

**AFSCME 1386A
JULY 1, 2020 - JUNE 30, 2021**

Grade	POSITION	At Hire	6 Months from Hire	18 Months from Hire	30 Months from Hire	42 Months from Hire	10 Year Anniversary	20 Year Anniversary	
		A	B	C	D	E	F	G	
1	Desk Attendant/Lifeguard	\$29,552.77	\$31,030.41	\$32,581.93	\$34,211.03	\$35,921.58	\$36,909.42	\$37,924.43	Annual
		\$1,136.65	\$1,193.48	\$1,253.15	\$1,315.81	\$1,381.60	\$1,419.59	\$1,458.63	Bi-weekly
		\$15.16	\$15.91	\$16.71	\$17.54	\$18.42	\$18.93	\$19.45	37.5 hrly
		\$14.21	\$14.92	\$15.66	\$16.45	\$17.27	\$17.74	\$18.23	40 hrly
8	Custodian Leadman	\$41,370.71	\$43,439.24	\$45,611.21	\$47,891.77	\$50,286.36	\$51,669.23	\$53,090.13	Annual
		\$1,591.18	\$1,670.74	\$1,754.28	\$1,841.99	\$1,934.09	\$1,987.28	\$2,041.93	Bi-weekly
		\$19.89	\$20.88	\$21.93	\$23.02	\$24.18	\$24.84	\$25.52	40 hrly
9	Lab Technician	\$43,202.44	\$45,362.56	\$47,630.69	\$50,012.23	\$52,512.84	\$53,956.94	\$55,440.76	Annual
		\$1,661.63	\$1,744.71	\$1,831.95	\$1,923.55	\$2,019.72	\$2,075.27	\$2,132.34	Bi-weekly
		\$20.77	\$21.81	\$22.90	\$24.04	\$25.25	\$25.94	\$26.65	40 hrly
10	Assistant Foreman	\$45,555.39	\$47,833.16	\$50,224.82	\$52,736.06	\$55,372.86	\$56,895.61	\$58,460.24	Annual
		\$1,752.13	\$1,839.74	\$1,931.72	\$2,028.31	\$2,129.73	\$2,188.29	\$2,248.47	Bi-weekly
		\$21.90	\$23.00	\$24.15	\$25.35	\$26.62	\$27.35	\$28.11	40 hrly
10 W&S	Plant Operator Assistant Foreman (Water & Sewer)	\$45,333.17	\$47,599.83	\$49,979.82	\$52,478.81	\$55,102.75	\$56,618.07	\$58,175.07	Annual
		\$1,743.58	\$1,830.76	\$1,922.30	\$2,018.42	\$2,119.34	\$2,177.62	\$2,237.50	Bi-weekly
		\$21.79	\$22.88	\$24.03	\$25.23	\$26.49	\$27.22	\$27.97	40 hrly
10 1 LIC	Plant Operator Grade III Assistant Foreman (Water & Sewer License)	\$46,373.17	\$48,639.83	\$51,019.82	\$53,518.81	\$56,142.75	\$57,658.07	\$59,215.07	Annual
		\$1,783.58	\$1,870.76	\$1,962.30	\$2,058.42	\$2,159.34	\$2,217.62	\$2,277.50	Bi-weekly
		\$22.29	\$23.38	\$24.53	\$25.73	\$26.99	\$27.72	\$28.47	40 hrly
10 2 LIC	Plant Operator Grade IV Assistant Foreman (Water & Sewer License)	\$47,413.17	\$49,679.83	\$52,059.82	\$54,558.81	\$57,182.75	\$58,698.07	\$60,255.07	Annual
		\$1,823.58	\$1,910.76	\$2,002.30	\$2,098.42	\$2,199.34	\$2,257.62	\$2,317.50	Bi-weekly
		\$22.79	\$23.88	\$25.03	\$26.23	\$27.49	\$28.22	\$28.97	40 hrly
11	Chemist	\$47,579.30	\$49,958.26	\$52,456.17	\$55,078.98	\$57,832.93	\$59,423.34	\$61,057.48	Annual
		\$1,829.97	\$1,921.47	\$2,017.55	\$2,118.42	\$2,224.34	\$2,285.51	\$2,348.36	Bi-weekly
		\$22.87	\$24.02	\$25.22	\$26.48	\$27.80	\$28.57	\$29.35	40 hrly
13	Engineering Technician	\$52,660.07	\$55,293.07	\$58,057.72	\$60,960.61	\$64,008.64	\$65,768.88	\$67,577.52	Annual
		\$2,025.39	\$2,126.66	\$2,232.99	\$2,344.64	\$2,461.87	\$2,529.57	\$2,599.14	Bi-weekly
		\$27.01	\$28.36	\$29.77	\$31.26	\$32.82	\$33.73	\$34.66	37.5 hrly
		\$25.32	\$26.58	\$27.91	\$29.31	\$30.77	\$31.62	\$32.49	40 hrly

AFSCME 1386A
JULY 1, 2020 - JUNE 30, 2021

Grade	POSITION	Step C through E are in 12 month increments			10 Year	20 Year	
		C	D	E	Anniversary	Anniversary	
					F	G	
1	Parking Garage Attendant	\$32,535.03	\$34,161.78	\$35,869.87	\$36,856.29	\$37,869.84	Annual
		\$1,251.35	\$1,313.91	\$1,379.61	\$1,417.55	\$1,456.53	Bi-weekly
		\$15.64	\$16.42	\$17.25	\$17.72	\$18.21	40 hrly
2	Garage Attendant/Security Guard	\$34,130.53	\$35,837.06	\$37,628.91	\$38,663.70	\$39,726.96	Annual
		\$1,312.71	\$1,378.35	\$1,447.27	\$1,487.07	\$1,527.96	Bi-weekly
		\$16.41	\$17.23	\$18.09	\$18.59	\$19.10	40 hrly
4		\$37,562.02	\$39,440.12	\$41,412.12	\$42,550.96	\$43,721.11	Annual
		\$1,444.69	\$1,516.93	\$1,592.77	\$1,636.58	\$1,681.58	Bi-weekly
		\$18.06	\$18.96	\$19.91	\$20.46	\$21.02	40 hrly
5	Pool/Spa Technician Custodian Laborer	\$39,423.64	\$41,394.82	\$43,464.56	\$44,659.83	\$45,887.98	Annual
		\$1,516.29	\$1,592.11	\$1,671.71	\$1,717.69	\$1,764.92	Bi-weekly
		\$18.95	\$19.90	\$20.90	\$21.47	\$22.06	40 hrly
6	Sanitation Laborer Truck Driver I	\$41,376.81	\$43,445.65	\$45,617.94	\$46,872.43	\$48,161.42	Annual
		\$1,591.42	\$1,670.99	\$1,754.54	\$1,802.79	\$1,852.36	Bi-weekly
		\$19.89	\$20.89	\$21.93	\$22.53	\$23.15	40 hrly
7	Utility Mechanic Truck Driver II Recycling Truck Driver Dispatcher	\$43,425.21	\$45,596.47	\$47,876.29	\$49,192.89	\$50,545.69	Annual
		\$1,670.20	\$1,753.71	\$1,841.40	\$1,892.03	\$1,944.07	Bi-weekly
		\$20.88	\$21.92	\$23.02	\$23.65	\$24.30	40 hrly
8	Equipment Operator I	\$45,570.04	\$47,848.54	\$50,240.97	\$51,622.59	\$53,042.21	Annual
		\$1,752.69	\$1,840.33	\$1,932.34	\$1,985.48	\$2,040.09	Bi-weekly
		\$21.91	\$23.00	\$24.15	\$24.82	\$25.50	40 hrly
9	Equipment Mechanic Equipment Operator II Electrician Master Carpenter Dispatcher II	\$47,810.09	\$50,200.59	\$52,710.62	\$54,160.16	\$55,649.57	Annual
		\$1,838.85	\$1,930.79	\$2,027.33	\$2,083.08	\$2,140.37	Bi-weekly
		\$22.99	\$24.13	\$25.34	\$26.04	\$26.75	40 hrly

AFSCME 1386A
JULY 1, 2020 - JUNE 30, 2021
WATER & SEWER

Grade	POSITION	Step C through E are in 12 month increments			10 Year	20 Year	
		C	D	E	Anniversary	Anniversary	
					F	G	
5 W&S	W/S Laborer	\$39,231.33	\$41,192.89	\$43,252.54	\$44,441.98	\$45,664.14	Annual
		\$1,508.90	\$1,584.34	\$1,663.56	\$1,709.31	\$1,756.31	Bi-weekly
		\$18.86	\$19.80	\$20.79	\$21.37	\$21.95	40 hrly
5 1 LIC	Laborer (Water and Sewer License)	\$40,271.33	\$42,232.89	\$44,292.54	\$45,481.98	\$46,704.14	Annual
		\$1,548.90	\$1,624.34	\$1,703.56	\$1,749.31	\$1,796.31	Bi-weekly
		\$19.36	\$20.30	\$21.29	\$21.87	\$22.45	40 hrly
5 2 LIC	Laborer (Water and Sewer License)	\$41,311.33	\$43,272.89	\$45,332.54	\$46,521.98	\$47,744.14	Annual
		\$1,588.90	\$1,664.34	\$1,743.56	\$1,789.31	\$1,836.31	Bi-weekly
		\$19.86	\$20.80	\$21.79	\$22.37	\$22.95	40 hrly
6 W&S	Meter Reader W/S Truck Driver I	\$41,174.97	\$43,233.72	\$45,395.41	\$46,643.78	\$47,926.49	Annual
		\$1,583.65	\$1,662.84	\$1,745.98	\$1,793.99	\$1,843.33	Bi-weekly
		\$19.80	\$20.79	\$21.82	\$22.42	\$23.04	40 hrly
6 1 LIC	Meter Reader (Water or Sewer License) W/S Truck Driver I (Water or Sewer License)	\$42,214.97	\$44,273.72	\$46,435.41	\$47,683.78	\$48,966.49	Annual
		\$1,623.65	\$1,702.84	\$1,785.98	\$1,833.99	\$1,883.33	Bi-weekly
		\$20.30	\$21.29	\$22.32	\$22.92	\$23.54	40 hrly
6 2 LIC	Meter Reader (Water and Sewer License) WS Truck Driver I (Water and Sewer License)	\$43,254.97	\$45,313.72	\$47,475.41	\$48,723.78	\$50,006.49	Annual
		\$1,663.65	\$1,742.84	\$1,825.98	\$1,873.99	\$1,923.33	Bi-weekly
		\$20.80	\$21.79	\$22.82	\$23.42	\$24.04	40 hrly
7 W&S	W/S Utility Mechanic	\$43,213.38	\$45,374.04	\$47,642.75	\$48,952.92	\$50,299.13	Annual
		\$1,662.05	\$1,745.16	\$1,832.41	\$1,882.80	\$1,934.58	Bi-weekly
		\$20.78	\$21.81	\$22.91	\$23.54	\$24.18	40 hrly
7 1 LIC	W/S Utility Mechanic (Water and Sewer License)	\$44,253.38	\$46,414.04	\$48,682.75	\$49,992.92	\$51,339.13	Annual
		\$1,702.05	\$1,785.16	\$1,872.41	\$1,922.80	\$1,974.58	Bi-weekly
		\$21.28	\$22.31	\$23.41	\$24.04	\$24.68	40 hrly
7 2 LIC	W/S Utility Mechanic (Water and Sewer License)	\$45,293.38	\$47,454.04	\$49,722.75	\$51,032.92	\$52,379.13	Annual
		\$1,742.05	\$1,825.16	\$1,912.41	\$1,962.80	\$2,014.58	Bi-weekly
		\$21.78	\$22.81	\$23.91	\$24.54	\$25.18	40 hrly
8 W&S	Equipment Operator I	\$45,347.74	\$47,615.13	\$49,995.89	\$51,370.78	\$52,783.47	Annual
		\$1,744.14	\$1,831.35	\$1,922.92	\$1,975.80	\$2,030.13	Bi-weekly
		\$21.80	\$22.89	\$24.04	\$24.70	\$25.38	40 hrly
8 1 LIC	Equipment Operator I (Water and Sewer License)	\$46,387.74	\$48,655.13	\$51,035.89	\$52,410.78	\$53,823.47	Annual
		\$1,784.14	\$1,871.35	\$1,962.92	\$2,015.80	\$2,070.13	Bi-weekly
		\$22.30	\$23.39	\$24.54	\$25.20	\$25.88	40 hrly
8 2 LIC	Equipment Operator I (Water and Sewer License)	\$47,427.74	\$49,695.13	\$52,075.89	\$53,450.78	\$54,863.47	Annual
		\$1,824.14	\$1,911.35	\$2,002.92	\$2,055.80	\$2,110.13	Bi-weekly
		\$22.80	\$23.89	\$25.04	\$25.70	\$26.38	40 hrly
9 W&S	Equipment Operator II Camera Truck Operator	\$47,576.87	\$49,955.71	\$52,453.49	\$53,895.97	\$55,378.10	Annual
		\$1,829.88	\$1,921.37	\$2,017.44	\$2,072.92	\$2,129.93	Bi-weekly
		\$22.87	\$24.02	\$25.22	\$25.91	\$26.62	40 hrly
9 1 LIC	Equipment Operator II (Water and Sewer License) Camera Truck Operator (Water and Sewer License)	\$48,616.87	\$50,995.71	\$53,493.49	\$54,935.97	\$56,418.10	Annual
		\$1,869.88	\$1,961.37	\$2,057.44	\$2,112.92	\$2,169.93	Bi-weekly
		\$23.37	\$24.52	\$25.72	\$26.41	\$27.12	40 hrly
9 2 LIC	Equipment Operator II (Water and Sewer License) Camera Truck Operator (Water and Sewer License)	\$49,656.87	\$52,035.71	\$54,533.49	\$55,975.97	\$57,458.10	Annual
		\$1,909.88	\$2,001.37	\$2,097.44	\$2,152.92	\$2,209.93	Bi-weekly
		\$23.87	\$25.02	\$26.22	\$26.91	\$27.62	40 hrly