

Operator Trainee/Operator/SR Operator-12/01/2016								
Steps	Wastewater License	Drinking Water License					Eval Score	Classes and/or
		None	D	C	B	A		Certs
Operator Trainee								
New Hire								
1	none	41,438.50	46,522.13	48,737.46	50,952.80	55,383.48	3 or >	1
2	none	41,645.70	46,754.74	48,981.15	51,207.57	55,660.40	3 or >	1
3	none	41,853.93	46,988.51	49,226.06	51,463.61	55,938.70	3 or >	1
Operator (4 & C)								
4	4	43,528.08	48,868.05	51,195.10	53,522.15	58,176.25	3.25 or >	2
5	4	43,745.72	49,112.39	51,451.08	53,789.76	58,467.13	3.25 or >	2
6	4	43,964.45	49,357.95	51,708.33	54,058.71	58,759.47	3.25 or >	2
7	3	45,723.03	51,332.27	53,776.66	56,221.06	61,109.85	3.25 or >	2
8	3	45,951.65	51,588.93	54,045.55	56,502.16	61,415.39	3.25 or >	2
9	3	46,181.40	51,846.88	54,315.77	56,784.67	61,722.47	3.25 or >	2
SR Operator (3 & C)								
10	2	48,028.66	53,920.75	56,488.41	59,056.06	64,191.37	3.5 or >	3
11	2	48,268.80	54,190.35	56,770.85	59,351.34	64,512.33	3.5 or >	3
12	2	48,510.15	54,461.31	57,054.70	59,648.10	64,834.89	3.5 or >	3
13	1	50,450.55	56,639.76	59,336.89	62,034.02	67,428.28	3.5 or >	3
14	1	50,955.06	57,206.16	59,930.26	62,654.36	68,102.57	3.5 or >	3
15	1	51,464.61	57,778.22	60,529.56	63,280.91	68,783.59	3.5 or >	3

Plant Mechanic 12/1/2016					
<u>Steps</u>	<u>Step %</u>	<u>Eval Score</u>	<u>Classes and/or Certs</u>	<u>Drinking Water & Wastewa</u>	
New Hire	n/a				
1	50,952.78	3 or >	1		
2	51,462.30	3 or >	1		
3	51,976.93	3 or >	1		
4	54,056.00	3.25 or >	2	4 or D	
5	54,596.56	3.25 or >	2		
6	55,142.53	3.25 or >	2		
7	55,693.96	3.25 or >	2		
8	57,921.71	3.25 or >	2	3 or C	
9	58,500.93	3.25 or >	2		
10	59,085.94	3.5 or >	3		
11	59,676.80	3.5 or >	3		
12	62,063.87	3.5 or >	3	2 & C	
13	62,684.51	3.5 or >	3		
14	63,311.36	3.5 or >	3		
15	65,843.81	3.5 or >	3	2 & B	

Engineering Tech/SR Engineering Tech/Lead Engineering Tech-12/01/2016

												<u>Safety</u>	
Steps		Step %	Salary	Eval Score	Classes	<u>Classes</u>	Steps		Step %	Salary	Eval Score	Classes	<u>Classes</u>
SR Engineering Tech							Lead Engineering Tech						
1			49,671.28	3 or >	2 Tech	10 of 12	1	4.00%	57,354.76	3.5 or >	2 Tech/2 Mgmt	10 of 12	
2	0.75%	50,043.82	3.25 or >	2 Tech	10 of 12		2	1.00%	57,928.31	3.5 or >	2 Tech/2 Mgmt	10 of 12	
3	0.75%	50,419.15	3.5 or >	2 Tech	10 of 12		3	1.00%	58,507.59	3.5 or >	2 Tech	10 of 12	
4	0.75%	50,797.29	3.5 or >	2 Tech	10 of 12		4	1.00%	59,092.67	3.5 or >	2 Tech	10 of 12	
5	0.75%	51,178.27	3.5 or >	2 Tech	10 of 12		5	1.00%	59,683.60	3.5 or >	2 Tech	10 of 12	
6	0.75%	51,562.11	3.5 or >	2 Tech	10 of 12		6	1.00%	60,280.43	3.5 or >	2 Tech	10 of 12	
7	0.75%	51,948.82	3.5 or >	2 Tech	10 of 12		7	1.00%	60,883.24	3.5 or >	2 Tech	10 of 12	
8	0.75%	52,338.44	3.5 or >	2 Tech	10 of 12		8	1.00%	61,492.07	3.5 or >	2 Tech/1 Mgmt	10 of 12	
9	0.75%	52,730.98	3.5 or >	2 Tech	10 of 12		9	1.00%	62,106.99	3.5 or >	2 Tech	10 of 12	
10	0.75%	53,126.46	3.5 or >	2 Tech	10 of 12		10	1.00%	62,728.06	3.5 or >	2 Tech	10 of 12	
11	0.75%	53,524.91	3.5 or >	2 Tech	10 of 12		11	1.00%	63,355.34	3.5 or >	2 Tech	10 of 12	
12	0.75%	53,926.35	3.5 or >	2 Tech	10 of 12		12	1.00%	63,988.89	3.5 or >	2 Tech	10 of 12	
13	0.75%	54,330.79	3.5 or >	2 Tech	10 of 12		13	1.00%	64,628.78	3.5 or >	2 Tech	10 of 12	
14	0.75%	54,738.27	3.5 or >	2 Tech	10 of 12		14	1.00%	65,275.07	3.5 or >	2 Tech/1 Mgmt	10 of 12	
15	0.75%	55,148.81	3.5 or >	2 Tech	10 of 12		15	1.00%	65,927.82	3.5 or >	2 Tech/1 Mgmt	10 of 12	

Electrician-12/01/2016

						Safety
						Classes
Steps	Step %	Salary	Eval Score	Classes		
New Hire	n/a					
1		58,379.94	3 or >	2 Tech	10 of 12	
2	0.05%	58,671.84	3.25 or >	2 Tech	10 of 12	
3	0.05%	58,965.20	3.25 or >	2 Tech	10 of 12	
4	0.05%	59,260.03	3.5 or >	2 Tech	10 of 12	
5	0.75%	59,704.48	3.5 or >	2 Tech/2 Leadership	10 of 12	
6	0.75%	60,152.26	3.5 or >	2 Tech/2 Leadership	10 of 12	
7	0.75%	60,603.40	3.5 or >	2 Tech	10 of 12	
8	0.75%	61,057.93	3.5 or >	2 Tech	10 of 12	
9	0.75%	61,515.86	3.5 or >	2 Tech	10 of 12	
10	0.75%	61,977.23	3.5 or >	2 Tech	10 of 12	
11	0.75%	62,442.06	3.5 or >	2 Tech	10 of 12	
12	0.75%	62,910.38	3.5 or >	2 Tech	10 of 12	
13	0.75%	63,382.20	3.5 or >	2 Tech	10 of 12	
14	0.75%	63,857.57	3.5 or >	2 Tech/1 Leadership	10 of 12	
15	0.75%	64,336.50	3.5 or >	2 Tech/1 Leadership	10 of 12	

Automation Technician-12/01/2016

						Safety
						Classes
Steps	Step %	Salary	Eval Score	Classes		
New Hire	n/a					
1		66,651.15	3 or >	2 Tech/2 Leadership	10 of 12	
2	0.50%	66,984.41	3.25 or >	2 Tech/2 Leadership	10 of 12	
3	0.50%	67,319.33	3.25 or >	2 Tech	10 of 12	
4	0.50%	67,655.93	3.5 or >	2 Tech	10 of 12	
5	0.75%	68,163.35	3.5 or >	2 Tech	10 of 12	
6	0.75%	68,674.57	3.5 or >	2 Tech	10 of 12	
7	0.75%	69,189.63	3.5 or >	2 Tech/1 Leadership	10 of 12	
8	0.75%	69,708.55	3.5 or >	2 Tech/1 Leadership	10 of 12	
9	0.75%	70,231.37	3.5 or >	2 Tech	10 of 12	
10	0.75%	70,758.10	3.5 or >	2 Tech	10 of 12	
11	0.75%	71,288.79	3.5 or >	2 Tech	10 of 12	
12	0.75%	71,823.46	3.5 or >	2 Tech	10 of 12	
13	0.75%	72,362.13	3.5 or >	2 Tech/1 Leadership	10 of 12	
14	0.75%	72,904.85	3.5 or >	2 Tech/1 Leadership	10 of 12	
15	0.75%	73,451.63	3.5 or >	2 Tech	10 of 12	

Meter Tech/SR Meter Tech-12/01/2016

	<u>Steps</u>	<u>Step %</u>	<u>Salary</u>	<u>Eval Score</u>	<u>Classes</u>	<u>Safety Classes</u>
Meter Tech						
	New Hire	n/a	41,102.52			
	1	0.50%	41,308.03	3.5 or >	2	10 of 12
	2	0.50%	41,514.57	3.5 or >	2	10 of 12
	3	0.50%	41,722.14	3.5 or >	2	10 of 12
	4	0.50%	41,930.75	3.5 or >	2	10 of 12
	5	0.50%	42,140.41	3.5 or >	2	10 of 12
	6	0.50%	42,351.11	3.5 or >	2	10 of 12
	7	0.50%	42,562.86	3.25 or >	2	10 of 12
SR Meter Tech						
	8	4.0%	44,265.38	3.25 or >	2	10 of 12
	9	0.75%	44,597.37	3.25 or >	2 Tech/1 Leadership	10 of 12
	10	0.75%	44,931.85	3.25 or >	2 Tech/1 Leadership	10 of 12
	11	0.75%	45,268.84	3.25 or >	2	10 of 12
	12	0.75%	45,608.35	3 or >	2	10 of 12
	13	0.75%	45,950.42	3 or >	2	10 of 12
	14	0.75%	46,295.05	3 or >	2	10 of 12
	15	0.75%	46,642.26	3 or >	2	10 of 12

Utility Worker/SR Utility Worker/Lead Utility Worker-12/01/2016				

	Steps	Step %	Salary	Eval Score	Classes	<u>Safety</u> Classes
Utility Worker						
	New Hire	n/a	46,057.26			
	1	1.00%	46,517.83	3.0 or >	2 Tech	10 of 12
	2	0.50%	46,750.42	3.0 or >	2 Tech	11 of 12
	3	0.50%	46,984.18	3.5 or >	2 Tech	10 of 12
	4	0.50%	47,219.10	3.25 or >	2 Tech	10 of 12
	5	0.50%	47,455.19	3.25 or >	2 Tech	10 of 12
SR Utility Worker						
	6	4.00%	49,353.40	3.25 or >	2 Tech	10 of 12
	7	0.75%	49,723.55	3.25 or >	2 Tech	10 of 12
	8	0.75%	50,096.48	3.25 or >	2 Tech	10 of 12
	9	0.75%	50,472.20	3.25 or >	2 Tech	10 of 12
	10	4.00%	52,491.09	3.5 or >	2 Tech/1 How to train	10 of 12
	11	0.75%	52,884.77	3.5 or >	2 Tech/1 How to train	10 of 12
	12	0.75%	53,281.41	3.5 or >	2 Tech/1 How to train	10 of 12
	13	0.75%	53,681.02	3.5 or >	5 Tech/1 How to train	10 of 12
	14	4.00%	55,828.26	3.5 or >	2 Tech/2 Leadership	10 of 12
	15	0.75%	56,246.97	3.5 or >	2 Tech/2 Leadership	10 of 12
	16	0.75%	56,668.82	3.5 or >	2 Tech/2 Leadership	10 of 12
Lead Utility Worker						
	1	2.50%	58,085.54	3.5 or >	2 Tech/3 Mgmt	10 of 12
	2	1.00%	58,666.40	3.5 or >	2 Tech/3 Mgmt	10 of 12
	3	1.00%	59,253.06	3.5 or >	2 Tech/3 Mgmt	10 of 12
	4	1.00%	59,845.59	3.5 or >	2 Tech/3 Mgmt	10 of 12
	5	1.00%	60,444.05	3.5 or >	2 Tech/3 Mgmt	10 of 12
	6	1.00%	61,048.49	3.5 or >	2 Tech/3 Mgmt	10 of 12
	7	1.00%	61,658.97	3.5 or >	2 Tech/3 Mgmt	10 of 12
	8	1.00%	62,275.56	3.5 or >	2 Tech/3 Mgmt	10 of 12
	9	1.00%	62,898.32	3.5 or >	2 Tech/3 Mgmt	10 of 12
	10	1.00%	63,527.30	3.5 or >	2 Tech/3 Mgmt	10 of 12
	11	1.00%	64,162.58	3.5 or >	2 Tech/3 Mgmt	10 of 12
	12	1.00%	64,804.20	3.5 or >	2 Tech/3 Mgmt	10 of 12
	13	1.00%	65,452.24	3.5 or >	2 Tech/3 Mgmt	10 of 12
	14	1.00%	66,106.77	3.5 or >	2 Tech/3 Mgmt	10 of 12
	15	1.00%	66,767.83	3.5 or >	2 Tech/3 Mgmt	10 of 12
	16	1.00%	67,435.51	3.5 or >	2 Tech/3 Mgmt	10 of 12