

Salary Structure for Non-Represented Employees

2026 Salary Ranges					
Grade	Min	Mid	Max	Midpoint Progression	Range Spread
10	\$60,500	\$71,100	\$81,700		35%
11	\$66,500	\$78,200	\$89,800	10%	35%
12	\$73,200	\$86,000	\$98,800	10%	35%
13	\$80,500	\$94,600	\$108,700	10%	35%
14	\$88,600	\$104,600	\$119,600	10%	35%
15	\$97,400	\$114,500	\$131,500	10%	45%
16	\$104,600	\$128,200	\$151,700	12%	45%
17	\$117,200	\$143,600	\$169,900	12%	45%
18	\$131,300	\$160,800	\$190,300	12%	45%
19	\$147,000	\$180,100	\$213,200	12%	45%
20	\$164,700	\$201,700	\$238,800	12%	45%
21	\$184,400	\$225,900	\$267,400	12%	45%

Job Titles					
Grade	Position Title	Grade	Position Title	Grade	Position Title
10	Administrative Services Coordinator	14	Relations Coordinator Staking Engineer Joint Use Specialist Senior Accountant Senior Human Resources Generalist	18	Electrical Engineering Manager Information Technology Manager
11	IT Support Technician Administrative Services & Records Coordinator	15	Customer Service Manager GIS Analyst Resource Manager	19	Electrical Operations Superintendent Technology Infrastructure Manager Human Resources Director Services Director Water Operations Director
12	Energy Efficiency Specialist	16	Broadband Manager Executive Services Manager Financial Services Manager IT Systems Administrator Safety Manager	20	Engineering Director Information Technology & Broadband Services Director
13	Accountant Project Coordinator	17	Systems Engineer Controller IT Senior Systems Administrator Vegetation & Permitting Specialist Water Superintendent	21	Assistant General Manager Electrical Operations Director Finance Director

Note: Interns will be determined by market research prior to hiring.