

**Utilities Commission, City of NSB**  
**NON-UNION ANNUAL SALARY RANGE**  
 Effective October 1, 2016

Grade	Base salary				Status	Title
	Step A Minimum	Step B	Step C	Step D		
3	\$ 23,587.20	\$ 24,772.80	\$ 26,020.80	\$ 27,331.20		
	\$ 11.34	\$ 11.91	\$ 12.51	\$ 13.14		
	\$ 11.62 A1					
5	\$ 26,977.60	\$ 28,329.60	\$ 29,744.00	\$ 31,241.60		
	\$ 12.97	\$ 13.62	\$ 14.30	\$ 15.02		
	\$ 13.29 A1					
6	\$ 28,745.60	\$ 30,180.80	\$ 31,699.20	\$ 33,280.00		
	\$ 13.82	\$ 14.51	\$ 15.24	\$ 16.00		
	\$ 14.17 A1					
7	\$ 30,451.20	\$ 31,969.60	\$ 33,571.20	\$ 35,256.00		
	\$ 14.64	\$ 15.37	\$ 16.14	\$ 16.95		
	\$ 15.01 A1					
8	\$ 32,156.80	\$ 33,758.40	\$ 35,443.20	\$ 37,211.20	N	Engineering Draftsman I
	\$ 15.46	\$ 16.23	\$ 17.04	\$ 17.89	N	Public Information Coord Analyst
	\$ 15.85 A1				N	Internet Analyst
9	\$ 33,862.40	\$ 35,547.20	\$ 37,315.20	\$ 39,187.20	N	Senior Data Processing Operator
	\$ 16.28	\$ 17.09	\$ 17.94	\$ 18.84		
10	\$ 35,630.40	\$ 37,419.20	\$ 39,291.20	\$ 41,246.40	N	Dispatcher/Admin Assist
	\$ 17.13	\$ 17.99	\$ 18.89	\$ 19.83	N	GIS Tech
11	\$ 37,336.00	\$ 39,208.00	\$ 41,163.20	\$ 43,222.40	N	Engineering Aide
	\$ 17.95	\$ 18.85	\$ 19.79	\$ 20.78		
12	\$ 39,041.60	\$ 40,996.80	\$ 43,056.00	\$ 45,219.20	N	Human Resources Assistant
	\$ 18.77	\$ 19.71	\$ 20.70	\$ 21.74	N	Administrative Assistant
					N	CADD Operator
13	\$ 40,788.80	\$ 42,827.20	\$ 44,969.60	\$ 47,216.00	N	System Control Coordinator Trainee
	\$ 19.61	\$ 20.59	\$ 21.62	\$ 22.70	N	Internet Supervisor

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14	\$ 42,515.20	\$ 44,636.80	\$ 46,862.40	\$ 49,212.80	N	Human Resources Technician	N	<i>IT Assistant</i>
	\$ 20.44	\$ 21.46	\$ 22.53	\$ 23.66	N	Help Desk Tech		

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15	\$ 44,220.80	\$ 46,425.60	\$ 48,755.20	\$ 51,188.80				
	\$ 21.26	\$ 22.32	\$ 23.44	\$ 24.61				
16	\$ 45,926.40	\$ 48,214.40	\$ 50,627.20	\$ 53,164.80	N	Engineering Inspector		
	\$ 22.08	\$ 23.18	\$ 24.34	\$ 25.56	N	SCADA Fiber Specialist	E	Data System Administrator
					N	Executive Support Coordinator		
					N	Sr. Help Desk Tech		
17	\$ 47,652.80	\$ 50,044.80	\$ 52,540.80	\$ 55,161.60	E	Accountant	N	Senior Accounting Tech II
	\$ 22.91	\$ 24.06	\$ 25.26	\$ 26.52	N	Business Unit Administrative Specialist (Water)		
					N	AP Specialist/Executive Assistant		
					N	Engineering Administrator		
					E	Utility Accountant		
18	\$ 49,337.60	\$ 51,812.80	\$ 54,412.80	\$ 57,137.60	E	Meter Department Supervisor	E	System Analyst, (A.I.T.)
	\$ 23.72	\$ 24.91	\$ 26.16	\$ 27.47	N	GIS Engineering Designer		
19	\$ 51,084.80	\$ 53,643.20	\$ 56,326.40	\$ 59,134.40	E	Purchasing Agent/Warehouse Supervisor	E	Senior Customer Service Supervisor
	\$ 24.56	\$ 25.79	\$ 27.08	\$ 28.43	E	Customer Service Supervisor	E	Senior Network Analyst
					E	Lab Coordinator		
20	\$ 52,832.00	\$ 55,473.60	\$ 58,240.00	\$ 61,152.00	N	GIS Engineering Coordinator	N	Network Phone Analyst
	\$ 25.40	\$ 26.67	\$ 28.00	\$ 29.40			N	Programmer/.Net Web Applicator
21	\$ 54,558.40	\$ 57,283.20	\$ 60,153.60	\$ 63,169.60	E	Fixed Asset Accountant	E	System Analyst (I.T.)
	\$ 26.23	\$ 27.54	\$ 28.92	\$ 30.37			E	Server Administrator
							E	Network Administrator
22	\$ 56,284.80	\$ 59,092.80	\$ 62,046.40	\$ 65,145.60	E	Construction Supervisor, EI	E	Training & Developmental Specialist
	\$ 27.06	\$ 28.41	\$ 29.83	\$ 31.32				
23	\$ 58,718.40	\$ 61,651.20	\$ 64,729.60	\$ 67,974.40			E	Sr. System Analyst
	\$ 28.23	\$ 29.64	\$ 31.12	\$ 32.68				

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24	\$ 59,696.00	\$ 62,691.20	\$ 65,832.00	\$ 69,118.40	E	New Business Specialist	E Sr. Programmer/.Net Web Applicator
	\$ 28.70	\$ 30.14	\$ 31.65	\$ 33.23			
25	\$ 61,422.40	\$ 64,500.80	\$ 67,724.80	\$ 71,115.20	E E	System Control Coordinator Risk Manager/Safety Officer	
	\$ 29.53	\$ 31.01	\$ 32.56	\$ 34.19			
26	\$ 63,169.60	\$ 66,331.20	\$ 69,638.40	\$ 73,112.00	E	Construction Supervisor, PE	E Civil Engineer, EIT E Electrical Engineer, EIT E Environmental Engineer, EIT
	\$ 30.37	\$ 31.89	\$ 33.48	\$ 35.15			
27	\$ 64,875.20	\$ 68,120.00	\$ 71,531.20	\$ 75,108.80	E E E E E	Materials Manager Accounting Manager Information/Quality Assurance Manager Customer Service Manager Executive Services Manager	
	\$ 31.19	\$ 32.75	\$ 34.39	\$ 36.11			
28	\$ 66,622.40	\$ 69,950.40	\$ 73,444.80	\$ 77,126.40	E E E E E	Water Reclaim Ops Supervisor Water Production Supervisor Water Dist/Sewer Coll/New Constrcn Supervisor Maintenance/LS Supervisor Systems Administrator	N Lead Sys Control Coordinator E Sr Chemist/Compliance Specialist
	\$ 32.03	\$ 33.63	\$ 35.31	\$ 37.08			
29	\$ 68,764.80	\$ 72,196.80	\$ 75,816.00	\$ 79,601.60	E	Electrical Engineer	E Sr. Network Engineer (IT)
	\$ 33.06	\$ 34.71	\$ 36.45	\$ 38.27			
30	\$ 70,012.80	\$ 73,507.20	\$ 77,188.80	\$ 81,057.60			E Conservation Engineer
	\$ 33.66	\$ 35.34	\$ 37.11	\$ 38.97			
31	\$ 71,760.00	\$ 75,358.40	\$ 79,123.20	\$ 83,075.20	E	Civil Engineer, P.E.	E Electrical Engineer, P.E. E Conservation Engineer
	\$ 34.50	\$ 36.23	\$ 38.04	\$ 39.94			
32	\$ 73,465.60	\$ 77,147.20	\$ 80,995.20	\$ 85,051.20			
	\$ 35.32	\$ 37.09	\$ 38.94	\$ 40.89			
33	\$ 75,171.20	\$ 78,936.00	\$ 82,888.00	\$ 87,027.20	E E	System Operations Supervisor Controller/Budget Supervisor	
	\$ 36.14	\$ 37.95	\$ 39.85	\$ 41.84			

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34	\$ 76,918.40	\$ 80,766.40	\$ 84,801.60	\$ 89,044.80	E	Electrical Planning Engineer
	\$ 36.98	\$ 38.83	\$ 40.77	\$ 42.81		
35	\$ 78,624.00	\$ 82,555.20	\$ 86,673.60	\$ 91,000.00	E	Substation, Metering, & Protective Systems Supervisor
	\$ 37.80	\$ 39.69	\$ 41.67	\$ 43.75		
36	\$ 80,080.00	\$ 84,094.40	\$ 88,296.00	\$ 92,705.60	E	T&D Lines and Support Supervisor
	\$ 38.50	\$ 40.43	\$ 42.45	\$ 44.57		
37	\$ 82,056.00	\$ 86,153.60	\$ 90,459.20	\$ 94,972.80	E E	Human Resources/Benefits Manager
	\$ 39.45	\$ 41.42	\$ 43.49	\$ 45.66		IT Manager
38	\$ 83,782.40	\$ 87,963.20	\$ 92,352.00	\$ 96,969.60	E	<i>Engineering Manager</i>
	\$ 40.28	\$ 42.29	\$ 44.40	\$ 46.62		
39	\$ 85,467.20	\$ 89,731.20	\$ 94,224.00	\$ 98,945.60	E	
	\$ 41.09	\$ 43.14	\$ 45.30	\$ 47.57		
40	\$ 87,172.80	\$ 91,540.80	\$ 96,116.80	\$ 100,921.60	E	
	\$ 41.91	\$ 44.01	\$ 46.21	\$ 48.52		
41	\$ 89,003.20	\$ 93,454.40	\$ 98,134.40	\$ 103,043.20	E	
	\$ 42.79	\$ 44.93	\$ 47.18	\$ 49.54		
42	\$ 90,688.00	\$ 95,222.40	\$ 99,985.60	\$ 104,977.60	E	
	\$ 43.60	\$ 45.78	\$ 48.07	\$ 50.47		
43	\$ 92,518.40	\$ 97,136.00	\$ 102,003.20	\$ 107,099.20	E	
	\$ 44.48	\$ 46.70	\$ 49.04	\$ 51.49		
44	\$ 94,120.00	\$ 98,820.80	\$ 103,771.20	\$ 108,950.40	E E E E E	Business Unit Electric Operations Director Business Unit System Ops/Generation Director Water Resources Business Unit Director Business Unit Finance Director/CFO Director of Engineering
	\$ 45.25	\$ 47.51	\$ 49.89	\$ 52.38		

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45	102,398.40 49.23	107,515.20 51.69	112,881.60 54.27		118,518.40 56.98		
46	\$ 107,660.80 51.76	\$ 113,048.00 54.35	\$ 118,705.60 57.07		\$ 124,633.60 59.92		
<b>Contract</b>		\$ 167,523.20 80.54				E	General Manager/ CEO
							E Contracted General Counsel