

Lake County and Local 150

**Public Works Department Supplemental**

December 1, 2022 through November 30, 2026

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## **ARTICLE 3 RECOGNITION**

The Employer recognizes the International Union of Operating Engineers as the exclusive collective bargaining agents for all Lake County Department of Public Works employees in the following full-time regular job classifications and titles:

- Electrician
- Automation and Control Technician
- Lead Electrician
- Water/Wastewater Operator Trainee
- Water/Wastewater Operator
- Plant Mechanic
- Utility Worker
- Utility Worker II
- Lead Utility Worker
- Senior Engineering Technician
- Lead Engineering Technician
- Dryer Technician
- Lead Dryer Technician

Excluded from the Bargaining Unit:

All other employees of the County of Lake Department of Public Works and all supervisory, managerial and confidential employees as defined by the Illinois Public Labor Relations Act. Also excluded are seasonal and temporary employees.

## **ARTICLE 7 CAREER ADVANCEMENT/WAGES**

### **Section 1. General Wage Increase**

Effective December 1, 2022, the salary schedule will be increased by 3.25%.

Effective December 1, 2023, the salary schedule will be increased by 4%.

Effective December 1, 2024, the Employer will implement a new revised step plan attached as Appendix A. Employees will be placed on a step of the salary schedule that provides a minimum of a 3.75% increase.

Effective December 1, 2025, the salary schedule will be increased by the same percentage increase granted to the non-represented employees of the County for FY2026, but a minimum of 2.5%.

## **Section 2. Step Progression**

Employees will be eligible for step increases based upon the wage scales set forth in Appendices A through F "Wage Scale/Progression Matrix." Said Wage Scale/Progression Matrix shall increase by the amounts set forth in Section 1 on December 1, 2022 and December 1, 2023. Employees are eligible for a step increase on December 1st provided such an employee has met the required qualifications. (Eligible employees previously received step increases on December 1, 2022 and December 1, 2023.) Decisions related to movement on the Progression Matrix based on evaluations shall not be arbitrary and capricious. Employees that are over the scale shall receive the general increase only unless they are promoted or advanced to a level that puts them back in the Progression Matrix. The County shall provide all classes and training certifications necessary for each employee to move through the Progression Matrix for their job classification, except such training and testing related to Water and Wastewater Licenses. Employees are not eligible for more than one step increase in a fiscal year.

Beginning December 1, 2024, the new salary schedule effective December 1, 2024, set forth in Appendices A-F shall apply. Employees will be placed on December 1, 2024, salary schedule that provides employees a minimum 3.75% increase. Said salary schedule shall increase on December 1, 2025, by the amount set forth in Section 1. Employees are not eligible for a step increase on December 1, 2024. Employees will be eligible for a step increase on December 1, 2025 unless the employee (operator and plant mechanics) has received a step increase for achievement of a required license during the same fiscal year. An employee may not receive more than one step increase during a fiscal year, except as

otherwise provided herein. The Employer may deny or delay a step increase if the employee does not have satisfactory performance. Such a decision shall not be arbitrary or capricious.

For new hires, the Employer shall have the right to determine the starting step/wage for any employee, provided the employee is placed on a step of the salary schedule.

An employee who is promoted will be moved to the step on the salary schedule that provides the employee with at least a 5% increase. A newly-hired or promoted employee will be eligible for a step increase if the employee was hired or promoted prior to June 1 of any year. An employee desiring to return to his previous position must do so within the first thirty (30) days of the promotion. The returned employee will be paid consistent with the salary previously paid.

An employee who fails to obtain or maintain a required certification within the requisite timeframe will be afforded sixty (60) days to obtain or re-certify, as the case may be. The requisite timeframe for the Maintenance Department shall be one (1) year. The requisite timeframe for the Operations Department shall be two (2) years, but this may be extended by mutual agreement between the Union and the Human Resources Department. The failure of the employee to obtain, maintain or regain within the timelines set forth above will result in the demotion or termination of the employee, whichever is applicable.

### **Section 3. Step Progression For Attaining a Water/Wastewater Treatment License**

Plant Mechanics and Operators shall be eligible to receive a step increase for attaining a water treatment license at the time that they receive the license. In the year that this occurs the employee shall not be eligible for any other step increase.

**Section 4. Dryer Technician Step-Up Pay**

Employees not classified as Dryer Technician shall be paid an additional \$1.00 per hour for all hours assigned to and worked as a Dryer Technician. See MOA for Additional Provisions.

**Section 5. Retroactivity**

Employees who are on the active payroll of the County on the execution date of the Agreement or who have retired in good standing will receive retroactive pay on the 2022, 2023, and 2024 increases for all wages paid by the County.

**ARTICLE 8 HOURS OF WORK AND OVERTIME**

**Section 1. Normal Work Hours for Employees (Based on a Five-Day Workweek)**

- (A) The paid workday for bargaining unit employees is eight hours and the paid workweek is forty (40) hours.
- (B) Hours - The normal hours for bargaining unit employees are 7:00 am to 3:30 pm, Monday through Friday.

**Section 2. Lunch/Rest Periods**

Lunch and Breaks shall be as follows: Two fifteen-minute paid breaks, one in the morning and one in the afternoon and one-half hour unpaid lunch near the midpoint of each day. Should employees desire, they may combine the afternoon break and lunch and take a forty-five-minute lunch break, by mutual agreement between the employee and their immediate supervisor, such approval not to be unreasonably denied. Employees shall be permitted up to ten (10) minutes of drive/wash up time in addition to the lunch periods. Additionally, where the requirements of the job dictate that employees work through their lunch periods, employees shall be allowed to leave work thirty (30) minutes early, at the discretion of the employee and with prior approval of Management or receive the appropriate rate of overtime.

### **Section 3. Mandatory Rest Period**

Unless an employee agrees otherwise, employees will not be required to work more than sixteen (16) in a twenty -four (24) hour period without being allowed an eight (8) hour rest period.

### **Section 4. Overtime Compensation**

The compensation paid employees for overtime work shall be as follows:

- (A) A bargaining unit employee shall be paid at one and one-half his/her regular hourly rate of pay when require to work in excess of his/her regularly scheduled normal work week and/or work day.
- (B) A bargaining unit employee shall be paid at two times his/her regular hourly rate of pay for all hours worked on Thanksgiving, Christmas and New Year's Day. All other designated fixed holidays shall be paid at one and one half times his/her regular hourly rate of pay for all hours worked.
- (C) Time paid shall be counted as time worked shall be counted for purposes of computing overtime compensations.

### **Section 5. Overtime Distribution**

The Employer agrees to distribute overtime as equally as possible amongst those employees who usually perform the type of work at issue. The employee working on any job which extends into overtime shall have first claim on the overtime. The parties recognize that they have an obligation to the community to provide services and that this obligation on occasion may require the working of overtime. To meet that objective, overtime shall be compulsory in emergency situations. If an insufficient number of volunteers so respond, the Employer shall assign the remaining overtime on the basis of inverse seniority. The same is

as follows for mandatory overtime. Request for volunteers and overtime assignments will be made on a rotating basis. However, the Employer retains the authority to select specific employees for overtime assignments based upon specific skills, ability and experience needed for the completion of a particular assignment.

The employment of part-time and/or temporary and non-bargaining unit personnel shall not work to deprive regular full-time personnel of opportunities to work overtime. However, if the full-time personnel who would have usually worked the overtime refuses it or is unavailable, the Employer may work part-time or temporary personnel on said overtime without violating the Agreement.

**Section 6. Callback**

A "callback" is defined as an official assignment of work which does not continuously follow an employee's regularly scheduled working hours. Callback shall be compensated for at the appropriate overtime rate of pay, as stated above, for all hours worked on a callback, when an employee comes in to work, with a guaranteed minimum of two (2) hours at such overtime rate of pay for each callback. Employees shall call back within one (1) hour and shall have two (2) hours from the initial time of call to report to work. Employees shall call back within one (1) hour and shall have two (2) hours from the initial time of call to report to work.

**Section 7. Compensatory Time**

Employees may not accumulate more than 80 hours of compensatory time in any given time. Should an employee desire, he shall be permitted to cash out all or some accrued compensatory time prior to the end of the fiscal year.



**Section 8. On Call Pay**

- a) Employees assigned or designated on-call who are able to respond to notification of a problem and resolve the problem, without physically reporting to a work station, by electronic technologies including but not limited to Julie locates, SCADA, computer, facsimile machines, and telephones (excluding employee to employee consultations) shall be compensated on the following basis:
  - 1. The 24 hour on-call employee (operator) shall be compensated at time and one half their regular rate of pay for one and one half (1.5) hours for each on-call duty. All other on-call employees (maintenance) shall be compensated at time and one half their regular rate of pay for one hour for each on-call day.
  - 2. If an employee is unable to resolve the problem through electronic methods and it is necessary to physically report to an onsite station, then the compensation shall be based on the minimum as defined in Section 7 - Call Back. Time spent in attempting to initially resolve the problem via electronic methods shall be included in the calculation of "total hours worked". Travel time is not counted as "hours worked."

Employees may trade on call assignments with qualified co-workers with prior approval from their immediate supervisor, such approval not to be unreasonably withheld.

**ARTICLE 9 LAYOFF AND RECALL**

**Section 1. Layoff**

Introductory employees, temporary part-time employees and temporary full-time employees will be laid off before regular full-time employees. Thereafter, the employee(s)

in the affected job classifications with the least seniority within the job classification shall be laid off. The laid off employee(s) shall be entitled to bump a less senior employee(s) who is covered by this Agreement; whose job is in a lesser pay grade; and whose job is within a job family; and whose job he/she can perform without training.

Ability to perform the job shall be understood to mean able to reach performance acceptability within a reasonable period of time (two weeks). Job Families are as follows:

Electrician Series:

Automation and Control Technician  
Electrician  
Lead Electrician

Plant Mechanic Series:

Plant Mechanic

Operator Series:

Water/Wastewater Operator Trainee  
Water/Wastewater Operator  
Plant Operator

Utility Worker Series:

Utility Worker  
Utility Worker II  
Lead Utility Worker

Engineering Technician Series:

Senior Engineering Technician  
Lead Engineering Technician

Dryer Series:

Dryer Technician  
Lead Dryer Technician

Employees laid off from their original job classifications and who do not choose to bump into another job classification pursuant to their seniority shall be laid off. Employees who choose to bump shall maintain their current salary unless it exceeds the maximum of

the lower pay grade; at this point their salary shall be lowered to the maximum of the pay grade.

**Section 2. Recall**

- A) Employees who are laid off pursuant to this provision shall be recalled in inverse order of layoff to the job classification within their job family pursuant to procedures outlined above. Recalls shall be made by contacting the employee by telephone or through the U.S. mail service. It will be the employee's responsibility to provide the County with the most current contact information. Recall rights shall continue for one year after an employee has been laid off.
  
- B) An employee shall return to work on his/her next scheduled shift following the expiration of 72 hours after contact is attempted by the Employer in accordance with Section 2A above. However, the employee may be allowed up to ten (10) working days from the date of notification if such time is required to give notice to another employer. In the event that the employee fails to report to work at said time, unless excused by the Employer, the County may elect to recall the next employee entitled to recall or if no employees are entitled to recall, hire a new employee to fill such vacancy. Employees who fail to return to work within the time specified shall not be eligible for further recall rights.

**ARTICLE 11 VACANCIES, POSTINGS**

The Employer will ask for volunteers from those qualified employees at the current site (the site(s) from which the employee(s) may be transferred from). If no qualified

employee accepts the transfer voluntarily, the Employer shall transfer the employee with the least seniority.

No job offer is official unless made by Human Resources.

## **ARTICLE 12 UNIFORMS**

### **Section 1. Uniforms**

Beginning December 1, 2024, the County will provide each bargaining unit employee with an allowance of \$450 per fiscal year for application towards items offered in the Department of Public Works consolidated work apparel program administered by the Director. Effective December 1, 2024, Plant Mechanics, Electricians and Automation and Control Technicians shall be provided an allowance of \$1250 per fiscal year. Electricians, Automation and Control Technicians and Plant Mechanics who have received the proper training will be allowed to purchase Arc Flash items.

### **Section 2. Protective Clothing**

The Employer shall provide all necessary items of protective clothing and safety gear, which shall include, but shall not be limited to, gloves, masks, protective clothing and safety face gear.

### **Section 3. Prescription Safety Glasses**

Bargaining unit employees who are subject to assignment or situations necessitating protective eyeglasses shall be reimbursed for purchasing safety glasses as follows:

- (A) Reimbursement may be made once every two years from the date of purchase.
- (B) The Employer shall reimburse 100% of the cost for one pair of prescription safety glasses up to a maximum of \$100.00.

## **ARTICLE 24 CONTRACTING OUT**

Except in an emergency, the Public Works Department shall give the Union at least thirty days' notice of contracting out bargaining unit work that is beyond current practice and which will result:

- 1) in a layoff of regular bargaining unit employees or,
- 2) result in a reduction in regularly scheduled hours of regular bargaining unit employees.

Upon request by the Union, the parties will meet to negotiate over the impact of the Employer's decision. In addition, at the union's request the parties will meet and discuss the decision to contract out bargaining unit work that result numbers 1 and 2 above. The County will consider any alternative to contracting out work that the Union may offer. However, the County shall maintain the discretion to make the decision to contract out work.

## **ARTICLE 25 SHARED SERVICES**

To maximize work capacity, give employees opportunities to perform a wider variety of tasks and to reduce the reliance on contract workers, the Employer may assign work performed to employees outside of their home department. Such work will not be assigned to shift or take work away from employees but shall be used to supplement capacity rather than to use contractors, temporary help and/or to get work completely in a timely fashion.

### **Section 1. Shared Services for Employee Who Perform Similar Work**

The Employer may assign work to bargaining unit members who are not permanently assigned to the department where the work is to be performed. These shared service assignments may occur amongst those employees who usually perform the type of work at issue.

**Section 2. Shared Services for Employee Who Performs Work in a Higher Classification**

The Employer may assign work to bargaining unit members who are not permanently assigned to the department where the work is to be performed. These shared service assignments may occur amongst those employees who are qualified to perform the type of work at issue (such as snow plow driver for those who have a CDL). Any employee falling into this category shall receive the minimum of the pay grade for the time spent performing the task or 5%, whichever is higher with a guaranteed minimum of 8 hours per event.

**ARTICLE 26 EMPLOYEE TRAINING AND EDUCATION**

Except as modified in the wage scale program, employee training and education shall remain according to current practice and procedure.

IN WITNESS WHEREOF, the parties have executed this Agreement this \_\_\_\_ day of \_\_\_\_\_, 2025, in Lake County, Illinois.

FOR THE EMPLOYER

FOR THE UNION

\_\_\_\_\_  
Sandra Hart  
Lake County Board Chair

\_\_\_\_\_  
James Sweeney  
President/Business Manager

\_\_\_\_\_  
Anthony Vega  
Lake County Clerk

\_\_\_\_\_  
Deanna M. Distasio

## APPENDIX A-F

Plant Mechanic															
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Drinking Water & Wastewater License															
								3 or C				2 & C			2 & B
Eval Score	3 or >	3 or >	3 or >	3.25 or >	3.25 or >	3.25 or >	3.25 or >	3.25 or >	3.25 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >
12/1/2021	\$28.08	\$28.36	\$28.64	\$29.80	\$30.09	\$30.39	\$30.70	\$31.93	\$32.24	\$32.57	\$32.89	\$34.21	\$34.55	\$34.90	\$36.29
12/1/2022- 3.25%	\$28.99	\$29.28	\$29.57	\$30.76	\$31.07	\$31.38	\$31.70	\$32.96	\$33.29	\$33.63	\$33.96	\$35.32	\$35.67	\$36.03	\$37.47
12/1/2023- 4%	\$30.15	\$30.45	\$30.76	\$31.99	\$32.31	\$32.64	\$32.96	\$34.28	\$34.62	\$34.97	\$35.32	\$36.74	\$37.10	\$37.47	\$38.97
Annual	\$62,710.65	\$63,342.13	\$63,973.60	\$66,548.09	\$67,203.86	\$67,883.91	\$68,563.97	\$71,308.47	\$72,012.81	\$72,741.44	\$73,470.07	\$76,408.87	\$77,161.78	\$77,938.99	\$81,047.80
		1.01%	1.00%	4.02%	0.99%	1.01%	1.00%	4.00%	0.99%	1.01%	1.00%	4.00%	0.99%	1.01%	3.99%

\*\* EE must successfully complete one class or receive one certification and all required safety training to advance to the next step.

Plant Mechanic Effective 12/1/2024															
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Drinking Water & Wastewater License															
								3 or C				2 & C			2 & B
12/1/2024- new scale	\$31.05	\$31.67	\$32.31	\$32.95	\$33.61	\$34.29	\$34.97	\$35.67	\$36.38	\$37.11	\$37.85	\$38.61	\$39.38	\$40.17	\$40.97
12/1/2025- 2.5%	\$31.83	\$32.47	\$33.12	\$33.78	\$34.45	\$35.14	\$35.85	\$36.56	\$37.29	\$38.04	\$38.80	\$39.58	\$40.37	\$41.18	\$42.00
Annual	\$66,206.77	\$67,530.90	\$68,881.52	\$70,259.15	\$71,664.33	\$73,097.62	\$74,559.57	\$76,050.76	\$77,571.78	\$79,123.21	\$80,705.68	\$82,319.79	\$83,966.19	\$85,645.51	\$87,358.42
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%

Utility Worker																	
										Sr. Utility Worker							
	New Hire	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
Utility Worker																	
Eval Score		3 or >	3 or >	3.5 or >	3.25 or >	3.25 or >	3.25 or >	3.25 or >	3.25 or >	3.25 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >
12/1/2021	\$25.38	\$25.64	\$25.76	\$25.89	\$26.02	\$26.15	\$27.20	\$27.40	\$27.61	\$27.82	\$28.93	\$29.14	\$29.36	\$29.59	\$30.77	\$31.00	\$31.23
12/1/2022-3.25%	\$26.21	\$26.47	\$26.60	\$26.73	\$26.87	\$27.00	\$28.08	\$28.29	\$28.51	\$28.72	\$29.87	\$30.09	\$30.31	\$30.55	\$31.77	\$32.01	\$32.25
12/1/2023-4%	\$27.25	\$27.53	\$27.66	\$27.80	\$27.94	\$28.08	\$29.20	\$29.43	\$29.65	\$29.87	\$31.06	\$31.29	\$31.53	\$31.77	\$33.05	\$33.29	\$33.54
Annual	\$56,687.32	\$57,270.22	\$57,537.38	\$57,828.84	\$58,120.29	\$58,411.74	\$60,743.35	\$61,204.82	\$61,666.28	\$62,127.74	\$64,605.08	\$65,090.84	\$65,576.59	\$66,086.63	\$68,733.98	\$69,244.02	\$69,754.06
		1.0%	0.5%	0.5%	0.5%	0.5%	4.0%	0.8%	0.8%	0.7%	4.0%	0.8%	0.7%	0.8%	4.0%	0.7%	0.7%

Utility Worker																	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
Utility Worker																	
12/1/2024-new scale	\$28.07	\$28.49	\$28.92	\$29.35	\$29.79	\$30.24	\$30.69	\$31.15	\$31.62	\$32.10	\$32.58	\$33.07	\$33.56	\$34.07	\$34.58	\$35.10	\$35.62
12/1/2025-2.5%	\$28.77	\$29.20	\$29.64	\$30.09	\$30.54	\$31.00	\$31.46	\$31.93	\$32.41	\$32.90	\$33.39	\$33.89	\$34.40	\$34.92	\$35.44	\$35.97	\$36.51
Annual	\$59,847.63	\$60,745.35	\$61,656.53	\$62,581.38	\$63,520.10	\$64,472.90	\$65,439.99	\$66,421.59	\$67,417.92	\$68,429.19	\$69,455.62	\$70,497.46	\$71,554.92	\$72,628.24	\$73,717.67	\$74,823.43	\$75,945.78
		1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%



**Utility Worker II**

	New Hire	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
12/1/2024	\$ 30.83	\$ 31.30	\$ 31.77	\$ 32.24	\$ 32.73	\$ 33.22	\$ 33.71	\$ 34.22	\$ 34.73	\$ 35.25	\$ 35.78	\$ 36.32	\$ 36.87	\$ 37.42	\$ 37.98	\$ 38.55	\$ 39.13
12/1/2025-2.5%	\$ 31.60	\$ 32.08	\$ 32.56	\$ 33.05	\$ 33.54	\$ 34.05	\$ 34.56	\$ 35.08	\$ 35.60	\$ 36.14	\$ 36.68	\$ 37.23	\$ 37.79	\$ 38.35	\$ 38.93	\$ 39.51	\$ 40.11
<b>Annual</b>	\$65,737.07	\$66,723.13	\$67,723.97	\$68,739.83	\$69,770.93	\$70,817.49	\$71,879.76	\$72,957.95	\$74,052.32	\$75,163.11	\$76,290.55	\$77,434.91	\$78,596.44	\$79,775.38	\$80,972.01	\$82,186.59	\$83,419.39
		1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%

Lead Utility Worker																	
	New Hire	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
Lead Utility Worker																	
Eval Score		3 or >	3 or >	3.5 or >	3.25 or >	3.25 or >	3.25 or >	3.25 or >	3.25 or >	3.25 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >
12/1/2021	\$ 32.01	\$ 32.33	\$ 32.66	\$ 32.98	\$ 33.32	\$ 33.64	\$ 33.98	\$ 34.32	\$ 34.67	\$ 35.02	\$ 35.36	\$ 35.71	\$ 36.07	\$ 36.44	\$ 36.80	\$ 37.17	\$ 37.54
12/1/2022- 3.25%	\$ 33.05	\$ 33.38	\$ 33.72	\$ 34.05	\$ 34.40	\$ 34.74	\$ 35.09	\$ 35.43	\$ 35.79	\$ 36.15	\$ 36.51	\$ 36.87	\$ 37.24	\$ 37.62	\$ 37.99	\$ 38.38	\$ 38.76
12/1/2023- 4%	\$ 34.38	\$ 34.71	\$ 35.07	\$ 35.42	\$ 35.78	\$ 36.13	\$ 36.49	\$ 36.85	\$ 37.23	\$ 37.60	\$ 37.97	\$ 38.35	\$ 38.73	\$ 39.13	\$ 39.51	\$ 39.91	\$ 40.31
Annual	\$71,502.77	\$72,207.11	\$ 72,935.74	\$73,664.37	\$74,417.28	\$75,145.91	\$75,898.83	\$76,651.74	\$77,428.95	\$78,206.15	\$78,983.36	\$79,760.56	\$80,562.05	\$81,387.83	\$82,189.32	\$83,015.10	\$83,840.88
		1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%
** EE's at step six (6) must successfully complete one (1) technical class and one (1) training related to leading workers to advance to step 7. Employees must successfully complete all required safety classes each year to advance to the next step.																	
Lead Utility Worker																	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
Lead Utility Worker																	
12/1/2024- new scale	\$ 35.41	\$ 35.85	\$ 36.30	\$ 36.75	\$ 37.21	\$ 37.68	\$ 38.15	\$ 38.62	\$ 39.11	\$ 39.60	\$ 40.09	\$ 40.59	\$ 41.10	\$ 41.61	\$ 42.13	\$ 42.66	\$ 43.19
12/1/2025- 2.5%	\$ 36.29	\$ 36.75	\$ 37.21	\$ 37.67	\$ 38.14	\$ 38.62	\$ 39.10	\$ 39.59	\$ 40.08	\$ 40.59	\$ 41.09	\$ 41.61	\$ 42.13	\$ 42.65	\$ 43.19	\$ 43.73	\$ 44.27
Annual	\$75,489.05	\$76,432.66	\$ 77,388.07	\$78,355.42	\$79,334.86	\$80,326.55	\$81,330.63	\$82,347.26	\$83,376.60	\$84,418.81	\$85,474.05	\$86,542.47	\$87,624.25	\$88,719.56	\$89,828.55	\$90,951.41	\$92,088.30
		1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%

Sr Engineer															
Steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Eval Score	3 or >	3.25 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >
12/1/2021	\$ 27.38	\$ 27.58	\$ 27.78	\$ 28.00	\$ 28.21	\$ 28.41	\$ 28.63	\$ 28.85	\$ 29.07	\$ 29.28	\$ 29.50	\$ 29.72	\$ 29.95	\$ 30.17	\$ 30.39
12/1/2022-3.25%	\$ 28.27	\$ 28.47	\$ 28.69	\$ 28.91	\$ 29.12	\$ 29.34	\$ 29.56	\$ 29.79	\$ 30.01	\$ 30.24	\$ 30.46	\$ 30.69	\$ 30.92	\$ 31.15	\$ 31.38
12/1/2023-4%	\$ 29.40	\$ 29.61	\$ 29.83	\$ 30.07	\$ 30.29	\$ 30.51	\$ 30.74	\$ 30.98	\$ 31.21	\$ 31.45	\$ 31.68	\$ 31.91	\$ 32.16	\$ 32.39	\$ 32.64
Annual	\$ 61,156.24	\$61,593.42	\$62,054.88	\$62,540.63	\$63,002.10	\$63,463.56	\$63,949.32	\$64,435.07	\$64,920.82	\$65,406.57	\$65,892.33	\$66,378.08	\$66,888.12	\$67,373.87	\$67,883.91
		0.7%	0.7%	0.8%	0.7%	0.7%	0.8%	0.8%	0.8%	0.7%	0.7%	0.7%	0.8%	0.7%	0.8%
Sr Engineer Technician															
Steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
12/1/2024-new scale	\$ 30.28	\$ 30.66	\$ 31.05	\$ 31.43	\$ 31.83	\$ 32.22	\$ 32.63	\$ 33.04	\$ 33.45	\$ 33.87	\$ 34.29	\$ 34.72	\$ 35.15	\$ 35.59	\$ 36.04
12/1/2025-2.5%	\$ 31.04	\$ 31.43	\$ 31.82	\$ 32.22	\$ 32.62	\$ 33.03	\$ 33.44	\$ 33.86	\$ 34.28	\$ 34.71	\$ 35.15	\$ 35.59	\$ 36.03	\$ 36.48	\$ 36.94
Annual	\$ 64,565.70	\$65,372.77	\$66,189.93	\$67,017.31	\$67,855.02	\$68,703.21	\$69,562.00	\$70,431.52	\$71,311.92	\$72,203.32	\$73,105.86	\$74,019.68	\$74,944.93	\$75,881.74	\$76,830.26
		1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%

Lead Engineer															
Steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Eval Score	3.5 or >	3.25 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >
12/1/2021	\$ 31.61	\$ 31.93	\$ 32.24	\$ 32.57	\$ 32.89	\$ 33.22	\$ 33.56	\$ 33.89	\$ 34.23	\$ 34.57	\$ 34.92	\$ 35.27	\$ 35.62	\$ 35.97	\$ 36.33
12/1/2022- 3.25%	\$ 32.64	\$ 32.96	\$ 33.29	\$ 33.63	\$ 33.96	\$ 34.30	\$ 34.65	\$ 35.00	\$ 35.34	\$ 35.69	\$ 36.05	\$ 36.41	\$ 36.78	\$ 37.14	\$ 37.51
12/1/2023- 4%	\$ 33.94	\$ 34.28	\$ 34.62	\$ 34.97	\$ 35.32	\$ 35.67	\$ 36.03	\$ 36.40	\$ 36.76	\$ 37.12	\$ 37.49	\$ 37.87	\$ 38.25	\$ 38.63	\$ 39.01
Annual	\$70,604.13	\$71,308.47	\$72,012.81	\$72,741.44	\$73,470.07	\$74,198.69	\$74,951.61	\$75,704.53	\$76,457.44	\$77,210.36	\$77,987.56	\$78,764.77	\$79,566.26	\$80,343.46	\$81,144.96
		1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%
Employee must successfully complete one class and all required safety training to advance to the next step															
Lead Engineer Technician															
Steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
12/1/2024- new scale	\$ 34.96	\$ 35.40	\$ 35.84	\$ 36.29	\$ 36.74	\$ 37.20	\$ 37.67	\$ 38.14	\$ 38.62	\$ 39.10	\$ 39.59	\$ 40.08	\$ 40.58	\$ 41.09	\$ 41.60
12/1/2025- 2.5%	\$ 35.84	\$ 36.28	\$ 36.74	\$ 37.20	\$ 37.66	\$ 38.13	\$ 38.61	\$ 39.09	\$ 39.58	\$ 40.08	\$ 40.58	\$ 41.08	\$ 41.60	\$ 42.12	\$ 42.64
Annual	\$74,540.31	\$75,472.06	\$76,415.46	\$77,370.65	\$78,337.79	\$79,317.01	\$80,308.47	\$81,312.33	\$82,328.73	\$83,357.84	\$84,399.81	\$85,454.81	\$86,523.00	\$87,604.53	\$88,699.59
		1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%

Electrician															
Steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Eval Score	3 or >	3.25 or >	3.25 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >
12/1/2021	\$ 32.18	\$ 32.34	\$ 32.50	\$ 32.66	\$ 32.91	\$ 33.16	\$ 33.41	\$ 33.66	\$ 33.91	\$ 34.16	\$ 34.42	\$ 34.68	\$ 34.93	\$ 35.20	\$ 35.46
12/1/2022- 3.25%	\$ 33.22	\$ 33.39	\$ 33.56	\$ 33.72	\$ 33.97	\$ 34.23	\$ 34.49	\$ 34.75	\$ 35.01	\$ 35.27	\$ 35.54	\$ 35.80	\$ 36.06	\$ 36.34	\$ 36.61
12/1/2023- 4%	\$ 34.55	\$ 34.73	\$ 34.90	\$ 35.07	\$ 35.33	\$ 35.60	\$ 35.87	\$ 36.14	\$ 36.41	\$ 36.68	\$ 36.96	\$ 37.24	\$ 37.51	\$ 37.80	\$ 38.08
Annual	\$71,867.08	\$72,231.40	\$72,595.71	\$72,935.74	\$73,494.35	\$74,052.97	\$74,611.58	\$75,170.20	\$75,728.81	\$76,287.43	\$76,870.33	\$77,453.24	\$78,011.85	\$78,619.04	\$79,201.95
		0.5%	0.5%	0.5%	0.8%	0.8%	0.8%	0.7%	0.7%	0.7%	0.8%	0.8%	0.7%	0.8%	0.7%
Electrician															
Steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
12/1/2024- new scale	\$ 35.59	\$ 36.03	\$ 36.48	\$ 36.94	\$ 37.40	\$ 37.87	\$ 38.34	\$ 38.82	\$ 39.31	\$ 39.80	\$ 40.30	\$ 40.80	\$ 41.31	\$ 41.83	\$ 42.35
12/1/2025- 2.5%	\$ 36.48	\$ 36.93	\$ 37.40	\$ 37.86	\$ 38.34	\$ 38.82	\$ 39.30	\$ 39.79	\$ 40.29	\$ 40.79	\$ 41.30	\$ 41.82	\$ 42.34	\$ 42.87	\$ 43.41
Annual	\$75,873.67	\$76,822.09	\$77,782.37	\$78,754.65	\$79,739.08	\$80,735.82	\$81,745.02	\$82,766.83	\$83,801.42	\$84,848.93	\$85,909.55	\$86,983.42	\$88,070.71	\$89,171.59	\$90,286.24
		1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%

Lead Electrician

Steps		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
12/1/2 024		\$37.73	\$38.20	\$38.68	\$39.16	\$39.65	\$40.14	\$40.65	\$41.15	\$41.67	\$42.19	\$42.72	\$43.25	\$43.79	\$44.34	\$44.89
12/1/2 025	2.5%	\$38.67	\$39.15	\$39.64	\$40.14	\$40.64	\$41.15	\$41.66	\$42.18	\$42.71	\$43.24	\$43.78	\$44.33	\$44.89	\$45.45	\$46.01
	Ann ual	\$80,432.28	\$81,437.68	\$82,455.65	\$83,486.35	\$84,529.92	\$85,586.55	\$86,656.38	\$87,739.59	\$88,836.33	\$89,946.78	\$91,071.12	\$92,209.51	\$93,362.13	\$94,529.15	\$95,710.77
			1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%

Automation Technician															
Steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Eval Score	3 or >	3.25 or >	3.25 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >
12/1/2021	\$ 36.73	\$ 36.92	\$ 37.10	\$ 37.29	\$ 37.57	\$ 37.85	\$ 38.14	\$ 38.42	\$ 38.71	\$ 38.99	\$ 39.29	\$ 39.58	\$ 39.89	\$ 40.18	\$ 40.48
12/1/2022- 3.25%	\$ 37.93	\$ 38.12	\$ 38.31	\$ 38.50	\$ 38.79	\$ 39.08	\$ 39.38	\$ 39.67	\$ 39.97	\$ 40.26	\$ 40.57	\$ 40.87	\$ 41.18	\$ 41.49	\$ 41.80
12/1/2023- 4%	\$ 39.44	\$ 39.64	\$ 39.84	\$ 40.04	\$ 40.34	\$ 40.65	\$ 40.95	\$ 41.25	\$ 41.57	\$ 41.87	\$ 42.19	\$ 42.50	\$ 42.83	\$ 43.15	\$ 43.47
Annual	\$ 82,043.60	\$82,456.49	\$82,869.38	\$83,282.27	\$83,913.74	\$84,545.22	\$85,176.70	\$85,808.18	\$86,463.95	\$87,095.42	\$87,751.19	\$88,406.96	\$ 89,087.01	\$ 89,742.77	\$ 90,422.83
		0.5%	0.5%	0.5%	0.8%	0.8%	0.7%	0.7%	0.8%	0.7%	0.8%	0.7%	0.8%	0.7%	0.8%
Automation Technician															
Steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
12/1/2024- new scale	\$ 40.63	\$ 41.14	\$ 41.65	\$ 42.17	\$ 42.70	\$ 43.23	\$ 43.77	\$ 44.32	\$ 44.87	\$ 45.43	\$ 46.00	\$ 46.58	\$ 47.16	\$ 47.75	\$ 48.34
12/1/2025- 2.5%	\$ 41.64	\$ 42.16	\$ 42.69	\$ 43.22	\$ 43.76	\$ 44.31	\$ 44.87	\$ 45.43	\$ 45.99	\$ 46.57	\$ 47.15	\$ 47.74	\$ 48.34	\$ 48.94	\$ 49.55
Annual	\$ 86,617.53	\$87,700.25	\$88,796.50	\$89,906.46	\$91,030.29	\$92,168.17	\$93,320.27	\$94,486.77	\$95,667.86	\$96,863.70	\$98,074.50	\$99,300.43	\$100,541.69	\$101,798.46	\$103,070.94
		1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%

Operator

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
<b>Operator No Double Class</b>															
12/1/2021	\$ 22.84	\$ 22.96	\$ 23.06												
12/1/2022- 3.25%	\$ 23.58	\$ 23.70	\$ 23.81												
12/1/2023- 4%	\$ 24.52	\$ 24.65	\$ 24.77												
		0.5%	0.5%												
12/1/2024- new scale	\$ 24.65	\$ 25.14	\$ 25.65												
12/1/2025- 2.5%	\$ 25.27	\$ 25.77	\$ 26.29												
		2.0%	2.0%												
<b>D or 4</b>															
12/1/2021	\$ 24.37	\$ 25.59	\$ 25.72	\$ 26.74	\$ 26.87	\$ 27.01	\$ 27.14	\$ 28.23	\$ 28.37	\$ 28.51	\$ 28.65	\$ 29.81	\$ 29.95	\$ 30.10	\$ 30.25
12/1/2022- 3.25%	\$ 25.16	\$ 26.42	\$ 26.55	\$ 27.61	\$ 27.74	\$ 27.89	\$ 28.02	\$ 29.15	\$ 29.29	\$ 29.44	\$ 29.58	\$ 30.77	\$ 30.92	\$ 31.08	\$ 31.24
12/1/2023- 4%	\$ 26.17	\$ 27.48	\$ 27.62	\$ 28.71	\$ 28.85	\$ 29.01	\$ 29.15	\$ 30.31	\$ 30.46	\$ 30.62	\$ 30.77	\$ 32.01	\$ 32.16	\$ 32.32	\$ 32.48
		5.00%	0.5%	4.0%	0.5%	0.5%	0.5%	4.0%	0.50%	0.50%	0.50%	4.0%	0.5%	0.5%	0.5%
12/1/2024- new scale	\$ 27.48	\$ 28.03	\$ 28.59	\$ 29.16	\$ 29.75	\$ 30.34	\$ 30.95	\$ 31.57	\$ 32.20	\$ 32.84	\$ 33.50	\$ 34.17	\$ 34.85	\$ 35.55	\$ 36.26
12/1/2025- 2.5%	\$ 28.17	\$ 28.73	\$ 29.30	\$ 29.89	\$ 30.49	\$ 31.10	\$ 31.72	\$ 32.36	\$ 33.00	\$ 33.66	\$ 34.34	\$ 35.02	\$ 35.72	\$ 36.44	\$ 37.17
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
<b>Operator Class D &amp; 4 3 or C alone or in combination with a lower class</b>															
12/1/2021	\$ 25.51	\$ 26.79	\$ 26.92	\$ 28.00	\$ 28.14	\$ 28.28	\$ 28.43	\$ 29.56	\$ 29.71	\$ 29.86	\$ 30.00	\$ 31.21	\$ 31.36	\$ 31.52	\$ 31.68
12/1/2022- 3.25%	\$ 26.34	\$ 27.66	\$ 27.80	\$ 28.91	\$ 29.06	\$ 29.20	\$ 29.35	\$ 30.52	\$ 30.67	\$ 30.83	\$ 30.98	\$ 32.22	\$ 32.38	\$ 32.55	\$ 32.71
12/1/2023- 4%	\$ 27.39	\$ 28.77	\$ 28.91	\$ 30.07	\$ 30.22	\$ 30.37	\$ 30.52	\$ 31.74	\$ 31.90	\$ 32.06	\$ 32.22	\$ 33.51	\$ 33.68	\$ 33.85	\$ 34.01
		5.03%	0.5%	4.00%	0.5%	0.5%	0.5%	3.98%	0.5%	0.5%	0.5%	4.0%	0.5%	0.5%	0.5%
12/1/2024- new scale	\$ 28.77	\$ 29.35	\$ 29.93	\$ 30.53	\$ 31.14	\$ 31.76	\$ 32.40	\$ 33.05	\$ 33.71	\$ 34.38	\$ 35.07	\$ 35.77	\$ 36.49	\$ 37.22	\$ 37.96
12/1/2025- 2.5%	\$ 29.49	\$ 30.08	\$ 30.68	\$ 31.29	\$ 31.92	\$ 32.56	\$ 33.21	\$ 33.87	\$ 34.55	\$ 35.24	\$ 35.95	\$ 36.67	\$ 37.40	\$ 38.15	\$ 38.91



		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
<b>Operator Class C &amp; 3, 2 or B alone or in combination with lower class</b>															
12/1/2021	\$ 26.73	\$ 28.07	\$ 28.21	\$ 29.34	\$ 29.48	\$ 29.63	\$ 29.77	\$ 30.97	\$ 31.12	\$ 31.27	\$ 31.44	\$ 32.69	\$ 32.85	\$ 33.03	\$ 33.19
12/1/2022- 3.25%	\$ 27.60	\$ 28.98	\$ 29.12	\$ 30.29	\$ 30.44	\$ 30.60	\$ 30.74	\$ 31.98	\$ 32.13	\$ 32.29	\$ 32.46	\$ 33.75	\$ 33.92	\$ 34.10	\$ 34.27
12/1/2023- 4%	\$ 28.70	\$ 30.14	\$ 30.29	\$ 31.50	\$ 31.66	\$ 31.82	\$ 31.97	\$ 33.26	\$ 33.42	\$ 33.58	\$ 33.76	\$ 35.10	\$ 35.28	\$ 35.46	\$ 35.64
		5.0%	0.5%	4.0%	0.5%	0.5%	0.5%	4.0%	0.5%	0.5%	0.5%	4.0%	0.5%	0.5%	0.5%
12/1/2024- new scale	\$ 30.14	\$ 30.74	\$ 31.36	\$ 31.98	\$ 32.62	\$ 33.28	\$ 33.94	\$ 34.62	\$ 35.31	\$ 36.02	\$ 36.74	\$ 37.48	\$ 38.22	\$ 38.99	\$ 39.77
12/1/2025- 2.5%	\$ 30.89	\$ 31.51	\$ 32.14	\$ 32.78	\$ 33.44	\$ 34.11	\$ 34.79	\$ 35.49	\$ 36.20	\$ 36.92	\$ 37.66	\$ 38.41	\$ 39.18	\$ 39.96	\$ 40.76
		2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%
<b>Operator Class B &amp; 2</b>															
12/1/2021	\$ 27.95	\$ 29.34	\$ 29.49	\$ 30.67	\$ 30.82	\$ 30.98	\$ 31.13	\$ 32.37	\$ 32.54	\$ 32.70	\$ 32.86	\$ 34.18	\$ 34.35	\$ 34.53	\$ 34.69
12/1/2022- 3.25%	\$ 28.86	\$ 30.29	\$ 30.45	\$ 31.66	\$ 31.82	\$ 31.99	\$ 32.14	\$ 33.42	\$ 33.59	\$ 33.76	\$ 33.93	\$ 35.29	\$ 35.47	\$ 35.65	\$ 35.82
12/1/2023- 4%	\$ 30.01	\$ 31.50	\$ 31.67	\$ 32.93	\$ 33.09	\$ 33.27	\$ 33.43	\$ 34.76	\$ 34.94	\$ 35.11	\$ 35.29	\$ 36.70	\$ 36.89	\$ 37.07	\$ 37.25
		5.0%	0.5%	4.0%	0.5%	0.5%	0.5%	4.0%	0.5%	0.5%	0.5%	4.0%	0.5%	0.5%	0.5%
12/1/2024- new scale	\$ 31.50	\$ 32.13	\$ 32.77	\$ 33.43	\$ 34.10	\$ 34.78	\$ 35.47	\$ 36.18	\$ 36.91	\$ 37.65	\$ 38.40	\$ 39.17	\$ 39.95	\$ 40.75	\$ 41.56
12/1/2025- 2.5%	\$ 32.29	\$ 32.93	\$ 33.59	\$ 34.26	\$ 34.95	\$ 35.65	\$ 36.36	\$ 37.09	\$ 37.83	\$ 38.59	\$ 39.36	\$ 40.15	\$ 40.95	\$ 41.77	\$ 42.60
		2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%
<b>Operator Class 1</b>															
12/1/2021	\$ 30.37	\$ 31.89	\$ 32.06	\$ 33.34	\$ 33.50	\$ 33.67	\$ 33.84	\$ 35.19	\$ 35.36	\$ 35.55	\$ 35.72	\$ 37.15	\$ 37.33	\$ 37.53	\$ 37.71
12/1/2022- 3.25%	\$ 31.36	\$ 32.93	\$ 33.10	\$ 34.42	\$ 34.59	\$ 34.76	\$ 34.94	\$ 36.33	\$ 36.51	\$ 36.70	\$ 36.88	\$ 38.35	\$ 38.54	\$ 38.75	\$ 38.94
12/1/2023- 4%	\$ 32.61	\$ 34.25	\$ 34.42	\$ 35.80	\$ 35.98	\$ 36.15	\$ 36.34	\$ 37.79	\$ 37.97	\$ 38.17	\$ 38.36	\$ 39.89	\$ 40.09	\$ 40.30	\$ 40.49
		5.0%	0.5%	4.0%	0.5%	0.5%	0.5%	4.0%	0.5%	0.5%	0.5%	4.0%	0.5%	0.5%	0.5%
12/1/2024- new scale	\$ 34.25	\$ 34.94	\$ 35.63	\$ 36.35	\$ 37.07	\$ 37.81	\$ 38.57	\$ 39.34	\$ 40.13	\$ 40.93	\$ 41.75	\$ 42.59	\$ 43.44	\$ 44.31	\$ 45.19
12/1/2025- 2.5%	\$ 35.11	\$ 35.81	\$ 36.52	\$ 37.26	\$ 38.00	\$ 38.76	\$ 39.54	\$ 40.33	\$ 41.13	\$ 41.96	\$ 42.79	\$ 43.65	\$ 44.52	\$ 45.41	\$ 46.32
		2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%

PW Southeast M4850010	Lead Dryer Technician															
Step#	New Hire	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Eval Score	NA	3 or >	3 or >	3 or >	3.25 or >	3.25 or >	3.25 or >	3.25 or >	3.25 or >	3.25 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >
12/1/2021 New Rate	\$36.17	\$36.58	\$36.95	\$37.32	\$37.70	\$38.07	\$38.45	\$38.83	\$39.22	\$39.62	\$40.01	\$40.40	\$40.81	\$41.23	\$41.64	\$42.05
12/1/2022-3.25%	\$37.35	\$37.77	\$38.15	\$38.53	\$38.92	\$39.30	\$39.70	\$40.09	\$40.50	\$40.90	\$41.31	\$41.72	\$42.14	\$42.57	\$42.99	\$43.42
12/1/2023- 4%	\$38.84	\$39.28	\$39.67	\$40.07	\$40.48	\$40.88	\$41.29	\$41.70	\$42.12	\$42.54	\$42.96	\$43.39	\$43.82	\$44.27	\$44.71	\$45.16
Annual	\$80,791.20	\$81,698.00	\$82,522.39	\$83,346.78	\$84,198.63	\$85,023.02	\$85,874.88	\$86,726.74	\$87,606.07	\$88,485.40	\$89,364.95	\$90,244.28	\$91,151.09	\$92,085.36	\$92,992.16	\$93,926.44
		1.12%	1.01%	1.00%	1.02%	0.98%	1.00%	0.99%	1.01%	1.00%	0.99%	0.98%	1.00%	1.02%	0.98%	1.00%
Step#	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
12/1/2024-new scale	\$40.01	\$40.61	\$41.22	\$41.83	\$42.46	\$43.10	\$43.75	\$44.40	\$45.07	\$45.74	\$46.43	\$47.13	\$47.83	\$48.55	\$49.28	\$50.02
12/1/2025- 2.5%	\$41.01	\$41.62	\$42.25	\$42.88	\$43.52	\$44.18	\$44.84	\$45.51	\$46.19	\$46.89	\$47.59	\$48.30	\$49.03	\$49.76	\$50.51	\$51.27
Annual	\$85,295.31	\$86,574.74	\$87,873.36	\$89,191.46	\$90,529.33	\$91,887.27	\$93,265.58	\$94,664.57	\$96,084.53	\$97,525.80	\$98,988.69	\$100,473.52	\$101,980.62	\$103,510.33	\$105,062.99	\$106,638.93
		1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%

PW Southeast M4850010	Dryer Technician															
Step#	New Hire	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Eval Score	NA	3 or >	3 or >	3 or >	3.25 or >	3.25 or >	3.25 or >	3.25 or >	3.25 or >	3.25 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >	3.5 or >
12/1/2021 New Rate	\$29.85	\$30.16	\$30.30	\$30.45	\$30.61	\$30.76	\$31.99	\$32.23	\$32.48	\$32.72	\$34.02	\$34.28	\$34.54	\$34.80	\$36.20	\$36.47
12/1/2022 (3.25%)	\$30.82	\$31.14	\$31.29	\$31.44	\$31.60	\$31.76	\$33.03	\$33.28	\$33.53	\$33.78	\$35.13	\$35.39	\$35.66	\$35.93	\$37.37	\$37.65
12/1/2023 (4%)	\$32.06	\$32.39	\$32.54	\$32.70	\$32.87	\$33.03	\$34.35	\$34.61	\$34.87	\$35.13	\$36.53	\$36.81	\$37.08	\$37.37	\$38.87	\$39.16
Annual	\$66,678.14	\$67,363.82	\$67,678.07	\$68,020.92	\$68,363.76	\$68,706.60	\$71,449.12	\$71,991.86	\$72,534.61	\$73,077.57	\$75,991.40	\$76,562.73	\$77,134.28	\$77,734.20	\$80,848.15	\$81,448.07
		1.03%	0.47%	0.51%	0.50%	0.50%	3.99%	0.76%	0.75%	0.75%	3.99%	0.75%	0.75%	0.78%	4.01%	0.74%
PW Southeast M4850010	Dryer Technician															
Step#	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
12/1/2024- new scale	\$ 33.02	\$ 33.51	\$ 34.02	\$ 34.53	\$ 35.04	\$ 35.57	\$ 36.10	\$ 36.65	\$ 37.20	\$ 37.75	\$ 38.32	\$ 38.89	\$ 39.48	\$ 40.07	\$ 40.67	\$ 41.28
12/1/2025- 2.5%	\$ 33.84	\$ 34.35	\$ 34.87	\$ 35.39	\$ 35.92	\$ 36.46	\$ 37.01	\$ 37.56	\$ 38.12	\$ 38.70	\$ 39.28	\$ 39.87	\$ 40.46	\$ 41.07	\$ 41.69	\$ 42.31
Annual	\$70,395.44	\$71,451.37	\$72,523.14	\$73,610.99	\$74,715.16	\$75,835.88	\$76,973.42	\$78,128.02	\$79,299.94	\$80,489.44	\$81,696.78	\$82,922.23	\$84,166.07	\$85,428.56	\$86,709.99	\$88,010.64
		1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%