

APPENDIX A - SEIU Local 1021 Union Wage Schedule
Effective July 1, 2026 with 4% Salary Increase

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
Accountant I	Hourly	\$ 41.42	\$ 43.50	\$ 45.67	\$ 47.95	\$ 50.35
	Bi-Weekly	\$ 3,313.96	\$ 3,479.65	\$ 3,653.64	\$ 3,836.32	\$ 4,028.13
	Yearly	\$ 86,162.86	\$ 90,471.01	\$ 94,994.56	\$ 99,744.28	\$ 104,731.50
Accountant II	Hourly	\$ 45.67	\$ 47.95	\$ 50.35	\$ 52.87	\$ 55.51
	Bi-Weekly	\$ 3,653.64	\$ 3,836.32	\$ 4,028.13	\$ 4,229.54	\$ 4,441.02
	Yearly	\$ 94,994.56	\$ 99,744.28	\$ 104,731.50	\$ 109,968.07	\$ 115,466.48
Accounting Technician I	Hourly	\$ 34.08	\$ 35.78	\$ 37.57	\$ 39.45	\$ 41.42
	Bi-Weekly	\$ 2,726.40	\$ 2,862.72	\$ 3,005.86	\$ 3,156.15	\$ 3,313.96
	Yearly	\$ 70,886.40	\$ 74,430.72	\$ 78,152.26	\$ 82,059.87	\$ 86,162.86
Accounting Technician II	Hourly	\$ 37.57	\$ 39.45	\$ 41.42	\$ 43.50	\$ 45.67
	Bi-Weekly	\$ 3,005.86	\$ 3,156.15	\$ 3,313.96	\$ 3,479.65	\$ 3,653.64
	Yearly	\$ 78,152.26	\$ 82,059.87	\$ 86,162.86	\$ 90,471.01	\$ 94,994.56
Administrative Technician I (additional 0.9% equity increase)	Hourly	\$ 26.94	\$ 28.29	\$ 29.70	\$ 31.19	\$ 32.75
	Bi-Weekly	\$ 2,155.22	\$ 2,262.99	\$ 2,376.13	\$ 2,494.94	\$ 2,619.69
	Yearly	\$ 56,035.82	\$ 58,837.62	\$ 61,779.50	\$ 64,868.47	\$ 68,111.89
Administrative Technician II (additional 0.9% equity increase)	Hourly	\$ 31.19	\$ 32.75	\$ 34.38	\$ 36.10	\$ 37.91
	Bi-Weekly	\$ 2,494.94	\$ 2,619.69	\$ 2,750.67	\$ 2,888.21	\$ 3,032.62
	Yearly	\$ 64,868.47	\$ 68,111.89	\$ 71,517.49	\$ 75,093.36	\$ 78,848.03
Administrative Technician Senior (additional 0.9% equity increase)	Hourly	\$ 34.38	\$ 36.10	\$ 37.91	\$ 39.80	\$ 41.79
	Bi-Weekly	\$ 2,750.67	\$ 2,888.21	\$ 3,032.62	\$ 3,184.25	\$ 3,343.46
	Yearly	\$ 71,517.49	\$ 75,093.36	\$ 78,848.03	\$ 82,790.43	\$ 86,929.95
Collection System Worker Trainee (additional 4% equity increase)	Hourly	\$ 26.98	\$ 28.32	\$ 29.74	\$ 31.23	\$ 32.79
	Bi-Weekly	\$ 2,158.04	\$ 2,265.94	\$ 2,379.24	\$ 2,498.20	\$ 2,623.11
	Yearly	\$ 56,109.08	\$ 58,914.54	\$ 61,860.26	\$ 64,953.28	\$ 68,200.94
Collection System Worker I (additional 4% equity increase)	Hourly	\$ 29.74	\$ 31.23	\$ 32.79	\$ 34.43	\$ 36.15
	Bi-Weekly	\$ 2,379.24	\$ 2,498.20	\$ 2,623.11	\$ 2,754.27	\$ 2,891.98
	Yearly	\$ 61,860.26	\$ 64,953.28	\$ 68,200.94	\$ 71,610.99	\$ 75,191.54
Collection System Worker II (additional 4% equity increase)	Hourly	\$ 32.79	\$ 34.43	\$ 36.15	\$ 37.96	\$ 39.86
	Bi-Weekly	\$ 2,623.11	\$ 2,754.27	\$ 2,891.98	\$ 3,036.58	\$ 3,188.41
	Yearly	\$ 68,200.94	\$ 71,610.99	\$ 75,191.54	\$ 78,951.11	\$ 82,898.67
Collection System Worker III (additional 4% equity increase)	Hourly	\$ 36.15	\$ 37.96	\$ 39.86	\$ 41.85	\$ 43.94
	Bi-Weekly	\$ 2,891.98	\$ 3,036.58	\$ 3,188.41	\$ 3,347.83	\$ 3,515.22
	Yearly	\$ 75,191.54	\$ 78,951.11	\$ 82,898.67	\$ 87,043.60	\$ 91,395.78
Collection System Worker IV (additional 4% equity increase)	Hourly	\$ 39.86	\$ 41.85	\$ 43.94	\$ 46.14	\$ 48.44
	Bi-Weekly	\$ 3,188.41	\$ 3,347.83	\$ 3,515.22	\$ 3,690.98	\$ 3,875.53
	Yearly	\$ 82,898.67	\$ 87,043.60	\$ 91,395.78	\$ 95,965.57	\$ 100,763.85
Collection System Worker Senior (additional 4% equity increase)	Hourly	\$ 43.94	\$ 46.14	\$ 48.44	\$ 50.87	\$ 53.41
	Bi-Weekly	\$ 3,515.22	\$ 3,690.98	\$ 3,875.53	\$ 4,069.31	\$ 4,272.77
	Yearly	\$ 91,395.78	\$ 95,965.57	\$ 100,763.85	\$ 105,802.04	\$ 111,092.14
Construction Inspector I	Hourly	\$ 31.53	\$ 33.10	\$ 34.76	\$ 36.50	\$ 38.32
	Bi-Weekly	\$ 2,522.22	\$ 2,648.34	\$ 2,780.75	\$ 2,919.79	\$ 3,065.78
	Yearly	\$ 65,577.83	\$ 68,856.72	\$ 72,299.56	\$ 75,914.54	\$ 79,710.26
Construction Inspector II	Hourly	\$ 34.76	\$ 36.50	\$ 38.32	\$ 40.24	\$ 42.25
	Bi-Weekly	\$ 2,780.75	\$ 2,919.79	\$ 3,065.78	\$ 3,219.07	\$ 3,380.02
	Yearly	\$ 72,299.56	\$ 75,914.54	\$ 79,710.26	\$ 83,695.78	\$ 87,880.56
Construction Inspector III	Hourly	\$ 38.32	\$ 40.24	\$ 42.25	\$ 44.36	\$ 46.58
	Bi-Weekly	\$ 3,065.78	\$ 3,219.07	\$ 3,380.02	\$ 3,549.02	\$ 3,726.47
	Yearly	\$ 79,710.26	\$ 83,695.78	\$ 87,880.56	\$ 92,274.59	\$ 96,888.32
Construction Inspector, Senior	Hourly	\$ 42.25	\$ 44.36	\$ 46.58	\$ 48.91	\$ 51.36
	Bi-Weekly	\$ 3,380.02	\$ 3,549.02	\$ 3,726.47	\$ 3,912.80	\$ 4,108.44
	Yearly	\$ 87,880.56	\$ 92,274.59	\$ 96,888.32	\$ 101,732.74	\$ 106,819.37
Construction Worker I	Hourly	\$ 31.53	\$ 33.10	\$ 34.76	\$ 36.50	\$ 38.32
	Bi-Weekly	\$ 2,522.22	\$ 2,648.34	\$ 2,780.75	\$ 2,919.79	\$ 3,065.78
	Yearly	\$ 65,577.83	\$ 68,856.72	\$ 72,299.56	\$ 75,914.54	\$ 79,710.26
Construction Worker II	Hourly	\$ 34.76	\$ 36.50	\$ 38.32	\$ 40.24	\$ 42.25
	Bi-Weekly	\$ 2,780.75	\$ 2,919.79	\$ 3,065.78	\$ 3,219.07	\$ 3,380.02
	Yearly	\$ 72,299.56	\$ 75,914.54	\$ 79,710.26	\$ 83,695.78	\$ 87,880.56
Construction Worker III	Hourly	\$ 38.32	\$ 40.24	\$ 42.25	\$ 44.36	\$ 46.58
	Bi-Weekly	\$ 3,065.78	\$ 3,219.07	\$ 3,380.02	\$ 3,549.02	\$ 3,726.47
	Yearly	\$ 79,710.26	\$ 83,695.78	\$ 87,880.56	\$ 92,274.59	\$ 96,888.32
Construction Worker, Senior	Hourly	\$ 42.25	\$ 44.36	\$ 46.58	\$ 48.91	\$ 51.36
	Bi-Weekly	\$ 3,380.02	\$ 3,549.02	\$ 3,726.47	\$ 3,912.80	\$ 4,108.44
	Yearly	\$ 87,880.56	\$ 92,274.59	\$ 96,888.32	\$ 101,732.74	\$ 106,819.37

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Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
Customer Service Representative I	Hourly	\$ 26.70	\$ 28.04	\$ 29.44	\$ 30.91	\$ 32.45
	Bi-Weekly	\$ 2,136.00	\$ 2,242.80	\$ 2,354.94	\$ 2,472.69	\$ 2,596.32
	Yearly	\$ 55,536.00	\$ 58,312.80	\$ 61,228.44	\$ 64,289.86	\$ 67,504.36
Customer Service Representative II	Hourly	\$ 30.91	\$ 32.45	\$ 34.08	\$ 35.78	\$ 37.57
	Bi-Weekly	\$ 2,472.69	\$ 2,596.32	\$ 2,726.14	\$ 2,862.44	\$ 3,005.57
	Yearly	\$ 64,289.86	\$ 67,504.36	\$ 70,879.57	\$ 74,423.55	\$ 78,144.73
Customer Service Representative III	Hourly	\$ 34.08	\$ 35.78	\$ 37.57	\$ 39.45	\$ 41.42
	Bi-Weekly	\$ 2,726.14	\$ 2,862.44	\$ 3,005.57	\$ 3,155.84	\$ 3,313.64
	Yearly	\$ 70,879.57	\$ 74,423.55	\$ 78,144.73	\$ 82,051.97	\$ 86,154.56
Customer Service Representative, Senior	Hourly	\$ 37.57	\$ 39.45	\$ 41.42	\$ 43.49	\$ 45.67
	Bi-Weekly	\$ 3,005.57	\$ 3,155.84	\$ 3,313.64	\$ 3,479.32	\$ 3,653.28
	Yearly	\$ 78,144.73	\$ 82,051.97	\$ 86,154.56	\$ 90,462.29	\$ 94,985.41
Customer Service Supervisor	Hourly	\$ 41.42	\$ 43.49	\$ 45.67	\$ 47.95	\$ 50.35
	Bi-Weekly	\$ 3,313.64	\$ 3,479.32	\$ 3,653.28	\$ 3,835.95	\$ 4,027.75
	Yearly	\$ 86,154.56	\$ 90,462.29	\$ 94,985.41	\$ 99,734.68	\$ 104,721.41
Distribution Worker Trainee	Hourly	\$ 25.94	\$ 27.23	\$ 28.60	\$ 30.03	\$ 31.53
	Bi-Weekly	\$ 2,075.04	\$ 2,178.79	\$ 2,287.73	\$ 2,402.12	\$ 2,522.22
	Yearly	\$ 53,951.04	\$ 56,648.59	\$ 59,481.02	\$ 62,455.07	\$ 65,577.83
Distribution Worker I	Hourly	\$ 28.60	\$ 30.03	\$ 31.53	\$ 33.10	\$ 34.76
	Bi-Weekly	\$ 2,287.73	\$ 2,402.12	\$ 2,522.22	\$ 2,648.34	\$ 2,780.75
	Yearly	\$ 59,481.02	\$ 62,455.07	\$ 65,577.83	\$ 68,856.72	\$ 72,299.55
Distribution Worker II	Hourly	\$ 31.53	\$ 33.10	\$ 34.76	\$ 36.50	\$ 38.32
	Bi-Weekly	\$ 2,522.22	\$ 2,648.34	\$ 2,780.75	\$ 2,919.79	\$ 3,065.78
	Yearly	\$ 65,577.83	\$ 68,856.72	\$ 72,299.55	\$ 75,914.53	\$ 79,710.26
Distribution Worker III	Hourly	\$ 34.76	\$ 36.50	\$ 38.32	\$ 40.24	\$ 42.25
	Bi-Weekly	\$ 2,780.75	\$ 2,919.79	\$ 3,065.78	\$ 3,219.07	\$ 3,380.02
	Yearly	\$ 72,299.55	\$ 75,914.53	\$ 79,710.26	\$ 83,695.77	\$ 87,880.56
Distribution Worker IV	Hourly	\$ 38.32	\$ 40.24	\$ 42.25	\$ 44.36	\$ 46.58
	Bi-Weekly	\$ 3,065.78	\$ 3,219.07	\$ 3,380.02	\$ 3,549.02	\$ 3,726.47
	Yearly	\$ 79,710.26	\$ 83,695.77	\$ 87,880.56	\$ 92,274.59	\$ 96,888.32
Distribution Worker, Senior	Hourly	\$ 42.25	\$ 44.36	\$ 46.58	\$ 48.91	\$ 51.36
	Bi-Weekly	\$ 3,380.02	\$ 3,549.02	\$ 3,726.47	\$ 3,912.80	\$ 4,108.44
	Yearly	\$ 87,880.56	\$ 92,274.59	\$ 96,888.32	\$ 101,732.73	\$ 106,819.37
Electrician/Instrumentation Tech I (additional 4.1% equity increase)	Hourly	\$ 39.89	\$ 41.89	\$ 43.98	\$ 46.18	\$ 48.49
	Bi-Weekly	\$ 3,191.46	\$ 3,351.03	\$ 3,518.58	\$ 3,694.51	\$ 3,879.23
	Yearly	\$ 82,977.86	\$ 87,126.75	\$ 91,483.09	\$ 96,057.25	\$ 100,860.11
Electrician/Instrumentation Tech II (additional 4.1% equity increase)	Hourly	\$ 43.98	\$ 46.18	\$ 48.49	\$ 50.91	\$ 53.46
	Bi-Weekly	\$ 3,518.58	\$ 3,694.51	\$ 3,879.23	\$ 4,073.20	\$ 4,276.86
	Yearly	\$ 91,483.09	\$ 96,057.25	\$ 100,860.11	\$ 105,903.11	\$ 111,198.27
Electrician/Instrumentation Tech, Senior (additional 4.1% equity increase)	Hourly	\$ 48.49	\$ 50.91	\$ 53.46	\$ 56.13	\$ 58.94
	Bi-Weekly	\$ 3,879.23	\$ 4,073.20	\$ 4,276.86	\$ 4,490.70	\$ 4,715.23
	Yearly	\$ 100,860.11	\$ 105,903.11	\$ 111,198.27	\$ 116,758.18	\$ 122,596.09
Engineer - Associate (additional 3.5% equity increase)	Hourly	\$ 52.11	\$ 54.72	\$ 57.46	\$ 60.33	\$ 63.35
	Bi-Weekly	\$ 4,169.15	\$ 4,377.60	\$ 4,596.48	\$ 4,826.31	\$ 5,067.62
	Yearly	\$ 108,397.79	\$ 113,817.67	\$ 119,508.56	\$ 125,483.99	\$ 131,758.19
Engineer - Civil (additional 3.5% equity increase)	Hourly	\$ 57.46	\$ 60.33	\$ 63.35	\$ 66.51	\$ 69.84
	Bi-Weekly	\$ 4,596.48	\$ 4,826.31	\$ 5,067.62	\$ 5,321.00	\$ 5,587.05
	Yearly	\$ 119,508.56	\$ 125,483.99	\$ 131,758.19	\$ 138,346.10	\$ 145,263.40
Engineer - Civil Senior (additional 3.5% equity increase)	Hourly	\$ 63.35	\$ 66.51	\$ 69.84	\$ 73.33	\$ 77.00
	Bi-Weekly	\$ 5,067.62	\$ 5,321.00	\$ 5,587.05	\$ 5,866.41	\$ 6,159.73
	Yearly	\$ 131,758.19	\$ 138,346.10	\$ 145,263.40	\$ 152,526.57	\$ 160,152.90
Engineering Analyst	Hourly	\$ 52.87	\$ 55.51	\$ 58.29	\$ 61.20	\$ 64.26
	Bi-Weekly	\$ 4,229.54	\$ 4,441.02	\$ 4,663.07	\$ 4,896.22	\$ 5,141.03
	Yearly	\$ 109,968.07	\$ 115,466.48	\$ 121,239.80	\$ 127,301.79	\$ 133,666.88
Engineering Coordinator	Hourly	\$ 37.57	\$ 39.45	\$ 41.42	\$ 43.50	\$ 45.67
	Bi-Weekly	\$ 3,005.86	\$ 3,156.15	\$ 3,313.96	\$ 3,479.65	\$ 3,653.64
	Yearly	\$ 78,152.26	\$ 82,059.87	\$ 86,162.86	\$ 90,471.01	\$ 94,994.56
Engineering Technician I	Hourly	\$ 35.78	\$ 37.57	\$ 39.45	\$ 41.42	\$ 43.50
	Bi-Weekly	\$ 2,862.72	\$ 3,005.86	\$ 3,156.15	\$ 3,313.96	\$ 3,479.65
	Yearly	\$ 74,430.72	\$ 78,152.26	\$ 82,059.87	\$ 86,162.86	\$ 90,471.01
Engineering Technician II	Hourly	\$ 41.42	\$ 43.50	\$ 45.67	\$ 47.95	\$ 50.35
	Bi-Weekly	\$ 3,313.96	\$ 3,479.65	\$ 3,653.64	\$ 3,836.32	\$ 4,028.13
	Yearly	\$ 86,162.86	\$ 90,471.01	\$ 94,994.56	\$ 99,744.28	\$ 104,731.50
Engineering Technician, Senior	Hourly	\$ 47.95	\$ 50.35	\$ 52.87	\$ 55.51	\$ 58.29
	Bi-Weekly	\$ 3,836.32	\$ 4,028.13	\$ 4,229.54	\$ 4,441.02	\$ 4,663.07
	Yearly	\$ 99,744.28	\$ 104,731.50	\$ 109,968.07	\$ 115,466.48	\$ 121,239.80

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Facilities Maintenance Technician	Hourly	\$ 29.44	\$ 30.91	\$ 32.45	\$ 34.08	\$ 35.78
	Bi-Weekly	\$ 2,354.96	\$ 2,472.71	\$ 2,596.34	\$ 2,726.16	\$ 2,862.47
	Yearly	\$ 61,228.96	\$ 64,290.41	\$ 67,504.93	\$ 70,880.17	\$ 74,424.18
Information Systems Technician I (additional 4% equity increase)	Hourly	\$ 32.79	\$ 34.43	\$ 36.15	\$ 37.96	\$ 39.86
	Bi-Weekly	\$ 2,623.11	\$ 2,754.27	\$ 2,891.98	\$ 3,036.58	\$ 3,188.41
	Yearly	\$ 68,200.94	\$ 71,610.99	\$ 75,191.54	\$ 78,951.11	\$ 82,898.67
Information Systems Technician II (additional 4% equity increase)	Hourly	\$ 36.15	\$ 37.96	\$ 39.86	\$ 41.85	\$ 43.94
	Bi-Weekly	\$ 2,891.98	\$ 3,036.58	\$ 3,188.41	\$ 3,347.83	\$ 3,515.22
	Yearly	\$ 75,191.54	\$ 78,951.11	\$ 82,898.67	\$ 87,043.60	\$ 91,395.78
Mechanic I	Hourly	\$ 35.44	\$ 37.21	\$ 39.07	\$ 41.03	\$ 43.08
	Bi-Weekly	\$ 2,835.36	\$ 2,977.13	\$ 3,125.98	\$ 3,282.28	\$ 3,446.40
	Yearly	\$ 73,719.36	\$ 77,405.33	\$ 81,275.59	\$ 85,339.37	\$ 89,606.34
Mechanic II	Hourly	\$ 39.07	\$ 41.03	\$ 43.08	\$ 45.23	\$ 47.50
	Bi-Weekly	\$ 3,125.98	\$ 3,282.28	\$ 3,446.40	\$ 3,618.72	\$ 3,799.65
	Yearly	\$ 81,275.59	\$ 85,339.37	\$ 89,606.34	\$ 94,086.66	\$ 98,790.99
Mechanic, Senior	Hourly	\$ 43.08	\$ 45.23	\$ 47.50	\$ 49.87	\$ 52.36
	Bi-Weekly	\$ 3,446.40	\$ 3,618.72	\$ 3,799.65	\$ 3,989.64	\$ 4,189.12
	Yearly	\$ 89,606.34	\$ 94,086.66	\$ 98,790.99	\$ 103,730.54	\$ 108,917.07
Meter Reader Trainee	Hourly	\$ 25.94	\$ 27.23	\$ 28.60	\$ 30.03	\$ 31.53
	Bi-Weekly	\$ 2,075.04	\$ 2,178.79	\$ 2,287.73	\$ 2,402.12	\$ 2,522.22
	Yearly	\$ 53,951.04	\$ 56,648.59	\$ 59,481.02	\$ 62,455.07	\$ 65,577.83
Meter Reader I	Hourly	\$ 28.60	\$ 30.03	\$ 31.53	\$ 33.10	\$ 34.76
	Bi-Weekly	\$ 2,287.73	\$ 2,402.12	\$ 2,522.22	\$ 2,648.34	\$ 2,780.75
	Yearly	\$ 59,481.02	\$ 62,455.07	\$ 65,577.83	\$ 68,856.72	\$ 72,299.55
Meter Reader II	Hourly	\$ 31.53	\$ 33.10	\$ 34.76	\$ 36.50	\$ 38.32
	Bi-Weekly	\$ 2,522.22	\$ 2,648.34	\$ 2,780.75	\$ 2,919.79	\$ 3,065.78
	Yearly	\$ 65,577.83	\$ 68,856.72	\$ 72,299.55	\$ 75,914.53	\$ 79,710.26
Purchasing Agent	Hourly	\$ 41.42	\$ 43.50	\$ 45.67	\$ 47.95	\$ 50.35
	Bi-Weekly	\$ 3,313.96	\$ 3,479.65	\$ 3,653.64	\$ 3,836.32	\$ 4,028.13
	Yearly	\$ 86,162.86	\$ 90,471.00	\$ 94,994.55	\$ 99,744.28	\$ 104,731.49
SCADA Technician I	Hourly	\$ 46.58	\$ 48.91	\$ 51.36	\$ 53.92	\$ 56.62
	Bi-Weekly	\$ 3,726.47	\$ 3,912.80	\$ 4,108.44	\$ 4,313.86	\$ 4,529.55
	Yearly	\$ 96,888.32	\$ 101,732.73	\$ 106,819.37	\$ 112,160.34	\$ 117,768.35
SCADA Technician, Senior	Hourly	\$ 51.36	\$ 53.92	\$ 56.62	\$ 59.45	\$ 62.42
	Bi-Weekly	\$ 4,108.44	\$ 4,313.86	\$ 4,529.55	\$ 4,756.03	\$ 4,993.83
	Yearly	\$ 106,819.37	\$ 112,160.34	\$ 117,768.35	\$ 123,656.77	\$ 129,839.61
Senior Supervisor, Construction/Inspection	Hourly	\$ 48.91	\$ 51.36	\$ 53.92	\$ 56.62	\$ 59.45
	Bi-Weekly	\$ 3,912.80	\$ 4,108.44	\$ 4,313.86	\$ 4,529.55	\$ 4,756.03
	Yearly	\$ 101,732.74	\$ 106,819.37	\$ 112,160.34	\$ 117,768.36	\$ 123,656.78
Senior Supervisor, Distribution/Collections (additional 4% equity increase)	Hourly	\$ 50.87	\$ 53.41	\$ 56.08	\$ 58.88	\$ 61.83
	Bi-Weekly	\$ 4,069.31	\$ 4,272.77	\$ 4,486.41	\$ 4,710.73	\$ 4,946.27
	Yearly	\$ 105,802.04	\$ 111,092.15	\$ 116,646.75	\$ 122,479.09	\$ 128,603.05
Senior Supervisor, Electrical/SCADA (additional 4.1% equity increase)	Hourly	\$ 58.94	\$ 61.89	\$ 64.98	\$ 68.23	\$ 71.64
	Bi-Weekly	\$ 4,715.23	\$ 4,951.00	\$ 5,198.55	\$ 5,458.47	\$ 5,731.40
	Yearly	\$ 122,596.09	\$ 128,725.90	\$ 135,162.19	\$ 141,920.30	\$ 149,016.32
Senior Supervisor, W/WW Operations (additional 4% equity increase)	Hourly	\$ 50.87	\$ 53.41	\$ 56.08	\$ 58.88	\$ 61.83
	Bi-Weekly	\$ 4,069.31	\$ 4,272.77	\$ 4,486.41	\$ 4,710.73	\$ 4,946.27
	Yearly	\$ 105,802.04	\$ 111,092.15	\$ 116,646.75	\$ 122,479.09	\$ 128,603.05
Utility Worker I	Hourly	\$ 31.53	\$ 33.10	\$ 34.76	\$ 36.50	\$ 38.32
	Bi-Weekly	\$ 2,522.22	\$ 2,648.34	\$ 2,780.75	\$ 2,919.79	\$ 3,065.78
	Yearly	\$ 65,577.83	\$ 68,856.72	\$ 72,299.56	\$ 75,914.54	\$ 79,710.26
Utility Worker II	Hourly	\$ 38.32	\$ 40.24	\$ 42.25	\$ 44.36	\$ 46.58
	Bi-Weekly	\$ 3,065.78	\$ 3,219.07	\$ 3,380.02	\$ 3,549.02	\$ 3,726.47
	Yearly	\$ 79,710.26	\$ 83,695.78	\$ 87,880.56	\$ 92,274.59	\$ 96,888.32
Utility Worker Senior	Hourly	\$ 42.25	\$ 44.36	\$ 46.58	\$ 48.91	\$ 51.36
	Bi-Weekly	\$ 3,380.02	\$ 3,549.02	\$ 3,726.47	\$ 3,912.80	\$ 4,108.44
	Yearly	\$ 87,880.56	\$ 92,274.59	\$ 96,888.32	\$ 101,732.74	\$ 106,819.37
W/WW Treatment Plant Operator OIT (additional 4% equity increase)	Hourly	\$ 29.74	\$ 31.23	\$ 32.79	\$ 34.43	\$ 36.15
	Bi-Weekly	\$ 2,379.24	\$ 2,498.20	\$ 2,623.11	\$ 2,754.27	\$ 2,891.98
	Yearly	\$ 61,860.26	\$ 64,953.27	\$ 68,200.94	\$ 71,610.98	\$ 75,191.53
W/WW Treatment Plant Operator I (additional 4% equity increase)	Hourly	\$ 32.79	\$ 34.43	\$ 36.15	\$ 37.96	\$ 39.86
	Bi-Weekly	\$ 2,623.11	\$ 2,754.27	\$ 2,891.98	\$ 3,036.58	\$ 3,188.41
	Yearly	\$ 68,200.94	\$ 71,610.98	\$ 75,191.53	\$ 78,951.11	\$ 82,898.66
W/WW Treatment Plant Operator II (additional 4% equity increase)	Hourly	\$ 36.15	\$ 37.96	\$ 39.86	\$ 41.85	\$ 43.94
	Bi-Weekly	\$ 2,891.98	\$ 3,036.58	\$ 3,188.41	\$ 3,347.83	\$ 3,515.22
	Yearly	\$ 75,191.53	\$ 78,951.11	\$ 82,898.66	\$ 87,043.60	\$ 91,395.78

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Effective July 1, 2026 with 4% Salary Increase

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
W/WW Treatment Plant Operator III (additional 4% equity increase)	Hourly	\$ 39.86	\$ 41.85	\$ 43.94	\$ 46.14	\$ 48.44
	Bi-Weekly	\$ 3,188.41	\$ 3,347.83	\$ 3,515.22	\$ 3,690.98	\$ 3,875.53
	Yearly	\$ 82,898.67	\$ 87,043.60	\$ 91,395.78	\$ 95,965.57	\$ 100,763.85
W/WW Treatment Plant Operator Senior (additional 4% equity increase)	Hourly	\$ 43.94	\$ 46.14	\$ 48.44	\$ 50.87	\$ 53.41
	Bi-Weekly	\$ 3,515.22	\$ 3,690.98	\$ 3,875.53	\$ 4,069.31	\$ 4,272.77
	Yearly	\$ 91,395.78	\$ 95,965.57	\$ 100,763.85	\$ 105,802.04	\$ 111,092.15
Water Conservation Coordinator	Hourly	\$ 38.32	\$ 40.24	\$ 42.25	\$ 44.36	\$ 46.58
	Bi-Weekly	\$ 3,065.76	\$ 3,219.05	\$ 3,380.00	\$ 3,549.00	\$ 3,726.45
	Yearly	\$ 79,709.76	\$ 83,695.25	\$ 87,880.01	\$ 92,274.01	\$ 96,887.71
Water Resources Specialist	Hourly	\$ 40.18	\$ 42.19	\$ 44.30	\$ 46.52	\$ 48.84
	Bi-Weekly	\$ 3,214.72	\$ 3,375.46	\$ 3,544.23	\$ 3,721.44	\$ 3,907.51
	Yearly	\$ 83,582.72	\$ 87,761.86	\$ 92,149.95	\$ 96,757.45	\$ 101,595.32