

APPENDIX E - SEIU Local 1021 Union Wage Schedule
Effective 7/01/2025 (with a 2.0% Salary Increase)

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
Accountant I	Hourly	\$39.84	\$41.83	\$43.93	\$46.13	\$48.43
	Bi-Monthly	\$3,452.50	\$3,625.50	\$3,807.00	\$3,997.50	\$4,197.00
	Monthly	\$6,905	\$7,251	\$7,614	\$7,995	\$8,394
	Yearly	\$82,860	\$87,012	\$91,368	\$95,940	\$100,728
Accountant II	Hourly	\$43.92	\$46.11	\$48.42	\$50.84	\$53.38
	Bi-Monthly	\$3,806.00	\$3,996.50	\$4,196.50	\$4,406.50	\$4,626.50
	Monthly	\$7,612	\$7,993	\$8,393	\$8,813	\$9,253
	Yearly	\$91,344	\$95,916	\$100,716	\$105,756	\$111,036
Accounting Technician I	Hourly	\$32.77	\$34.41	\$36.13	\$37.94	\$39.84
	Bi-Monthly	\$2,840.00	\$2,982.00	\$3,131.50	\$3,288.00	\$3,452.50
	Monthly	\$5,680	\$5,964	\$6,263	\$6,576	\$6,905
	Yearly	\$68,160	\$71,568	\$75,156	\$78,912	\$82,860
Accounting Technician II	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
	Bi-Monthly	\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
	Monthly	\$6,261	\$6,575	\$6,904	\$7,249	\$7,612
	Yearly	\$75,132	\$78,900	\$82,848	\$86,988	\$91,344
Administrative Technician I	Hourly	\$25.67	\$26.96	\$28.31	\$29.72	\$31.21
	Bi-Monthly	\$2,225.00	\$2,336.50	\$2,453.50	\$2,576.00	\$2,705.00
	Monthly	\$4,450	\$4,673	\$4,907	\$5,152	\$5,410
	Yearly	\$53,400	\$56,076	\$58,884	\$61,824	\$64,920
Administrative Technician II	Hourly	\$29.73	\$31.22	\$32.78	\$34.42	\$36.14
	Bi-Monthly	\$2,576.50	\$2,705.50	\$2,841.00	\$2,983.00	\$3,132.00
	Monthly	\$5,153	\$5,411	\$5,682	\$5,966	\$6,264
	Yearly	\$61,836	\$64,932	\$68,184	\$71,592	\$75,168
Administrative Technician, Senior	Hourly	\$32.77	\$34.41	\$36.13	\$37.94	\$39.84
	Bi-Monthly	\$2,840.00	\$2,982.00	\$3,131.50	\$3,288.00	\$3,452.50
	Monthly	\$5,680	\$5,964	\$6,263	\$6,576	\$6,905
	Yearly	\$68,160	\$71,568	\$75,156	\$78,912	\$82,860
Collection System Worker Trainee	Hourly	\$24.94	\$26.19	\$27.50	\$28.88	\$30.32
	Bi-Monthly	\$2,161.50	\$2,270.00	\$2,383.50	\$2,503.00	\$2,628.00
	Monthly	\$4,323	\$4,540	\$4,767	\$5,006	\$5,256
	Yearly	\$51,876	\$54,480	\$57,204	\$60,072	\$63,072
Collection System Worker I	Hourly	\$27.49	\$28.87	\$30.32	\$31.83	\$33.42
	Bi-Monthly	\$2,382.50	\$2,502.00	\$2,627.50	\$2,758.50	\$2,896.50
	Monthly	\$4,765	\$5,004	\$5,255	\$5,517	\$5,793
	Yearly	\$57,180	\$60,048	\$63,060	\$66,204	\$69,516
Collection System Worker II	Hourly	\$30.32	\$31.83	\$33.43	\$35.10	\$36.85
	Bi-Monthly	\$2,627.50	\$2,759.00	\$2,897.00	\$3,042.00	\$3,194.00
	Monthly	\$5,255	\$5,518	\$5,794	\$6,084	\$6,388
	Yearly	\$63,060	\$66,216	\$69,528	\$73,008	\$76,656
Collection System Worker III	Hourly	\$33.43	\$35.10	\$36.86	\$38.70	\$40.63
	Bi-Monthly	\$2,897.00	\$3,042.00	\$3,194.50	\$3,354.00	\$3,521.50
	Monthly	\$5,794	\$6,084	\$6,389	\$6,708	\$7,043
	Yearly	\$69,528	\$73,008	\$76,668	\$80,496	\$84,516
Collection System Worker IV	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
	Monthly	\$6,387	\$6,707	\$7,043	\$7,395	\$7,765
	Yearly	\$76,644	\$80,484	\$84,516	\$88,740	\$93,180
Collection System Worker, Senior	Hourly	\$40.63	\$42.67	\$44.80	\$47.05	\$49.40
	Bi-Monthly	\$3,521.50	\$3,698.00	\$3,883.00	\$4,077.50	\$4,281.00
	Monthly	\$7,043	\$7,396	\$7,766	\$8,155	\$8,562
	Yearly	\$84,516	\$88,752	\$93,192	\$97,860	\$102,744
Construction Inspector I	Hourly	\$30.32	\$31.83	\$33.43	\$35.10	\$36.85
	Bi-Monthly	\$2,627.50	\$2,759.00	\$2,897.00	\$3,042.00	\$3,194.00
	Monthly	\$5,255	\$5,518	\$5,794	\$6,084	\$6,388
	Yearly	\$63,060	\$66,216	\$69,528	\$73,008	\$76,656
Construction Inspector II	Hourly	\$33.43	\$35.10	\$36.86	\$38.70	\$40.63
	Bi-Monthly	\$2,897.00	\$3,042.00	\$3,194.50	\$3,354.00	\$3,521.50
	Monthly	\$5,794	\$6,084	\$6,389	\$6,708	\$7,043
	Yearly	\$69,528	\$73,008	\$76,668	\$80,496	\$84,516
Construction Inspector III	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
	Monthly	\$6,387	\$6,707	\$7,043	\$7,395	\$7,765
	Yearly	\$76,644	\$80,484	\$84,516	\$88,740	\$93,180
Construction Inspector, Senior	Hourly	\$40.63	\$42.67	\$44.80	\$47.05	\$49.40
	Bi-Monthly	\$3,521.50	\$3,698.00	\$3,883.00	\$4,077.50	\$4,281.00
	Monthly	\$7,043	\$7,396	\$7,766	\$8,155	\$8,562
	Yearly	\$84,516	\$88,752	\$93,192	\$97,860	\$102,744

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Effective 7/01/2025 (with a 2.0% Salary Increase)

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
Construction Worker I	Hourly	\$30.32	\$31.83	\$33.43	\$35.10	\$36.85
	Bi-Monthly	\$2,627.50	\$2,759.00	\$2,897.00	\$3,042.00	\$3,194.00
	Monthly	\$5,255	\$5,518	\$5,794	\$6,084	\$6,388
	Yearly	\$63,060	\$66,216	\$69,528	\$73,008	\$76,656
Construction Worker II	Hourly	\$33.43	\$35.10	\$36.86	\$38.70	\$40.63
	Bi-Monthly	\$2,897.00	\$3,042.00	\$3,194.50	\$3,354.00	\$3,521.50
	Monthly	\$5,794	\$6,084	\$6,389	\$6,708	\$7,043
	Yearly	\$69,528	\$73,008	\$76,668	\$80,496	\$84,516
Construction Worker III	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
	Monthly	\$6,387	\$6,707	\$7,043	\$7,395	\$7,765
	Yearly	\$76,644	\$80,484	\$84,516	\$88,740	\$93,180
Construction Worker, Senior	Hourly	\$40.63	\$42.67	\$44.80	\$47.05	\$49.40
	Bi-Monthly	\$3,521.50	\$3,698.00	\$3,883.00	\$4,077.50	\$4,281.00
	Monthly	\$7,043	\$7,396	\$7,766	\$8,155	\$8,562
	Yearly	\$84,516	\$88,752	\$93,192	\$97,860	\$102,744
Customer Service Representative I	Hourly	\$25.67	\$26.96	\$28.31	\$29.72	\$31.21
	Bi-Monthly	\$2,225.00	\$2,336.50	\$2,453.50	\$2,576.00	\$2,705.00
	Monthly	\$4,450	\$4,673	\$4,907	\$5,152	\$5,410
	Yearly	\$53,400	\$56,076	\$58,884	\$61,824	\$64,920
Customer Service Representative II	Hourly	\$29.73	\$31.22	\$32.78	\$34.42	\$36.14
	Bi-Monthly	\$2,576.50	\$2,705.50	\$2,841.00	\$2,983.00	\$3,132.00
	Monthly	\$5,153	\$5,411	\$5,682	\$5,966	\$6,264
	Yearly	\$61,836	\$64,932	\$68,184	\$71,592	\$75,168
Customer Service Representative III	Hourly	\$32.77	\$34.41	\$36.13	\$37.94	\$39.84
	Bi-Monthly	\$2,840.00	\$2,982.00	\$3,131.50	\$3,288.00	\$3,452.50
	Monthly	\$5,680	\$5,964	\$6,263	\$6,576	\$6,905
	Yearly	\$68,160	\$71,568	\$75,156	\$78,912	\$82,860
Customer Service Representative, Senior	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
	Bi-Monthly	\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
	Monthly	\$6,261	\$6,575	\$6,904	\$7,249	\$7,612
	Yearly	\$75,132	\$78,900	\$82,848	\$86,988	\$91,344
Customer Service Supervisor	Hourly	\$39.84	\$41.83	\$43.93	\$46.13	\$48.43
	Bi-Monthly	\$3,452.50	\$3,625.50	\$3,807.00	\$3,997.50	\$4,197.00
	Monthly	\$6,905	\$7,251	\$7,614	\$7,995	\$8,394
	Yearly	\$82,860	\$87,012	\$91,368	\$95,940	\$100,728
Distribution Worker Trainee	Hourly	\$24.94	\$26.19	\$27.50	\$28.88	\$30.32
	Bi-Monthly	\$2,161.50	\$2,270.00	\$2,383.50	\$2,503.00	\$2,628.00
	Monthly	\$4,323	\$4,540	\$4,767	\$5,006	\$5,256
	Yearly	\$51,876	\$54,480	\$57,204	\$60,072	\$63,072
Distribution Worker I	Hourly	\$27.49	\$28.87	\$30.32	\$31.83	\$33.42
	Bi-Monthly	\$2,382.50	\$2,502.00	\$2,627.50	\$2,758.50	\$2,896.50
	Monthly	\$4,765	\$5,004	\$5,255	\$5,517	\$5,793
	Yearly	\$57,180	\$60,048	\$63,060	\$66,204	\$69,516
Distribution Worker II	Hourly	\$30.32	\$31.83	\$33.43	\$35.10	\$36.85
	Bi-Monthly	\$2,627.50	\$2,759.00	\$2,897.00	\$3,042.00	\$3,194.00
	Monthly	\$5,255	\$5,518	\$5,794	\$6,084	\$6,388
	Yearly	\$63,060	\$66,216	\$69,528	\$73,008	\$76,656
Distribution Worker III	Hourly	\$33.43	\$35.10	\$36.86	\$38.70	\$40.63
	Bi-Monthly	\$2,897.00	\$3,042.00	\$3,194.50	\$3,354.00	\$3,521.50
	Monthly	\$5,794	\$6,084	\$6,389	\$6,708	\$7,043
	Yearly	\$69,528	\$73,008	\$76,668	\$80,496	\$84,516
Distribution Worker IV	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
	Monthly	\$6,387	\$6,707	\$7,043	\$7,395	\$7,765
	Yearly	\$76,644	\$80,484	\$84,516	\$88,740	\$93,180
Distribution Worker, Senior	Hourly	\$40.63	\$42.67	\$44.80	\$47.05	\$49.40
	Bi-Monthly	\$3,521.50	\$3,698.00	\$3,883.00	\$4,077.50	\$4,281.00
	Monthly	\$7,043	\$7,396	\$7,766	\$8,155	\$8,562
	Yearly	\$84,516	\$88,752	\$93,192	\$97,860	\$102,744
Electrician/Instrumentation Tech I	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
	Monthly	\$6,387	\$6,707	\$7,043	\$7,395	\$7,765
	Yearly	\$76,644	\$80,484	\$84,516	\$88,740	\$93,180
Electrician/Instrumentation Tech II	Hourly	\$40.63	\$42.67	\$44.80	\$47.05	\$49.40
	Bi-Monthly	\$3,521.50	\$3,698.00	\$3,883.00	\$4,077.50	\$4,281.00
	Monthly	\$7,043	\$7,396	\$7,766	\$8,155	\$8,562
	Yearly	\$84,516	\$88,752	\$93,192	\$97,860	\$102,744

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Electrician/Instrumentation Tech, Senior	Hourly	\$44.80	\$47.04	\$49.40	\$51.87	\$54.46
	Bi-Monthly	\$3,882.50	\$4,077.00	\$4,281.00	\$4,495.00	\$4,720.00
	Monthly	\$7,765	\$8,154	\$8,562	\$8,990	\$9,440
	Yearly	\$93,180	\$97,848	\$102,744	\$107,880	\$113,280
Engineer - Associate	Hourly	\$48.42	\$50.84	\$53.38	\$56.05	\$58.85
	Bi-Monthly	\$4,196.00	\$4,406.00	\$4,626.50	\$4,858.00	\$5,100.50
	Monthly	\$8,392	\$8,812	\$9,253	\$9,716	\$10,201
	Yearly	\$100,704	\$105,744	\$111,036	\$116,592	\$122,412
Engineer - Civil	Hourly	\$53.38	\$56.05	\$58.85	\$61.79	\$64.89
	Bi-Monthly	\$4,626.00	\$4,857.50	\$5,100.50	\$5,355.50	\$5,623.50
	Monthly	\$9,252	\$9,715	\$10,201	\$10,711	\$11,247
	Yearly	\$111,024	\$116,580	\$122,412	\$128,532	\$134,964
Engineer - Civil Senior	Hourly	\$58.84	\$61.78	\$64.88	\$68.12	\$71.53
	Bi-Monthly	\$5,099.50	\$5,354.50	\$5,622.50	\$5,903.50	\$6,199.00
	Monthly	\$10,199	\$10,709	\$11,245	\$11,807	\$12,398
	Yearly	\$122,388	\$128,508	\$134,940	\$141,684	\$148,776
Engineering Analyst	Hourly	\$50.83	\$53.38	\$56.05	\$58.85	\$61.79
	Bi-Monthly	\$4,405.50	\$4,626.00	\$4,857.50	\$5,100.50	\$5,355.50
	Monthly	\$8,811	\$9,252	\$9,715	\$10,201	\$10,711
	Yearly	\$105,732	\$111,024	\$116,580	\$122,412	\$128,532
Engineering Coordinator	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
	Bi-Monthly	\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
	Monthly	\$6,261	\$6,575	\$6,904	\$7,249	\$7,612
	Yearly	\$75,132	\$78,900	\$82,848	\$86,988	\$91,344
Engineering Technician I	Hourly	\$34.41	\$36.13	\$37.94	\$39.84	\$41.83
	Bi-Monthly	\$2,982.00	\$3,131.50	\$3,288.50	\$3,452.50	\$3,625.50
	Monthly	\$5,964	\$6,263	\$6,577	\$6,905	\$7,251
	Yearly	\$71,568	\$75,156	\$78,924	\$82,860	\$87,012
Engineering Technician II	Hourly	\$39.84	\$41.83	\$43.93	\$46.13	\$48.43
	Bi-Monthly	\$3,452.50	\$3,625.50	\$3,807.00	\$3,997.50	\$4,197.00
	Monthly	\$6,905	\$7,251	\$7,614	\$7,995	\$8,394
	Yearly	\$82,860	\$87,012	\$91,368	\$95,940	\$100,728
Engineering Technician, Senior	Hourly	\$46.11	\$48.42	\$50.84	\$53.38	\$56.05
	Bi-Monthly	\$3,996.00	\$4,196.00	\$4,406.00	\$4,626.50	\$4,857.50
	Monthly	\$7,992	\$8,392	\$8,812	\$9,253	\$9,715
	Yearly	\$95,904	\$100,704	\$105,744	\$111,036	\$116,580
Facilities Maintenance Technician	Hourly	\$27.61	\$29.00	\$30.45	\$31.97	\$33.57
	Bi-Monthly	\$2,393.00	\$2,513.00	\$2,639.00	\$2,771.00	\$2,909.50
	Monthly	\$4,786	\$5,026	\$5,278	\$5,542	\$5,819
	Yearly	\$57,432	\$60,312	\$63,336	\$66,504	\$69,828
Information Systems Technician I	Hourly	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84
	Bi-Monthly	\$2,626.50	\$2,757.83	\$2,895.72	\$3,040.50	\$3,192.53
	Monthly	\$5,253	\$5,516	\$5,791	\$6,081	\$6,385
	Yearly	\$63,036	\$66,188	\$69,497	\$72,972	\$76,621
Information Systems Technician II	Hourly	\$33.41	\$35.08	\$36.83	\$38.67	\$40.61
	Bi-Monthly	\$2,895.27	\$3,040.03	\$3,192.04	\$3,351.64	\$3,519.22
	Monthly	\$5,791	\$6,080	\$6,384	\$6,703	\$7,038
	Yearly	\$69,486	\$72,961	\$76,609	\$80,439	\$84,461
Information Systems Analyst	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
	Bi-Monthly	\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
	Monthly	\$6,261	\$6,575	\$6,904	\$7,249	\$7,612
	Yearly	\$75,132	\$78,900	\$82,848	\$86,988	\$91,344
Mechanic I	Hourly	\$34.08	\$35.79	\$37.58	\$39.46	\$41.43
	Bi-Monthly	\$2,953.50	\$3,101.50	\$3,257.00	\$3,419.50	\$3,590.50
	Monthly	\$5,907	\$6,203	\$6,514	\$6,839	\$7,181
	Yearly	\$70,884	\$74,436	\$78,168	\$82,068	\$86,172
Mechanic II	Hourly	\$37.57	\$39.45	\$41.42	\$43.49	\$45.67
	Bi-Monthly	\$3,256.00	\$3,419.00	\$3,590.00	\$3,769.50	\$3,958.00
	Monthly	\$6,512	\$6,838	\$7,180	\$7,539	\$7,916
	Yearly	\$78,144	\$82,056	\$86,160	\$90,468	\$94,992
Mechanic, Senior	Hourly	\$41.42	\$43.49	\$45.66	\$47.95	\$50.35
	Bi-Monthly	\$3,589.50	\$3,769.00	\$3,957.50	\$4,155.50	\$4,363.50
	Monthly	\$7,179	\$7,538	\$7,915	\$8,311	\$8,727
	Yearly	\$86,148	\$90,456	\$94,980	\$99,732	\$104,724

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Meter Reader Trainee	Hourly	\$24.94	\$26.19	\$27.50	\$28.88	\$30.32
	Bi-Monthly	\$2,161.50	\$2,270.00	\$2,383.50	\$2,503.00	\$2,628.00
	Monthly	\$4,323	\$4,540	\$4,767	\$5,006	\$5,256
	Yearly	\$51,876	\$54,480	\$57,204	\$60,072	\$63,072
Meter Reader I	Hourly	\$27.49	\$28.87	\$30.32	\$31.83	\$33.42
	Bi-Monthly	\$2,382.50	\$2,502.00	\$2,627.50	\$2,758.50	\$2,896.50
	Monthly	\$4,765	\$5,004	\$5,255	\$5,517	\$5,793
	Yearly	\$57,180	\$60,048	\$63,060	\$66,204	\$69,516
Meter Reader II	Hourly	\$30.32	\$31.83	\$33.43	\$35.10	\$36.85
	Bi-Monthly	\$2,627.50	\$2,759.00	\$2,897.00	\$3,042.00	\$3,194.00
	Monthly	\$5,255	\$5,518	\$5,794	\$6,084	\$6,388
	Yearly	\$63,060	\$66,216	\$69,528	\$73,008	\$76,656
Purchasing Agent	Hourly	\$39.84	\$41.83	\$43.93	\$46.13	\$48.43
	Bi-Monthly	\$3,452.50	\$3,625.50	\$3,807.00	\$3,997.50	\$4,197.00
	Monthly	\$6,905	\$7,251	\$7,614	\$7,995	\$8,394
	Yearly	\$82,860	\$87,012	\$91,368	\$95,940	\$100,728
SCADA Technician I	Hourly	\$44.80	\$47.04	\$49.40	\$51.87	\$54.46
	Bi-Monthly	\$3,882.50	\$4,077.00	\$4,281.00	\$4,495.00	\$4,720.00
	Monthly	\$7,765	\$8,154	\$8,562	\$8,990	\$9,440
	Yearly	\$93,180	\$97,848	\$102,744	\$107,880	\$113,280
SCADA Technician, Senior	Hourly	\$49.38	\$51.85	\$54.44	\$57.17	\$60.02
	Bi-Monthly	\$4,279.50	\$4,493.50	\$4,718.50	\$4,954.50	\$5,202.00
	Monthly	\$8,559	\$8,987	\$9,437	\$9,909	\$10,404
	Yearly	\$102,708	\$107,844	\$113,244	\$118,908	\$124,848
Senior Supervisor, Construction/Inspection	Hourly	\$47.03	\$49.38	\$51.85	\$54.45	\$57.17
	Bi-Monthly	\$4,076.00	\$4,280.00	\$4,494.00	\$4,719.00	\$4,955.00
	Monthly	\$8,152	\$8,560	\$8,988	\$9,438	\$9,910
	Yearly	\$97,824	\$102,720	\$107,856	\$113,256	\$118,920
Senior Supervisor, Distribution & Collections	Hourly	\$47.03	\$49.38	\$51.85	\$54.45	\$57.17
	Bi-Monthly	\$4,076.00	\$4,280.00	\$4,494.00	\$4,719.00	\$4,955.00
	Monthly	\$8,152	\$8,560	\$8,988	\$9,438	\$9,910
	Yearly	\$97,824	\$102,720	\$107,856	\$113,256	\$118,920
Senior Supervisor, Electrical/SCADA	Hourly	\$54.43	\$57.16	\$60.02	\$63.02	\$66.17
	Bi-Monthly	\$4,717.50	\$4,953.50	\$5,201.50	\$5,461.50	\$5,734.50
	Monthly	\$9,435	\$9,907	\$10,403	\$10,923	\$11,469
	Yearly	\$113,220	\$118,884	\$124,836	\$131,076	\$137,628
Senior Supervisor, W/WW Operations	Hourly	\$47.03	\$49.38	\$51.85	\$54.45	\$57.17
	Bi-Monthly	\$4,076.00	\$4,280.00	\$4,494.00	\$4,719.00	\$4,955.00
	Monthly	\$8,152	\$8,560	\$8,988	\$9,438	\$9,910
	Yearly	\$97,824	\$102,720	\$107,856	\$113,256	\$118,920
Utility Worker I	Hourly	\$30.32	\$31.83	\$33.43	\$35.10	\$36.85
	Bi-Monthly	\$2,627.50	\$2,759.00	\$2,897.00	\$3,042.00	\$3,194.00
	Monthly	\$5,255	\$5,518	\$5,794	\$6,084	\$6,388
	Yearly	\$63,060	\$66,216	\$69,528	\$73,008	\$76,656
Utility Worker II	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
	Monthly	\$6,387	\$6,707	\$7,043	\$7,395	\$7,765
	Yearly	\$76,644	\$80,484	\$84,516	\$88,740	\$93,180
Utility Worker Senior	Hourly	\$40.63	\$42.67	\$44.80	\$47.05	\$49.40
	Bi-Monthly	\$3,521.50	\$3,698.00	\$3,883.00	\$4,077.50	\$4,281.00
	Monthly	\$7,043	\$7,396	\$7,766	\$8,155	\$8,562
	Yearly	\$84,516	\$88,752	\$93,192	\$97,860	\$102,744
W/WW Treatment Plant Operator OIT	Hourly	\$27.49	\$28.87	\$30.32	\$31.83	\$33.42
	Bi-Monthly	\$2,382.50	\$2,502.00	\$2,627.50	\$2,758.50	\$2,896.50
	Monthly	\$4,765	\$5,004	\$5,255	\$5,517	\$5,793
	Yearly	\$57,180	\$60,048	\$63,060	\$66,204	\$69,516
W/WW Treatment Plant Operator I	Hourly	\$30.32	\$31.83	\$33.43	\$35.10	\$36.85
	Bi-Monthly	\$2,627.50	\$2,759.00	\$2,897.00	\$3,042.00	\$3,194.00
	Monthly	\$5,255	\$5,518	\$5,794	\$6,084	\$6,388
	Yearly	\$63,060	\$66,216	\$69,528	\$73,008	\$76,656
W/WW Treatment Plant Operator II	Hourly	\$33.43	\$35.10	\$36.86	\$38.70	\$40.63
	Bi-Monthly	\$2,897.00	\$3,042.00	\$3,194.50	\$3,354.00	\$3,521.50
	Monthly	\$5,794	\$6,084	\$6,389	\$6,708	\$7,043
	Yearly	\$69,528	\$73,008	\$76,668	\$80,496	\$84,516
W/WW Treatment Plant Operator III	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
	Monthly	\$6,387	\$6,707	\$7,043	\$7,395	\$7,765
	Yearly	\$76,644	\$80,484	\$84,516	\$88,740	\$93,180

APPENDIX E - SEIU Local 1021 Union Wage Schedule
Effective 7/01/2025 (with a 2.0% Salary Increase)

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
W/WW Treatment Plant Operator, Senior	Hourly	\$40.63	\$42.67	\$44.80	\$47.05	\$49.40
	Bi-Monthly	\$3,521.50	\$3,698.00	\$3,883.00	\$4,077.50	\$4,281.00
	Monthly	\$7,043	\$7,396	\$7,766	\$8,155	\$8,562
	Yearly	\$84,516	\$88,752	\$93,192	\$97,860	\$102,744
Water Conservation Coordinator	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
	Monthly	\$6,387	\$6,707	\$7,043	\$7,395	\$7,765
	Yearly	\$76,644	\$80,484	\$84,516	\$88,740	\$93,180
Water Resrouces Specialist	Hourly	\$34.21	\$35.93	\$37.73	\$39.61	\$41.59
	Bi-Monthly	\$2,965.00	\$3,113.50	\$3,269.50	\$3,433.00	\$3,604.50
	Monthly	\$5,930	\$6,227	\$6,539	\$6,866	\$7,209
	Yearly	\$71,160	\$74,724	\$78,468	\$82,392	\$86,508