

APPENDIX B
SALARY SCHEDULE

Water and Sanitation

Salary Grades as of July 4, 2009

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	
AD7	\$ 19.25	\$ 19.73	\$ 20.24	\$ 20.74	\$ 21.26	\$ 21.81	\$ 22.35	\$ 22.91	\$ 23.49	\$ 24.06	\$ 24.67	Hourly
	\$ 1,540.00	\$ 1,578.40	\$ 1,619.20	\$ 1,659.20	\$ 1,700.80	\$ 1,744.80	\$ 1,788.00	\$ 1,832.80	\$ 1,879.20	\$ 1,927.80	\$ 1,973.60	Approx. Bi-Wk
	\$ 3,336.67	\$ 3,419.87	\$ 3,508.27	\$ 3,594.93	\$ 3,685.07	\$ 3,780.40	\$ 3,874.00	\$ 3,971.07	\$ 4,071.60	\$ 4,174.40	\$ 4,276.13	Approx. Month
	\$ 40,040.00	\$ 41,038.40	\$ 42,099.20	\$ 43,139.20	\$ 44,220.80	\$ 45,364.80	\$ 46,488.00	\$ 47,652.80	\$ 48,859.20	\$ 50,044.80	\$ 51,313.60	Annual
AE4	\$ 20.59	\$ 21.12	\$ 21.65	\$ 22.20	\$ 22.74	\$ 23.32	\$ 23.89	\$ 24.48	\$ 25.10	\$ 25.74	\$ 26.37	Hourly
	\$ 1,647.20	\$ 1,689.60	\$ 1,732.00	\$ 1,776.00	\$ 1,819.20	\$ 1,865.60	\$ 1,911.20	\$ 1,958.40	\$ 2,008.00	\$ 2,059.20	\$ 2,109.60	Approx. Bi-Wk
	\$ 3,568.93	\$ 3,660.80	\$ 3,752.67	\$ 3,848.00	\$ 3,941.60	\$ 4,042.13	\$ 4,140.93	\$ 4,243.20	\$ 4,350.67	\$ 4,461.60	\$ 4,570.80	Approx. Month
	\$ 42,827.20	\$ 43,929.60	\$ 45,032.00	\$ 46,176.00	\$ 47,299.20	\$ 48,505.60	\$ 49,691.20	\$ 50,918.40	\$ 52,208.00	\$ 53,539.20	\$ 54,849.60	Annual
AL2	\$ 13.86	\$ 14.23	\$ 14.58	\$ 14.92	\$ 15.28	\$ 15.68	\$ 16.07	\$ 16.47	\$ 16.86	\$ 17.27	\$ 17.71	Hourly
	\$ 1,108.80	\$ 1,138.40	\$ 1,166.40	\$ 1,193.60	\$ 1,222.40	\$ 1,254.40	\$ 1,285.60	\$ 1,317.60	\$ 1,348.80	\$ 1,381.60	\$ 1,416.80	Approx. Bi-Wk
	\$ 2,402.40	\$ 2,466.53	\$ 2,527.20	\$ 2,586.13	\$ 2,648.53	\$ 2,717.87	\$ 2,785.47	\$ 2,854.80	\$ 2,922.40	\$ 2,993.47	\$ 3,069.73	Approx. Month
	\$ 28,828.80	\$ 29,598.40	\$ 30,326.40	\$ 31,033.60	\$ 31,782.40	\$ 32,614.40	\$ 33,425.60	\$ 34,257.60	\$ 35,068.80	\$ 35,921.60	\$ 36,836.80	Annual
AL4	\$ 14.59	\$ 14.94	\$ 15.32	\$ 15.72	\$ 16.11	\$ 16.49	\$ 16.91	\$ 17.34	\$ 17.77	\$ 18.23	\$ 18.67	Hourly
	\$ 1,167.20	\$ 1,195.20	\$ 1,225.60	\$ 1,257.60	\$ 1,288.80	\$ 1,319.20	\$ 1,352.80	\$ 1,387.20	\$ 1,421.60	\$ 1,458.40	\$ 1,493.60	Approx. Bi-Wk
	\$ 2,528.93	\$ 2,589.60	\$ 2,655.47	\$ 2,724.80	\$ 2,792.40	\$ 2,858.27	\$ 2,931.07	\$ 3,005.60	\$ 3,080.13	\$ 3,159.87	\$ 3,236.13	Approx. Month
	\$ 30,347.20	\$ 31,075.20	\$ 31,865.60	\$ 32,697.60	\$ 33,508.80	\$ 34,299.20	\$ 35,172.80	\$ 36,067.20	\$ 36,961.60	\$ 37,918.40	\$ 38,833.60	Annual
AL8	\$ 16.55	\$ 16.97	\$ 17.39	\$ 17.83	\$ 18.28	\$ 18.74	\$ 19.22	\$ 19.67	\$ 20.17	\$ 20.67	\$ 21.17	Hourly
	\$ 1,324.00	\$ 1,357.60	\$ 1,391.20	\$ 1,426.40	\$ 1,462.40	\$ 1,499.20	\$ 1,537.60	\$ 1,573.60	\$ 1,613.60	\$ 1,653.60	\$ 1,693.60	Approx. Bi-Wk
	\$ 2,868.67	\$ 2,941.47	\$ 3,014.27	\$ 3,090.53	\$ 3,168.53	\$ 3,248.27	\$ 3,331.47	\$ 3,409.47	\$ 3,496.13	\$ 3,582.80	\$ 3,669.47	Approx. Month
	\$ 34,424.00	\$ 35,297.60	\$ 36,171.20	\$ 37,086.40	\$ 38,022.40	\$ 38,979.20	\$ 39,977.60	\$ 40,913.60	\$ 41,953.60	\$ 42,993.60	\$ 44,033.60	Annual
AL9	\$ 17.77	\$ 18.23	\$ 18.67	\$ 19.10	\$ 19.60	\$ 20.07	\$ 20.61	\$ 21.12	\$ 21.63	\$ 22.16	\$ 22.72	Hourly
	\$ 1,421.60	\$ 1,458.40	\$ 1,493.60	\$ 1,528.00	\$ 1,568.00	\$ 1,605.60	\$ 1,648.80	\$ 1,689.60	\$ 1,730.40	\$ 1,772.80	\$ 1,817.60	Approx. Bi-Wk
	\$ 3,080.13	\$ 3,159.87	\$ 3,236.13	\$ 3,310.67	\$ 3,397.33	\$ 3,478.80	\$ 3,572.40	\$ 3,660.80	\$ 3,749.20	\$ 3,841.07	\$ 3,938.13	Approx. Month
	\$ 36,961.60	\$ 37,918.40	\$ 38,833.60	\$ 39,728.00	\$ 40,768.00	\$ 41,745.60	\$ 42,868.80	\$ 43,929.60	\$ 44,990.40	\$ 46,092.80	\$ 47,257.60	Annual
AM1	\$ 19.68	\$ 20.18	\$ 20.68	\$ 21.19	\$ 21.74	\$ 22.26	\$ 22.84	\$ 23.40	\$ 23.99	\$ 24.57	\$ 25.19	Hourly
	\$ 1,574.40	\$ 1,614.40	\$ 1,654.40	\$ 1,695.20	\$ 1,739.20	\$ 1,780.80	\$ 1,827.20	\$ 1,872.00	\$ 1,919.20	\$ 1,965.60	\$ 2,015.20	Approx. Bi-Wk
	\$ 3,411.20	\$ 3,497.87	\$ 3,584.53	\$ 3,672.93	\$ 3,768.27	\$ 3,858.40	\$ 3,958.93	\$ 4,056.00	\$ 4,158.27	\$ 4,258.80	\$ 4,366.27	Approx. Month
	\$ 40,934.40	\$ 41,974.40	\$ 43,014.40	\$ 44,075.20	\$ 45,219.20	\$ 46,300.80	\$ 47,507.20	\$ 48,672.00	\$ 49,899.20	\$ 51,105.60	\$ 52,395.20	Annual
AM3	\$ 17.04	\$ 17.46	\$ 17.91	\$ 18.35	\$ 18.80	\$ 19.27	\$ 19.76	\$ 20.27	\$ 20.77	\$ 21.30	\$ 21.83	Hourly
	\$ 1,363.20	\$ 1,396.80	\$ 1,432.80	\$ 1,468.00	\$ 1,504.00	\$ 1,541.60	\$ 1,580.80	\$ 1,621.60	\$ 1,661.60	\$ 1,704.00	\$ 1,746.40	Approx. Bi-Wk
	\$ 2,953.60	\$ 3,026.40	\$ 3,104.40	\$ 3,180.67	\$ 3,258.67	\$ 3,340.13	\$ 3,425.07	\$ 3,513.47	\$ 3,600.13	\$ 3,692.00	\$ 3,783.87	Approx. Month
	\$ 35,443.20	\$ 36,316.80	\$ 37,252.80	\$ 38,168.00	\$ 39,104.00	\$ 40,081.60	\$ 41,100.80	\$ 42,161.60	\$ 43,201.60	\$ 44,304.00	\$ 45,406.40	Annual
AM7	\$ 17.87	\$ 18.30	\$ 18.76	\$ 19.24	\$ 19.73	\$ 20.23	\$ 20.71	\$ 21.23	\$ 21.76	\$ 22.31	\$ 22.85	Hourly
	\$ 1,429.60	\$ 1,464.00	\$ 1,500.80	\$ 1,539.20	\$ 1,578.40	\$ 1,618.40	\$ 1,658.60	\$ 1,698.40	\$ 1,740.80	\$ 1,784.80	\$ 1,828.00	Approx. Bi-Wk
	\$ 3,097.47	\$ 3,172.00	\$ 3,251.73	\$ 3,334.93	\$ 3,419.87	\$ 3,506.53	\$ 3,589.73	\$ 3,679.87	\$ 3,771.73	\$ 3,867.07	\$ 3,960.67	Approx. Month
	\$ 37,169.60	\$ 38,064.00	\$ 39,020.80	\$ 40,019.20	\$ 41,038.40	\$ 42,078.40	\$ 43,076.80	\$ 44,158.40	\$ 45,260.80	\$ 46,404.80	\$ 47,528.00	Annual
AM8	\$ 19.17	\$ 19.65	\$ 20.16	\$ 20.66	\$ 21.15	\$ 21.71	\$ 22.24	\$ 22.80	\$ 23.37	\$ 23.96	\$ 24.54	Hourly
	\$ 1,533.60	\$ 1,572.00	\$ 1,612.80	\$ 1,652.80	\$ 1,692.00	\$ 1,736.80	\$ 1,779.20	\$ 1,824.00	\$ 1,869.60	\$ 1,916.80	\$ 1,963.20	Approx. Bi-Wk
	\$ 3,322.80	\$ 3,406.00	\$ 3,494.40	\$ 3,581.07	\$ 3,666.00	\$ 3,763.07	\$ 3,854.93	\$ 3,952.00	\$ 4,050.80	\$ 4,153.07	\$ 4,253.60	Approx. Month
	\$ 39,873.60	\$ 40,872.00	\$ 41,932.80	\$ 42,972.80	\$ 43,992.00	\$ 45,156.80	\$ 46,259.20	\$ 47,424.00	\$ 48,609.60	\$ 49,836.80	\$ 51,043.20	Annual

APPENDIX B
SALARY SCHEDULE

Water and Sanitation

Salary Grades as of July 4, 2009 (continued)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	
AM9	\$ 21.86	\$ 22.41	\$ 22.96	\$ 23.54	\$ 24.14	\$ 24.74	\$ 25.37	\$ 25.98	\$ 26.64	\$ 27.33	\$ 27.98	Hourly
	\$ 1,748.80	\$ 1,792.80	\$ 1,836.80	\$ 1,883.20	\$ 1,931.20	\$ 1,979.20	\$ 2,029.60	\$ 2,078.40	\$ 2,131.20	\$ 2,186.40	\$ 2,238.40	Approx. Bi-Wk
	\$ 3,789.07	\$ 3,884.40	\$ 3,979.73	\$ 4,080.27	\$ 4,184.27	\$ 4,288.27	\$ 4,397.47	\$ 4,503.20	\$ 4,617.60	\$ 4,737.20	\$ 4,849.87	Approx. Month
	\$ 45,468.80	\$ 46,612.80	\$ 47,756.80	\$ 48,963.20	\$ 50,211.20	\$ 51,459.20	\$ 52,769.60	\$ 54,038.40	\$ 55,411.20	\$ 56,846.40	\$ 58,198.40	Annual
AZ4	\$ 17.38	\$ 17.82	\$ 18.27	\$ 18.73	\$ 19.19	\$ 19.68	\$ 20.16	\$ 20.66	\$ 21.18	\$ 21.71	\$ 22.25	Hourly
	\$ 1,390.40	\$ 1,425.60	\$ 1,461.60	\$ 1,498.40	\$ 1,535.20	\$ 1,574.40	\$ 1,612.80	\$ 1,652.80	\$ 1,694.40	\$ 1,736.80	\$ 1,780.00	Approx. Bi-Wk
	\$ 3,012.53	\$ 3,098.80	\$ 3,166.80	\$ 3,246.53	\$ 3,326.27	\$ 3,411.20	\$ 3,494.40	\$ 3,581.07	\$ 3,671.20	\$ 3,763.07	\$ 3,856.67	Approx. Month
	\$ 36,150.40	\$ 37,065.60	\$ 38,001.60	\$ 38,958.40	\$ 39,915.20	\$ 40,934.40	\$ 41,932.80	\$ 42,972.80	\$ 44,054.40	\$ 45,156.80	\$ 46,280.00	Annual
AZ7	\$ 14.97	\$ 15.35	\$ 15.74	\$ 16.11	\$ 16.50	\$ 16.90	\$ 17.33	\$ 17.76	\$ 18.19	\$ 18.65	\$ 19.10	Hourly
	\$ 1,197.60	\$ 1,228.00	\$ 1,259.20	\$ 1,288.80	\$ 1,320.00	\$ 1,352.00	\$ 1,386.40	\$ 1,420.80	\$ 1,455.20	\$ 1,492.00	\$ 1,528.00	Approx. Bi-Wk
	\$ 2,594.80	\$ 2,660.67	\$ 2,728.27	\$ 2,792.40	\$ 2,860.00	\$ 2,929.33	\$ 3,003.87	\$ 3,078.40	\$ 3,152.93	\$ 3,232.67	\$ 3,310.67	Approx. Month
	\$ 31,137.60	\$ 31,928.00	\$ 32,739.20	\$ 33,508.80	\$ 34,320.00	\$ 35,152.00	\$ 36,046.40	\$ 36,940.80	\$ 37,835.20	\$ 38,792.00	\$ 39,728.00	Annual
AZ8	\$ 17.20	\$ 17.63	\$ 18.07	\$ 18.53	\$ 18.99	\$ 19.46	\$ 19.95	\$ 20.45	\$ 20.96	\$ 21.49	\$ 22.02	Hourly
	\$ 1,376.00	\$ 1,410.40	\$ 1,445.60	\$ 1,482.40	\$ 1,519.20	\$ 1,556.80	\$ 1,596.00	\$ 1,636.00	\$ 1,676.80	\$ 1,719.20	\$ 1,761.60	Approx. Bi-Wk
	\$ 2,981.33	\$ 3,055.87	\$ 3,132.13	\$ 3,211.87	\$ 3,291.60	\$ 3,373.07	\$ 3,458.00	\$ 3,544.67	\$ 3,633.07	\$ 3,724.93	\$ 3,816.80	Approx. Month
	\$ 35,776.00	\$ 36,670.40	\$ 37,585.60	\$ 38,542.40	\$ 39,499.20	\$ 40,476.80	\$ 41,496.00	\$ 42,536.00	\$ 43,596.80	\$ 44,699.20	\$ 45,801.60	Annual
ET1	\$ 20.53	\$ 21.05	\$ 21.57	\$ 22.11	\$ 22.66	\$ 23.23	\$ 23.81	\$ 24.40	\$ 25.01	\$ 25.64	\$ 26.28	Hourly
	\$ 1,642.40	\$ 1,684.00	\$ 1,725.60	\$ 1,768.80	\$ 1,812.80	\$ 1,858.40	\$ 1,904.80	\$ 1,952.00	\$ 2,000.80	\$ 2,051.20	\$ 2,102.40	Approx. Bi-Wk
	\$ 3,558.53	\$ 3,648.67	\$ 3,738.80	\$ 3,832.40	\$ 3,927.73	\$ 4,026.53	\$ 4,127.07	\$ 4,229.33	\$ 4,335.07	\$ 4,444.27	\$ 4,555.20	Approx. Month
	\$ 42,702.40	\$ 43,784.00	\$ 44,865.60	\$ 45,988.80	\$ 47,132.80	\$ 48,318.40	\$ 49,524.80	\$ 50,752.00	\$ 52,020.80	\$ 53,331.20	\$ 54,662.40	Annual
MWT	\$ 15.75	\$ 16.14	\$ 16.54	\$ 16.95	\$ 17.38	\$ 17.82	\$ 18.27	\$ 18.74	\$ 19.20	\$ 19.68	\$ 20.16	Hourly
	\$ 1,260.00	\$ 1,291.20	\$ 1,323.20	\$ 1,356.00	\$ 1,390.40	\$ 1,425.60	\$ 1,461.60	\$ 1,499.20	\$ 1,538.00	\$ 1,574.40	\$ 1,612.80	Approx. Bi-Wk
	\$ 2,730.00	\$ 2,797.60	\$ 2,866.93	\$ 2,938.00	\$ 3,012.53	\$ 3,088.80	\$ 3,166.80	\$ 3,248.27	\$ 3,328.00	\$ 3,411.20	\$ 3,494.40	Approx. Month
	\$ 32,760.00	\$ 33,571.20	\$ 34,403.20	\$ 35,256.00	\$ 36,150.40	\$ 37,065.60	\$ 38,001.60	\$ 38,979.20	\$ 39,936.00	\$ 40,934.40	\$ 41,932.80	Annual
W15	\$ 14.24	\$ 14.60	\$ 14.96	\$ 15.34	\$ 15.72	\$ 16.11	\$ 16.52	\$ 16.93	\$ 17.35	\$ 17.79	\$ 18.23	Hourly
	\$ 1,139.20	\$ 1,168.00	\$ 1,196.80	\$ 1,227.20	\$ 1,257.60	\$ 1,288.80	\$ 1,321.60	\$ 1,354.40	\$ 1,388.00	\$ 1,423.20	\$ 1,458.40	Approx. Bi-Wk
	\$ 2,468.27	\$ 2,530.67	\$ 2,593.07	\$ 2,658.93	\$ 2,724.80	\$ 2,792.40	\$ 2,863.47	\$ 2,934.53	\$ 3,007.33	\$ 3,083.60	\$ 3,159.87	Approx. Month
	\$ 29,619.20	\$ 30,368.00	\$ 31,116.80	\$ 31,907.20	\$ 32,697.60	\$ 33,508.80	\$ 34,361.60	\$ 35,214.40	\$ 36,088.00	\$ 37,003.20	\$ 37,918.40	Annual
W22	\$ 16.93	\$ 17.35	\$ 17.79	\$ 18.23	\$ 18.69	\$ 19.15	\$ 19.63	\$ 20.12	\$ 20.63	\$ 21.14	\$ 21.67	Hourly
	\$ 1,354.40	\$ 1,388.00	\$ 1,423.20	\$ 1,458.40	\$ 1,495.20	\$ 1,532.00	\$ 1,570.40	\$ 1,609.60	\$ 1,650.40	\$ 1,691.20	\$ 1,733.60	Approx. Bi-Wk
	\$ 2,934.53	\$ 3,007.33	\$ 3,083.60	\$ 3,159.87	\$ 3,239.60	\$ 3,319.33	\$ 3,402.53	\$ 3,487.47	\$ 3,575.87	\$ 3,664.27	\$ 3,756.13	Approx. Month
	\$ 35,214.40	\$ 36,088.00	\$ 37,003.20	\$ 37,918.40	\$ 38,875.20	\$ 39,832.00	\$ 40,830.40	\$ 41,849.60	\$ 42,910.40	\$ 43,971.20	\$ 45,073.60	Annual
W33	\$ 22.21	\$ 22.77	\$ 23.34	\$ 23.92	\$ 24.52	\$ 25.13	\$ 25.76	\$ 26.41	\$ 27.07	\$ 27.74	\$ 28.44	Hourly
	\$ 1,776.80	\$ 1,821.60	\$ 1,867.20	\$ 1,913.60	\$ 1,961.60	\$ 2,010.40	\$ 2,060.80	\$ 2,112.80	\$ 2,165.60	\$ 2,219.20	\$ 2,275.20	Approx. Bi-Wk
	\$ 3,849.73	\$ 3,946.80	\$ 4,045.60	\$ 4,146.13	\$ 4,250.13	\$ 4,355.87	\$ 4,465.07	\$ 4,577.73	\$ 4,692.13	\$ 4,808.27	\$ 4,929.60	Approx. Month
	\$ 46,196.80	\$ 47,361.60	\$ 48,547.20	\$ 49,753.60	\$ 51,001.60	\$ 52,270.40	\$ 53,580.80	\$ 54,932.80	\$ 56,305.60	\$ 57,699.20	\$ 59,155.20	Annual
W37	\$ 24.52	\$ 25.13	\$ 25.76	\$ 26.41	\$ 27.07	\$ 27.74	\$ 28.44	\$ 29.15	\$ 29.88	\$ 30.62	\$ 31.39	Hourly
	\$ 1,961.60	\$ 2,010.40	\$ 2,060.80	\$ 2,112.80	\$ 2,165.60	\$ 2,219.20	\$ 2,275.20	\$ 2,332.00	\$ 2,390.40	\$ 2,449.60	\$ 2,511.20	Approx. Bi-Wk
	\$ 4,250.13	\$ 4,355.87	\$ 4,465.07	\$ 4,577.73	\$ 4,692.13	\$ 4,808.27	\$ 4,929.60	\$ 5,052.67	\$ 5,179.20	\$ 5,307.47	\$ 5,440.93	Approx. Month
	\$ 51,001.60	\$ 52,270.40	\$ 53,580.80	\$ 54,932.80	\$ 56,305.60	\$ 57,699.20	\$ 59,155.20	\$ 60,632.00	\$ 62,150.40	\$ 63,689.60	\$ 65,291.20	Annual