

**AFSCME 1386A**  
**JULY 1, 2023-JUNE 30, 2024**

Grade	POSITION	Step C through E are in 12 month increments			10 Years	20 Years	
		C	D	E	Anniversary	Anniversary	
01	Parking Garage Attendant	\$36,277.30	\$38,091.16	\$39,995.72	\$41,095.60	\$42,225.73	Annual
		\$1,395.28	\$1,465.04	\$1,538.30	\$1,580.60	\$1,624.07	Bi-weekly
		\$17.44	\$18.31	\$19.23	\$19.76	\$20.30	40 hrly
02	Garage Attendant/Security Guard	\$38,056.32	\$39,959.13	\$41,957.09	\$43,110.91	\$44,296.46	Annual
		\$1,463.70	\$1,536.89	\$1,613.73	\$1,658.11	\$1,703.71	Bi-weekly
		\$18.30	\$19.21	\$20.17	\$20.73	\$21.30	40 hrly
04		\$41,882.50	\$43,976.63	\$46,175.46	\$47,445.29	\$48,750.03	Annual
		\$1,610.87	\$1,691.41	\$1,775.98	\$1,824.82	\$1,875.00	Bi-weekly
		\$20.14	\$21.14	\$22.20	\$22.81	\$23.44	40 hrly
05	Pool/Spa Technician Custodian Laborer Maintenance Garage Assistant	\$43,958.25	\$46,156.17	\$48,463.97	\$49,796.73	\$51,166.14	Annual
		\$1,690.70	\$1,775.24	\$1,864.00	\$1,915.26	\$1,967.93	Bi-weekly
		\$21.13	\$22.19	\$23.30	\$23.94	\$24.60	40 hrly
06	Sanitation Laborer Truck Driver I	\$46,136.09	\$48,442.89	\$50,865.04	\$52,263.83	\$53,701.08	Annual
		\$1,774.46	\$1,863.19	\$1,956.35	\$2,010.15	\$2,065.43	Bi-weekly
		\$22.18	\$23.29	\$24.45	\$25.13	\$25.82	40 hrly
07	Utility Mechanic Truck Driver II Recycling Truck Driver Dispatcher	\$48,420.09	\$50,841.10	\$53,383.15	\$54,851.19	\$56,359.60	Annual
		\$1,862.31	\$1,955.43	\$2,053.20	\$2,109.66	\$2,167.68	Bi-weekly
		\$23.28	\$24.44	\$25.66	\$26.37	\$27.10	40 hrly
08	Equipment Operator I	\$50,811.63	\$53,352.21	\$56,019.82	\$57,560.37	\$59,143.28	Annual
		\$1,954.29	\$2,052.01	\$2,154.61	\$2,213.86	\$2,274.74	Bi-weekly
		\$24.43	\$25.65	\$26.93	\$27.67	\$28.43	40 hrly
09	Equipment Operator II Electrician Master Carpenter Dispatcher II	\$53,309.34	\$55,974.80	\$58,773.54	\$60,389.81	\$62,050.53	Annual
		\$2,050.36	\$2,152.88	\$2,260.52	\$2,322.69	\$2,386.56	Bi-weekly
		\$25.63	\$26.91	\$28.26	\$29.03	\$29.83	40 hrly

**AFSCME 1386A  
JULY 1, 2023-JUNE 30, 2024  
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	\$43,743.82	\$45,931.01	\$48,227.56	\$49,553.82	\$50,916.55	Annual
		\$1,682.45	\$1,766.58	\$1,854.91	\$1,905.92	\$1,958.33	Bi-weekly
		\$21.03	\$22.08	\$23.19	\$23.82	\$24.48	40 hrly
5 1 LIC	Laborer (Water or Sewer License)	\$44,783.82	\$46,971.01	\$49,267.56	\$50,593.82	\$51,956.55	Annual
		\$1,722.45	\$1,806.58	\$1,894.91	\$1,945.92	\$1,998.33	Bi-weekly
		\$21.53	\$22.58	\$23.69	\$24.32	\$24.98	40 hrly
5 2 LIC	Laborer (Water and Sewer License)	\$45,823.82	\$48,011.01	\$50,307.56	\$51,633.82	\$52,996.55	Annual
		\$1,762.45	\$1,846.58	\$1,934.91	\$1,985.92	\$2,038.33	Bi-weekly
		\$22.03	\$23.08	\$24.19	\$24.82	\$25.48	40 hrly
06 W&S	Meter Reader W/S Truck Driver I	\$45,911.03	\$48,206.59	\$50,616.92	\$52,008.88	\$53,439.13	Annual
		\$1,765.81	\$1,854.10	\$1,946.80	\$2,000.34	\$2,055.35	Bi-weekly
		\$22.07	\$23.18	\$24.34	\$25.00	\$25.69	40 hrly
6 1 LIC	Meter Reader (Water or Sewer License) W/S Truck Driver I (Water or Sewer License)	\$46,951.03	\$49,246.59	\$51,656.92	\$53,048.88	\$54,479.13	Annual
		\$1,805.81	\$1,894.10	\$1,986.80	\$2,040.34	\$2,095.35	Bi-weekly
		\$22.57	\$23.68	\$24.84	\$25.50	\$26.19	40 hrly
6 2 LIC	Meter Reader (Water and Sewer License) WS Truck Driver I (Water and Sewer License)	\$47,991.03	\$50,286.59	\$52,696.92	\$54,088.88	\$55,519.13	Annual
		\$1,845.81	\$1,934.10	\$2,026.80	\$2,080.34	\$2,135.35	Bi-weekly
		\$23.07	\$24.18	\$25.34	\$26.00	\$26.69	40 hrly
07W&S	W/S Utility Mechanic	\$48,183.90	\$50,593.09	\$53,122.75	\$54,583.62	\$56,084.67	Annual
		\$1,853.23	\$1,945.89	\$2,043.18	\$2,099.37	\$2,157.10	Bi-weekly
		\$23.17	\$24.32	\$25.54	\$26.24	\$26.96	40 hrly
7 1 LIC	W/S Utility Mechanic (1 License)	\$49,223.90	\$51,633.09	\$54,162.75	\$55,623.62	\$57,124.67	Annual
		\$1,893.23	\$1,985.89	\$2,083.18	\$2,139.37	\$2,197.10	Bi-weekly
		\$23.67	\$24.82	\$26.04	\$26.74	\$27.46	40 hrly
7 2 LIC	W/S Utility Mechanic (2 License)	\$50,263.90	\$52,673.09	\$55,202.75	\$56,663.62	\$58,164.67	Annual
		\$1,933.23	\$2,025.89	\$2,123.18	\$2,179.37	\$2,237.10	Bi-weekly
		\$24.17	\$25.32	\$26.54	\$27.24	\$27.96	40 hrly
08 W&S	Equipment Operator I	\$50,563.77	\$53,091.96	\$55,746.55	\$57,279.59	\$58,854.77	Annual
		\$1,944.76	\$2,042.00	\$2,144.10	\$2,203.06	\$2,263.65	Bi-weekly
		\$24.31	\$25.52	\$26.80	\$27.54	\$28.30	40 hrly
8 1 LIC	Equipment Operator I (Water or Sewer License)	\$51,603.77	\$54,131.96	\$56,786.55	\$58,319.59	\$59,894.77	Annual
		\$1,984.76	\$2,082.00	\$2,184.10	\$2,243.06	\$2,303.65	Bi-weekly
		\$24.81	\$26.02	\$27.30	\$28.04	\$28.80	40 hrly
8 2 LIC	Equipment Operator I (Water and Sewer License)	\$52,643.77	\$55,171.96	\$57,826.55	\$59,359.59	\$60,934.77	Annual
		\$2,024.76	\$2,122.00	\$2,224.10	\$2,283.06	\$2,343.65	Bi-weekly
		\$25.31	\$26.52	\$27.80	\$28.54	\$29.30	40 hrly
9 W&S	Equipment Operator II Camera Truck Operator	\$53,049.29	\$55,701.75	\$58,486.84	\$60,095.23	\$61,747.85	Annual
		\$2,040.36	\$2,142.38	\$2,249.49	\$2,311.36	\$2,374.92	Bi-weekly
		\$25.50	\$26.78	\$28.12	\$28.89	\$29.69	40 hrly
9 1 LIC	Equipment Operator II (Water or Sewer Lic Camera Truck Operator(Water or Sewer License)	\$54,089.29	\$56,741.75	\$59,526.84	\$61,135.23	\$62,787.85	Annual
		\$2,080.36	\$2,182.38	\$2,289.49	\$2,351.36	\$2,414.92	Bi-weekly
		\$26.00	\$27.28	\$28.62	\$29.39	\$30.19	40 hrly
9 2 LIC	Equipment Operator II(Water and Sewer License) Camera Truck Operator (Water and Sewer License)	\$55,129.29	\$57,781.75	\$60,566.84	\$62,175.23	\$63,827.85	Annual
		\$2,120.36	\$2,222.38	\$2,329.49	\$2,391.36	\$2,454.92	Bi-weekly
		\$26.50	\$27.78	\$29.12	\$29.89	\$30.69	40 hrly

**AFSCME 1386A**  
**JULY 1, 2023-JUNE 30, 2024**

Grade	POSITION	At Hire	6 Months from Hire	18 Months from Hire	30 Months from Hire	42 Months from Hire	10 Years	20 Years	
		A	B	C	D	E	Anniversary F	Anniversary G	
1	Desk Attendant/Lifeguard	\$32,952.02	\$34,599.62	\$36,329.60	\$38,146.08	\$40,053.38	\$41,154.85	\$42,286.61	Annual
		\$1,267.39	\$1,330.75	\$1,397.29	\$1,467.16	\$1,540.51	\$1,582.88	\$1,626.41	Bi-weekly
		\$16.90	\$17.74	\$18.63	\$19.56	\$20.54	\$21.11	\$21.69	37.5 hrly
		\$15.84	\$16.63	\$17.47	\$18.34	\$19.26	\$19.79	\$20.33	40 hrly
8	Custodian Leadman	\$46,129.28	\$48,435.75	\$50,857.53	\$53,400.41	\$56,070.43	\$57,612.37	\$59,196.71	Annual
		\$1,774.20	\$1,862.91	\$1,956.06	\$2,053.86	\$2,156.56	\$2,215.86	\$2,276.80	Bi-weekly
		\$22.18	\$23.29	\$24.45	\$25.67	\$26.96	\$27.70	\$28.46	40 hrly
9	Lab Technician	\$48,171.71	\$50,580.29	\$53,109.31	\$55,764.77	\$58,553.01	\$60,163.22	\$61,817.71	Annual
		\$1,852.76	\$1,945.40	\$2,042.67	\$2,144.80	\$2,252.04	\$2,313.97	\$2,377.60	Bi-weekly
		\$23.16	\$24.32	\$25.53	\$26.81	\$28.15	\$28.92	\$29.72	40 hrly
10	Assistant Foreman	\$50,795.30	\$53,335.06	\$56,001.81	\$58,801.90	\$61,742.00	\$63,439.91	\$65,184.50	Annual
		\$1,953.67	\$2,051.35	\$2,153.92	\$2,261.61	\$2,374.69	\$2,440.00	\$2,507.10	Bi-weekly
		\$24.42	\$25.64	\$26.92	\$28.27	\$29.68	\$30.50	\$31.34	40 hrly
10 W&S	Plant Operator Assistant Foreman (Water & Sewer)	\$50,547.51	\$53,074.89	\$55,728.63	\$58,515.07	\$61,440.82	\$63,130.44	\$64,866.53	Annual
		\$1,944.14	\$2,041.34	\$2,143.41	\$2,250.58	\$2,363.11	\$2,428.09	\$2,494.87	Bi-weekly
		\$24.30	\$25.52	\$26.79	\$28.13	\$29.54	\$30.35	\$31.19	40 hrly
10 1 LIC	Assistant Foreman (Water & Sewer License)	\$51,587.51	\$54,114.89	\$56,768.63	\$59,555.07	\$62,480.82	\$64,170.44	\$65,906.53	Annual
		\$1,984.14	\$2,081.34	\$2,183.41	\$2,290.58	\$2,403.11	\$2,468.09	\$2,534.87	Bi-weekly
		\$24.80	\$26.02	\$27.29	\$28.63	\$30.04	\$30.85	\$31.69	40 hrly
10 2 LIC	Assistant Foreman (Water & Sewer License)	\$52,627.51	\$55,154.89	\$57,808.63	\$60,595.07	\$63,520.82	\$65,210.44	\$66,946.53	Annual
		\$2,024.14	\$2,121.34	\$2,223.41	\$2,330.58	\$2,443.11	\$2,508.09	\$2,574.87	Bi-weekly
		\$25.30	\$26.52	\$27.79	\$29.13	\$30.54	\$31.35	\$32.19	40 hrly
11	Chemist Plant Operator Grade I	\$53,052.00	\$55,704.60	\$58,489.83	\$61,414.32	\$64,485.04	\$66,258.37	\$68,080.48	Annual
		\$2,040.46	\$2,142.48	\$2,249.61	\$2,362.09	\$2,480.19	\$2,548.40	\$2,618.48	Bi-weekly
		\$25.51	\$26.78	\$28.12	\$29.53	\$31.00	\$31.85	\$32.73	40 hrly
13	Engineering Technician Equipment Mechanic Plant Operator Grade II	\$58,717.17	\$61,653.03	\$64,735.68	\$67,972.47	\$71,371.09	\$73,333.80	\$75,350.48	Annual
		\$2,258.35	\$2,371.27	\$2,489.83	\$2,614.33	\$2,745.04	\$2,820.53	\$2,898.10	Bi-weekly
		\$28.23	\$29.64	\$31.12	\$32.68	\$34.31	\$35.26	\$36.23	40 hrly
	ASE CERTIFICATION	\$59,757.17	\$62,693.03	\$65,775.68	\$69,012.47	\$72,411.09	\$74,373.80	\$76,390.48	Annual
		\$2,298.35	\$2,411.27	\$2,529.83	\$2,654.33	\$2,785.04	\$2,860.53	\$2,938.10	Bi-weekly
		\$28.73	\$30.14	\$31.62	\$33.18	\$34.81	\$35.76	\$36.73	40 hrly