

AFSCME 1386A
JULY 1, 2026 - JUNE 30, 2027
WATER & SEWER

Grade	POSITION	Step C through E are in 12 month increments			7.5 Years	10 Years	15 Years	20 Years	
		C	D	E	F	G	H	I	
5 W&S	W/S Laborer	\$47,596.02	\$49,975.82	\$52,474.61	\$53,392.92	\$53,926.85	\$54,870.57	\$55,419.27	Annual
		\$1,830.62	\$1,922.15	\$2,018.25	\$2,053.57	\$2,074.11	\$2,110.41	\$2,131.51	Bi-weekly
		\$22.88	\$24.03	\$25.23	\$25.67	\$25.93	\$26.38	\$26.64	40 hrly
5 1 LIC	Laborer (Water and Sewer License)		5.00%	5.00%	1.75%	1.00%	1.75%	1.00%	
		\$48,636.02	\$51,015.82	\$53,514.61	\$54,432.92	\$54,966.85	\$55,910.57	\$56,459.27	Annual
		\$1,870.62	\$1,962.15	\$2,058.25	\$2,093.57	\$2,114.11	\$2,150.41	\$2,171.51	Bi-weekly
5 2 LIC	Laborer (Water and Sewer License)	\$23.38	\$24.53	\$25.73	\$26.17	\$26.43	\$26.88	\$27.14	40 hrly
		\$49,676.02	\$52,055.82	\$54,554.61	\$55,472.92	\$56,006.85	\$56,950.57	\$57,499.27	Annual
		\$1,910.62	\$2,002.15	\$2,098.25	\$2,133.57	\$2,154.11	\$2,190.41	\$2,211.51	Bi-weekly
6 W&S	W/S Truck Driver I	\$23.88	\$25.03	\$26.23	\$26.67	\$26.93	\$27.38	\$27.64	40 hrly
		\$49,954.08	\$52,451.79	\$55,074.38	\$56,038.18	\$56,598.56	\$57,589.04	\$58,164.93	Annual
		\$1,921.31	\$2,017.38	\$2,118.25	\$2,155.31	\$2,176.87	\$2,214.96	\$2,237.11	Bi-weekly
6 1 LIC	W/S Truck Driver I (Water or Sewer License)	\$24.02	\$25.22	\$26.48	\$26.94	\$27.21	\$27.69	\$27.96	40 hrly
			5.00%	5.00%	1.75%	1.00%	1.75%	1.00%	
		\$50,994.08	\$53,491.79	\$56,114.38	\$57,078.18	\$57,638.56	\$58,629.04	\$59,204.93	Annual
6 2 LIC	WS Truck Driver I (Water and Sewer License)	\$1,961.31	\$2,057.38	\$2,158.25	\$2,195.31	\$2,216.87	\$2,254.96	\$2,277.11	Bi-weekly
		\$24.52	\$25.72	\$26.98	\$27.44	\$27.71	\$28.19	\$28.46	40 hrly
		\$52,034.08	\$54,531.79	\$57,154.38	\$58,118.18	\$58,678.56	\$59,669.04	\$60,244.93	Annual
7 W&S	W/S Utility Mechanic	\$2,001.31	\$2,097.38	\$2,198.25	\$2,235.31	\$2,256.87	\$2,294.96	\$2,317.11	Bi-weekly
		\$25.02	\$26.22	\$27.48	\$27.94	\$28.21	\$28.69	\$28.96	40 hrly
		\$52,427.10	\$55,048.46	\$57,800.88	\$58,812.40	\$59,400.52	\$60,440.03	\$61,044.43	Annual
7 1 LIC	W/S Utility Mechanic (Water and Sewer License)	\$2,016.43	\$2,117.25	\$2,223.11	\$2,262.02	\$2,284.64	\$2,324.62	\$2,347.86	Bi-weekly
		\$25.21	\$26.47	\$27.79	\$28.28	\$28.56	\$29.06	\$29.35	40 hrly
			5.00%	5.00%	1.75%	1.00%	1.75%	1.00%	
7 2 LIC	W/S Utility Mechanic (Water and Sewer License)	\$53,467.10	\$56,088.46	\$58,840.88	\$59,852.40	\$60,440.52	\$61,480.03	\$62,084.43	Annual
		\$2,056.43	\$2,157.25	\$2,263.11	\$2,302.02	\$2,324.64	\$2,364.62	\$2,387.86	Bi-weekly
		\$25.71	\$26.97	\$28.29	\$28.78	\$29.06	\$29.56	\$29.85	40 hrly
8 W&S	Equipment Operator I Meter Tech	\$54,507.10	\$57,128.46	\$59,880.88	\$60,892.40	\$61,480.52	\$62,520.03	\$63,124.43	Annual
		\$2,096.43	\$2,197.25	\$2,303.11	\$2,342.02	\$2,364.64	\$2,404.62	\$2,427.86	Bi-weekly
		\$26.21	\$27.47	\$28.79	\$29.28	\$29.56	\$30.06	\$30.35	40 hrly
8 1 LIC	Equipment Operator I (Water and Sewer License) Meter Tech (Water and Sewer License)	\$55,016.55	\$57,767.38	\$60,655.75	\$61,717.22	\$62,334.39	\$63,425.25	\$64,059.50	Annual
		\$2,116.02	\$2,221.82	\$2,332.91	\$2,373.74	\$2,397.48	\$2,439.43	\$2,463.83	Bi-weekly
		\$26.45	\$27.77	\$29.16	\$29.67	\$29.97	\$30.49	\$30.80	40 hrly
8 2 LIC	Equipment Operator I (Water or Sewer License) Meter Tech (Water and Sewer License)		5.00%	5.00%	1.75%	1.00%	1.75%	1.00%	
		\$56,056.55	\$58,807.38	\$61,695.75	\$62,757.22	\$63,374.39	\$64,465.25	\$65,099.50	Annual
		\$2,156.02	\$2,261.82	\$2,372.91	\$2,413.74	\$2,437.48	\$2,479.43	\$2,503.83	Bi-weekly
9 W&S	Equipment Operator II Camera Truck Operator	\$26.95	\$28.27	\$29.66	\$30.17	\$30.47	\$30.99	\$31.30	40 hrly
		\$57,096.55	\$59,847.38	\$62,735.75	\$63,797.22	\$64,414.39	\$65,505.25	\$66,139.50	Annual
		\$2,196.02	\$2,301.82	\$2,412.91	\$2,453.74	\$2,477.48	\$2,519.43	\$2,543.83	Bi-weekly
9 1 LIC	Equipment Operator II (Water or Sewer License) Camera Truck Operator (Water or Sewer License)	\$27.45	\$28.77	\$30.16	\$30.67	\$30.97	\$31.49	\$31.80	40 hrly
		\$57,720.95	\$60,607.00	\$63,637.35	\$64,751.00	\$65,398.51	\$66,542.99	\$67,208.42	Annual
		\$2,220.04	\$2,331.04	\$2,447.59	\$2,490.42	\$2,515.33	\$2,559.35	\$2,584.94	Bi-weekly
9 2 LIC	Equipment Operator II (Water and Sewer License) Camera Truck Operator (Water and Sewer License)	\$27.75	\$29.14	\$30.59	\$31.13	\$31.44	\$31.99	\$32.31	40 hrly
			5.00%	5.00%	1.75%	1.00%	1.75%	1.00%	
		\$58,760.95	\$61,647.00	\$64,677.35	\$65,791.00	\$66,438.51	\$67,582.99	\$68,248.42	Annual
		\$2,260.04	\$2,371.04	\$2,487.59	\$2,530.42	\$2,555.33	\$2,599.35	\$2,624.94	Bi-weekly
		\$28.25	\$29.64	\$31.09	\$31.63	\$31.94	\$32.49	\$32.81	40 hrly
		\$59,800.95	\$62,687.00	\$65,717.35	\$66,831.00	\$67,478.51	\$68,622.99	\$69,288.42	Annual
		\$2,300.04	\$2,411.04	\$2,527.59	\$2,570.42	\$2,595.33	\$2,639.35	\$2,664.94	Bi-weekly
		\$28.75	\$30.14	\$31.59	\$32.13	\$32.44	\$32.99	\$33.31	40 hrly

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Grade	POSITION	Step C through E are in 12 month increments			7.5 Years	10 Years	15 Years	20 Years	
		C	D	E	F	G	H	I	
01		\$39,471.98	\$41,445.57	\$43,517.85	\$44,279.42	\$44,722.21	\$45,504.85	\$45,959.90	Annual
		\$1,518.15	\$1,594.06	\$1,673.76	\$1,703.05	\$1,720.08	\$1,750.19	\$1,767.69	Bi-weekly
		\$18.98	\$19.93	\$20.92	\$21.29	\$21.50	\$21.88	\$22.10	40 hrly
			5.00%	5.00%	1.75%	1.00%	1.75%	1.00%	
02		\$41,407.66	\$43,478.04	\$45,651.95	\$46,450.85	\$46,915.36	\$47,736.38	\$48,213.75	Annual
		\$1,592.60	\$1,672.23	\$1,755.84	\$1,786.57	\$1,804.44	\$1,836.01	\$1,854.37	Bi-weekly
		\$19.91	\$20.90	\$21.95	\$22.33	\$22.56	\$22.95	\$23.18	40 hrly
			5.00%	5.00%	1.75%	1.00%	1.75%	1.00%	
04	Parking Garage Attendant	\$45,570.79	\$47,849.33	\$50,241.80	\$51,121.03	\$51,632.24	\$52,535.80	\$53,061.16	Annual
		\$1,752.72	\$1,840.36	\$1,932.38	\$1,966.19	\$1,985.86	\$2,020.61	\$2,040.81	Bi-weekly
		\$21.91	\$23.00	\$24.15	\$24.58	\$24.82	\$25.26	\$25.51	40 hrly
			5.00%	5.00%	1.75%	1.00%	1.75%	1.00%	
05	Pool/Spa Technician	\$47,829.34	\$50,220.59	\$52,731.84	\$53,654.65	\$54,191.20	\$55,139.54	\$55,690.94	Annual
	Maintenance Garage Assistant	\$1,839.59	\$1,931.57	\$2,028.15	\$2,063.64	\$2,084.28	\$2,120.75	\$2,141.96	Bi-weekly
	Custodian	\$22.99	\$24.14	\$25.35	\$25.80	\$26.05	\$26.51	\$26.77	40 hrly
	Laborer		5.00%	5.00%	1.75%	1.00%	1.75%	1.00%	
06	Sanitation Laborer	\$50,198.96	\$52,708.91	\$55,344.35	\$56,312.88	\$56,876.01	\$57,871.34	\$58,450.05	Annual
	Truck Driver I	\$1,930.73	\$2,027.27	\$2,128.63	\$2,165.88	\$2,187.54	\$2,225.82	\$2,248.08	Bi-weekly
		\$24.13	\$25.34	\$26.61	\$27.07	\$27.34	\$27.82	\$28.10	40 hrly
			5.00%	5.00%	1.75%	1.00%	1.75%	1.00%	
07	Utility Mechanic	\$52,684.10	\$55,318.30	\$58,084.22	\$59,100.69	\$59,691.70	\$60,736.30	\$61,343.67	Annual
	Truck Driver II	\$2,026.31	\$2,127.63	\$2,234.01	\$2,273.10	\$2,295.83	\$2,336.01	\$2,359.37	Bi-weekly
	Recycling Truck Driver	\$25.33	\$26.60	\$27.93	\$28.41	\$28.70	\$29.20	\$29.49	40 hrly
	Dispatcher		5.00%	5.00%	1.75%	1.00%	1.75%	1.00%	
08	Equipment Operator I	\$55,286.24	\$58,050.55	\$60,953.08	\$62,019.76	\$62,639.96	\$63,736.15	\$64,373.52	Annual
		\$2,126.39	\$2,232.71	\$2,344.35	\$2,385.38	\$2,409.23	\$2,451.39	\$2,475.90	Bi-weekly
		\$26.58	\$27.91	\$29.30	\$29.82	\$30.12	\$30.64	\$30.95	40 hrly
			5.00%	5.00%	1.75%	1.00%	1.75%	1.00%	
09	Equipment Operator II	\$58,003.90	\$60,904.09	\$63,949.30	\$65,068.41	\$65,719.10	\$66,869.18	\$67,537.87	Annual
	Electrician	\$2,230.92	\$2,342.47	\$2,459.59	\$2,502.63	\$2,527.66	\$2,571.89	\$2,597.61	Bi-weekly
	Dispatcher II	\$27.89	\$29.28	\$30.74	\$31.28	\$31.60	\$32.15	\$32.47	40 hrly
			5.00%	5.00%	1.75%	1.00%	1.75%	1.00%	

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JULY 1, 2026 - JUNE 30, 2027

Grade	POSITION	At Hire A	6 Months from Hire B	18 Months from Hire C	30 Months from Hire D	42 Months from Hire E	7.5 Years F	10 Years G	15 Years H	20 Years I	
1		\$35,853.86 \$1,378.99 \$18.39 \$17.24	\$37,646.55 \$1,447.94 \$19.31 \$18.10	\$39,528.88 \$1,520.34 \$20.27 \$19.00	\$41,505.32 \$1,596.36 \$21.28 \$19.95	\$43,580.59 \$1,676.18 \$22.35 \$20.95	\$44,343.25 \$1,705.51 \$22.74 \$21.32	\$44,786.68 \$1,722.56 \$22.97 \$21.53	\$45,570.45 \$1,752.71 \$23.37 \$21.91	\$46,026.15 \$1,770.24 \$23.60 \$22.13	Annual Bi-weekly 37.5 hrly 40 hrly
2		\$37,646.55 \$1,447.94 \$19.31 \$18.10	\$39,528.88 \$1,520.34 \$20.27 \$19.00	\$41,505.32 \$1,596.36 \$21.28 \$19.95	\$43,580.59 \$1,676.18 \$22.35 \$20.95	\$45,759.62 \$1,759.99 \$23.47 \$22.00	\$46,560.41 \$1,790.79 \$23.88 \$22.38	\$47,026.02 \$1,808.69 \$24.12 \$22.61	\$47,848.97 \$1,840.35 \$24.54 \$23.00	\$48,327.46 \$1,858.75 \$24.78 \$23.00	Annual Bi-weekly 37.5 hrly 40 hrly
3		\$39,528.88 \$1,520.34 \$20.27 \$19.00	\$41,505.32 \$1,596.36 \$21.28 \$19.95	\$43,580.59 \$1,676.18 \$22.35 \$20.95	\$45,759.62 \$1,759.99 \$23.47 \$22.00	\$48,047.60 \$1,847.98 \$24.64 \$23.10	\$48,888.43 \$1,880.32 \$25.07 \$24.68	\$49,377.32 \$1,899.13 \$25.32 \$24.93	\$50,241.42 \$1,932.36 \$25.76 \$24.15	\$50,743.84 \$1,951.69 \$26.02 \$24.40	Annual Bi-weekly 37.5 hrly 40 hrly
4	Desk Attendant	\$41,505.32 \$1,596.36 \$21.28 \$19.95	\$43,580.59 \$1,676.18 \$22.35 \$20.95	\$45,759.62 \$1,759.99 \$23.47 \$22.00	\$48,047.60 \$1,847.98 \$24.64 \$23.10	\$50,449.98 \$1,940.38 \$25.87 \$24.25	\$51,332.86 \$1,974.34 \$26.32 \$24.68	\$51,846.18 \$1,994.08 \$26.59 \$24.93	\$52,753.49 \$2,028.98 \$27.05 \$25.36	\$53,281.03 \$2,049.27 \$27.32 \$25.62	Annual Bi-weekly 37.5 hrly 40 hrly
5		\$43,580.59 \$1,676.18 \$22.35 \$20.95	\$45,759.62 \$1,759.99 \$23.47 \$22.00	\$48,047.60 \$1,847.98 \$24.64 \$23.10	\$50,449.98 \$1,940.38 \$25.87 \$24.25	\$52,972.48 \$2,037.40 \$27.17 \$25.47	\$53,899.50 \$2,073.06 \$27.64 \$25.91	\$54,438.49 \$2,093.79 \$27.92 \$26.17	\$55,391.17 \$2,130.43 \$28.41 \$26.63	\$55,945.08 \$2,151.73 \$28.69 \$26.90	Annual Bi-weekly 37.5 hrly 40 hrly
6	Lifeguard	\$45,759.62 \$1,759.99 \$23.47 \$22.00	\$48,047.60 \$1,847.98 \$24.64 \$23.10	\$50,449.98 \$1,940.38 \$25.87 \$24.25	\$52,972.48 \$2,037.40 \$27.17 \$25.47	\$55,621.10 \$2,139.27 \$28.52 \$26.74	\$56,594.47 \$2,176.71 \$28.52 \$26.74	\$57,160.42 \$2,198.48 \$29.31 \$27.48	\$58,160.72 \$2,236.95 \$29.83 \$27.96	\$58,742.33 \$2,259.32 \$30.12 \$28.24	Annual Bi-weekly 37.5 hrly 40 hrly
7		\$48,047.60 \$1,847.98 \$24.64 \$23.10	\$50,449.98 \$1,940.38 \$25.87 \$24.25	\$52,972.48 \$2,037.40 \$27.17 \$25.47	\$55,621.10 \$2,139.27 \$28.52 \$26.74	\$58,402.16 \$2,246.24 \$29.95 \$28.08	\$59,424.20 \$2,285.55 \$30.47 \$28.57	\$60,018.44 \$2,308.40 \$30.78 \$28.86	\$61,068.76 \$2,348.80 \$31.32 \$29.36	\$61,679.45 \$2,372.29 \$31.63 \$29.65	Annual Bi-weekly 37.5 hrly 40 hrly
8	Custodian Leadman	\$50,191.55 \$1,930.44 \$24.13	\$52,701.13 \$2,026.97 \$25.34	\$55,336.19 \$2,128.31 \$26.60	\$58,103.00 \$2,234.73 \$27.93	\$61,008.15 \$2,346.47 \$29.33	\$62,075.79 \$2,387.53 \$29.84	\$62,696.55 \$2,411.41 \$30.14	\$63,793.74 \$2,453.61 \$30.67	\$64,431.67 \$2,478.14 \$30.98	Annual Bi-weekly 40 hrly
9	Lab Technician	\$52,413.84 \$2,015.92 \$25.20	\$55,034.53 \$2,116.71 \$26.46	\$57,786.26 \$2,222.55 \$27.78	\$60,675.57 \$2,333.68 \$29.17	\$63,709.35 \$2,450.36 \$30.63	\$64,824.26 \$2,493.24 \$31.17	\$65,472.50 \$2,518.17 \$31.48	\$66,618.27 \$2,562.24 \$32.03	\$67,284.46 \$2,587.86 \$32.35	Annual Bi-weekly 40 hrly
10		\$55,268.47 \$2,125.71 \$26.57	\$58,031.89 \$2,232.00 \$27.90	\$60,933.49 \$2,343.60 \$29.29	\$63,980.16 \$2,460.78 \$30.76	\$67,179.17 \$2,583.81 \$32.30	\$68,354.80 \$2,629.03 \$32.86	\$69,038.35 \$2,655.32 \$33.19	\$70,246.52 \$2,701.79 \$33.77	\$70,948.99 \$2,728.81 \$34.11	Annual Bi-weekly 40 hrly
10 W&S	Plant Operator	\$54,998.86 \$2,115.34 \$26.44	\$57,748.81 \$2,221.11 \$27.76	\$60,636.25 \$2,332.16 \$27.95	\$63,668.06 \$2,448.77 \$30.61	\$66,851.46 \$2,571.21 \$32.14	\$68,021.36 \$2,616.21 \$32.70	\$68,701.58 \$2,642.37 \$33.03	\$69,903.86 \$2,688.61 \$33.61	\$70,602.89 \$2,715.50 \$33.94	Annual Bi-weekly 40 hrly
10 1 LIC		\$56,038.86 \$2,155.34 \$26.94	\$58,788.81 \$2,261.11 \$28.26	\$61,676.25 \$2,372.16 \$29.65	\$64,708.06 \$2,488.77 \$31.11	\$67,891.46 \$2,611.21 \$32.64	\$69,061.36 \$2,656.21 \$33.20	\$69,741.58 \$2,682.37 \$33.53	\$70,943.86 \$2,728.61 \$34.11	\$71,642.89 \$2,755.50 \$34.44	Annual Bi-weekly 40 hrly
10 2 LIC		\$57,078.86 \$2,195.34 \$27.44	\$59,828.81 \$2,301.11 \$28.76	\$62,716.25 \$2,412.16 \$30.15	\$65,748.06 \$2,528.77 \$31.61	\$68,931.46 \$2,651.21 \$33.14	\$70,101.36 \$2,696.21 \$33.70	\$70,781.58 \$2,722.37 \$34.03	\$71,983.86 \$2,768.61 \$34.61	\$72,682.89 \$2,795.50 \$34.94	Annual Bi-weekly 40 hrly
11	Chemist Plant Operator Grade I	\$57,723.90 \$2,220.15 \$27.75	\$60,610.10 \$2,331.16 \$29.14	\$63,640.60 \$2,447.72 \$30.60	\$66,822.63 \$2,570.10 \$32.13	\$70,163.76 \$2,698.61 \$33.73	\$71,391.63 \$2,745.83 \$34.32	\$72,105.54 \$2,773.29 \$34.67	\$73,367.39 \$2,821.82 \$35.27	\$74,101.07 \$2,850.04 \$35.63	Annual Bi-weekly 40 hrly
13	Assistant Foreman Technician-Signs and Lines Engineering Technician Equipment Mechanic Plant Operator Grade II Master Carpenter	\$63,887.97 \$2,457.23 \$30.72	\$67,082.36 \$2,580.09 \$32.25	\$70,436.48 \$2,709.10 \$33.86	\$73,958.31 \$2,844.55 \$35.56	\$77,656.22 \$2,966.78 \$37.33	\$79,015.21 \$3,039.05 \$37.99	\$79,805.36 \$3,069.44 \$38.37	\$81,201.95 \$3,123.15 \$39.04	\$82,013.97 \$3,154.38 \$39.43	Annual Bi-weekly 40 hrly
13 1 LIC	ASE CERTIFICATION Assistant Foreman	\$64,927.97 \$2,497.23 \$31.22	\$68,122.36 \$2,620.09 \$32.75	\$71,476.48 \$2,749.10 \$34.36	\$74,998.31 \$2,884.55 \$36.06	\$78,696.22 \$3,026.78 \$37.83	\$80,055.21 \$3,079.05 \$38.49	\$80,845.36 \$3,109.44 \$38.87	\$82,241.95 \$3,163.15 \$39.54	\$83,053.97 \$3,194.38 \$39.93	Annual Bi-weekly 40 hrly
13 2 LIC	Assistant Foreman	\$65,967.97 \$2,537.23 \$31.72	\$69,162.36 \$2,660.09 \$33.25	\$72,516.48 \$2,789.10 \$34.86	\$76,038.31 \$2,924.55 \$36.56	\$79,736.22 \$3,066.78 \$38.33	\$81,095.21 \$3,119.05 \$38.99	\$81,885.36 \$3,149.44 \$39.37	\$83,281.95 \$3,203.15 \$40.04	\$84,093.97 \$3,234.38 \$40.43	Annual Bi-weekly 40 hrly
14	Heavy Equipment Mechanic	\$67,082.36 \$2,580.09 \$32.25	\$70,436.48 \$2,709.10 \$33.86	\$73,958.31 \$2,844.55 \$35.56	\$77,656.22 \$2,966.78 \$37.33	\$81,539.03 \$3,136.12 \$39.20	\$82,965.97 \$3,191.00 \$39.89	\$83,795.63 \$3,222.91 \$40.29	\$85,262.05 \$3,279.31 \$40.99	\$86,114.67 \$3,312.10 \$41.40	Annual Bi-weekly 40 hrly