

## Proposed IVCS D Pay Schedule

Position Title	Hourly Range by Step 22-23				
	A	B	C	D	E
Field Supervisor (FLSA-exempt)	36.00	37.80	39.69	41.67	43.76
Operator II	25.76	27.04	28.40	29.82	31.31
Operator I	23.36	24.53	25.76	27.04	28.40
Operator in Training	21.19	22.25	23.36	24.53	25.76
Maintenance/Meter Reader	19.22	20.18	21.19	22.25	23.36
Office Manager (FLSA-exempt)	36.00	37.80	39.69	41.67	43.76
Billing Specialist	24.06	25.3	26.53	27.86	29.25
Account Clerk	19.22	20.18	21.19	22.25	23.36
Additional 5% increase to base wage at the completion of 5, 10, 15, and 20 years of uninterrupted, full-time service.					
100% District-paid health coverage for active service employees and their eligible dependents.					
District contributes amount equal to 10% of base wage to employee-controlled 457(b) retirement plan.					