

										Proposed Adjustment to 60th Percentile of Market	
Job Code	Unit	Position	Job Series	Benchmark Ratios	Current RPU Max	Alternate 1% Minimum	Market Max	Market 60th percentile	Approved FTEs	Proposed Increase (60th percentile or 1%)	Proposed Max
4371	35	Utilities Water Maintenance Electrician	WE	1.00	6,317		8,339	7,336	3	16.1%	7,336
4320	35	Utilities Water Control System Technician	WE	1.15	7,265				3	16.1%	8,437
4391	35	Utilities Water Maintenance Painter	WM	0.90	5,185				1	4.4%	5,414
5485	35	Utilities Water Maintenance Mechanic	WM	1.00	5,761		8,253	6,015	3	4.4%	6,015
4337	35	Utilities Water Quality Technician	WO	0.85	5,422				2	8.8%	5,899
4270	35	Utilities Water System Operator I	WO	0.80	5,246				0	2.0%	5,351
4280	35	Utilities Water System Operator II	WO	1.00	6,379		7,625	6,940	9	8.8%	6,940
4300	45	Utilities Sr. Water System Operator	WO	1.15	7,336				1	8.8%	7,981
4310	45	Utilities Chief Water System Operator	WO	1.30	8,321				1	8.4%	9,021
3610	35	Utilities Crew Helper	WP	0.55	3,334	3,368			0	1.0%	3,368
3620	35	Utilities Water Field Helper	WP	0.70	4,244	4,287			15	1.0%	4,287
4250	35	Utilities Water Meter Technician I	WP	0.80	4,850	4,899			0	1.0%	4,899
3640	35	Utilities Asst Waterworks Pipefitter	WP	0.85	5,153	5,205			0	1.0%	5,205
3630	35	Utilities Water Apprentice	WP	0.90	5,457	5,511			7	1.0%	5,511
4010	35	Utilities Equipment Operator	WP	0.95	5,760	5,817			5	1.0%	5,817
5590	35	Utilities Asst. Shop Tool/Fabrication Tech	WP	1.00	6,063	6,124			1	1.0%	6,124
4255	35	Utilities Water Meter Technician II	WP	1.00	6,063	6,124			5	1.0%	6,124
3660	35	Utilities Waterworks Pipefitter	WP	1.00	6,063	6,124	7,040	5,924	23	1.0%	6,124
5580	35	Utilities Welder/Pipefitter	WP	1.05	6,366	6,430			2	1.0%	6,430
5600	35	Utilities Shop Tool & Fabrication Tech	WP	1.10	6,669	6,736			1	1.0%	6,736
3680	35	Utilities Water Troubleshooter	WP	1.10	6,669	6,736			4	1.0%	6,736
3720	45	Utilities Water Supervisor	WP	1.30	7,883	7,961			12	1.0%	7,961
4850	35	Utilities Electric Power System Dispatcher I	ED	0.90	8,248				0	1.4%	8,363
4860	35	Utilities Electric Power System Dispatcher II	ED	1.00	9,164		10,195	9,292	10	1.4%	9,292
4875	45	Utilities Dispatch Supervisor	ED	1.15	10,539				1	1.4%	10,686
4614	35	Utilities Electric Apprentice Trainee - Generation	EG	0.68	5,395				0	1.7%	5,484
5030	35	Utilities Generation Technician	EG	1.00	7,932		8,794	8,065	7	1.7%	8,065
5035	35	Utilities Generation Test Technician	EG	1.05	8,329				3	1.7%	8,469
5031	35	Utilities Sr. Generation Technician	EG	1.10	8,726				2	1.7%	8,872
5040	35	Utilities Sr. Generation Test Technician	EG	1.15	9,122				1	1.7%	9,275

									Proposed Adjustment to 60th Percentile of Market		
Job Code	Unit	Position	Job Series	Benchmark Ratios	Current RPU Max	Alternate 1% Minimum	Market Max	Market 60th percentile	Approved FTEs	Proposed Increase (60th percentile or 1%)	Proposed Max
3770	35	Utilities Electric Field Helper	EL	0.65	5,811				0	5.5%	6,128
4611	35	Utilities Electric Apprentice Trainee - PLT	EL	0.67	5,989				2	5.5%	6,316
3790	35	Utilities Electric Crew Assistant	EL	0.70	6,257				0	5.5%	6,599
3820	35	Utilities Street Light Maintenance Worker	EL	0.85	7,598				2	5.5%	8,013
4610	35	Utilities Electric Apprentice - PLT	EL	0.85	7,598				9	5.5%	8,013
4640	35	Utilities Powerline Technician	EL	1.00	8,939		9,509	9,427	44	5.5%	9,427
4660	35	Utilities Electric Troubleshooter	EL	1.10	9,833				4	5.5%	10,370
4700	45	Utilities Electric Supervisor	EL	1.20	10,726				10	5.5%	11,313
4745	35	Utilities Electric Meter Shop Assistant	EM	0.70	5,001				2	8.9%	5,444
4750	35	Utilities Electric Meter Apprentice Trainee	EM	0.70	5,001				1	8.9%	5,444
4735	35	Utilities Electric Meter Shop Technician Trainee	EM	0.75	5,103				0	14.3%	5,833
4755	35	Utilities Electric Meter Apprentice	EM	0.90	6,430				0	8.9%	7,000
4740	35	Utilities Electric Meter Shop Technician	EM	0.90	6,430				0	8.9%	7,000
4765	35	Utilities Electric Meter Technician	EM	1.00	7,144		8,845	7,778	4	8.9%	7,778
4770	35	Utilities Sr. Electric Meter Technician	EM	1.15	8,283				1	2.0%	8,449
4613	35	Utilities Electric Apprentice Trainee - Substation Elec	ES	0.65	5,487	5,542			0	1.0%	5,542
4612	35	Utilities Electric Apprentice - Substation Electrician	ES	0.85	7,176	7,247			3	1.0%	7,247
4990	35	Utilities Transformer Technician I	ES	0.80	6,753	6,821			0	1.0%	6,821
5000	35	Utilities Transformer Technician II	ES	0.95	8,019	8,100			1	1.0%	8,100
9230	35	Senior Systems Analyst	ES	1.00	8,442	8,526			3	1.0%	8,526
5020	35	Utilities Substation Electrician	ES	1.00	8,442	8,526	8,711	8,484	12	1.0%	8,526
5060	35	Utilities Substation Test Technician	ES	1.05	8,864	8,953			6	1.0%	8,953
5080	35	Utilities Senior Substation Test Technician	ES	1.15	9,708	9,805			0	1.0%	9,805
7040	45	SCADA System Supervisor	ES	1.15	9,708	9,805			1	1.0%	9,805
5100	45	Utilities Substation Construction/Maint Supv	ES	1.25	10,552	10,658			2	1.0%	10,658