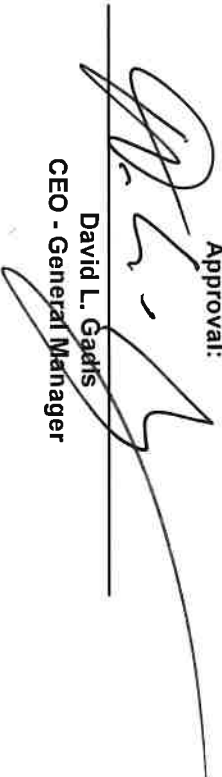


**D.C. Water  
Non-Union Grades for FY 2020**

Grade	Salary Ranges		
	Minimum	Midpoint	Maximum
18	106,692	142,256	177,820
17	90,902	121,203	151,503
16	76,676	102,235	127,794
15	65,011	86,681	108,352
14	55,053	73,404	91,755
13	46,661	62,214	77,768
12	39,548	52,731	65,913
11	33,573	44,764	55,955
10	28,451	37,935	47,419

*Base Salaries Shall Not Exceed Range Maximum*

Approval:


  
 David L. Gatis  
 CEO - General Manager

Approved

**D.C. Water  
Executive Grades for FY 2020**

Grade	Salary Ranges		
	Minimum	Midpoint	Maximum
D	186,641	248,855	311,069
C	162,297	216,395	270,494
B	141,127	188,170	235,212
A	122,720	163,626	204,533

Base Salaries Shall Not Exceed Range Maximum

Approval:   
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 David L. Gadis  
 CEO General Manager

Approved