

SEWER							WATER						
Position Name	Start Date	FTE	Allocation %	FY23 Base Salary	FY23 Total	Grade	Position Name	Start Date	FTE	Allocation %	FY23 Base Salary	FY23 Total Compensation	Grade
Water Systems Billing Manager	2022-07-01	1	68%	\$56,280	\$56,388	NU10	Water Systems Billing Manager	2022-07-01	1	32%	\$26,484	\$26,535	NU10
Engineering Project Manager	2022-08-01	1	30%	\$25,400	\$25,449	NU7	Engineering Project Manager	2022-08-01	1	30%	\$25,400	\$25,449	NU7
Deputy Director - Engineering Projects	2022-07-01	1	30%	\$33,253	\$33,317	NU5	Deputy Director - Engineering Projects	2022-07-01	1	30%	\$33,253	\$33,317	NU5
Junior Civil Engineer	2022-07-01	1	30%	\$26,600	\$26,651	NU8	Junior Civil Engineer	2022-07-01	1	30%	\$26,600	\$26,651	NU8
SHMEO/Catch Basin Cleaner	2022-07-01	1	100%	\$55,416	\$60,497	LAB4	SHMEO - Water (T-S)	2022-07-01	1	100%	\$53,787	\$56,302	LAB4
Water & Sewer Director	2022-07-01	1	68%	\$88,667	\$88,837	NU3	Water & Sewer Director	2022-07-01	1	32%	\$41,725	\$41,805	NU3
Superintendent of Sewer	2022-07-01	1	100%	\$113,052	\$113,269	NU5	Superintendent of Water	2022-07-01	1	100%	\$108,660	\$108,869	NU5
Trench Inspector	2022-07-01	1	30%	\$21,946	\$22,934	ENG4	Trench Inspector	2022-07-01	1	30%	\$21,946	\$22,934	ENG4
Water Engineer	2022-07-01	1	68%	\$57,659	\$57,769	NU9	Water Engineer	2022-07-01	1	32%	\$27,133	\$27,186	NU9
Stormwater Program Manager	2022-07-01	1	100%	\$101,748	\$101,943	NU6	SHMEO - Water (T-S)	2022-07-01	1	100%	\$53,787	\$56,302	LAB4
SHMEO/Catch Basin Cleaner	2022-07-01	1	100%	\$55,416	\$59,997	LAB4	SHMEO - Water	2022-07-01	1	100%	\$55,416	\$59,997	LAB4
SHMEO/Catch Basin Cleaner (T-S)	2022-07-01	1	100%	\$53,787	\$56,302	LAB4	SHMEO - Water	2022-07-01	1	100%	\$55,416	\$59,997	LAB4
Utilities Project Manager	2022-07-01	1	68%	\$67,989	\$68,120	NU7	Utilities Project Manager	2022-07-01	1	32%	\$31,995	\$32,057	NU7
SHMEO/Catch Basin Cleaner	2022-07-01	1	100%	\$53,787	\$56,302	LAB4	Working Foreman/SHMEO - Water (T-S)	2022-07-01	1	100%	\$60,842	\$63,640	WKFM3
SHMEO/Catch Basin Cleaner	2022-07-01	1	100%	\$55,416	\$59,997	LAB4	SHMEO - Water	2022-07-01	1	100%	\$53,787	\$56,302	LAB4
Construction Liaison & Compliance Manager	2022-07-01	1	30%	\$24,941	\$24,989	NU9	Construction Liaison & Compliance Manager	2022-07-01	1	30%	\$24,941	\$24,989	NU9
Water/Sewer System Analyst	2022-07-01	1	68%	\$44,333	\$44,418	NU11	Water/Sewer System Analyst	2022-07-01	1	32%	\$20,863	\$20,903	NU11
Director of Engineering	2022-07-01	1	30%	\$40,698	\$40,776	NU3	Director of Engineering	2022-07-01	1	30%	\$40,698	\$40,776	NU3
Head Water Meter Technician	2022-07-01	1	68%	\$37,691	\$39,786	LAB4	Head Water Meter Technician	2022-07-01	1	32%	\$17,737	\$18,723	LAB4
Senior Civil Engineer	2022-07-01	1	30%	\$28,829	\$28,885	NU7	Senior Civil Engineer	2022-07-01	1	30%	\$28,829	\$28,885	NU7
SHMEO/Catch Basin Cleaner (T-S)	2022-07-01	1	100%	\$53,787	\$56,302	LAB4	SHMEO - Water	2022-07-01	1	100%	\$55,416	\$59,997	LAB4
SHMEO/Catch Basin Cleaner	2022-07-01	1	100%	\$54,325	\$58,861	LAB4	SHMEO - Water (T-S)	2022-07-01	1	100%	\$53,787	\$56,302	LAB4
Deputy Director - Engineering Services	2022-07-01	1	30%	\$33,253	\$33,317	NU5	Deputy Director - Engineering Services	2022-07-01	1	30%	\$33,253	\$33,317	NU5
Engineering Project Manager	2022-07-01	1	30%	\$28,264	\$28,319	NU7	Engineering Project Manager	2022-07-01	1	30%	\$28,264	\$28,319	NU7
Working Foreman/SHMEO - Sewer (T-S)	2022-07-01	1	100%	\$60,842	\$63,640	WKFM3	SHMEO - Water	2022-07-01	1	100%	\$53,787	\$56,302	LAB4
GIS Coordinator	2022-07-01	1	30%	\$29,369	\$29,426	NU8	GIS Coordinator	2022-07-01	1	30%	\$29,369	\$29,426	NU8
SHMEO/Catch Basin Cleaner (T-S)	2022-07-01	1	100%	\$53,787	\$56,302	LAB4	Water Primary Operator	2022-07-01	1	100%	\$105,600	\$105,803	13
Principal Clerk	2022-07-01	1	68%	\$37,308	\$37,618	CLER2	Principal Clerk	2022-07-01	1	32%	\$17,733	\$17,879	CLER2
Administrative Assistant	2022-07-01	1	68%	\$42,212	\$43,585	ADMN2A	Administrative Assistant	2022-07-01	1	32%	\$19,864	\$20,511	ADMN2A
Director of Admin And Finance	2022-07-01	1	68%	\$67,834	\$67,965	NU6	Director of Admin And Finance	2022-07-01	1	32%	\$31,922	\$31,983	NU6
Principal Clerk	2022-07-01	1	68%	\$37,683	\$37,994	CLER2	Principal Clerk	2022-07-01	1	32%	\$17,556	\$17,702	CLER2
Public Works Foreman	2022-07-01	1	100%	\$92,617	\$103,344	10	SHMEO - Water	2022-07-01	1	100%	\$55,416	\$59,997	LAB4
Vacant (New) - Sewer Primary Operator	2022-07-01	1	100%	\$102,492	\$102,689	13	SHMEO - Water	2022-07-01	1	100%	\$53,787	\$56,302	LAB4
Working Foreman/SHMEO - Sewer	2022-07-01	1	100%	\$62,685	\$69,108	WKFM3	SHMEO - Water	2022-07-01	1	100%	\$55,416	\$59,997	LAB4
							Working Foreman/SHMEO - Water	2022-07-01	1	100%	\$62,685	\$69,108	WKFM3
							Water Foreman	2022-07-01	1	100%	\$78,543	\$85,704	6

SEWER							WATER						
Position Name	Start Date	FTE	Allocation %	FY23 Base Salary	FY23 Total	Grade	Position Name	Start Date	FTE	Allocation %	FY23 Base Salary	FY23 Total Compensation	Grade
Water Systems Billing Manager	2022-07-0	1	100%	\$26,484	\$26,535	NU10							
SHMEO/Catch Basin Cleaner	2022-07-01	1	100%	\$55,416	\$60,497	LAB4	SHMEO - Water (T-S)	2022-07-01	1	100%	\$53,787	\$56,302	LAB4
Water & Sewer Director	2022-07-0	1	100%	\$41,725	\$41,805	NU3							
Superintendent of Sewer	2022-07-01	1	100%	\$113,052	\$113,269	NU5	Superintendent of Water	2022-07-01	1	100%	\$108,660	\$108,869	NU5
Water Engineer	2022-07-0	1	100%	\$27,133	\$27,186	NU9							
Stormwater Program Manager	2022-07-01	1	100%	\$101,748	\$101,943	NU6	SHMEO - Water (T-S)	2022-07-01	1	100%	\$53,787	\$56,302	LAB4
SHMEO/Catch Basin Cleaner	2022-07-01	1	100%	\$55,416	\$59,997	LAB4	SHMEO - Water	2022-07-01	1	100%	\$55,416	\$59,997	LAB4
SHMEO/Catch Basin Cleaner (T-S)	2022-07-01	1	100%	\$53,787	\$56,302	LAB4	SHMEO - Water	2022-07-01	1	100%	\$55,416	\$59,997	LAB4
Utilities Project Manager	2022-07-0	1	100%	\$31,995	\$32,057	NU7							
SHMEO/Catch Basin Cleaner	2022-07-01	1	100%	\$53,787	\$56,302	LAB4	Working Foreman/SHMEO - Water (T-S)	2022-07-01	1	100%	\$60,842	\$63,640	WKFM3
SHMEO/Catch Basin Cleaner	2022-07-01	1	100%	\$55,416	\$59,997	LAB4	SHMEO - Water	2022-07-01	1	100%	\$53,787	\$56,302	LAB4
Water/Sewer System Analyst	2022-07-0	1	100%	\$20,863	\$20,903	NU11							
Head Water Meter Technician	2022-07-0	1	100%	\$17,737	\$18,723	LAB4							
SHMEO/Catch Basin Cleaner (T-S)	2022-07-01	1	100%	\$53,787	\$56,302	LAB4	SHMEO - Water	2022-07-01	1	100%	\$55,416	\$59,997	LAB4
SHMEO/Catch Basin Cleaner	2022-07-01	1	100%	\$54,325	\$58,861	LAB4	SHMEO - Water (T-S)	2022-07-01	1	100%	\$53,787	\$56,302	LAB4
Working Foreman/SHMEO - Sewer (T-S)	2022-07-01	1	100%	\$60,842	\$63,640	WKFM3	SHMEO - Water	2022-07-01	1	100%	\$53,787	\$56,302	LAB4
SHMEO/Catch Basin Cleaner (T-S)	2022-07-01	1	100%	\$53,787	\$56,302	LAB4	Water Primary Operator	2022-07-01	1	100%	\$105,600	\$105,803	13
Principal Clerk	2022-07-0	1	100%	\$17,733	\$17,879	CLER2							
Administrative Assistant	2022-07-0	1	100%	\$19,864	\$20,511	ADMN2A							
Director of Admin And Finance	2022-07-0	1	100%	\$31,922	\$31,983	NU6							
Principal Clerk	2022-07-0	1	100%	\$17,556	\$17,702	CLER2							
Public Works Foreman	2022-07-01	1	100%	\$92,617	\$103,344	10	SHMEO - Water	2022-07-01	1	100%	\$55,416	\$59,997	LAB4
Vacant (New) - Sewer Primary Operator	2022-07-01	1	100%	\$102,492	\$102,689	13	SHMEO - Water	2022-07-01	1	100%	\$53,787	\$56,302	LAB4
Working Foreman/SHMEO - Sewer	2022-07-01	1	100%	\$62,685	\$69,108	WKFM3	SHMEO - Water	2022-07-01	1	100%	\$55,416	\$59,997	LAB4
							Working Foreman/SHMEO - Water	2022-07-01	1	100%	\$62,685	\$69,108	WKFM3
							Water Foreman	2022-07-01	1	100%	\$78,543	\$85,704	6

SEWER							WATER						
Position Name	Start Date	FTE	Allocation %	FY23 Base Salary	FY23 Total	Grade	Position Name	Start Date	FTE	Allocation %	FY23 Base Salary	FY23 Total Compensation	Grade
Utilities Project Manager	2022-07-01	1	100%	\$31,995	\$32,057	NU7	Superintendent of Water	2022-07-01	1	100%	\$108,660	\$108,869	NU5
Superintendent of Sewer	2022-07-01	1	100%	\$113,052	\$113,269	NU5	Water Primary Operator	2022-07-01	1	100%	\$105,600	\$105,803	13
Stormwater Program Manager	2022-07-01	1	100%	\$101,748	\$101,943	NU6	Water Foreman	2022-07-01	1	100%	\$78,543	\$85,704	6
Director of Admin And Finance	2022-07-01	1	100%	\$31,922	\$31,983	NU6	Working Foreman/SHMEO - Water	2022-07-01	1	100%	\$62,685	\$69,108	WKFM3
Administrative Assistant	2022-07-01	1	100%	\$19,864	\$20,511	ADMN2A	SHMEO - Water	2022-07-01	1	100%	\$55,416	\$59,997	LAB4
SHMEO/Catch Basin Cleaner	2022-07-01	1	100%	\$55,416	\$60,497	LAB4	SHMEO - Water	2022-07-01	1	100%	\$55,416	\$59,997	LAB4
SHMEO/Catch Basin Cleaner	2022-07-01	1	100%	\$55,416	\$59,997	LAB4	SHMEO - Water	2022-07-01	1	100%	\$53,787	\$56,302	LAB4
SHMEO/Catch Basin Cleaner	2022-07-01	1	100%	\$53,787	\$56,302	LAB4	SHMEO - Water	2022-07-01	1	100%	\$55,416	\$59,997	LAB4
Water/Sewer System Analyst	2022-07-01	1	100%	\$20,863	\$20,903	NU11	SHMEO - Water	2022-07-01	1	100%	\$55,416	\$59,997	LAB4
Water & Sewer Director	2022-07-01	1	100%	\$41,725	\$41,805	NU3	SHMEO - Water	2022-07-01	1	100%	\$53,787	\$56,302	LAB4
Principal Clerk	2022-07-01	1	100%	\$17,733	\$17,879	CLER2	SHMEO - Water	2022-07-01	1	100%	\$55,416	\$59,997	LAB4
Public Works Foreman	2022-07-01	1	100%	\$92,617	\$103,344	10	SHMEO - Water	2022-07-01	1	100%	\$53,787	\$56,302	LAB4
Head Water Meter Technician	2022-07-01	1	100%	\$17,737	\$18,723	LAB4	Working Foreman/SHMEO - Water (T-S)	2022-07-01	1	100%	\$60,842	\$63,640	WKFM3
Principal Clerk	2022-07-01	1	100%	\$17,556	\$17,702	CLER2	SHMEO - Water (T-S)	2022-07-01	1	100%	\$53,787	\$56,302	LAB4
Water Systems Billing Manager	2022-07-01	1	100%	\$26,484	\$26,535	NU10	SHMEO - Water (T-S)	2022-07-01	1	100%	\$53,787	\$56,302	LAB4
SHMEO/Catch Basin Cleaner	2022-07-01	1	100%	\$54,325	\$58,861	LAB4	SHMEO - Water (T-S)	2022-07-01	1	100%	\$53,787	\$56,302	LAB4
Vacant (New) - Sewer Primary Operator	2022-07-01	1	100%	\$102,492	\$102,689	13							
Water Engineer	2022-07-01	1	100%	\$27,133	\$27,186	NU9							
Working Foreman/SHMEO - Sewer	2022-07-01	1	100%	\$62,685	\$69,108	WKFM3							
SHMEO/Catch Basin Cleaner (T-S)	2022-07-01	1	100%	\$53,787	\$56,302	LAB4							
SHMEO/Catch Basin Cleaner (T-S)	2022-07-01	1	100%	\$53,787	\$56,302	LAB4							
Working Foreman/SHMEO - Sewer (T-S)	2022-07-01	1	100%	\$60,842	\$63,640	WKFM3							
SHMEO/Catch Basin Cleaner (T-S)	2022-07-01	1	100%	\$53,787	\$56,302	LAB4							
SHMEO/Catch Basin Cleaner	2022-07-01	1	100%	\$55,416	\$59,997	LAB4							

FY24 SEWER					FY24 WATER				
Grade	Job Title	Start Date	FY24 Base Salary	2024 Compensation Total	Grade	Job Title	Start Date	FY24 Base Salary	2024 Compensation Total
NU7	Utilities Project Manager 440	7/1/2023	\$103,614.53	\$104,028.99	NU5	Superintendent of Water 450	7/1/2023	\$112,616.24	\$113,066.70
NU5	Superintendent of Sewer 440	7/1/2023	\$117,165.94	\$117,634.60	13	Water Primary Operator 450	7/1/2023	\$103,517.61	\$107,919.29
NU6	Stormwater Progam Manager	7/1/2023	\$105,449.34	\$105,871.14	6	Water Foreman 450	7/1/2023	\$90,794.65	\$96,398.35
NU6	Director of Admin And Finance	7/1/2023	\$103,381.71	\$103,795.24	LAB4	SHMEO - Water 450	08/01/2023	\$49,230.98	\$51,478.24
ADMN2A	Administrative Assistant 440	7/1/2023	\$62,688.82	\$65,492.46	LAB4	SHMEO - Water 450	08/01/2023	\$49,230.98	\$51,478.24
LAB4	SHMEO/Catch Basin Cleaner 4	7/1/2023	\$55,972.17	\$60,512.92	LAB4	SHMEO - Water 450	08/01/2023	\$49,230.98	\$51,478.24
LAB4	SHMEO/Catch Basin Cleaner 4	7/1/2023	\$55,972.17	\$58,512.92	LAB4	SHMEO - Water 450	08/01/2023	\$49,230.98	\$51,478.24
LAB4	SHMEO/Catch Basin Cleaner 4	7/1/2023	\$55,972.17	\$58,512.92					
NU11	Water/Sewer System Analyst 4	7/1/2023	\$67,569.75	\$67,840.03					
NU3	Water & Sewer Director 440	7/1/2023	\$135,139.49	\$135,680.05					
CLER2	Principal Clerk 440	7/1/2023	\$53,782.77	\$54,347.90					
10	Public Works Foreman 440	7/1/2023	\$89,005.63	\$92,839.31					
LAB4	Head Water Meter Technician	7/1/2023	\$54,326.03	\$56,802.35					
CLER2	Principal Clerk 440	7/1/2023	\$53,782.77	\$54,347.90					
NU10	Water Systems Billing Manage	7/1/2023	\$85,766.12	\$86,109.18					
NU13	Records Clerk 440	7/1/2023	\$50,677.31	\$50,677.31					
13	Sewer Primary Operator 440	08/01/2023	\$93,809.05	\$97,801.09					
LAB4	SHMEO/Catch Basin Cleaner 4	08/01/2023	\$49,230.98	\$51,478.24					
NU10	(NEW) Safety Compliance Offic	10/1/2023	\$52,672.45	\$52,883.14					
NU7	(NEW) Project Manager 440	10/1/2023	\$68,879.36	\$69,154.88					
NU9	Water Engineer 440	08/01/2023	\$74,306.30	\$74,603.53					
WKFM3	Working Foreman/SHMEO - Se	08/01/2023	\$55,688.27	\$58,188.26					

FY23 SEWER				FY24 SEWER			
Position Name	FY23 Base Salary	FY23 Total	Grade	Grade	Job Title	FY24 Base Salary	2024 Compensation Total
Utilities Project Manager	\$31,995	\$32,057	NU7	NU7	Utilities Project Manager 440	\$103,614.53	\$104,028.99
Superintendent of Sewer	\$113,052	\$113,269	NU5	NU5	Superintendent of Sewer 440	\$117,165.94	\$117,634.60
Stormwater Progam Manager	\$101,748	\$101,943	NU6	NU6	Stormwater Progam Manager 440	\$105,449.34	\$105,871.14
Director of Admin And Finance	\$31,922	\$31,983	NU6	NU6	Director of Admin And Finance 440	\$103,381.71	\$103,795.24
Administrative Assistant	\$19,864	\$20,511	ADMN2A	ADMN2A	Administrative Assistant 440	\$62,688.82	\$65,492.46
SHMEO/Catch Basin Cleaner	\$55,416	\$60,497	LAB4	LAB4	SHMEO/Catch Basin Cleaner 440	\$55,972.17	\$60,512.92
SHMEO/Catch Basin Cleaner	\$55,416	\$59,997	LAB4	LAB4	SHMEO/Catch Basin Cleaner 440	\$55,972.17	\$58,512.92
SHMEO/Catch Basin Cleaner	\$53,787	\$56,302	LAB4	LAB4	SHMEO/Catch Basin Cleaner 440	\$55,972.17	\$58,512.92
Water/Sewer System Analyst	\$20,863	\$20,903	NU11	NU11	Water/Sewer System Analyst 440	\$67,569.75	\$67,840.03
Water & Sewer Director	\$41,725	\$41,805	NU3	NU3	Water & Sewer Director 440	\$135,139.49	\$135,680.05
Principal Clerk	\$17,733	\$17,879	CLER2	CLER2	Principal Clerk 440	\$53,782.77	\$54,347.90
Public Works Foreman	\$92,617	\$103,344	10	10	Public Works Foreman 440	\$89,005.63	\$92,839.31
Head Water Meter Technician	\$17,737	\$18,723	LAB4	LAB4	Head Water Meter Technician 440	\$54,326.03	\$56,802.35
Principal Clerk	\$17,556	\$17,702	CLER2	CLER2	Principal Clerk 440	\$53,782.77	\$54,347.90
Water Systems Billing Manager	\$26,484	\$26,535	NU10	NU10	Water Systems Billing Manager 440	\$85,766.12	\$86,109.18
				NU13	Records Clerk 440	\$50,677.31	\$50,677.31
Vacant (New) - Sewer Primary Operator	\$102,492	\$102,689	13	13	Sewer Primary Operator 440	\$93,809.05	\$97,801.09
SHMEO/Catch Basin Cleaner	\$54,325	\$58,861	LAB4	LAB4	SHMEO/Catch Basin Cleaner 440	\$49,230.98	\$51,478.24
				NU10	(NEW) Safety Compliance Officer 440	\$52,672.45	\$52,883.14
				NU7	(NEW) Project Manager 440	\$68,879.36	\$69,154.88
Water Engineer	\$27,133	\$27,186	NU9	NU9	Water Engineer 440	\$74,306.30	\$74,603.53
Working Foreman/SHMEO - Sewer	\$62,685	\$69,108	WKFM3	WKFM3	Working Foreman/SHMEO - Sewer 440	\$55,688.27	\$58,188.26
SHMEO/Catch Basin Cleaner (T-S)	\$53,787	\$56,302	LAB4				
SHMEO/Catch Basin Cleaner (T-S)	\$53,787	\$56,302	LAB4				
Working Foreman/SHMEO - Sewer (T-S)	\$60,842	\$63,640	WKFM3				
SHMEO/Catch Basin Cleaner (T-S)	\$53,787	\$56,302	LAB4				
SHMEO/Catch Basin Cleaner	\$55,416	\$59,997	LAB4				
					RETAINED POSITIONS		19
CUT POSITIONS	5				NEW POSITIONS		3

FY23 WATER				FY24 WATER			
Position Name	FY23 Base Salary	FY23 Total Compensation	Grade	Grade	Job Title	FY24 Base Salary	2024 Compensation Total
Superintendent of Water	\$108,660	\$108,869	NU5	NU5	Superintendent of Water 450	\$112,616.24	\$113,066.70
Water Primary Operator	\$105,600	\$105,803	13	13	Water Primary Operator 450	\$103,517.61	\$107,919.29
Water Foreman	\$78,543	\$85,704	6	6	Water Foreman 450	\$90,794.65	\$96,398.35
Working Foreman/SHMEO - Water	\$62,685	\$69,108	WKFM3				
SHMEO - Water	\$55,416	\$59,997	LAB4	LAB4	SHMEO - Water 450	\$49,230.98	\$51,478.24
SHMEO - Water	\$55,416	\$59,997	LAB4	LAB4	SHMEO - Water 450	\$49,230.98	\$51,478.24
SHMEO - Water	\$53,787	\$56,302	LAB4	LAB4	SHMEO - Water 450	\$49,230.98	\$51,478.24
SHMEO - Water	\$55,416	\$59,997	LAB4	LAB4	SHMEO - Water 450	\$49,230.98	\$51,478.24
SHMEO - Water	\$55,416	\$59,997	LAB4				
SHMEO - Water	\$53,787	\$56,302	LAB4				
SHMEO - Water	\$55,416	\$59,997	LAB4				
SHMEO - Water	\$53,787	\$56,302	LAB4				
Working Foreman/SHMEO - Water (T-S)	\$60,842	\$63,640	WKFM3				
SHMEO - Water (T-S)	\$53,787	\$56,302	LAB4				
SHMEO - Water (T-S)	\$53,787	\$56,302	LAB4				
SHMEO - Water (T-S)	\$53,787	\$56,302	LAB4				
CUT POSITIONS	9				RETAINED POSITIONS	7	