

**GENERAL UNIT
SALARY MATRIX
Effective July 1, 2015**

Exhibit 1

CLASSIFICATION TITLE	SALARY RANGE
Accounting Technician	GU 086
Administrative Secretary	GU 088
Collection System Operator	GU 089
Compost Operator	GU 090
Compost Worker	GU 085
Control Systems Administrator	GU 099
Control Systems Analyst	GU 097
Electrical Technician I	GU 090
Electrical Technician II	GU 094
Engineering Technician	GU 089
HVAC Technician	GU 094
Industrial Engine Technician	GU 093
Instrument Technician I	GU 089
Instrument Technician II	GU 095
Inventory Control Technician	GU 087
Machinist	GU 091
Maintenance Planner Coordinator	GU 098
Mechanic I	GU 089
Mechanic II	GU 091
Office Assistant	GU 081
PC/Network Administrator	GU 098
Plant Maintenance Technician I	GU 085
Plant Maintenance Technician II	GU 088
Pretreatment and Source Control Inspector I	GU 089
Pretreatment and Source Control Inspector II	GU 092
Receptionist	GU 078
Records Management Clerk	GU 082
Records Management Coordinator	GU 090
Records Management Technician	GU 086
Senior Accounting Technician	GU 088
Senior Collection System Operator	GU 094
Senior Compost Operator	GU 093
Senior Elect/Inst Technician	GU 099
Senior Industrial Engine Technician	GU 098
Senior Maintenance Technician	GU 096
Senior Mechanic	GU 093
Senior Pretreatment and Source Control Inspector	GU 094
Technology Specialist I	GU 094
Technology Specialist II	GU 096
Warehouse and Inventory Technician	GU 087

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Range	Step	Hourly	Bi-weekly	Monthly	Annual
GU075					
	1	12.4512	996.09	2,158.20	25,898
	2	12.7625	1,021.00	2,212.17	26,546
	3	13.0816	1,046.53	2,267.48	27,210
	4	13.4086	1,072.69	2,324.16	27,890
	5	13.7438	1,099.50	2,382.26	28,587
	6	14.0874	1,126.99	2,441.82	29,302
	7	14.4397	1,155.17	2,502.88	30,035
	8	14.8007	1,184.06	2,565.45	30,785
	9	15.1708	1,213.66	2,629.60	31,555
GU076					
	1	13.0732	1,045.85	2,266.02	27,192
	2	13.3999	1,071.99	2,322.65	27,872
	3	13.7349	1,098.80	2,380.72	28,569
	4	14.0783	1,126.27	2,440.25	29,283
	5	14.4304	1,154.43	2,501.27	30,015
	6	14.7911	1,183.29	2,563.79	30,766
	7	15.1609	1,212.87	2,627.89	31,535
	8	15.5398	1,243.19	2,693.57	32,323
	9	15.9284	1,274.27	2,760.93	33,131
GU077					
	1	13.7263	1,098.10	2,379.22	28,551
	2	14.0694	1,125.55	2,438.69	29,264
	3	14.4211	1,153.69	2,499.66	29,996
	4	14.7816	1,182.53	2,562.15	30,746
	5	15.1512	1,212.10	2,626.21	31,514
	6	15.5300	1,242.40	2,691.87	32,302
	7	15.9182	1,273.46	2,759.16	33,110
	8	16.3162	1,305.30	2,828.15	33,938
	9	16.7241	1,337.93	2,898.85	34,786
GU078					
	1	14.4138	1,153.11	2,498.40	29,981
	2	14.7742	1,181.94	2,560.86	30,730
	3	15.1436	1,211.49	2,624.89	31,499
	4	15.5222	1,241.78	2,690.52	32,286
	5	15.9102	1,272.82	2,757.77	33,093
	6	16.3080	1,304.64	2,826.72	33,921
	7	16.7157	1,337.25	2,897.38	34,769
	8	17.1336	1,370.69	2,969.83	35,638
	9	17.5618	1,404.94	3,044.05	36,529

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GU079	1	15.1342	1,210.74	2,623.26	31,479
	2	15.5126	1,241.01	2,688.85	32,266
	3	15.9005	1,272.04	2,756.09	33,073
	4	16.2980	1,303.84	2,824.99	33,900
	5	16.7054	1,336.43	2,895.60	34,747
	6	17.1230	1,369.84	2,967.99	35,616
	7	17.5512	1,404.10	3,042.21	36,506
	8	17.9900	1,439.20	3,118.26	37,419
	9	18.4398	1,475.18	3,196.23	38,355
GU080	1	15.8904	1,271.23	2,754.34	33,052
	2	16.2877	1,303.02	2,823.20	33,878
	3	16.6950	1,335.60	2,893.79	34,726
	4	17.1121	1,368.97	2,966.10	35,593
	5	17.5401	1,403.21	3,040.28	36,483
	6	17.9784	1,438.28	3,116.26	37,395
	7	18.4279	1,474.23	3,194.18	38,330
	8	18.8887	1,511.09	3,274.03	39,288
	9	19.3608	1,548.86	3,355.87	40,270
GU081	1	16.6851	1,334.81	2,892.08	34,705
	2	17.1022	1,368.18	2,964.39	35,573
	3	17.5298	1,402.38	3,038.49	36,462
	4	17.9679	1,437.44	3,114.44	37,373
	5	18.4171	1,473.37	3,192.30	38,308
	6	18.8776	1,510.21	3,272.12	39,265
	7	19.3495	1,547.96	3,353.91	40,247
	8	19.8332	1,586.65	3,437.75	41,253
	9	20.3291	1,626.33	3,523.71	42,285
GU082	1	17.5191	1,401.53	3,036.64	36,440
	2	17.9570	1,436.56	3,112.55	37,351
	3	18.4059	1,472.47	3,190.35	38,284
	4	18.8661	1,509.29	3,270.12	39,241
	5	19.3378	1,547.03	3,351.89	40,223
	6	19.8212	1,585.70	3,435.68	41,228
	7	20.3169	1,625.35	3,521.59	42,259
	8	20.8247	1,665.98	3,609.62	43,315
	9	21.3454	1,707.63	3,699.87	44,398

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GU083					
	1	18.3956	1,471.65	3,188.57	38,263
	2	18.8555	1,508.44	3,268.28	39,219
	3	19.3269	1,546.15	3,350.00	40,200
	4	19.8101	1,584.81	3,433.75	41,205
	5	20.3055	1,624.44	3,519.62	42,235
	6	20.8130	1,665.04	3,607.59	43,291
	7	21.3335	1,706.68	3,697.80	44,374
	8	21.8668	1,749.34	3,790.24	45,483
	9	22.4134	1,793.07	3,884.99	46,620
GU084					
	1	19.3143	1,545.14	3,347.80	40,174
	2	19.7970	1,583.76	3,431.48	41,178
	3	20.2919	1,623.35	3,517.27	42,207
	4	20.7993	1,663.94	3,605.21	43,263
	5	21.3192	1,705.54	3,695.34	44,344
	6	21.8523	1,748.18	3,787.73	45,453
	7	22.3987	1,791.90	3,882.44	46,589
	8	22.9586	1,836.69	3,979.49	47,754
	9	23.5326	1,882.61	4,078.99	48,948
GU085					
	1	20.2815	1,622.52	3,515.46	42,186
	2	20.7885	1,663.08	3,603.34	43,240
	3	21.3082	1,704.66	3,693.43	44,321
	4	21.8408	1,747.27	3,785.75	45,429
	5	22.3869	1,790.96	3,880.40	46,565
	6	22.9465	1,835.72	3,977.40	47,729
	7	23.5202	1,881.61	4,076.83	48,922
	8	24.1082	1,928.65	4,178.75	50,145
	9	24.7109	1,976.87	4,283.23	51,399
GU086					
	1	21.2943	1,703.55	3,691.02	44,292
	2	21.8267	1,746.14	3,783.30	45,400
	3	22.3723	1,789.79	3,877.87	46,534
	4	22.9316	1,834.53	3,974.81	47,698
	5	23.5050	1,880.40	4,074.20	48,890
	6	24.0925	1,927.40	4,176.04	50,112
	7	24.6948	1,975.58	4,280.43	51,365
	8	25.3121	2,024.97	4,387.44	52,649
	9	25.9450	2,075.60	4,497.13	53,966

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GU087	1	22.3593	1,788.75	3,875.62	46,507
	2	22.9182	1,833.46	3,972.49	47,670
	3	23.4912	1,879.30	4,071.81	48,862
	4	24.0785	1,926.28	4,173.61	50,083
	5	24.6803	1,974.43	4,277.93	51,335
	6	25.2973	2,023.79	4,384.87	52,618
	7	25.9298	2,074.39	4,494.51	53,934
	8	26.5781	2,126.25	4,606.87	55,282
	9	27.2426	2,179.41	4,722.05	56,665
GU088	1	23.4773	1,878.18	4,069.40	48,833
	2	24.0641	1,925.13	4,171.11	50,053
	3	24.6656	1,973.25	4,275.37	51,304
	4	25.2823	2,022.58	4,382.26	52,587
	5	25.9143	2,073.14	4,491.81	53,902
	6	26.5623	2,124.98	4,604.12	55,249
	7	27.2261	2,178.09	4,719.19	56,630
	8	27.9067	2,232.54	4,837.16	58,046
	9	28.6045	2,288.36	4,958.12	59,497
GU089	1	24.6510	1,972.08	4,272.84	51,274
	2	25.2673	2,021.39	4,379.67	52,556
	3	25.8990	2,071.92	4,489.17	53,870
	4	26.5466	2,123.73	4,601.41	55,217
	5	27.2101	2,176.81	4,716.42	56,597
	6	27.8904	2,231.24	4,834.34	58,012
	7	28.5877	2,287.01	4,955.19	59,462
	8	29.3023	2,344.18	5,079.06	60,949
	9	30.0348	2,402.78	5,206.03	62,472
GU090	1	25.8841	2,070.73	4,486.58	53,839
	2	26.5313	2,122.50	4,598.75	55,185
	3	27.1946	2,175.57	4,713.73	56,565
	4	27.8744	2,229.95	4,831.56	57,979
	5	28.5713	2,285.70	4,952.35	59,428
	6	29.2856	2,342.85	5,076.17	60,914
	7	30.0178	2,401.42	5,203.09	62,437
	8	30.7682	2,461.45	5,333.15	63,998
	9	31.5375	2,523.00	5,466.49	65,598

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GU091					
	1	27.1770	2,174.16	4,710.67	56,528
	2	27.8565	2,228.52	4,828.45	57,941
	3	28.5528	2,284.23	4,949.16	59,390
	4	29.2665	2,341.32	5,072.86	60,874
	5	29.9983	2,399.87	5,199.71	62,397
	6	30.7483	2,459.86	5,329.70	63,956
	7	31.5171	2,521.37	5,462.96	65,556
	8	32.3049	2,584.39	5,599.52	67,194
	9	33.1125	2,649.00	5,739.51	68,874
GU092					
	1	28.5369	2,282.95	4,946.39	59,357
	2	29.2504	2,340.03	5,070.06	60,841
	3	29.9817	2,398.53	5,196.82	62,362
	4	30.7311	2,458.49	5,326.72	63,921
	5	31.4994	2,519.95	5,459.89	65,519
	6	32.2868	2,582.94	5,596.38	67,157
	7	33.0940	2,647.52	5,736.29	68,836
	8	33.9214	2,713.71	5,879.71	70,557
	9	34.7694	2,781.55	6,026.70	72,320
GU093					
	1	29.9631	2,397.05	5,193.61	62,323
	2	30.7120	2,456.96	5,323.42	63,881
	3	31.4799	2,518.39	5,456.51	65,478
	4	32.2669	2,581.35	5,592.93	67,115
	5	33.0736	2,645.89	5,732.76	68,793
	6	33.9004	2,712.03	5,876.07	70,513
	7	34.7480	2,779.84	6,022.98	72,276
	8	35.6167	2,849.33	6,173.56	74,083
	9	36.5070	2,920.56	6,327.88	75,935
GU094					
	1	31.4615	2,516.92	5,453.32	65,440
	2	32.2479	2,579.83	5,589.63	67,076
	3	33.0541	2,644.33	5,729.38	68,753
	4	33.8805	2,710.44	5,872.62	70,471
	5	34.7276	2,778.21	6,019.45	72,233
	6	35.5958	2,847.66	6,169.93	74,039
	7	36.4857	2,918.86	6,324.19	75,890
	8	37.3979	2,991.83	6,482.30	77,788
	9	38.3328	3,066.62	6,644.35	79,732

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GU095	1	33.0346	2,642.77	5,725.99	68,712
	2	33.8603	2,708.83	5,869.12	70,429
	3	34.7068	2,776.54	6,015.84	72,190
	4	35.5746	2,845.96	6,166.26	73,995
	5	36.4639	2,917.11	6,320.40	75,845
	6	37.3753	2,990.02	6,478.39	77,741
	7	38.3097	3,064.78	6,640.35	79,684
	8	39.2675	3,141.40	6,806.37	81,676
	9	40.2491	3,219.93	6,976.51	83,718
GU096	1	34.6861	2,774.89	6,012.25	72,147
	2	35.5532	2,844.26	6,162.56	73,951
	3	36.4420	2,915.36	6,316.62	75,799
	4	37.3531	2,988.24	6,474.53	77,694
	5	38.2869	3,062.95	6,636.39	79,637
	6	39.2441	3,139.53	6,802.32	81,628
	7	40.2252	3,218.02	6,972.37	83,668
	8	41.2309	3,298.47	7,146.69	85,760
	9	42.2617	3,380.94	7,325.37	87,904
GU097	1	36.4202	2,913.61	6,312.83	75,754
	2	37.3307	2,986.46	6,470.66	77,648
	3	38.2641	3,061.13	6,632.44	79,589
	4	39.2205	3,137.64	6,798.23	81,579
	5	40.2011	3,216.09	6,968.19	83,618
	6	41.2062	3,296.49	7,142.40	85,709
	7	42.2363	3,378.90	7,320.96	87,851
	8	43.2921	3,463.37	7,503.97	90,048
	9	44.3745	3,549.96	7,691.57	92,299
GU098	1	38.2414	3,059.31	6,628.51	79,542
	2	39.1975	3,135.80	6,794.23	81,531
	3	40.1774	3,214.19	6,964.09	83,569
	4	41.1820	3,294.56	7,138.21	85,659
	5	42.2114	3,376.91	7,316.64	87,800
	6	43.2668	3,461.34	7,499.58	89,995
	7	44.3484	3,547.87	7,687.06	92,245
	8	45.4571	3,636.57	7,879.23	94,551
	9	46.5934	3,727.47	8,076.19	96,914

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GU099					
	1	40.1299	3,210.39	6,955.86	83,470
	2	41.1333	3,290.66	7,129.76	85,557
	3	42.1615	3,372.92	7,307.99	87,696
	4	43.2155	3,457.24	7,490.69	89,888
	5	44.2959	3,543.67	7,677.95	92,135
	6	45.4032	3,632.26	7,869.89	94,439
	7	46.5384	3,723.07	8,066.65	96,800
	8	47.7018	3,816.14	8,268.31	99,220
	9	48.8942	3,911.54	8,475.00	101,700
GU100					
	1	42.1364	3,370.91	7,303.64	87,644
	2	43.1899	3,455.19	7,486.24	89,835
	3	44.2695	3,541.56	7,673.38	92,081
	4	45.3763	3,630.11	7,865.23	94,383
	5	46.5108	3,720.86	8,061.87	96,742
	6	47.6736	3,813.88	8,263.42	99,161
	7	48.8655	3,909.24	8,470.01	101,640
	8	50.0870	4,006.96	8,681.75	104,181
	9	51.3392	4,107.14	8,898.80	106,786