

**AFSCME 1386A
JULY 1, 2021 - JUNE 30, 2022**

| Grade | POSITION | At Hire | 6 Months from Hire | 18 Months from Hire | 30 Months from Hire | 42 Months from Hire | 10 Years Anniversary | 20 Years Anniversary | |
|----------|---|-------------|--------------------|---------------------|---------------------|---------------------|----------------------|----------------------|-----------|
| | | A | B | C | D | E | F | G | |
| 1 | Desk Attendant/Lifeguard | \$30,143.83 | \$31,651.02 | \$33,233.57 | \$34,895.25 | \$36,640.01 | \$37,647.61 | \$38,682.92 | Annual |
| | | \$1,159.38 | \$1,217.35 | \$1,278.21 | \$1,342.12 | \$1,409.23 | \$1,447.99 | \$1,487.80 | Bi-weekly |
| | | \$15.46 | \$16.23 | \$17.04 | \$17.89 | \$18.79 | \$19.31 | \$19.84 | 37.5 hrly |
| | | \$14.49 | \$15.22 | \$15.98 | \$16.78 | \$17.62 | \$18.10 | \$18.60 | 40 hrly |
| 8 | Custodian Leadman | \$42,198.12 | \$44,308.03 | \$46,523.43 | \$48,849.60 | \$51,292.08 | \$52,702.61 | \$54,151.94 | Annual |
| | | \$1,623.00 | \$1,704.15 | \$1,789.36 | \$1,878.83 | \$1,972.77 | \$2,027.02 | \$2,082.77 | Bi-weekly |
| | | \$20.29 | \$21.30 | \$22.37 | \$23.49 | \$24.66 | \$25.34 | \$26.03 | 40 hrly |
| 9 | Lab Technician | \$44,066.49 | \$46,269.82 | \$48,583.31 | \$51,012.47 | \$53,563.10 | \$55,036.08 | \$56,549.57 | Annual |
| | | \$1,694.87 | \$1,779.61 | \$1,868.59 | \$1,962.02 | \$2,060.12 | \$2,116.77 | \$2,174.98 | Bi-weekly |
| | | \$21.19 | \$22.25 | \$23.36 | \$24.53 | \$25.75 | \$26.46 | \$27.19 | 40 hrly |
| 10 | Assistant Foreman | \$46,466.50 | \$48,789.82 | \$51,229.31 | \$53,790.78 | \$56,480.32 | \$58,033.53 | \$59,629.45 | Annual |
| | | \$1,787.17 | \$1,876.53 | \$1,970.36 | \$2,068.88 | \$2,172.32 | \$2,232.06 | \$2,293.44 | Bi-weekly |
| | | \$22.34 | \$23.46 | \$24.63 | \$25.86 | \$27.15 | \$27.90 | \$28.67 | 40 hrly |
| 10 W&S | Plant Operator Assistant Foreman (Water & Sewer) | \$46,239.83 | \$48,551.82 | \$50,979.41 | \$53,528.38 | \$56,204.80 | \$57,750.43 | \$59,338.57 | Annual |
| | | \$1,778.46 | \$1,867.38 | \$1,960.75 | \$2,058.78 | \$2,161.72 | \$2,221.17 | \$2,282.25 | Bi-weekly |
| | | \$22.23 | \$23.34 | \$24.51 | \$25.73 | \$27.02 | \$27.76 | \$28.53 | 40 hrly |
| 10 1 LIC | Assistant Foreman (Water & Sewer License) | \$47,279.83 | \$49,591.82 | \$52,019.41 | \$54,568.38 | \$57,244.80 | \$58,790.43 | \$60,378.57 | Annual |
| | | \$1,818.46 | \$1,907.38 | \$2,000.75 | \$2,098.78 | \$2,201.72 | \$2,261.17 | \$2,322.25 | Bi-weekly |
| | | \$22.73 | \$23.84 | \$25.01 | \$26.23 | \$27.52 | \$28.26 | \$29.03 | 40 hrly |
| 10 2 LIC | Assistant Foreman (Water & Sewer License) | \$48,319.83 | \$50,631.82 | \$53,059.41 | \$55,608.38 | \$58,284.80 | \$59,830.43 | \$61,418.57 | Annual |
| | | \$1,858.46 | \$1,947.38 | \$2,040.75 | \$2,138.78 | \$2,241.72 | \$2,301.17 | \$2,362.25 | Bi-weekly |
| | | \$23.23 | \$24.34 | \$25.51 | \$26.73 | \$28.02 | \$28.76 | \$29.53 | 40 hrly |
| 11 | Chemist Plant Operator Grade I | \$48,530.88 | \$50,957.43 | \$53,505.30 | \$56,180.56 | \$58,989.59 | \$60,611.80 | \$62,278.63 | Annual |
| | | \$1,866.57 | \$1,959.90 | \$2,057.90 | \$2,160.79 | \$2,268.83 | \$2,331.22 | \$2,395.33 | Bi-weekly |
| | | \$23.33 | \$24.50 | \$25.72 | \$27.01 | \$28.36 | \$29.14 | \$29.94 | 40 hrly |
| 13 | Engineering Technician Equipment Mechanic Plant Operator Grade II | \$53,713.27 | \$56,398.93 | \$59,218.88 | \$62,179.82 | \$65,288.81 | \$67,084.25 | \$68,929.07 | Annual |
| | | \$2,065.89 | \$2,169.19 | \$2,277.65 | \$2,391.53 | \$2,511.11 | \$2,580.16 | \$2,651.12 | Bi-weekly |
| | | \$27.55 | \$28.92 | \$30.37 | \$31.89 | \$33.48 | \$34.40 | \$35.35 | 37.5 hrly |
| | | \$25.82 | \$27.11 | \$28.47 | \$29.89 | \$31.39 | \$32.25 | \$33.14 | 40 hrly |

AFSCME 1386A
JULY 1, 2021 - JUNE 30, 2022

| Grade POSITION | Step C through E are in 12 month increments | | | 10 Years Anniversary | 20 Years Anniversary | |
|---|---|-------------|-------------|----------------------|----------------------|-----------|
| | C | D | E | F | G | |
| 01 Parking Garage Attendant | \$33,185.73 | \$34,845.02 | \$36,587.27 | \$37,593.42 | \$38,627.24 | Annual |
| | \$1,276.37 | \$1,340.19 | \$1,407.20 | \$1,445.90 | \$1,485.66 | Bi-weekly |
| | \$15.95 | \$16.75 | \$17.59 | \$18.07 | \$18.57 | 40 hrly |
| 02 Garage Attendant/Security Guard | \$34,813.14 | \$36,553.80 | \$38,381.49 | \$39,436.98 | \$40,521.49 | Annual |
| | \$1,338.97 | \$1,405.92 | \$1,476.21 | \$1,516.81 | \$1,558.52 | Bi-weekly |
| | \$16.74 | \$17.57 | \$18.45 | \$18.96 | \$19.48 | 40 hrly |
| 04 | \$38,313.26 | \$40,228.92 | \$42,240.36 | \$43,401.97 | \$44,595.53 | Annual |
| | \$1,473.59 | \$1,547.27 | \$1,624.63 | \$1,669.31 | \$1,715.21 | Bi-weekly |
| | \$18.42 | \$19.34 | \$20.31 | \$20.87 | \$21.44 | 40 hrly |
| 05 Pool/Spa Technician Custodian Laborer | \$40,212.11 | \$42,222.71 | \$44,333.85 | \$45,553.03 | \$46,805.74 | Annual |
| | \$1,546.62 | \$1,623.95 | \$1,705.15 | \$1,752.04 | \$1,800.22 | Bi-weekly |
| | \$19.33 | \$20.30 | \$21.31 | \$21.90 | \$22.50 | 40 hrly |
| 06 Sanitary Laborer Truck Driver I | \$42,204.35 | \$44,314.57 | \$46,530.29 | \$47,809.88 | \$49,124.65 | Annual |
| | \$1,623.24 | \$1,704.41 | \$1,789.63 | \$1,838.84 | \$1,889.41 | Bi-weekly |
| | \$20.29 | \$21.31 | \$22.37 | \$22.99 | \$23.62 | 40 hrly |
| 07 Utility Mechanic Truck Driver II Recycling Truck Driver Dispatcher | \$44,293.71 | \$46,508.40 | \$48,833.82 | \$50,176.75 | \$51,556.61 | Annual |
| | \$1,703.60 | \$1,788.78 | \$1,878.22 | \$1,929.87 | \$1,982.95 | Bi-weekly |
| | \$21.30 | \$22.36 | \$23.48 | \$24.12 | \$24.79 | 40 hrly |
| 08 Equipment Operator I | \$46,481.44 | \$48,805.51 | \$51,245.79 | \$52,655.04 | \$54,103.06 | Annual |
| | \$1,787.75 | \$1,877.13 | \$1,970.99 | \$2,025.19 | \$2,080.89 | Bi-weekly |
| | \$22.35 | \$23.46 | \$24.64 | \$25.31 | \$26.01 | 40 hrly |
| 09 Equipment Operator II Electrician Master Carpenter Dispatcher II | \$48,766.29 | \$51,204.60 | \$53,764.83 | \$55,243.37 | \$56,762.56 | Annual |
| | \$1,875.63 | \$1,969.41 | \$2,067.88 | \$2,124.74 | \$2,183.18 | Bi-weekly |
| | \$23.45 | \$24.62 | \$25.85 | \$26.56 | \$27.29 | 40 hrly |

**AFSCME 1386A
JULY 1, 2021 - JUNE 30, 2022
WATER & SEWER**

| Grade | POSITION | Step C through E are in 12 month increments | | | 10 Years | 20 Years | |
|---------|---|---|-------------|-------------|------------------|------------------|-----------|
| | | C | D | E | Anniversary F | Anniversary G | |
| 5 W&S | W/S Laborer | \$40,015.95 | \$42,016.75 | \$44,117.59 | \$45,330.82 | \$46,577.42 | Annual |
| | | \$1,539.08 | \$1,616.03 | \$1,696.83 | \$1,743.49 | \$1,791.44 | Bi-weekly |
| | | \$19.24 | \$20.20 | \$21.21 | \$21.79 | \$22.39 | 40 hrly |
| 5 1 LIC | Laborer (Water or Sewer License) | \$41,055.95 | \$43,056.75 | \$45,157.59 | \$46,370.82 | \$47,617.42 | Annual |
| | | \$1,579.08 | \$1,656.03 | \$1,736.83 | \$1,783.49 | \$1,831.44 | Bi-weekly |
| | | \$19.74 | \$20.70 | \$21.71 | \$22.29 | \$22.89 | 40 hrly |
| 5 2 LIC | Laborer (Water and Sewer License) | \$42,095.95 | \$44,096.75 | \$46,197.59 | \$47,410.82 | \$48,657.42 | Annual |
| | | \$1,619.08 | \$1,696.03 | \$1,776.83 | \$1,823.49 | \$1,871.44 | Bi-weekly |
| | | \$20.24 | \$21.20 | \$22.21 | \$22.79 | \$23.39 | 40 hrly |
| 06 W&S | Meter Reader W/S Truck Driver I | \$41,998.47 | \$44,098.40 | \$46,303.32 | \$47,576.66 | \$48,885.02 | Annual |
| | | \$1,615.33 | \$1,696.09 | \$1,780.90 | \$1,829.87 | \$1,880.19 | Bi-weekly |
| | | \$20.19 | \$21.20 | \$22.26 | \$22.87 | \$23.50 | 40 hrly |
| 6 1 LIC | Meter Reader (Water or Sewer License) W/S Truck Driver I (Water or Sewer License) | \$43,038.47 | \$45,138.40 | \$47,343.32 | \$48,616.66 | \$49,925.02 | Annual |
| | | \$1,655.33 | \$1,736.09 | \$1,820.90 | \$1,869.87 | \$1,920.19 | Bi-weekly |
| | | \$20.69 | \$21.70 | \$22.76 | \$23.37 | \$24.00 | 40 hrly |
| 6 2 LIC | Meter Reader (Water and Sewer License) WS Truck Driver I (Water and Sewer License) | \$44,078.47 | \$46,178.40 | \$48,383.32 | \$49,656.66 | \$50,965.02 | Annual |
| | | \$1,695.33 | \$1,776.09 | \$1,860.90 | \$1,909.87 | \$1,960.19 | Bi-weekly |
| | | \$21.19 | \$22.20 | \$23.26 | \$23.87 | \$24.50 | 40 hrly |
| 07W&S | W/S Utility Mechanic | \$44,077.64 | \$46,281.53 | \$48,595.60 | \$49,931.98 | \$51,305.11 | Annual |
| | | \$1,695.29 | \$1,780.06 | \$1,869.06 | \$1,920.46 | \$1,973.27 | Bi-weekly |
| | | \$21.19 | \$22.25 | \$23.36 | \$24.01 | \$24.67 | 40 hrly |
| 7 1 LIC | W/S Utility Mechanic (1 License) | \$45,117.64 | \$47,321.53 | \$49,635.60 | \$50,971.98 | \$52,345.11 | Annual |
| | | \$1,735.29 | \$1,820.06 | \$1,909.06 | \$1,960.46 | \$2,013.27 | Bi-weekly |
| | | \$21.69 | \$22.75 | \$23.86 | \$24.51 | \$25.17 | 40 hrly |
| 7 2 LIC | W/S Utility Mechanic (2 License) | \$46,157.64 | \$48,361.53 | \$50,675.60 | \$52,011.98 | \$53,385.11 | Annual |
| | | \$1,775.29 | \$1,860.06 | \$1,949.06 | \$2,000.46 | \$2,053.27 | Bi-weekly |
| | | \$22.19 | \$23.25 | \$24.36 | \$25.01 | \$25.67 | 40 hrly |
| 08 W&S | Equipment Operator I | \$46,254.70 | \$48,567.43 | \$50,995.81 | \$52,398.19 | \$53,839.14 | Annual |
| | | \$1,779.03 | \$1,867.98 | \$1,961.38 | \$2,015.32 | \$2,070.74 | Bi-weekly |
| | | \$22.24 | \$23.35 | \$24.52 | \$25.19 | \$25.88 | 40 hrly |
| 8 1 LIC | Equipment Operator I (Water or Sewer License) | \$47,294.70 | \$49,607.43 | \$52,035.81 | \$53,438.19 | \$54,879.14 | Annual |
| | | \$1,819.03 | \$1,907.98 | \$2,001.38 | \$2,055.32 | \$2,110.74 | Bi-weekly |
| | | \$22.74 | \$23.85 | \$25.02 | \$25.69 | \$26.38 | 40 hrly |
| 8 2 LIC | Equipment Operator I (Water and Sewer License) | \$48,334.70 | \$50,647.43 | \$53,075.81 | \$54,478.19 | \$55,919.14 | Annual |
| | | \$1,859.03 | \$1,947.98 | \$2,041.38 | \$2,095.32 | \$2,150.74 | Bi-weekly |
| | | \$23.24 | \$24.35 | \$25.52 | \$26.19 | \$26.88 | 40 hrly |
| 9 W&S | Equipment Operator II Camera Truck Operator | \$48,528.40 | \$50,954.82 | \$53,502.56 | \$54,973.89 | \$56,485.67 | Annual |
| | | \$1,866.48 | \$1,959.80 | \$2,057.79 | \$2,114.38 | \$2,172.53 | Bi-weekly |
| | | \$23.33 | \$24.50 | \$25.72 | \$26.43 | \$27.16 | 40 hrly |
| 9 1 LIC | Equipment Operator II (Water or Sewer Lic Camera Truck Operator(Water or Sewer License) | \$49,568.40 | \$51,994.82 | \$54,542.56 | \$56,013.89 | \$57,525.67 | Annual |
| | | \$1,906.48 | \$1,999.80 | \$2,097.79 | \$2,154.38 | \$2,212.53 | Bi-weekly |
| | | \$23.83 | \$25.00 | \$26.22 | \$26.93 | \$27.66 | 40 hrly |
| 9 2 LIC | Equipment Operator II(Water and Sewer License) Camera Truck Operator (Water and Sewer License) | \$50,608.40 | \$53,034.82 | \$55,582.56 | \$57,053.89 | \$58,565.67 | Annual |
| | | \$1,946.48 | \$2,039.80 | \$2,137.79 | \$2,194.38 | \$2,252.53 | Bi-weekly |
| | | \$24.33 | \$25.50 | \$26.72 | \$27.43 | \$28.16 | 40 hrly |