.56	57,595
	8	28.3820	2,270.56	4,919.54	59,034
	9	29.0915	2,327.32	5,042.52	60,510
UN090	1	25.0712	2,005.69	4,345.67	52,148
	2	25.6980	2,055.84	4,454.31	53,452
	3	26.3404	2,107.23	4,565.67	54,788
	4	26.9989	2,159.91	4,679.81	56,158
	5	27.6739	2,213.91	4,796.81	57,562
	6	28.3657	2,269.26	4,916.73	59,001
	7	29.0748	2,325.99	5,039.64	60,476
	8	29.8017	2,384.13	5,165.62	61,987
	9	30.5468	2,443.74	5,294.77	63,537
UN091	1	26.3233	2,105.86	4,562.70	54,752
	2	26.9814	2,158.51	4,676.77	56,121
	3	27.6560	2,212.48	4,793.71	57,524
	4	28.3474	2,267.79	4,913.55	58,963
	5	29.0560	2,324.48	5,036.38	60,437
	6	29.7824	2,382.59	5,162.29	61,947
	7	30.5271	2,442.17	5,291.36	63,496
	8	31.2902	2,503.21	5,423.63	65,084
	9	32.0725	2,565.80	5,559.23	66,711

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UN092	1	27.6405	2,211.24	4,791.01	57,492
	2	28.3315	2,266.52	4,910.80	58,930
	3	29.0398	2,323.19	5,033.57	60,403
	4	29.7659	2,381.27	5,159.42	61,913
	5	30.5100	2,440.80	5,288.39	63,461
	6	31.2728	2,501.83	5,420.62	65,047
	7	32.0546	2,564.37	5,556.13	66,674
	8	32.8561	2,628.49	5,695.05	68,341
	9	33.6774	2,694.19	5,837.41	70,049
UN093	1	29.0218	2,321.74	5,030.45	60,365
	2	29.7474	2,379.79	5,156.22	61,875
	3	30.4912	2,439.29	5,285.13	63,422
	4	31.2534	2,500.27	5,417.25	65,007
	5	32.0347	2,562.77	5,552.68	66,632
	6	32.8355	2,626.84	5,691.48	68,298
	7	33.6564	2,692.51	5,833.78	70,005
	8	34.4977	2,759.82	5,979.61	71,755
	9	35.3603	2,828.83	6,129.12	73,549
UN094	1	30.4732	2,437.85	5,282.01	63,384
	2	31.2350	2,498.80	5,414.07	64,969
	3	32.0159	2,561.27	5,549.42	66,593
	4	32.8162	2,625.30	5,688.15	68,258
	5	33.6367	2,690.94	5,830.37	69,964
	6	34.4776	2,758.21	5,976.12	71,713
	7	35.3395	2,827.16	6,125.52	73,506
	8	36.2230	2,897.84	6,278.66	75,344
	9	37.1286	2,970.29	6,435.63	77,228
UN095	1	31.9968	2,559.74	5,546.10	66,553
	2	32.7967	2,623.73	5,684.75	68,217
	3	33.6166	2,689.33	5,826.87	69,922
	4	34.4571	2,756.57	5,972.57	71,671
	5	35.3186	2,825.49	6,121.89	73,463
	6	36.2015	2,896.12	6,274.93	75,299
	7	37.1067	2,968.53	6,431.82	77,182
	8	38.0343	3,042.75	6,592.62	79,111
	9	38.9851	3,118.81	6,757.43	81,089

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UN096	1	33.5966	2,687.72	5,823.40	69,881
	2	34.4365	2,754.92	5,969.00	71,628
	3	35.2973	2,823.78	6,118.20	73,418
	4	36.1798	2,894.39	6,271.17	75,254
	5	37.0843	2,966.74	6,427.94	77,135
	6	38.0114	3,040.91	6,588.64	79,064
	7	38.9616	3,116.93	6,753.35	81,040
	8	39.9356	3,194.85	6,922.18	83,066
	9	40.9340	3,274.72	7,095.22	85,143
UN097	1	35.2761	2,822.09	6,114.53	73,374
	2	36.1580	2,892.64	6,267.38	75,209
	3	37.0620	2,964.96	6,424.08	77,089
	4	37.9886	3,039.09	6,584.69	79,016
	5	38.9383	3,115.07	6,749.31	80,992
	6	39.9117	3,192.93	6,918.02	83,016
	7	40.9095	3,272.76	7,090.99	85,092
	8	41.9322	3,354.57	7,268.24	87,219
	9	42.9806	3,438.45	7,449.97	89,400
UN098	1	37.0403	2,963.22	6,420.31	77,044
	2	37.9663	3,037.31	6,580.83	78,970
	3	38.9156	3,113.25	6,745.37	80,944
	4	39.8884	3,191.07	6,913.98	82,968
	5	40.8856	3,270.85	7,086.83	85,042
	6	41.9078	3,352.62	7,264.01	87,168
	7	42.9555	3,436.44	7,445.62	89,347
	8	44.0293	3,522.35	7,631.75	91,581
	9	45.1301	3,610.41	7,822.55	93,871
UN099	1	38.8694	3,109.56	6,737.37	80,848
	2	39.8411	3,187.29	6,905.79	82,869
	3	40.8372	3,266.97	7,078.44	84,941
	4	41.8581	3,348.65	7,255.41	87,065
	5	42.9046	3,432.37	7,436.80	89,242
	6	43.9772	3,518.18	7,622.72	91,473
	7	45.0766	3,606.13	7,813.28	93,759
	8	46.2036	3,696.29	8,008.62	96,103
	9	47.3587	3,788.70	8,208.84	98,506

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UN100	1	40.8380	3,267.04	7,078.58	84,943
	2	41.8589	3,348.71	7,255.54	87,067
	3	42.9054	3,432.43	7,436.94	89,243
	4	43.9781	3,518.25	7,622.88	91,475
	5	45.0775	3,606.20	7,813.44	93,761
	6	46.2044	3,696.35	8,008.76	96,105
	7	47.3596	3,788.77	8,209.00	98,508
	8	48.5435	3,883.48	8,414.21	100,971
	9	49.7572	3,980.57	8,624.58	103,495
UN101	1	42.8800	3,430.40	7,432.53	89,190
	2	43.9519	3,516.15	7,618.33	91,420
	3	45.0506	3,604.05	7,808.78	93,705
	4	46.1770	3,694.16	8,004.02	96,048
	5	47.3315	3,786.52	8,204.12	98,449
	6	48.5147	3,881.18	8,409.22	100,911
	7	49.7276	3,978.21	8,619.45	103,433
	8	50.9707	4,077.66	8,834.92	106,019
	9	52.2450	4,179.60	9,055.80	108,670
UN102	1	45.0238	3,601.91	7,804.13	93,650
	2	46.1496	3,691.97	7,999.26	95,991
	3	47.3032	3,784.26	8,199.23	98,391
	4	48.4858	3,878.86	8,404.20	100,850
	5	49.6980	3,975.84	8,614.31	103,372
	6	50.9405	4,075.24	8,829.69	105,956
	7	52.2139	4,177.11	9,050.41	108,605
	8	53.5193	4,281.54	9,276.68	111,320
	9	54.8573	4,388.58	9,508.60	114,103
UN103	1	47.2751	3,782.01	8,194.35	98,332
	2	48.4570	3,876.56	8,399.21	100,791
	3	49.6684	3,973.47	8,609.18	103,310
	4	50.9101	4,072.81	8,824.42	105,893
	5	52.1829	4,174.63	9,045.03	108,540
	6	53.4874	4,279.00	9,271.16	111,254
	7	54.8247	4,385.97	9,502.94	114,035
	8	56.1952	4,495.62	9,740.50	116,886
	9	57.6002	4,608.01	9,984.03	119,808

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UN104	1	49.6389	3,971.11	8,604.07	103,249
	2	50.8799	4,070.39	8,819.18	105,830
	3	52.1518	4,172.14	9,039.65	108,476
	4	53.4556	4,276.45	9,265.64	111,188
	5	54.7920	4,383.36	9,497.28	113,967
	6	56.1619	4,492.95	9,734.73	116,817
	7	57.5658	4,605.27	9,978.08	119,737
	8	59.0050	4,720.40	10,227.54	122,730
	9	60.4801	4,838.41	10,483.22	125,799
UN105	1	52.1208	4,169.67	9,034.28	108,411
	2	53.4239	4,273.91	9,260.13	111,122
	3	54.7595	4,380.76	9,491.65	113,900
	4	56.1284	4,490.28	9,728.93	116,747
	5	57.5317	4,602.54	9,972.17	119,666
	6	58.9700	4,717.60	10,221.47	122,658
	7	60.4443	4,835.55	10,477.02	125,724
	8	61.9554	4,956.43	10,738.94	128,867
	9	63.5044	5,080.35	11,007.42	132,089
UN106	1	54.7269	4,378.15	9,485.99	113,832
	2	56.0950	4,487.60	9,723.14	116,678
	3	57.4974	4,599.79	9,966.22	119,595
	4	58.9349	4,714.79	10,215.38	122,585
	5	60.4084	4,832.67	10,470.79	125,650
	6	61.9186	4,953.49	10,732.56	128,791
	7	63.4667	5,077.33	11,000.89	132,011
	8	65.0534	5,204.27	11,275.92	135,311
	9	66.6798	5,334.38	11,557.82	138,694
UN107	1	57.4632	4,597.06	9,960.29	119,523
	2	58.8998	4,711.98	10,209.30	122,512
	3	60.3723	4,829.78	10,464.53	125,574
	4	61.8817	4,950.54	10,726.16	128,714
	5	63.4287	5,074.30	10,994.31	131,932
	6	65.0146	5,201.17	11,269.19	135,230
	7	66.6399	5,331.19	11,550.92	138,611
	8	68.3059	5,464.47	11,839.69	142,076
	9	70.0136	5,601.09	12,135.70	145,628

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UN108	1	60.3365	4,826.92	10,458.33	125,500
	2	61.8449	4,947.59	10,719.78	128,637
	3	63.3911	5,071.29	10,987.80	131,854
	4	64.9760	5,198.08	11,262.50	135,150
	5	66.6004	5,328.03	11,544.07	138,529
	6	68.2655	5,461.24	11,832.68	141,992
	7	69.9722	5,597.78	12,128.52	145,542
	8	71.7215	5,737.72	12,431.72	149,181
	9	73.5145	5,881.16	12,742.52	152,910