

Exhibit 1
Utilities Proposed Salary Structure

Minimum/Maximum Position Salary by Grade				
TITLE	PROPOSED GRADE	PROPOSED ENTRY HOURLY	PROPOSED ENTRY ANNUAL	PROPOSED MAX ANNUAL
OFFICE ASSISTANT II	1U	16.4658	34,248.86	51,373.30
OFFICE ASSISTANT III	5U	18.5324	38,547.39	57,821.09
PLANT OPERATOR TRAINEE	9U	20.4500	42,536.00	63,804.00
UTILITY WORKER I	9U	20.4500	42,536.00	63,804.00
OFFICE SPECIALIST	10U	20.8590	43,386.72	65,080.08
BACKFLOW PREVENTION OFFICER	13U	22.0860	45,938.88	68,908.32
PLANT OPERATOR I	13U	22.0860	45,938.88	68,908.32
UTILITY WORKER II	13U	22.0860	45,938.88	68,908.32
UTILITY WORKER III	15U	23.8529	49,614.03	74,421.05
PLANT OPERATOR II	15U	23.8529	49,614.03	74,421.05
EQUIPMENT OPERATOR I	19U	25.7611	53,583.09	80,374.63
EQUIPMENT/PLANT OPERATOR I	19U	25.7611	53,583.09	80,374.63
LABORATORY TECHNICIAN	23U	27.8220	57,869.76	86,804.64
EQUIPMENT OPERATOR II	23U	27.8220	57,869.76	86,804.64
ELECTRICIAN II	23U	27.8220	57,869.76	86,804.64
PLANT OPERATOR III	23U	27.8220	57,869.76	86,804.64
PLANS COORDINATOR	24U	28.3784	59,027.07	88,540.61
OFFICE SPECIALIST III	26U	29.7391	61,857.33	92,785.99
ELECTRICIAN III	27U	30.0478	62,499.42	93,749.14
CREW LEADER UTILITIES	27U	30.0478	62,499.42	93,749.14
PLANT OPERATOR III (Lead Operator)	27U	30.0478	62,499.42	93,749.14
WD/SC DIVISION SUPERVISOR	32U	33.0525	68,749.20	103,123.80
WW DIVISION SUPERVISOR	32U	33.0525	68,749.20	103,123.80
OPERATIONS MANAGER	37U	36.3578	75,624.22	113,436.34
ADMINISTRATIVE SERVICES MANAGER	37U	36.3578	75,624.22	113,436.34
WD/SC DIVISION MANAGER	37U	36.3578	75,624.22	113,436.34
WATER DIVISION MANAGER	37U	36.3578	75,624.22	113,436.34
WW DIVISION MANAGER	37U	36.3578	75,624.22	113,436.34
INFRASTRUCTURE SPECIALIST	40U	38.5393	80,161.68	120,242.52
ASSISTANT ENGINEER	49U	45.0837	93,774.10	140,661.14
ASSISTANT UTILITIES DIRECTOR	49U	45.0837	93,774.10	140,661.14
UTILITIES DIRECTOR	61U	55.9037	116,279.70	174,419.54