

AFSCME 1386A
JULY 1, 2024-JUNE 30, 2025

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	Anniversary	
							F	G	
1	Desk Attendant	\$33,838.43	\$35,530.35	\$37,306.86	\$39,172.21	\$41,130.82	\$42,261.91	\$43,424.12	Annual
		\$1,301.48	\$1,366.55	\$1,434.88	\$1,506.62	\$1,581.95	\$1,625.46	\$1,670.16	Bi-weekly
		\$17.35	\$18.22	\$19.13	\$20.09	\$21.09	\$21.67	\$22.27	37.5 hrly
		\$16.27	\$17.08	\$17.94	\$20.09	\$20.83	\$19.77	\$20.32	40 hrly
2		\$35,530.35	\$37,306.86	\$39,172.21	\$41,130.82	\$43,187.36	\$45,346.73	\$47,614.06	Annual
		\$1,366.55	\$1,434.88	\$1,506.62	\$1,581.95	\$1,661.05	\$1,744.10	\$1,831.31	Bi-weekly
		\$18.22	\$19.13	\$20.09	\$21.09	\$22.15	\$23.25	\$24.42	37.5 hrly
		\$17.08	\$17.94	\$18.83	\$19.77	\$20.76	\$21.80	\$22.89	40 hrly
3		\$37,306.86	\$39,172.21	\$41,130.82	\$43,187.36	\$45,346.73	\$47,614.06	\$49,994.77	Annual
		\$1,434.88	\$1,506.62	\$1,581.95	\$1,661.05	\$1,744.10	\$1,831.31	\$1,922.88	Bi-weekly
		\$19.13	\$20.09	\$21.09	\$22.15	\$23.25	\$24.42	\$25.64	37.5 hrly
		\$17.94	\$18.83	\$19.77	\$20.76	\$21.80	\$22.89	\$24.04	40 hrly
4		\$39,172.21	\$41,130.82	\$43,187.36	\$45,346.73	\$47,614.06	\$49,994.77	\$52,494.50	Annual
		\$1,506.62	\$1,581.95	\$1,661.05	\$1,744.10	\$1,831.31	\$1,922.88	\$2,019.02	Bi-weekly
		\$20.09	\$21.09	\$22.15	\$23.25	\$24.42	\$25.64	\$26.92	37.5 hrly
		\$18.83	\$19.77	\$20.76	\$21.80	\$22.89	\$24.04	\$25.24	40 hrly
5		\$41,130.82	\$43,187.36	\$45,346.73	\$47,614.06	\$49,994.77	\$52,494.50	\$55,119.23	Annual
		\$1,581.95	\$1,661.05	\$1,744.10	\$1,831.31	\$1,922.88	\$2,019.02	\$2,119.97	Bi-weekly
		\$21.09	\$22.15	\$23.25	\$24.42	\$25.64	\$26.92	\$28.27	37.5 hrly
		\$19.77	\$20.76	\$21.80	\$22.89	\$24.04	\$25.24	\$26.50	40 hrly
6	Lifeguard	\$43,187.36	\$45,346.73	\$47,614.06	\$49,994.77	\$52,494.50	\$55,119.23	\$57,875.19	Annual
		\$1,661.05	\$1,744.10	\$1,831.31	\$1,922.88	\$2,019.02	\$2,119.97	\$2,225.97	Bi-weekly
		\$22.15	\$23.25	\$24.42	\$25.64	\$26.92	\$28.27	\$29.68	37.5 hrly
		\$20.76	\$21.80	\$22.89	\$24.04	\$25.24	\$26.50	\$27.82	40 hrly
7		\$45,346.73	\$47,614.06	\$49,994.77	\$52,494.50	\$55,119.23	\$57,875.19	\$60,768.95	Annual
		\$1,744.10	\$1,831.31	\$1,922.88	\$2,019.02	\$2,119.97	\$2,225.97	\$2,337.27	Bi-weekly
		\$23.25	\$24.42	\$25.64	\$26.92	\$28.27	\$29.68	\$31.16	37.5 hrly
		\$21.80	\$22.89	\$24.04	\$25.24	\$26.50	\$27.82	\$29.22	40 hrly
8	Custodian Leadman	\$47,370.16	\$49,738.67	\$52,225.60	\$54,836.88	\$57,578.73	\$59,162.14	\$60,789.10	Annual
		\$1,821.93	\$1,913.03	\$2,008.68	\$2,109.11	\$2,214.57	\$2,275.47	\$2,338.04	Bi-weekly
		\$22.77	\$23.91	\$25.11	\$26.36	\$27.68	\$28.44	\$29.23	40 hrly
9	Lab Technician	\$49,467.53	\$51,940.90	\$54,537.95	\$57,264.85	\$60,128.09	\$61,781.61	\$63,480.61	Annual
		\$1,902.60	\$1,997.73	\$2,097.61	\$2,202.49	\$2,312.62	\$2,376.22	\$2,441.56	Bi-weekly
		\$23.78	\$24.97	\$26.22	\$27.53	\$28.91	\$29.70	\$30.52	40 hrly
10		\$52,161.69	\$54,769.77	\$57,508.26	\$60,383.68	\$63,402.86	\$65,146.44	\$66,937.97	Annual
		\$2,006.22	\$2,106.53	\$2,211.86	\$2,322.45	\$2,438.57	\$2,505.63	\$2,574.54	Bi-weekly
		\$25.08	\$26.33	\$27.65	\$29.03	\$30.48	\$31.32	\$32.18	40 hrly
10 W&S	Plant Operator	\$51,907.24	\$54,502.60	\$57,227.73	\$60,089.12	\$63,093.58	\$64,828.65	\$66,611.44	Annual
		\$1,996.43	\$2,096.25	\$2,201.07	\$2,311.12	\$2,426.68	\$2,493.41	\$2,561.98	Bi-weekly
		\$24.96	\$26.20	\$27.51	\$28.89	\$30.33	\$31.17	\$32.02	40 hrly
10 1 LIC		\$52,947.24	\$55,542.60	\$58,267.73	\$61,129.12	\$64,133.58	\$65,868.65	\$67,651.44	Annual
		\$2,036.43	\$2,136.25	\$2,241.07	\$2,351.12	\$2,466.68	\$2,533.41	\$2,601.98	Bi-weekly
		\$25.46	\$26.70	\$28.01	\$29.39	\$30.83	\$31.67	\$32.52	40 hrly
10 2 LIC		\$53,987.24	\$56,582.60	\$59,307.73	\$62,169.12	\$65,173.58	\$66,908.65	\$68,691.44	Annual
		\$2,076.43	\$2,176.25	\$2,281.07	\$2,391.12	\$2,506.68	\$2,573.41	\$2,641.98	Bi-weekly
		\$25.96	\$27.20	\$28.51	\$29.89	\$31.33	\$32.17	\$33.02	40 hrly
11	Chemist Plant Operator Grade I	\$54,479.10	\$57,203.05	\$60,063.21	\$63,066.37	\$66,219.68	\$68,040.73	\$69,911.85	Annual
		\$2,095.35	\$2,200.12	\$2,310.12	\$2,425.63	\$2,546.91	\$2,616.95	\$2,688.92	Bi-weekly
		\$26.19	\$27.50	\$28.88	\$30.32	\$31.84	\$32.71	\$33.61	40 hrly
13	Assistant Foreman Technician-Signs and Lines Engineering Technician Equipment Mechanic Plant Operator Grade II	\$60,296.67	\$63,311.50	\$66,477.07	\$69,800.93	\$73,290.97	\$75,306.48	\$77,377.40	Annual
		\$2,319.10	\$2,435.06	\$2,556.81	\$2,684.65	\$2,818.88	\$2,896.40	\$2,976.05	Bi-weekly
		\$28.99	\$30.44	\$31.96	\$33.56	\$35.24	\$36.21	\$37.20	40 hrly
13 1 LIC	ASE CERTIFICATION Assistant Foreman	\$61,336.67	\$64,351.50	\$67,517.07	\$70,840.93	\$74,330.97	\$76,346.48	\$78,417.40	Annual
		\$2,359.10	\$2,475.06	\$2,596.81	\$2,724.65	\$2,858.88	\$2,936.40	\$3,016.05	Bi-weekly
		\$29.49	\$30.94	\$32.46	\$34.06	\$35.74	\$36.71	\$37.70	40 hrly
13 2 LIC	Assistant Foreman	\$62,376.67	\$65,391.50	\$68,557.07	\$71,880.93	\$75,370.97	\$77,386.48	\$79,457.40	Annual
		\$2,399.10	\$2,515.06	\$2,636.81	\$2,764.65	\$2,898.88	\$2,976.40	\$3,056.05	Bi-weekly
		\$29.99	\$31.44	\$32.96	\$34.56	\$36.24	\$37.21	\$38.20	40 hrly

AFSCME 1386A

JULY 1, 2024 - JUNE 30, 2025

Grade	POSITION	Step C through E are in 12 month increments			10 Years	20 Years	
		C	D	E	Anniversary	Anniversary	
01	Parking Garage Attendant	\$37,253.16	\$39,115.82	\$41,071.61	\$42,201.08	\$43,361.61	Annual
		\$1,432.81	\$1,504.45	\$1,579.68	\$1,623.12	\$1,667.75	Bi-weekly
		\$17.91	\$18.81	\$19.75	\$20.29	\$20.85	40 hrly
02	Garage Attendant/Security Guard	\$39,080.03	\$41,034.04	\$43,085.74	\$44,270.59	\$45,488.04	Annual
		\$1,503.08	\$1,578.23	\$1,657.14	\$1,702.72	\$1,749.54	Bi-weekly
		\$18.79	\$19.73	\$20.71	\$21.28	\$21.87	40 hrly
04		\$43,009.14	\$45,159.60	\$47,417.58	\$48,721.56	\$50,061.41	Annual
		\$1,654.20	\$1,736.91	\$1,823.75	\$1,873.91	\$1,925.44	Bi-weekly
		\$20.68	\$21.71	\$22.80	\$23.42	\$24.07	40 hrly
05	Pool/Spa Technician Custodian Laborer	\$45,140.73	\$47,397.77	\$49,767.66	\$51,136.27	\$52,542.51	Annual
		\$1,736.18	\$1,822.99	\$1,914.14	\$1,966.78	\$2,020.87	Bi-weekly
		\$21.70	\$22.79	\$23.93	\$24.58	\$25.26	40 hrly
06	Sanitation Laborer Truck Driver I	\$47,377.15	\$49,746.01	\$52,233.31	\$53,669.72	\$55,145.64	Annual
		\$1,822.20	\$1,913.31	\$2,008.97	\$2,064.22	\$2,120.99	Bi-weekly
		\$22.78	\$23.92	\$25.11	\$25.80	\$26.51	40 hrly
07	Utility Mechanic Truck Driver II Recycling Truck Driver Dispatcher	\$49,722.59	\$52,208.72	\$54,819.16	\$56,326.69	\$57,875.67	Annual
		\$1,912.41	\$2,008.03	\$2,108.43	\$2,166.41	\$2,225.99	Bi-weekly
		\$23.91	\$25.10	\$26.36	\$27.08	\$27.82	40 hrly
08	Equipment Operator I	\$52,178.46	\$54,787.39	\$57,526.76	\$59,108.74	\$60,734.23	Annual
		\$2,006.86	\$2,107.21	\$2,212.57	\$2,273.41	\$2,335.93	Bi-weekly
		\$25.09	\$26.34	\$27.66	\$28.42	\$29.20	40 hrly
09	Equipment Operator II Electrician Master Carpenter Dispatcher II	\$54,743.36	\$57,480.52	\$60,354.55	\$62,014.30	\$63,719.69	Annual
		\$2,105.51	\$2,210.79	\$2,321.33	\$2,385.17	\$2,450.76	Bi-weekly
		\$26.32	\$27.63	\$29.02	\$29.81	\$30.63	40 hrly

**AFSCME 1386A
JULY 1, 2024 - JUNE 30, 2025
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	\$44,920.53	\$47,166.56	\$49,524.89	\$50,886.82	\$52,286.21	Annual
		\$1,727.71	\$1,814.10	\$1,904.80	\$1,957.19	\$2,011.01	Bi-weekly
		\$21.60	\$22.68	\$23.81	\$24.46	\$25.14	40 hrly
5 1 LIC	Laborer (Water or Sewer License)	\$45,960.53	\$48,206.56	\$50,564.89	\$51,926.82	\$53,326.21	Annual
		\$1,767.71	\$1,854.10	\$1,944.80	\$1,997.19	\$2,051.01	Bi-weekly
		\$22.10	\$23.18	\$24.31	\$24.96	\$25.64	40 hrly
5 2 LIC	Laborer (Water and Sewer License)	\$47,000.53	\$49,246.56	\$51,604.89	\$52,966.82	\$54,366.21	Annual
		\$1,807.71	\$1,894.10	\$1,984.80	\$2,037.19	\$2,091.01	Bi-weekly
		\$22.60	\$23.68	\$24.81	\$25.46	\$26.14	40 hrly
06 W&S	Meter Reader W/S Truck Driver I	\$47,146.04	\$49,503.34	\$51,978.51	\$53,407.92	\$54,876.64	Annual
		\$1,813.31	\$1,903.97	\$1,999.17	\$2,054.15	\$2,110.64	Bi-weekly
		\$22.67	\$23.80	\$24.99	\$25.68	\$26.38	40 hrly
6 1 LIC	Meter Reader (Water or Sewer License) W/S Truck Driver I (Water or Sewer License)	\$48,186.04	\$50,543.34	\$53,018.51	\$54,447.92	\$55,916.64	Annual
		\$1,853.31	\$1,943.97	\$2,039.17	\$2,094.15	\$2,150.64	Bi-weekly
		\$23.17	\$24.30	\$25.49	\$26.18	\$26.88	40 hrly
6 2 LIC	Meter Reader (Water and Sewer License) WS Truck Driver I (Water and Sewer License)	\$49,226.04	\$51,583.34	\$54,058.51	\$55,487.92	\$56,956.64	Annual
		\$1,893.31	\$1,983.97	\$2,079.17	\$2,134.15	\$2,190.64	Bi-weekly
		\$23.67	\$24.80	\$25.99	\$26.68	\$27.38	40 hrly
07W&S	W/S Utility Mechanic	\$49,480.05	\$51,954.05	\$54,551.75	\$56,051.92	\$57,593.35	Annual
		\$1,903.08	\$1,998.23	\$2,098.14	\$2,155.84	\$2,215.13	Bi-weekly
		\$23.79	\$24.98	\$26.23	\$26.95	\$27.69	40 hrly
7 1 LIC	W/S Utility Mechanic (1 License)	\$50,520.05	\$52,994.05	\$55,591.75	\$57,091.92	\$58,633.35	Annual
		\$1,943.08	\$2,038.23	\$2,138.14	\$2,195.84	\$2,255.13	Bi-weekly
		\$24.29	\$25.48	\$26.73	\$27.45	\$28.19	40 hrly
7 2 LIC	W/S Utility Mechanic (2 License)	\$51,560.05	\$54,034.05	\$56,631.75	\$58,131.92	\$59,673.35	Annual
		\$1,983.08	\$2,078.23	\$2,178.14	\$2,235.84	\$2,295.13	Bi-weekly
		\$24.79	\$25.98	\$27.23	\$27.95	\$28.69	40 hrly
08 W&S	Equipment Operator I	\$51,923.93	\$54,520.13	\$57,246.14	\$58,820.41	\$60,437.97	Annual
		\$1,997.07	\$2,096.93	\$2,201.77	\$2,262.32	\$2,324.54	Bi-weekly
		\$24.96	\$26.21	\$27.52	\$28.28	\$29.06	40 hrly
8 1 LIC	Equipment Operator I (Water or Sewer License)	\$52,963.93	\$55,560.13	\$58,286.14	\$59,860.41	\$61,477.97	Annual
		\$2,037.07	\$2,136.93	\$2,241.77	\$2,302.32	\$2,364.54	Bi-weekly
		\$25.46	\$26.71	\$28.02	\$28.78	\$29.56	40 hrly
8 2 LIC	Equipment Operator I (Water and Sewer License)	\$54,003.93	\$56,600.13	\$59,326.14	\$60,900.41	\$62,517.97	Annual
		\$2,077.07	\$2,176.93	\$2,281.77	\$2,342.32	\$2,404.54	Bi-weekly
		\$25.96	\$27.21	\$28.52	\$29.28	\$30.06	40 hrly
9 W&S	Equipment Operator II Camera Truck Operator	\$54,476.32	\$57,200.13	\$60,060.14	\$61,711.79	\$63,408.87	Annual
		\$2,095.24	\$2,200.01	\$2,310.01	\$2,373.53	\$2,438.80	Bi-weekly
		\$26.19	\$27.50	\$28.88	\$29.67	\$30.49	40 hrly
9 1 LIC	Equipment Operator II (Water or Sewer Lic Camera Truck Operator(Water or Sewer License)	\$55,516.32	\$58,240.13	\$61,100.14	\$62,751.79	\$64,448.87	Annual
		\$2,135.24	\$2,240.01	\$2,350.01	\$2,413.53	\$2,478.80	Bi-weekly
		\$26.69	\$28.00	\$29.38	\$30.17	\$30.99	40 hrly
9 2 LIC	Equipment Operator II(Water and Sewer License) Camera Truck Operator (Water and Sewer License)	\$56,556.32	\$59,280.13	\$62,140.14	\$63,791.79	\$65,488.87	Annual
		\$2,175.24	\$2,280.01	\$2,390.01	\$2,453.53	\$2,518.80	Bi-weekly
		\$27.19	\$28.50	\$29.88	\$30.67	\$31.49	40 hrly