

MODESTO IRRIGATION DISTRICT
 GRADE RATE SCHEDULE (SCHEDULE 01)
 CONFIDENTIAL
 Effective Start Date: Dec-01-2007

| Job Title | Job Code | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|---|----------|-------|----------|----------|----------|----------|-----------|-----------|--------|
| ADMINISTRATIVE AND GOVERNMENTAL AFFAIRS COORDINATOR | 1211 | 44 | 4,995.47 | 5,248.53 | 5,513.73 | 5,792.80 | 6,085.73 | 6,394.27 | |
| | | SNE | 2,305.60 | 2,422.40 | 2,544.80 | 2,673.60 | 2,808.80 | 2,951.20 | |
| | | | 28.82 | 30.28 | 31.81 | 33.42 | 35.11 | 36.89 | |
| ADMINISTRATIVE ASSISTANT | 6618 | 36 | 4,099.33 | 4,307.33 | 4,525.73 | 4,754.53 | 4,995.47 | 5,248.53 | |
| | | SNE | 1,892.00 | 1,988.00 | 2,088.80 | 2,194.40 | 2,305.60 | 2,422.40 | |
| | | | 23.65 | 24.85 | 26.11 | 27.43 | 28.82 | 30.28 | |
| CUSTOMER SERVICES MANAGER | 1911 | 59 | 7,234.93 | 7,600.67 | 7,985.47 | 8,389.33 | 8,814.00 | 9,259.47 | |
| | | SE | 3,339.20 | 3,508.00 | 3,685.60 | 3,872.00 | 4,068.00 | 4,273.60 | |
| | | | 41.74 | 43.85 | 46.07 | 48.40 | 50.85 | 53.42 | |
| DATABASE SPECIALIST | 5221 | 53 | 6,238.27 | 6,553.73 | 6,884.80 | 7,234.93 | 7,600.67 | 7,985.47 | |
| | | SE | 2,879.20 | 3,024.80 | 3,177.60 | 3,339.20 | 3,508.00 | 3,685.60 | |
| | | | 35.99 | 37.81 | 39.72 | 41.74 | 43.85 | 46.07 | |
| ELECTRIC RESOURCE SCHEDULING/COORDINATION MGR | 3010 | 61 | 7,600.67 | 7,985.47 | 8,389.33 | 8,814.00 | 9,259.47 | 9,729.20 | |
| | | SE | 3,508.00 | 3,685.60 | 3,872.00 | 4,068.00 | 4,273.60 | 4,490.40 | |
| | | | 43.85 | 46.07 | 48.40 | 50.85 | 53.42 | 56.13 | |
| ENGINEERING MANAGER-CIVIL | 4313 | 66 | 8,599.07 | 9,034.13 | 9,491.73 | 9,971.87 | 10,478.00 | 11,008.40 | |
| | | SE | 3,968.80 | 4,169.60 | 4,380.80 | 4,602.40 | 4,836.00 | 5,080.80 | |
| | | | 49.61 | 52.12 | 54.76 | 57.53 | 60.45 | 63.51 | |
| ENGINEERING MANAGER-ELECTRICAL | 3517 | 66 | 8,599.07 | 9,034.13 | 9,491.73 | 9,971.87 | 10,478.00 | 11,008.40 | |
| | | SE | 3,968.80 | 4,169.60 | 4,380.80 | 4,602.40 | 4,836.00 | 5,080.80 | |
| | | | 49.61 | 52.12 | 54.76 | 57.53 | 60.45 | 63.51 | |
| FLEET MANAGER | 3618 | 48 | 5,513.73 | 5,792.80 | 6,085.73 | 6,394.27 | 6,718.40 | 7,058.13 | |
| | | SE | 2,544.80 | 2,673.60 | 2,808.80 | 2,951.20 | 3,100.80 | 3,257.60 | |
| | | | 31.81 | 33.42 | 35.11 | 36.89 | 38.76 | 40.72 | |
| GENERATION MANAGER | 3912 | 63 | 7,985.47 | 8,389.33 | 8,814.00 | 9,259.47 | 9,729.20 | 10,221.47 | |
| | | SE | 3,685.60 | 3,872.00 | 4,068.00 | 4,273.60 | 4,490.40 | 4,717.60 | |
| | | | 46.07 | 48.40 | 50.85 | 53.42 | 56.13 | 58.97 | |
| HUMAN RESOURCES ANALYST | 5514 | 37 | 4,201.60 | 4,414.80 | 4,638.40 | 4,872.40 | 5,120.27 | 5,378.53 | |
| | | SNE | 1,939.20 | 2,037.60 | 2,140.80 | 2,248.80 | 2,363.20 | 2,482.40 | |
| | | | 24.24 | 25.47 | 26.76 | 28.11 | 29.54 | 31.03 | |
| HUMAN RESOURCES ANALYST SENIOR | 5513 | 45 | 5,120.27 | 5,378.53 | 5,650.67 | 5,936.67 | 6,238.27 | 6,553.73 | |
| | | SE | 2,363.20 | 2,482.40 | 2,608.00 | 2,740.00 | 2,879.20 | 3,024.80 | |
| | | | 29.54 | 31.03 | 32.60 | 34.25 | 35.99 | 37.81 | |
| HUMAN RESOURCES ASSISTANT | 5510 | 24 | 3,048.93 | 3,203.20 | 3,364.40 | 3,534.27 | 3,714.53 | 3,901.73 | |
| | | SNE | 1,407.20 | 1,478.40 | 1,552.80 | 1,631.20 | 1,714.40 | 1,800.80 | |
| | | | 17.59 | 18.48 | 19.41 | 20.39 | 21.43 | 22.51 | |
| HUMAN RESOURCES MANAGER | 5516 | 59 | 7,234.93 | 7,600.67 | 7,985.47 | 8,389.33 | 8,814.00 | 9,259.47 | |
| | | SE | 3,339.20 | 3,508.00 | 3,685.60 | 3,872.00 | 4,068.00 | 4,273.60 | |
| | | | 41.74 | 43.85 | 46.07 | 48.40 | 50.85 | 53.42 | |

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| INFORMATION TECHNOLOGY MANAGER | 5201 | 63 | 7,985.47 | 8,389.33 | 8,814.00 | 9,259.47 | 9,729.20 | 10,221.47 | |
| | | SE | 3,685.60 | 3,872.00 | 4,068.00 | 4,273.60 | 4,490.40 | 4,717.60 | |
| IRRIGATION MANAGER | 4312 | 59 | 7,234.93 | 7,600.67 | 7,985.47 | 8,389.33 | 8,814.00 | 9,259.47 | |
| | | SE | 3,339.20 | 3,508.00 | 3,685.60 | 3,872.00 | 4,068.00 | 4,273.60 | |
| LINE CONSTRUCTION MANAGER | 4516 | 61 | 7,600.67 | 7,985.47 | 8,389.33 | 8,814.00 | 9,259.47 | 9,729.20 | |
| | | SE | 3,508.00 | 3,685.60 | 3,872.00 | 4,068.00 | 4,273.60 | 4,490.40 | |
| NETWORK/DESKTOP SPECIALIST | 5220 | 53 | 6,238.27 | 6,553.73 | 6,884.80 | 7,234.93 | 7,600.67 | 7,985.47 | |
| | | SE | 2,879.20 | 3,024.80 | 3,177.60 | 3,339.20 | 3,508.00 | 3,685.60 | |
| OPERATIONS MANAGER | 5412 | 63 | 7,985.47 | 8,389.33 | 8,814.00 | 9,259.47 | 9,729.20 | 10,221.47 | |
| | | SE | 3,685.60 | 3,872.00 | 4,068.00 | 4,273.60 | 4,490.40 | 4,717.60 | |
| PARALEGAL | 6617 | 37 | 4,201.60 | 4,414.80 | 4,638.40 | 4,872.40 | 5,120.27 | 5,378.53 | |
| | | SNE | 1,939.20 | 2,037.60 | 2,140.80 | 2,248.80 | 2,363.20 | 2,482.40 | |
| PUBLIC AFFAIRS SPECIALIST | 5910 | 46 | 5,248.53 | 5,513.73 | 5,792.80 | 6,085.73 | 6,394.27 | 6,718.40 | |
| | | SE | 2,422.40 | 2,544.80 | 2,673.60 | 2,808.80 | 2,951.20 | 3,100.80 | |
| REGULATORY ADMINISTRATOR | 7312 | 63 | 7,985.47 | 8,389.33 | 8,814.00 | 9,259.47 | 9,729.20 | 10,221.47 | |
| | | E | 3,685.60 | 3,872.00 | 4,068.00 | 4,273.60 | 4,490.40 | 4,717.60 | |
| RESOURCE PLANNING AND DEVELOPMENT MANAGER | 6911 | 66 | 8,599.07 | 9,034.13 | 9,491.73 | 9,971.87 | 10,478.00 | 11,008.40 | |
| | | SE | 3,968.80 | 4,169.60 | 4,380.80 | 4,602.40 | 4,836.00 | 5,080.80 | |
| RETIREMENT ANALYST | 6301 | 32 | 3,714.53 | 3,901.73 | 4,099.33 | 4,307.33 | 4,525.73 | 4,754.53 | |
| | | SNE | 1,714.40 | 1,800.80 | 1,892.00 | 1,988.00 | 2,088.80 | 2,194.40 | |
| RETIREMENT ANALYST-SENIOR | 6300 | 47 | 5,378.53 | 5,650.67 | 5,936.67 | 6,238.27 | 6,553.73 | 6,884.80 | |
| | | SE | 2,482.40 | 2,608.00 | 2,740.00 | 2,879.20 | 3,024.80 | 3,177.60 | |
| SAFETY OFFICER | 4211 | 45 | 5,120.27 | 5,378.53 | 5,650.67 | 5,936.67 | 6,238.27 | 6,553.73 | |
| | | SNE | 2,363.20 | 2,482.40 | 2,608.00 | 2,740.00 | 2,879.20 | 3,024.80 | |
| SECRETARY | 6611 | 27 | 3,282.93 | 3,449.33 | 3,622.67 | 3,806.40 | 3,998.80 | 4,201.60 | |
| | | SNE | 1,515.20 | 1,592.00 | 1,672.00 | 1,756.80 | 1,845.60 | 1,939.20 | |

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| SECRETARY TO THE BOARD | 6616 | 43 | 4,872.40 | 5,120.27 | 5,378.53 | 5,650.67 | 5,936.67 | 6,238.27 | |
| | | SE | 2,248.80 | 2,363.20 | 2,482.40 | 2,608.00 | 2,740.00 | 2,879.20 | |
| | | | 28.11 | 29.54 | 31.03 | 32.60 | 34.25 | 35.99 | |
| SECRETARY TO THE BOARD-ASSISTANT | 6613 | 31 | 3,622.67 | 3,806.40 | 3,998.80 | 4,201.60 | 4,414.80 | 4,638.40 | |
| | | SNE | 1,672.00 | 1,756.80 | 1,845.60 | 1,939.20 | 2,037.60 | 2,140.80 | |
| | | | 20.90 | 21.96 | 23.07 | 24.24 | 25.47 | 26.76 | |
| SECRETARY-EXECUTIVE | 6615 | 35 | 3,998.80 | 4,201.60 | 4,414.80 | 4,638.40 | 4,872.40 | 5,120.27 | |
| | | SE | 1,845.60 | 1,939.20 | 2,037.60 | 2,140.80 | 2,248.80 | 2,363.20 | |
| | | | 23.07 | 24.24 | 25.47 | 26.76 | 28.11 | 29.54 | |
| STAFF ATTORNEY-SENIOR | 7311 | 60 | 7,415.20 | 7,789.60 | 8,184.80 | 8,599.07 | 9,034.13 | 9,491.73 | |
| | | SE | 3,422.40 | 3,595.20 | 3,777.60 | 3,968.80 | 4,169.60 | 4,380.80 | |
| | | | 42.78 | 44.94 | 47.22 | 49.61 | 52.12 | 54.76 | |
| SYSTEMS PROGRAMMER | 5222 | 53 | 6,238.27 | 6,553.73 | 6,884.80 | 7,234.93 | 7,600.67 | 7,985.47 | |
| | | SE | 2,879.20 | 3,024.80 | 3,177.60 | 3,339.20 | 3,508.00 | 3,685.60 | |
| | | | 35.99 | 37.81 | 39.72 | 41.74 | 43.85 | 46.07 | |
| SYSTEMS PROGRAMMER-SENIOR | 5215 | 59 | 7,234.93 | 7,600.67 | 7,985.47 | 8,389.33 | 8,814.00 | 9,259.47 | |
| | | SE | 3,339.20 | 3,508.00 | 3,685.60 | 3,872.00 | 4,068.00 | 4,273.60 | |
| | | | 41.74 | 43.85 | 46.07 | 48.40 | 50.85 | 53.42 | |
| WATER USE MANAGER | 9019 | 63 | 7,985.47 | 8,389.33 | 8,814.00 | 9,259.47 | 9,729.20 | 10,221.47 | |
| | | SE | 3,685.60 | 3,872.00 | 4,068.00 | 4,273.60 | 4,490.40 | 4,717.60 | |
| | | | 46.07 | 48.40 | 50.85 | 53.42 | 56.13 | 58.97 | |
| WTP-MANAGER | 8712 | 63 | 7,985.47 | 8,389.33 | 8,814.00 | 9,259.47 | 9,729.20 | 10,221.47 | |
| | | SE | 3,685.60 | 3,872.00 | 4,068.00 | 4,273.60 | 4,490.40 | 4,717.60 | |
| | | | 46.07 | 48.40 | 50.85 | 53.42 | 56.13 | 58.97 | |