

**AFSCME 1386A**  
**JULY 1, 2025 - JUNE 30, 2026**

Grade	POSITION	Step C through E are in 12 month increments			10 Years	20 Years	
		C	D	E	Anniversary	Anniversary	
01	Parking Garage Attendant	\$38,311.15	\$40,226.71	\$42,238.04	\$43,399.59	\$44,593.08	Annual
		\$1,473.51	\$1,547.18	\$1,624.54	\$1,669.21	\$1,715.12	Bi-weekly
		\$18.42	\$19.34	\$20.31	\$20.87	\$21.44	40 hrly
02	Garage Attendant/Security Guard	\$40,189.91	\$42,199.40	\$44,309.37	\$45,527.88	\$46,779.90	Annual
		\$1,545.77	\$1,623.05	\$1,704.21	\$1,751.07	\$1,799.23	Bi-weekly
		\$19.32	\$20.29	\$21.30	\$21.89	\$22.49	40 hrly
04		\$44,230.60	\$46,442.13	\$48,764.24	\$50,105.26	\$51,483.15	Annual
		\$1,701.18	\$1,786.24	\$1,875.55	\$1,927.13	\$1,980.12	Bi-weekly
		\$21.26	\$22.33	\$23.44	\$24.09	\$24.75	40 hrly
05	Pool/Spa Technician Maintenance Garage Assistant Custodian Laborer	\$46,422.73	\$48,743.86	\$51,181.06	\$52,588.54	\$54,034.72	Annual
		\$1,785.49	\$1,874.76	\$1,968.50	\$2,022.64	\$2,078.26	Bi-weekly
		\$22.32	\$23.43	\$24.61	\$25.28	\$25.98	40 hrly
06	Sanitation Laborer Truck Driver I	\$48,722.66	\$51,158.79	\$53,716.73	\$55,193.94	\$56,711.78	Annual
		\$1,873.95	\$1,967.65	\$2,066.03	\$2,122.84	\$2,181.22	Bi-weekly
		\$23.42	\$24.60	\$25.83	\$26.54	\$27.27	40 hrly
07	Utility Mechanic Truck Driver II Recycling Truck Driver Dispatcher	\$51,134.72	\$53,691.45	\$56,376.02	\$57,926.37	\$59,519.34	Annual
		\$1,966.72	\$2,065.06	\$2,168.31	\$2,227.94	\$2,289.21	Bi-weekly
		\$24.58	\$25.81	\$27.10	\$27.85	\$28.62	40 hrly
08	Equipment Operator I	\$53,660.33	\$56,343.35	\$59,160.52	\$60,787.43	\$62,459.08	Annual
		\$2,063.86	\$2,167.05	\$2,275.40	\$2,337.98	\$2,402.27	Bi-weekly
		\$25.80	\$27.09	\$28.44	\$29.22	\$30.03	40 hrly
09	Equipment Operator II Electrician Dispatcher II	\$56,298.07	\$59,112.97	\$62,068.62	\$63,775.51	\$65,529.33	Annual
		\$2,165.31	\$2,273.58	\$2,387.25	\$2,452.90	\$2,520.36	Bi-weekly
		\$27.07	\$28.42	\$29.84	\$30.66	\$31.50	40 hrly

**AFSCME 1386A**  
**JULY 1, 2025 - JUNE 30, 2026**  
**WATER & SEWER**

Grade	POSITION	Step C through E are in 12 month increments			10 Years	20 Years	
		C	D	E	Anniversary F	Anniversary G	
<b>5 W&amp;S</b>	W/S Laborer	\$46,196.27	\$48,506.09	\$50,931.39	\$52,332.01	\$53,771.14	Annual
		\$1,776.78	\$1,865.62	\$1,958.90	\$2,012.77	\$2,068.12	Bi-weekly
		\$22.21	\$23.32	\$24.49	\$25.16	\$25.85	40 hrly
<b>5 1 LIC</b>	Laborer (Water or Sewer License)	\$47,236.27	\$49,546.09	\$51,971.39	\$53,372.01	\$54,811.14	Annual
		\$1,816.78	\$1,905.62	\$1,998.90	\$2,052.77	\$2,108.12	Bi-weekly
		\$22.71	\$23.82	\$24.99	\$25.66	\$26.35	40 hrly
<b>5 2 LIC</b>	Laborer (Water and Sewer License)	\$48,276.27	\$50,586.09	\$53,011.39	\$54,412.01	\$55,851.14	Annual
		\$1,856.78	\$1,945.62	\$2,038.90	\$2,092.77	\$2,148.12	Bi-weekly
		\$23.21	\$24.32	\$25.49	\$26.16	\$26.85	40 hrly
<b>06 W&amp;S</b>	Meter Reader W/S Truck Driver I	\$48,484.99	\$50,909.24	\$53,454.70	\$54,924.71	\$56,435.13	Annual
		\$1,864.81	\$1,958.05	\$2,055.95	\$2,112.49	\$2,170.58	Bi-weekly
		\$23.31	\$24.48	\$25.70	\$26.41	\$27.13	40 hrly
<b>6 1 LIC</b>	Meter Reader (Water or Sewer License) W/S Truck Driver I (Water or Sewer License)	\$49,524.99	\$51,949.24	\$54,494.70	\$55,964.71	\$57,475.13	Annual
		\$1,904.81	\$1,998.05	\$2,095.95	\$2,152.49	\$2,210.58	Bi-weekly
		\$23.81	\$24.98	\$26.20	\$26.91	\$27.63	40 hrly
<b>6 2 LIC</b>	Meter Reader (Water and Sewer License) WS Truck Driver I (Water and Sewer License)	\$50,564.99	\$52,989.24	\$55,534.70	\$57,004.71	\$58,515.13	Annual
		\$1,944.81	\$2,038.05	\$2,135.95	\$2,192.49	\$2,250.58	Bi-weekly
		\$24.31	\$25.48	\$26.70	\$27.41	\$28.13	40 hrly
<b>07W&amp;S</b>	W/S Utility Mechanic	\$50,885.28	\$53,429.54	\$56,101.02	\$57,643.80	\$59,229.00	Annual
		\$1,957.13	\$2,054.98	\$2,157.73	\$2,217.07	\$2,278.04	Bi-weekly
		\$24.46	\$25.69	\$26.97	\$27.71	\$28.48	40 hrly
<b>7 1 LIC</b>	W/S Utility Mechanic (1 License)	\$51,925.28	\$54,469.54	\$57,141.02	\$58,683.80	\$60,269.00	Annual
		\$1,997.13	\$2,094.98	\$2,197.73	\$2,257.07	\$2,318.04	Bi-weekly
		\$24.96	\$26.19	\$27.47	\$28.21	\$28.98	40 hrly
<b>7 2 LIC</b>	W/S Utility Mechanic (2 License)	\$52,965.28	\$55,509.54	\$58,181.02	\$59,723.80	\$61,309.00	Annual
		\$2,037.13	\$2,134.98	\$2,237.73	\$2,297.07	\$2,358.04	Bi-weekly
		\$25.46	\$26.69	\$27.97	\$28.71	\$29.48	40 hrly
<b>08 W&amp;S</b>	Equipment Operator I	\$53,398.57	\$56,068.50	\$58,871.93	\$60,490.91	\$62,154.41	Annual
		\$2,053.79	\$2,156.48	\$2,264.30	\$2,326.57	\$2,390.55	Bi-weekly
		\$25.67	\$26.96	\$28.30	\$29.08	\$29.88	40 hrly
<b>8 1 LIC</b>	Equipment Operator I (Water or Sewer License)	\$54,438.57	\$57,108.50	\$59,911.93	\$61,530.91	\$63,194.41	Annual
		\$2,093.79	\$2,196.48	\$2,304.30	\$2,366.57	\$2,430.55	Bi-weekly
		\$26.17	\$27.46	\$28.80	\$29.58	\$30.38	40 hrly
<b>8 2 LIC</b>	Equipment Operator I (Water and Sewer License)	\$55,478.57	\$58,148.50	\$60,951.93	\$62,570.91	\$64,234.41	Annual
		\$2,133.79	\$2,236.48	\$2,344.30	\$2,406.57	\$2,470.55	Bi-weekly
		\$26.67	\$27.96	\$29.30	\$30.08	\$30.88	40 hrly
<b>9 W&amp;S</b>	Equipment Operator II Camera Truck Operator	\$56,023.44	\$58,824.62	\$61,765.85	\$63,464.41	\$65,209.68	Annual
		\$2,154.75	\$2,262.49	\$2,375.61	\$2,440.94	\$2,508.06	Bi-weekly
		\$26.93	\$28.28	\$29.70	\$30.51	\$31.35	40 hrly
<b>9 1 LIC</b>	Equipment Operator II (Water or Sewer Lic Camera Truck Operator(Water or Sewer License)	\$57,063.44	\$59,864.62	\$62,805.85	\$64,504.41	\$66,249.68	Annual
		\$2,194.75	\$2,302.49	\$2,415.61	\$2,480.94	\$2,548.06	Bi-weekly
		\$27.43	\$28.78	\$30.20	\$31.01	\$31.85	40 hrly
<b>9 2 LIC</b>	Equipment Operator II(Water and Sewer License) Camera Truck Operator (Water and Sewer License)	\$58,103.44	\$60,904.62	\$63,845.85	\$65,544.41	\$67,289.68	Annual
		\$2,234.75	\$2,342.49	\$2,455.61	\$2,520.94	\$2,588.06	Bi-weekly
		\$27.93	\$29.28	\$30.70	\$31.51	\$32.35	40 hrly

**AFSCME 1386A**  
**JULY 1, 2025-JUNE 30, 2026**

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 F	Anniversary G	
1	Desk Attendant	\$34,799.44	\$36,539.41	\$38,366.38	\$40,284.70	\$42,298.93	\$43,462.15	\$44,657.36	Annual
		\$1,338.44	\$1,405.36	\$1,475.63	\$1,549.41	\$1,626.88	\$1,671.62	\$1,717.59	Bi-weekly
		\$17.85	\$18.74	\$19.68	\$20.66	\$21.69	\$22.29	\$22.90	37.5 hrly
		\$16.73	\$17.57	\$18.45	\$19.37	\$20.34	\$20.90	\$21.47	40 hrly
2		\$36,539.41	\$38,366.38	\$40,284.70	\$42,298.93	\$44,413.88	\$45,635.26	\$46,890.23	Annual
		\$1,405.36	\$1,475.63	\$1,549.41	\$1,626.88	\$1,708.23	\$1,755.20	\$1,803.47	Bi-weekly
		\$18.74	\$19.68	\$20.66	\$21.69	\$22.78	\$23.40	\$24.05	37.5 hrly
		\$17.57	\$18.45	\$19.37	\$20.34	\$21.35	\$21.94	\$22.54	40 hrly
3		\$38,366.38	\$40,284.70	\$42,298.93	\$44,413.88	\$46,634.57	\$47,917.02	\$49,234.74	Annual
		\$1,475.63	\$1,549.41	\$1,626.88	\$1,708.23	\$1,793.64	\$1,842.96	\$1,893.64	Bi-weekly
		\$19.68	\$20.66	\$21.69	\$22.78	\$23.92	\$24.57	\$25.25	37.5 hrly
		\$18.45	\$19.37	\$20.34	\$21.35	\$22.42	\$23.04	\$23.67	40 hrly
4		\$40,284.70	\$42,298.93	\$44,413.88	\$46,634.57	\$48,966.30	\$50,312.87	\$51,696.48	Annual
		\$1,549.41	\$1,626.88	\$1,708.23	\$1,793.64	\$1,883.32	\$1,935.11	\$1,988.33	Bi-weekly
		\$20.66	\$21.69	\$22.78	\$23.92	\$25.11	\$25.80	\$26.51	37.5 hrly
		\$19.37	\$20.34	\$21.35	\$22.42	\$23.54	\$24.19	\$24.85	40 hrly
5		\$42,298.93	\$44,413.88	\$46,634.57	\$48,966.30	\$51,414.62	\$52,828.52	\$54,281.30	Annual
		\$1,626.88	\$1,708.23	\$1,793.64	\$1,883.32	\$1,977.49	\$2,031.87	\$2,087.74	Bi-weekly
		\$21.69	\$22.78	\$23.92	\$25.11	\$26.37	\$27.09	\$27.84	37.5 hrly
		\$20.34	\$21.35	\$22.42	\$23.54	\$24.72	\$25.40	\$26.10	40 hrly
6	Lifeguard	\$44,413.88	\$46,634.57	\$48,966.30	\$51,414.62	\$53,985.35	\$55,469.94	\$56,995.37	Annual
		\$1,708.23	\$1,793.64	\$1,883.32	\$1,977.49	\$2,076.36	\$2,133.46	\$2,192.13	Bi-weekly
		\$22.78	\$23.92	\$25.11	\$26.37	\$27.68	\$28.45	\$29.23	37.5 hrly
		\$21.35	\$22.42	\$23.54	\$24.72	\$25.95	\$26.67	\$27.40	40 hrly
7		\$46,634.57	\$48,966.30	\$51,414.62	\$53,985.35	\$56,684.61	\$58,243.44	\$59,845.14	Annual
		\$1,793.64	\$1,883.32	\$1,977.49	\$2,076.36	\$2,180.18	\$2,240.13	\$2,301.74	Bi-weekly
		\$23.92	\$25.11	\$26.37	\$27.68	\$29.07	\$29.87	\$30.69	37.5 hrly
		\$22.42	\$23.54	\$24.72	\$25.95	\$27.25	\$28.00	\$28.77	40 hrly
8	Custodian Leadman	\$48,715.47	\$51,151.25	\$53,708.81	\$56,394.25	\$59,213.96	\$60,842.35	\$62,515.51	Annual
		\$1,873.67	\$1,967.36	\$2,065.72	\$2,169.01	\$2,277.46	\$2,340.09	\$2,404.44	Bi-weekly
		\$23.42	\$24.59	\$25.82	\$27.11	\$28.47	\$29.25	\$30.06	40 hrly
9	Lab Technician	\$50,872.40	\$53,416.03	\$56,086.83	\$58,891.17	\$61,835.73	\$63,536.21	\$65,283.45	Annual
		\$1,956.63	\$2,054.46	\$2,157.19	\$2,265.04	\$2,378.30	\$2,443.70	\$2,510.90	Bi-weekly
		\$24.46	\$25.68	\$26.96	\$28.31	\$29.73	\$30.55	\$31.39	40 hrly
10		\$53,643.08	\$56,325.24	\$59,141.50	\$62,098.57	\$65,203.50	\$66,996.60	\$68,839.00	Annual
		\$2,063.20	\$2,166.36	\$2,274.67	\$2,388.41	\$2,507.83	\$2,576.79	\$2,647.65	Bi-weekly
		\$25.79	\$27.08	\$28.43	\$29.86	\$31.35	\$32.21	\$33.10	40 hrly
10 W&S	Plant Operator	\$53,381.41	\$56,050.48	\$58,853.00	\$61,795.65	\$64,885.44	\$66,669.78	\$68,503.20	Annual
		\$2,053.13	\$2,155.79	\$2,263.58	\$2,376.76	\$2,495.59	\$2,564.22	\$2,634.74	Bi-weekly
		\$25.66	\$26.95	\$28.29	\$29.71	\$31.19	\$32.05	\$32.93	40 hrly
10 1 LIC		\$54,421.41	\$57,090.48	\$59,893.00	\$62,835.65	\$65,925.44	\$67,709.78	\$69,543.20	Annual
		\$2,093.13	\$2,195.79	\$2,303.58	\$2,416.76	\$2,535.59	\$2,604.22	\$2,674.74	Bi-weekly
		\$26.16	\$27.45	\$28.79	\$30.21	\$31.69	\$32.55	\$33.43	40 hrly
10 2 LIC		\$55,461.41	\$58,130.48	\$60,933.00	\$63,875.65	\$66,965.44	\$68,749.78	\$70,583.20	Annual
		\$2,133.13	\$2,235.79	\$2,343.58	\$2,456.76	\$2,575.59	\$2,644.22	\$2,714.74	Bi-weekly
		\$26.66	\$27.95	\$29.29	\$30.71	\$32.19	\$33.05	\$33.93	40 hrly
11	Chemist Plant Operator Grade I	\$56,026.30	\$58,827.62	\$61,769.00	\$64,857.45	\$68,100.32	\$69,973.08	\$71,897.34	Annual
		\$2,154.86	\$2,262.60	\$2,375.73	\$2,494.52	\$2,619.24	\$2,691.27	\$2,765.28	Bi-weekly
		\$26.94	\$28.28	\$29.70	\$31.18	\$32.74	\$33.64	\$34.57	40 hrly
13	Assistant Foreman Technician-Signs and Lines Engineering Technician Equipment Mechanic Plant Operator Grade II Master Carpenter	\$62,009.09	\$65,109.55	\$68,365.02	\$71,783.27	\$75,372.44	\$77,445.18	\$79,574.92	Annual
		\$2,384.97	\$2,504.21	\$2,629.42	\$2,760.90	\$2,898.94	\$2,978.66	\$3,060.57	Bi-weekly
		\$29.81	\$31.30	\$32.87	\$34.51	\$36.24	\$37.23	\$38.26	40 hrly
13 1 LIC	ASE CERTIFICATION Assistant Foreman	\$63,049.09	\$66,149.55	\$69,405.02	\$72,823.27	\$76,412.44	\$78,485.18	\$80,614.92	Annual
		\$2,424.97	\$2,544.21	\$2,669.42	\$2,800.90	\$2,938.94	\$3,018.66	\$3,100.57	Bi-weekly
		\$30.31	\$31.80	\$33.37	\$35.01	\$36.74	\$37.73	\$38.76	40 hrly
13 2 LIC	Assistant Foreman	\$64,089.09	\$67,189.55	\$70,445.02	\$73,863.27	\$77,452.44	\$79,525.18	\$81,654.92	Annual
		\$2,464.97	\$2,584.21	\$2,709.42	\$2,840.90	\$2,978.94	\$3,058.66	\$3,140.57	Bi-weekly
		\$30.81	\$32.30	\$33.87	\$35.51	\$37.24	\$38.23	\$39.26	40 hrly