



## Birmingham Water Works Job Description

**Job Title: Senior Engineer - Mechanical**

**Department: Engineering**

**Reporting Relationship: Chief Engineer and/or  
Principal Engineer**

**Exempt Status: Exempt**

**Grade: 45**

### **General Responsibilities:**

Plans, develops, coordinates and directs engineering projects as assigned. Performs work, which involves conventional engineering practices but may include a variety of complex features such as conflicting design requirements, unsuitability of conventional materials and difficult coordination requirements

Work requires a broad knowledge of precedents in the specialty area and a good knowledge of civil engineering specialties

### **Essential Job Functions:**

1. Performs mechanical engineering for capital construction and maintenance projects on pumping stations, filter plants, storage facilities, reservoirs and other water works facilities and equipment; researches and plans future system and facilities electrical and instrumentation requirements
2. Project Manager for design and construction projects designed in-house and by engineering consultants.
  - Provide project management of various projects related to mechanical systems on water works facilities and equipment.
  - Design and provide project management of various projects such as pumping stations, pressure reducing stations, tanks, clarifiers, sludge facilities, and other improvements.
  - Prepare equipment specifications required by the facility or the Purchasing Department. Perform bid openings and prepare bid tabulation for approval.
  - Prepare a scope of work, contract documents and specifications for bidding and procuring equipment and annual bids for stock materials and items.
  - Develop project estimates and establish budgets, enter work orders and close projects
  - Coordinate and review work performed by consulting engineers.
  - Coordinate and review work performed by contractors.
  - Prepare budgets, enter work orders and close projects.
  - Apply for permits through city, county, state and regulatory agencies; visit and inspect work sites.
3. Experience and working knowledge of mechanical equipment design, specification, installation, repair and maintenance
  - Experience and working knowledge of power transmission applications, including pumps, drive units, gearboxes, etc.
  - Experience with and working knowledge of multiple pressure systems used by BWWB.
  - Ability to read and decipher regulations and industry codes, e.g. AWWA, OSHA, NFPA and ANSI, and explain requirements of same to others.
  - Technical knowledge of mechanical equipment and systems engineering calculations, construction methods and materials.
  - In-depth knowledge of hydraulic principles, including those for storage and distribution of water supplies.
  - Experienced in start-up of mechanical systems including trouble shooting and problem resolution.

4. Project Manager for Water Quality Initiatives (WQI), which includes influences on watershed management, treatment management, distribution system management and piloting at bench scale.
  - Review current rules and regulations affecting the water treatment plants and determine the method or solution to achieve the new rules and regulations if out of compliance.
  - Perform erosion control inspections on project sites and ensure compliance with guidelines and permitting agencies.
  - Apply for permits through city, county, state and regulatory agencies (i.e. ADEM); visit and inspect work sites.
5. Coordinate and supervises the performance of field tests and technical investigations of BWWB water systems.
  - Prepare or assist in preparation and review of studies that determine the present load, demand, efficiency cost and condition and provide for planning to meet future demands of the overall water and wastewater systems.
  - Review technical investigations of specific portions of the water system based on field test data.
  - Coordinate various field tests such as water main tests, fire hydrant flow tests, large meter calibration tests, stream flow, pump tests and customer flow tests and the preparation of data indicating the results of the tests performed.
  - Perform erosion control inspections on project sites and ensure compliance with guidelines and permitting agencies.
6. Assist other departments with engineering needs including information on equipment and system operation and maintenance.
7. Ability to manage multiple priorities and possess good organization, facilitation and group coordination skills.
8. Ability to engage and work with all levels, including contractors, consultants and employees.
9. Strong verbal and written communication skills.
10. Perform other duties as assigned.

## **MINIMUM QUALIFICATIONS**

### **Education:**

Bachelor's Degree in Civil or Mechanical Engineering

### **Experience:**

Five years of engineering design, construction engineering and project management experience as a Licensed Professional Engineer

### **Supervision:**

Experience in supervising, planning, organizing, scheduling, assigning and evaluating the work of paraprofessional and technical employees

### **Certificates, Licenses, Registrations:**

Licensed Professional Engineer (P.E.) in the State of Alabama or the ability to obtain such by comity  
Certified Reliability Engineer (CRE) Preferred  
Valid Alabama Driver License

### **Physical Demands:**

Ability to stand, walk or sit for extended periods or time  
Reaching by extending hand(s) or arm(s) in any direction

Finger dexterity required in manipulating objects with fingers rather than with whole hand(s) or arm(s), for example, using a keyboard

Communication skills using the spoken word

Ability to see within normal parameters

Ability to hear within normal range

Ability to move about, to climb ladders and ladder ways

**Working Environment:**

Moderate Noise (Business Office) and construction site noise

Occasionally visit job sites, outdoors exposed to extreme hot/cold and or wet weather conditions



## Birmingham Water Works Job Description

**Job Title: Senior Engineer**

**Department: Engineering**

**Reporting Relationship: Chief Engineer and/or  
Principal Engineer**

**Exempt Status: Exempt**

**Grade: 45**

### **General Responsibilities:**

Work involves applying professional engineering principles and practices in designing, planning, developing, coordinating and directing capital and maintenance projects associated with water utility water collection, treatment and distribution systems

Performs work, which involves conventional engineering practices but may include a variety of complex features such as conflicting design requirements, unsuitability of conventional materials and difficult coordination requirements

Work requires extensive experience and a broad knowledge of precedents in the specialty area and a good knowledge and experience in related engineering specialties.

### **Essential Job Functions:**

1. Prepare or assist in preparation and review of studies that determine the present load, demand, efficiency cost and condition and provide for planning to meet future demands of the overall water and wastewater systems.
2. Coordinate and review work performed by consulting engineers and contractors.
3. Design and provide project management of various projects such as pumping stations, pressure reducing stations, lift stations, major water mains and sewer lines and other improvements.
4. Supervise or review technical investigations of specific portions of the water system based on field test data.
5. Review various field tests such as water main tests, fire hydrant flow tests, large meter calibration tests, stream flow, pump tests and customer flow tests and the preparation of data indicating the results of the tests performed.
6. Assist other departments with engineering needs including information on equipment and system operation and maintenance.
7. Develop project estimates and establish budgets, enter work orders and close projects.
8. Prepare equipment specifications for filter plants and facilities as required by the facility or the Purchasing Department. Perform bid openings and prepare bid tabulation for approval documentation. Write requisitions and coordinate with the Purchasing Department and Accounting Department.
9. Project Manager for Water Quality Initiatives (WQI), which includes influences on watershed management, treatment management, distribution system management and piloting at bench scale.
10. Prepare a scope of work, contract documents and specifications for bidding and procuring equipment and annual bids for stock materials and items.
11. Conduct bid openings and prepares bid tabulations for submittal and approval.

12. Assist other departments with engineering needs including information on equipment and system operation and maintenance.
13. Review current rules and regulations affecting the water treatment plants and determine the method or solution to achieve the new rules and regulations if out of compliance.
14. Perform erosion control inspections on project sites and ensure compliance with guidelines and permitting agencies.
15. Apply for permits through city, county, state and regulatory agencies (i.e. ADEM); visit and inspect work sites.
16. Perform other duties as assigned.

### **MINIMUM QUALIFICATIONS**

#### **Education:**

Bachelor's Degree in Civil or Mechanical Engineering

#### **Experience:**

Five years of engineering design, construction engineering and project management experience as a Licensed Professional Engineer

#### **Supervision:**

Experience in supervising, planning, organizing, scheduling, assigning and evaluating the work of paraprofessional and technical employees

#### **Certificates, Licenses, Registrations:**

Licensed Professional Engineer (P.E.) in the State of Alabama or the ability to obtain such by comity.

Valid Alabama Driver License

#### **Physical Demands:**

Ability to stand, walk or sit for extended periods or time

Reaching by extending hand(s) or arm(s) in any direction

Finger dexterity required in manipulating objects with fingers rather than with whole hand(s) or arm(s), for example, using a keyboard

Communication skills using the spoken word

Ability to see within normal parameters

Ability to hear within normal range

Ability to move about, to climb ladders and ladder ways

#### **Working Environment:**

Moderate Noise (Business Office) and construction site noise

Occasionally visit job sites, outdoors exposed to extreme hot/cold and or wet weather conditions



## Birmingham Water Works Job Description

**Job Title: Engineer I – Civil**

**Department: Engineering**

**Reporting Relationship: Chief Engineer/  
Principal Engineer**

**Exempt Status: Exempt**

**Grade: 40**

### **General Responsibilities:**

Plans, schedules or coordinates detailed phases of the engineering work in major projects. Performs work, which involves conventional engineering practices but may include a variety of complex features such as conflicting design requirements, unsuitability of conventional materials and difficult coordination requirements. Work involves performing and directing difficult and complex engineering and analysis work by reviewing plans for compliance with codes, regulations and ordinances. Engineers in this class work closely with Professional Engineers until proficiency is achieved

### **Essential Job Functions:**

1. Assist in preparation and review of studies that determine the present load, demand, efficiency cost and condition and provide for planning to meet future demands of the overall system.
2. Reviews construction plans and specifications to ascertain compliance with applicable standards and regulations.
3. Design and supervise construction of various projects such as pumping stations, pressure reducing stations, lift stations, major water mains and sewer lines, and other improvements.
4. Perform or supervise technical investigations of small specific portions of the water and wastewater systems and customer systems based on field test data.
5. Supervise various field tests such as water main tests, fire hydrant flow tests, measurement of sewage flow, large meter calibration tests, stream flow, pump tests and customer flow tests and the preparation of data indicating the results of the test performed.
6. Assist other departments with engineering needs including information on equipment and system operation and maintenance.
7. Prepare equipment specifications for filter plants and industrial facilities as required by the facility or the Purchasing Department. Perform bid openings and prepare bid tabulation for approval documentation.
8. Apply for permits through city, county, state and regulatory agencies (i.e. ADEM).
9. Perform erosion control inspections on project sites and ensure compliance with guidelines and permitting agencies.
10. Provide technical assistance to the Pressure Complaint Department.
11. Perform other duties as assigned.

## **MINIMUM QUALIFICATIONS**

### **Education:**

Bachelor of Science Degree in Civil Engineering or related field as required, from a regionally accredited college or university.

### **Knowledge – Skills:**

Knowledge of engineering principles and practice applied in the location, design, construction and maintenance of public works projects; Knowledge of modern methods and techniques used in public works projects construction; Knowledge of drafting principles and blue print reading; Knowledge of hydrology, structures, highway design and soil mechanics; Knowledge of chemistry and bacteriology of water, sewage and liquid waste and of modern engineering practices in water supply, sewage treatment and disposal of industrial waste.

### **Supervision:**

None, but employees in this class may train, assign work and counsel technical employees assigned to a project.

### **Certificates, Licenses, Registrations:**

Engineer Intern in State of Alabama Preferred  
Valid Alabama Driver License

### **Physical Demands:**

Ability to stand, walk or sit for extended periods of time in the office or the field  
Reaching by extending hand(s) or arm(s) in any direction  
Finger dexterity by manipulating objects with fingers rather than whole hand(s) or arm(s), for example, using a keyboard  
Communication skills using the spoken word  
Ability to see within normal parameters  
Ability to hear within normal range  
Ability to move about especially at construction sites

### **Working Environment:**

Moderate Noise (business office)  
Loud noise visiting work site in proximity of construction work; exposed to extreme hot/cold weather conditions.



## Birmingham Water Works Job Description

**Job Title: Engineer II - Civil**

**Department: Engineering**

**Reporting Relationship: Chief Engineer and/or  
Principal Engineer**

**Exempt Status: Exempt**

**Grade: 42**

### **General Responsibilities:**

Plans, develops, coordinates and directs engineering projects as assigned. Performs work, which involves conventional engineering practices but may include a variety of complex features such as conflicting design requirements, unsuitability of conventional materials and difficult coordination requirements. Work requires a broad knowledge of precedents in the specialty area and a good knowledge of civil engineering specialties.

### **Essential Job Functions:**

1. Performs civil engineering for capital construction and maintenance projects on pumping stations, filter plants, storage facilities, wells, reservoirs and other water works facilities and equipment; researches and plans future system and facilities requirements
2. Prepare or assist in preparation and review of studies that determine the present load, demand, efficiency cost and condition and provide for planning to meet future demands of the overall water and systems.
  - Assist in design of various projects such as pumping stations, pressure reducing stations, lift stations, major water mains and sewer lines and other improvements
  - Assist other departments with engineering needs including information on equipment and system operation and maintenance.
  - Coordinate and review work performed by consulting engineers and contractors
3. Experience and working knowledge of civil design, construction, specification, installation, repair and maintenance
  - Experience and working knowledge of water transmission and storage applications, including pumps, clearwells, piping, reservoirs, etc.
  - Experience with and working knowledge of multiple pressure systems used by BWWB.
  - Ability to read and decipher regulations and industry codes, e.g. AWWA, OSHA, ASTM and ANSI, and explain requirements of same to others.
  - Technical knowledge of civil systems engineering calculations, construction methods and materials.
  - In-depth knowledge of hydraulic principles, including those for storage and distribution of water supplies.
  - Experienced in civil construction and inspection in areas such as concrete, steel, soils, paints and coatings, piping, etc.
4. Prepare or assist in the performance of field tests and technical investigations of BWWB water systems.
  - Review technical investigations of specific portions of the water system based on field test data.
  - Coordinate various field tests such as water main tests, fire hydrant flow tests, large meter calibration tests, stream flow, pump tests and customer flow tests and the preparation of data indicating the results of the tests performed.



- Perform erosion control inspections on project sites and ensure compliance with guidelines and permitting agencies.
5. Assist in performance of Water Quality Initiatives (WQI), which includes influences on watershed management, treatment management, distribution system management and piloting at bench scale.
    - Review current rules and regulations affecting the water treatment plants and determine the method or solution to achieve the new rules and regulations if out of compliance.
    - Apply for permits through city, county, state and regulatory agencies (i.e. ADEM); visit and inspect work sites.
  6. Prepare or assist in the development of bid packages and project work scopes as required.
    - Prepare equipment specifications for filter plants and facilities as required by the facility or the Purchasing Department.
    - Prepare a scope of work, contract documents and specifications for bidding and procuring equipment and annual bids for stock materials and items.
    - Perform bid openings and prepare bid tabulation for approval documentation.
    - Write requisitions and coordinate with the Purchasing Department and Accounting Department.
  7. Perform other duties as assigned.

### **MINIMUM QUALIFICATIONS**

#### **Education:**

Bachelor of Science Degree in Civil Engineering or related field as required. Advanced degree preferred.

#### **Experience:**

Four years of engineering design, construction engineering and project management

#### **Supervision:**

May supervise, plan, organize, schedule, assign and evaluate the work of paraprofessional and technical employees

#### **Certificates, Licenses, Registrations:**

Licensed Professional Engineer (P.E.) in the State of Alabama or the ability to obtain such by comity.

Current Alabama Driver License

#### **Physical Demands:**

Ability to stand, walk or sit for extended periods or time

Reaching by extending hand(s) or arm(s) in any direction

Finger dexterity required in manipulating objects with fingers rather than with whole hand(s) or arm(s), for example, using a keyboard

Communication skills using the spoken word

Ability to see within normal parameters

Ability to hear within normal range

Ability to move about, to climb ladders and ladder ways

#### **Working Environment:**

Moderate Noise (Business Office) and construction site noise

Occasionally visit job sites, outdoors exposed to extreme hot/cold and or wet weather conditions

# 2018 Salary Grades

Salary Grade : GRADE 34 - 34

Merit Matrix		2nd Quartile		Midpoint	4th Quartile	Maximum	Frequency		Minimum	2nd Quartile	Midpoint	4th Quartile	Maximum
Annual	\$41,559.19	\$45,966.98	\$50,374.78	\$54,782.58	\$59,190.37	\$59,190.37	Annual	\$52,102.04	\$57,628.02	\$63,153.99	\$68,679.96	\$74,205.94	
Monthly	\$3,463.27	\$3,830.58	\$4,197.90	\$4,565.21	\$4,932.53	\$4,932.53	Monthly	\$4,341.84	\$4,802.33	\$5,262.83	\$5,723.33	\$6,183.83	
Semi-Monthly	\$1,731.63	\$1,915.29	\$2,098.95	\$2,282.61	\$2,466.27	\$2,466.27	Semi-Monthly	\$2,170.92	\$2,401.17	\$2,631.42	\$2,861.67	\$3,091.91	
Bi-Weekly	\$1,598.43	\$1,767.96	\$1,937.49	\$2,107.02	\$2,276.55	\$2,276.55	Bi-Weekly	\$2,003.92	\$2,216.46	\$2,429.00	\$2,641.54	\$2,854.07	
Weekly	\$799.22	\$883.98	\$968.75	\$1,053.51	\$1,138.28	\$1,138.28	Weekly	\$1,001.96	\$1,108.23	\$1,214.50	\$1,320.77	\$1,427.04	
Hourly	\$19,9804	\$22,0995	\$24,2186	\$26,3378	\$28,4569	\$28,4569	Hourly	\$25,0491	\$27,7058	\$30,3625	\$33,0192	\$35,6759	

Salary Grade : GRADE 35 - 35

Merit Matrix		2nd Quartile		Midpoint	4th Quartile	Maximum	Frequency		Minimum	2nd Quartile	Midpoint	4th Quartile	Maximum
Annual	\$43,996.22	\$48,662.48	\$53,328.75	\$57,995.02	\$62,661.28	\$62,661.28	Annual	\$55,123.52	\$60,969.96	\$66,816.39	\$72,662.82	\$78,509.26	
Monthly	\$3,666.35	\$4,055.21	\$4,444.06	\$4,832.92	\$5,221.77	\$5,221.77	Monthly	\$4,593.63	\$5,080.83	\$5,568.03	\$6,055.24	\$6,542.44	
Semi-Monthly	\$1,833.18	\$2,027.60	\$2,222.03	\$2,416.46	\$2,610.89	\$2,610.89	Semi-Monthly	\$2,296.81	\$2,540.41	\$2,784.02	\$3,027.62	\$3,271.22	
Bi-Weekly	\$1,692.16	\$1,871.63	\$2,051.11	\$2,230.58	\$2,410.05	\$2,410.05	Bi-Weekly	\$2,120.14	\$2,345.00	\$2,569.86	\$2,794.72	\$3,019.59	
Weekly	\$846.08	\$935.82	\$1,025.55	\$1,115.29	\$1,205.02	\$1,205.02	Weekly	\$1,060.07	\$1,172.50	\$1,284.93	\$1,397.36	\$1,509.79	
Hourly	\$21,1520	\$23,3954	\$25,6388	\$27,8822	\$30,1256	\$30,1256	Hourly	\$26,5017	\$29,3125	\$32,1232	\$34,9340	\$37,7448	

Salary Grade : GRADE 36 - 36

Merit Matrix		2nd Quartile		Midpoint	4th Quartile	Maximum	Frequency		Minimum	2nd Quartile	Midpoint	4th Quartile	Maximum
Annual	\$46,550.86	\$51,488.08	\$56,425.29	\$61,362.50	\$66,299.72	\$66,299.72	Annual	\$58,318.46	\$64,503.75	\$70,689.04	\$76,874.33	\$83,059.62	
Monthly	\$3,879.24	\$4,290.67	\$4,702.11	\$5,113.54	\$5,524.98	\$5,524.98	Monthly	\$4,859.87	\$5,375.31	\$5,890.75	\$6,406.19	\$6,921.64	
Semi-Monthly	\$1,939.62	\$2,145.34	\$2,351.05	\$2,556.77	\$2,762.49	\$2,762.49	Semi-Monthly	\$2,429.94	\$2,687.66	\$2,945.38	\$3,203.10	\$3,460.82	
Bi-Weekly	\$1,790.42	\$1,980.31	\$2,170.20	\$2,360.10	\$2,549.99	\$2,549.99	Bi-Weekly	\$2,243.02	\$2,480.91	\$2,718.81	\$2,956.70	\$3,194.60	
Weekly	\$895.21	\$990.16	\$1,085.10	\$1,180.05	\$1,274.99	\$1,274.99	Weekly	\$1,121.51	\$1,240.46	\$1,359.40	\$1,478.35	\$1,597.30	
Hourly	\$22,3802	\$24,7539	\$27,1276	\$29,5012	\$31,8749	\$31,8749	Hourly	\$28,0377	\$31,0114	\$33,9851	\$36,9588	\$39,9325	

Salary Grade : GRADE 37 - 37

Merit Matrix		2nd Quartile		Midpoint	4th Quartile	Maximum	Frequency		Minimum	2nd Quartile	Midpoint	4th Quartile	Maximum
Annual	\$49,246.55	\$54,469.64	\$59,692.76	\$64,915.88	\$70,138.99	\$70,138.99	Annual	\$61,696.73	\$68,240.32	\$74,783.92	\$81,327.52	\$87,871.11	
Monthly	\$4,103.88	\$4,539.14	\$4,974.40	\$5,409.66	\$5,844.92	\$5,844.92	Monthly	\$5,141.39	\$5,686.69	\$6,231.99	\$6,777.29	\$7,322.59	
Semi-Monthly	\$2,051.94	\$2,269.57	\$2,487.20	\$2,704.83	\$2,922.46	\$2,922.46	Semi-Monthly	\$2,570.70	\$2,843.35	\$3,116.00	\$3,388.65	\$3,661.30	
Bi-Weekly	\$1,894.10	\$2,094.99	\$2,295.88	\$2,496.76	\$2,697.65	\$2,697.65	Bi-Weekly	\$2,372.95	\$2,624.63	\$2,876.30	\$3,127.98	\$3,379.66	
Weekly	\$947.05	\$1,047.49	\$1,147.94	\$1,248.38	\$1,348.83	\$1,348.83	Weekly	\$1,186.48	\$1,312.31	\$1,438.15	\$1,563.99	\$1,689.83	
Hourly	\$23,6762	\$26,1873	\$28,6984	\$31,2096	\$33,7207	\$33,7207	Hourly	\$29,6619	\$32,8078	\$35,9538	\$39,0998	\$42,2457	

# 2018 Salary Grades

## Salary Grade : GRADE 42 - 42

Merit Matrix		2nd Quartile		Midpoint	4th Quartile		Maximum	Frequency		Minimum	2nd Quartile	Midpoint	4th Quartile	Maximum
Annual	\$65,271.06	\$72,193.75	\$79,116.44	\$86,039.13	\$92,961.82	\$99,884.51	\$106,807.20	Annual	\$81,759.13	\$90,430.55	\$99,101.97	\$107,773.39	\$116,444.81	
Monthly	\$5,439.26	\$6,016.15	\$6,593.04	\$7,169.93	\$7,746.82	\$8,323.71	\$8,900.60	Monthly	\$6,813.26	\$7,535.88	\$8,258.50	\$8,981.12	\$9,703.73	
Semi-Monthly	\$2,719.63	\$3,008.07	\$3,296.52	\$3,584.96	\$3,873.41	\$4,161.85	\$4,450.30	Semi-Monthly	\$3,406.63	\$3,767.94	\$4,129.25	\$4,490.56	\$4,851.87	
Bi-Weekly	\$2,510.43	\$2,776.68	\$3,042.94	\$3,309.20	\$3,575.45	\$3,841.65	\$4,107.85	Bi-Weekly	\$3,144.58	\$3,478.10	\$3,811.61	\$4,145.13	\$4,478.65	
Weekly	\$1,255.21	\$1,388.34	\$1,521.47	\$1,654.60	\$1,787.73	\$1,920.86	\$2,054.00	Weekly	\$1,572.29	\$1,739.05	\$1,905.81	\$2,072.57	\$2,239.32	
Hourly	\$31.3803	\$34.7085	\$38.0368	\$41.3650	\$44.6932	\$48.0204	\$51.3486	Hourly	\$39.3073	\$43.4762	\$47.6452	\$51.8142	\$55.9831	

## Salary Grade : GRADE 43 - 43

Merit Matrix		2nd Quartile		Midpoint	4th Quartile		Maximum	Frequency		Minimum	2nd Quartile	Midpoint	4th Quartile	Maximum
Annual	\$69,052.71	\$76,376.48	\$83,700.26	\$91,024.04	\$98,347.81	\$105,671.59	\$112,995.36	Annual	\$87,039.99	\$96,271.50	\$105,503.02	\$114,734.54	\$123,966.05	
Monthly	\$5,754.39	\$6,364.71	\$6,975.02	\$7,585.34	\$8,195.65	\$8,805.96	\$9,416.27	Monthly	\$7,253.33	\$8,022.63	\$8,791.92	\$9,561.21	\$10,330.50	
Semi-Monthly	\$2,877.20	\$3,182.35	\$3,487.51	\$3,792.67	\$4,097.83	\$4,402.98	\$4,708.14	Semi-Monthly	\$3,626.67	\$4,011.31	\$4,395.96	\$4,780.61	\$5,165.25	
Bi-Weekly	\$2,655.87	\$2,937.56	\$3,219.24	\$3,500.92	\$3,782.61	\$4,064.29	\$4,345.98	Bi-Weekly	\$3,347.69	\$3,702.75	\$4,057.81	\$4,412.87	\$4,767.92	
Weekly	\$1,327.94	\$1,468.78	\$1,609.62	\$1,750.46	\$1,891.30	\$2,032.14	\$2,172.98	Weekly	\$1,673.85	\$1,851.38	\$2,028.90	\$2,206.43	\$2,383.96	
Hourly	\$33.1984	\$36.7194	\$40.2405	\$43.7616	\$47.2826	\$50.8037	\$54.3247	Hourly	\$41.8461	\$46.2844	\$50.7226	\$55.1608	\$59.5991	

## Salary Grade : GRADE 44 - 44

Merit Matrix		2nd Quartile		Midpoint	4th Quartile		Maximum	Frequency		Minimum	2nd Quartile	Midpoint	4th Quartile	Maximum
Annual	\$73,424.84	\$81,212.32	\$88,999.80	\$96,787.29	\$104,574.77	\$112,362.25	\$120,149.73	Annual	\$91,497.19	\$101,201.44	\$110,905.69	\$120,609.94	\$130,314.19	
Monthly	\$6,118.74	\$6,767.69	\$7,416.65	\$8,065.61	\$8,714.56	\$9,363.51	\$10,012.46	Monthly	\$7,624.77	\$8,433.45	\$9,242.14	\$10,050.83	\$10,859.52	
Semi-Monthly	\$3,059.37	\$3,383.85	\$3,708.33	\$4,032.80	\$4,357.28	\$4,681.76	\$5,006.24	Semi-Monthly	\$3,812.38	\$4,216.73	\$4,621.07	\$5,025.41	\$5,429.76	
Bi-Weekly	\$2,824.03	\$3,123.55	\$3,423.07	\$3,722.59	\$4,022.11	\$4,321.63	\$4,621.15	Bi-Weekly	\$3,519.12	\$3,892.36	\$4,265.60	\$4,638.84	\$5,012.08	
Weekly	\$1,412.02	\$1,561.78	\$1,711.53	\$1,861.29	\$2,011.05	\$2,160.80	\$2,310.56	Weekly	\$1,759.56	\$1,946.18	\$2,132.80	\$2,319.42	\$2,506.04	
Hourly	\$35.3004	\$39.0444	\$42.7884	\$46.5323	\$50.2763	\$54.0203	\$57.7643	Hourly	\$43.9890	\$48.6545	\$53.3200	\$57.9856	\$62.6511	

## Salary Grade : GRADE 45 - 45

Merit Matrix		2nd Quartile		Midpoint	4th Quartile		Maximum	Frequency		Minimum	2nd Quartile	Midpoint	4th Quartile	Maximum
Annual	\$77,282.18	\$85,478.78	\$93,675.37	\$101,871.96	\$110,068.56	\$118,265.15	\$126,461.75	Annual	\$100,647.62	\$111,322.37	\$121,997.12	\$132,671.87	\$143,346.62	
Monthly	\$6,440.18	\$7,123.23	\$7,806.28	\$8,489.33	\$9,172.38	\$9,855.43	\$10,538.48	Monthly	\$8,387.30	\$9,276.86	\$10,166.43	\$11,055.99	\$11,945.55	
Semi-Monthly	\$3,220.09	\$3,561.62	\$3,903.14	\$4,244.67	\$4,586.19	\$4,927.71	\$5,269.24	Semi-Monthly	\$4,193.65	\$4,638.43	\$5,083.21	\$5,527.99	\$5,972.78	
Bi-Weekly	\$2,972.39	\$3,287.65	\$3,602.90	\$3,918.15	\$4,233.41	\$4,548.66	\$4,863.92	Bi-Weekly	\$3,871.06	\$4,281.63	\$4,692.20	\$5,102.76	\$5,513.33	
Weekly	\$1,486.20	\$1,643.82	\$1,801.45	\$1,959.08	\$2,116.70	\$2,274.33	\$2,431.95	Weekly	\$1,935.53	\$2,140.81	\$2,346.10	\$2,551.38	\$2,756.67	
Hourly	\$37.1549	\$41.0956	\$45.0362	\$48.9769	\$52.9176	\$56.8583	\$60.7990	Hourly	\$48.3883	\$53.5204	\$58.6524	\$63.7845	\$68.9166	