Position	Current Salary Range		Proposed Salary Range		Annual Maximum Delta		Differential from Highest Level Supervised %
	Minimum	Maximum	Minimum	Maximum	$	%	
Pre-12/16/18 salary increase							
Electric Utility Chief Operating Officer	$ 18,697	$ 24,196	$ 19,912	$ 25,768	$ 18,864	106.5%	10.0%
Assistant Director of Electric Utility [Series]	$ 16,258	$ 21,040	$ 18,101	$ 23,425	$ 28,620	111.3%	10.0%
Senior Electric Division Manager [Series]	$ 15,326	$ 19,835	$ 16,454	$ 21,295	$ 17,520	107.4%	10.0%
Electric Division Manager [Series]	$ 14,259	$ 18,454	$ 14,959	$ 19,360	$ 10,872	104.9%	5% - 15%
Principal Electric Utility Engineer [Series]	$ 14,022	$ 18,146	$ 14,248	$ 18,438	$ 3,504	101.6%	11%*
Electric Program Manager [Series]	$ 11,883	$ 15,377	$ 13,009	$ 16,834	$ 17,484	109.5%	11%**
12/16/18 4% MOU increase							
Chief Electric Utility Officer	$ 24,850	$ 32,158	NA	NA	NA	NA	20.0% Over Electric Utility Chief Operating Officer
Electric Utility Chief Operating Officer	$ 19,445	$ 25,164	$ 20,708	$ 26,799	$ 19,619	106.5%	10.0% Over Assistant Director Of Electric Utility (5% under ACM)
Assistant Director of Electric Utility [Series]	$ 16,908	$ 21,882	$ 18,825	$ 24,362	$ 29,765	111.3%	10.0% Over Senior Electric Division Manager
Senior Electric Division Manager [Series]	$ 15,939	$ 20,628	$ 17,112	$ 22,147	$ 18,221	107.4%	10.0% Over Electric Division Manager
Electric Division Manager [Series]	$ 14,829	$ 19,192	$ 15,557	$ 20,134	$ 11,307	104.9%	5% - 15% Over Principal Electric Utility Engineer and Electric Program Manager Respectively
Principal Electric Utility Engineer [Series]	$ 14,583	$ 18,872	$ 14,818	$ 19,176	$ 3,644	101.6%	11%* Over Senior Electric Utility Engineer w/PE depending on negotiated increases
Electric Program Manager [Series]	$ 12,358	$ 15,992	$ 13,529	$ 17,507	$ 18,183	109.5%	11%** Over Senior Electric and Water System Control Operator w/NERC Certification depending on negotiated increases