

**APPENDIX A
TEAMSTERS 2019**

EFFECTIVE JANUARY 1, 2019
3.00% General Wage Adjustment

Hours Worked Per Year: 2088		12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.
		Step A	Step B	Step C	Step D	Step E	Step F	Step G
Grade 4	Annual	37,709	38,691	39,630	40,695	41,781	42,888	44,328
	Monthly	3,142	3,224	3,303	3,391	3,482	3,574	3,694
	Semi-Monthly	1,571	1,612	1,652	1,696	1,741	1,787	1,847
	Hourly	18.06	18.53	18.98	19.49	20.01	20.54	21.23
	OT Hourly	27.09	27.80	28.47	29.24	30.02	30.81	31.85
	Base +1%	18.24	18.72	19.17	19.68	20.21	20.75	21.44
	Base +2%	18.42	18.90	19.36	19.88	20.41	20.95	21.65
	Base +3%	18.60	19.09	19.55	20.07	20.61	21.16	21.87
	Base +4%	18.78	19.27	19.74	20.27	20.81	21.36	22.08
Grade 5	Annual	39,630	40,695	41,781	42,888	44,328	45,122	46,374
Office Assistant I	Monthly	3,303	3,391	3,482	3,574	3,694	3,760	3,865
	Semi-Monthly	1,652	1,696	1,741	1,787	1,847	1,880	1,933
	Hourly	18.98	19.49	20.01	20.54	21.23	21.61	22.21
	OT Hourly	28.47	29.24	30.02	30.81	31.85	32.42	33.32
	Base +1%	19.17	19.68	20.21	20.75	21.44	21.83	22.43
	Base +2%	19.36	19.88	20.41	20.95	21.65	22.04	22.65
	Base +3%	19.55	20.07	20.61	21.16	21.87	22.26	22.88
	Base +4%	19.74	20.27	20.81	21.36	22.08	22.47	23.10
Grade 6	Annual	41,781	42,888	44,328	45,122	46,374	47,627	48,922
Office Assistant II	Monthly	3,482	3,574	3,694	3,760	3,865	3,969	4,077
Laborer - WWTP	Semi-Monthly	1,741	1,787	1,847	1,880	1,933	1,985	2,039
Laborer - Parks	Hourly	20.01	20.54	21.23	21.61	22.21	22.81	23.43
Laborer - Utilities	OT Hourly	30.02	30.81	31.85	32.42	33.32	34.22	35.15
	Base +1%	20.21	20.75	21.44	21.83	22.43	23.04	23.66
	Base +2%	20.41	20.95	21.65	22.04	22.65	23.27	23.90
	Base +3%	20.61	21.16	21.87	22.26	22.88	23.49	24.13
	Base +4%	20.81	21.36	22.08	22.47	23.10	23.72	24.37
Grade 7	Annual	44,328	45,122	46,374	47,627	48,922	50,175	51,532
Customer Service Representative	Monthly	3,694	3,760	3,865	3,969	4,077	4,181	4,294
Evidence/Crime Scene Technician	Semi-Monthly	1,847	1,880	1,933	1,985	2,039	2,091	2,147
Office Assistant III	Hourly	21.23	21.61	22.21	22.81	23.43	24.03	24.68
Police Records Specialist I	OT Hourly	31.85	32.42	33.32	34.22	35.15	36.05	37.02
	Base +1%	21.44	21.83	22.43	23.04	23.66	24.27	24.93
	Base +2%	21.65	22.04	22.65	23.27	23.90	24.51	25.17
	Base +3%	21.87	22.26	22.88	23.49	24.13	24.75	25.42
	Base +4%	22.08	22.47	23.10	23.72	24.37	24.99	25.67

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		Step A	Step B	Step C	Step D	Step E	Step F	Step G
Grade 12	Annual	57,399	59,007	60,615	62,348	64,039	65,709	67,568
Court Security Home Detention Spec.	Monthly	4,783	4,917	5,051	5,196	5,337	5,476	5,631
Crime Scene Lead Evidence Tech.	Semi-Monthly	2,392	2,459	2,526	2,598	2,669	2,738	2,816
Deputy City Clerk	Hourly	27.49	28.26	29.03	29.86	30.67	31.47	32.36
Forestry Service Specialist Senior	OT Hourly	41.24	42.39	43.55	44.79	46.01	47.21	48.54
Probation Officer	Base +1%	27.76	28.54	29.32	30.16	30.98	31.78	32.68
Recreation Program Coordinator II	Base +2%	28.04	28.83	29.61	30.46	31.28	32.10	33.01
Technology Communications Specialist	Base +3%	28.31	29.11	29.90	30.76	31.59	32.41	33.33
Utilities Service Specialist - Compliance	Base +4%	28.59	29.39	30.19	31.05	31.90	32.73	33.65
Warrant Officer								
Water Operator								
WWTP Industrial Mechanic								
Grade 13	Annual	60,615	62,348	64,039	65,709	67,568	69,510	71,284
Automotive Equipment Technician	Monthly	5,051	5,196	5,337	5,476	5,631	5,793	5,940
Crime Scene Analyst	Semi-Monthly	2,526	2,598	2,669	2,738	2,816	2,897	2,970
Engineering Technician III	Hourly	29.03	29.86	30.67	31.47	32.36	33.29	34.14
IT Specialist	OT Hourly	43.55	44.79	46.01	47.21	48.54	49.94	51.21
Parks Service Specialist Senior	Base +1%	29.32	30.16	30.98	31.78	32.68	33.62	34.48
Recreation Program Coordinator III	Base +2%	29.61	30.46	31.28	32.10	33.01	33.96	34.82
Sign Shop Service Specialist Senior	Base +3%	29.90	30.76	31.59	32.41	33.33	34.29	35.16
Streets Service Specialist Senior	Base +4%	30.19	31.05	31.90	32.73	33.65	34.62	35.51
Utilities Service Specialist Senior								
WWTP Lab Technician								
Grade 14	Annual	64,039	65,709	67,568	69,510	71,284	73,268	75,398
Accountant	Monthly	5,337	5,476	5,631	5,793	5,940	6,106	6,283
Building Inspector/Plans Examiner I	Semi-Monthly	2,669	2,738	2,816	2,897	2,970	3,053	3,142
Community Resource Specialist	Hourly	30.67	31.47	32.36	33.29	34.14	35.09	36.11
Legal Technician Senior	OT Hourly	46.01	47.21	48.54	49.94	51.21	52.64	54.17
Planner I	Base +1%	30.98	31.78	32.68	33.62	34.48	35.44	36.47
Water Operator Senior	Base +2%	31.28	32.10	33.01	33.96	34.82	35.79	36.83
WWTP Operator I	Base +3%	31.59	32.41	33.33	34.29	35.16	36.14	37.19
	Base +4%	31.90	32.73	33.65	34.62	35.51	36.49	37.55

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Hours Worked Per Year: 2088		Step A	Step B	Step C	Step D	Step E	Step F	Step G
Grade 15	Annual	67,568	69,510	71,284	73,268	75,398	77,465	79,741
Assistant Network Administrator	Monthly	5,631	5,793	5,940	6,106	6,283	6,455	6,645
Customer Service/PC Technician	Semi-Monthly	2,816	2,897	2,970	3,053	3,142	3,228	3,323
Electronics Technician	Hourly	32.36	33.29	34.14	35.09	36.11	37.10	38.19
Engineering Technician IV	OT Hourly	48.54	49.94	51.21	52.64	54.17	55.65	57.29
Environmental Technician	Base +1%	32.68	33.62	34.48	35.44	36.47	37.47	38.57
Journey Level Electrician	Base +2%	33.01	33.96	34.82	35.79	36.83	37.84	38.95
Lead Automotive Equipment Tech.	Base +3%	33.33	34.29	35.16	36.14	37.19	38.21	39.34
Lead Facilities Service Specialist	Base +4%	33.65	34.62	35.51	36.49	37.55	38.58	39.72
Lead Street Service Specialist								
Lead Utilities Service Specialist								
Parks Facilities Specialist								
Parks Lead Service Specialist								
Utilities Accounts Supervisor								
Utility Instrumentation and Control Specialist								
WWTP CMMS Technician								
WWTP Instrumentation & Control Spec.								
WWTP Operator II								
Grade 16	Annual	71,284	73,268	75,398	77,465	79,741	82,017	84,293
Building Inspector/Plans Examiner II	Monthly	5,940	6,106	6,283	6,455	6,645	6,835	7,024
Civil Engineer I	Semi-Monthly	2,970	3,053	3,142	3,228	3,323	3,418	3,512
Code Enforcement Officer	Hourly	34.14	35.09	36.11	37.10	38.19	39.28	40.37
IT Programmer Analyst	OT Hourly	51.21	52.64	54.17	55.65	57.29	58.92	60.56
Lead Water Operator	Base +1%	34.48	35.44	36.47	37.47	38.57	39.67	40.77
Planner II	Base +2%	34.82	35.79	36.83	37.84	38.95	40.07	41.18
System Administrator	Base +3%	35.16	36.14	37.19	38.21	39.34	40.46	41.58
Utilities Compliance Specialist	Base +4%	35.51	36.49	37.55	38.58	39.72	40.85	41.98
Grade 17	Annual	75,398	77,465	79,741	82,017	84,293	86,673	89,053
Accountant / Financial Analyst	Monthly	6,283	6,455	6,645	6,835	7,024	7,223	7,421
Auto Equipment Technician Supvr.	Semi-Monthly	3,142	3,228	3,323	3,418	3,512	3,612	3,711
Electronics Supervisor	Hourly	36.11	37.10	38.19	39.28	40.37	41.51	42.65
NPDES Stormwater Permit Coord.	OT Hourly	54.17	55.65	57.29	58.92	60.56	62.27	63.98
Parks Maintenance Supervisor	Base +1%	36.47	37.47	38.57	39.67	40.77	41.93	43.08
Sign Shop Serv. Spec. Supervisor	Base +2%	36.83	37.84	38.95	40.07	41.18	42.34	43.50
Streets Service Spec. Supervisor	Base +3%	37.19	38.21	39.34	40.46	41.58	42.76	43.93
WWTP Maintenance Supervisor	Base +4%	37.55	38.58	39.72	40.85	41.98	43.17	44.36

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		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>	<u>Step F</u>	<u>Step G</u>
Grade 18	Annual	79,741	82,017	84,293	86,673	89,053	91,580	94,023
Civil Engineer II	Monthly	6,645	6,835	7,024	7,223	7,421	7,632	7,835
Engineering Technician Senior	Semi-Monthly	3,323	3,418	3,512	3,612	3,711	3,816	3,918
Facilities/Inventory Supervisor	Hourly	38.19	39.28	40.37	41.51	42.65	43.86	45.03
Forestry Service Spec. Supervisor	OT Hourly	57.29	58.92	60.56	62.27	63.98	65.79	67.55
GIS/Application Development Engineer	Base +1%	38.57	39.67	40.77	41.93	43.08	44.30	45.48
IT Systems Engineer	Base +2%	38.95	40.07	41.18	42.34	43.50	44.74	45.93
Sanitary/Storm Collection Supervisor	Base +3%	39.34	40.46	41.58	42.76	43.93	45.18	46.38
Water Distribution Supervisor	Base +4%	39.72	40.85	41.98	43.17	44.36	45.61	46.83
Water Resources Operations Supervisor								
WWTP Operations Supervisor								
Grade 19	Annual	84,293	86,673	89,053	91,580	94,023	96,486	98,867
Civil Engineer III	Monthly	7,024	7,223	7,421	7,632	7,835	8,041	8,239
	Semi-Monthly	3,512	3,612	3,711	3,816	3,918	4,021	4,120
	Hourly	40.37	41.51	42.65	43.86	45.03	46.21	47.35
	OT Hourly	60.56	62.27	63.98	65.79	67.55	69.32	71.03
	Base +1%	40.77	41.93	43.08	44.30	45.48	46.67	47.82
	Base +2%	41.18	42.34	43.50	44.74	45.93	47.13	48.30
	Base +3%	41.58	42.76	43.93	45.18	46.38	47.60	48.77
	Base +4%	41.98	43.17	44.36	45.61	46.83	48.06	49.24

**APPENDIX A
TEAMSTERS 2020**

EFFECTIVE JANUARY 1, 2020
2.50% General Wage Adjustment

Hours Worked Per Year: 2096		12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.
		Step A	Step B	Step C	Step D	Step E	Step F	Step G
Grade 4	Annual	38,797	39,803	40,767	41,878	42,989	44,121	45,609
	Monthly	3,233	3,317	3,397	3,490	3,582	3,677	3,801
	Semi-Monthly	1,617	1,659	1,699	1,745	1,791	1,839	1,901
	Hourly	18.51	18.99	19.45	19.98	20.51	21.05	21.76
	OT Hourly	27.77	28.49	29.18	29.97	30.77	31.58	32.64
	Base +1%	18.70	19.18	19.64	20.18	20.72	21.26	21.98
	Base +2%	18.88	19.37	19.84	20.38	20.92	21.47	22.20
	Base +3%	19.07	19.56	20.03	20.58	21.13	21.68	22.41
	Base +4%	19.25	19.75	20.23	20.78	21.33	21.89	22.63
Grade 5	Annual	40,767	41,878	42,989	44,121	45,609	46,426	47,726
Office Assistant I	Monthly	3,397	3,490	3,582	3,677	3,801	3,869	3,977
	Semi-Monthly	1,699	1,745	1,791	1,839	1,901	1,935	1,989
	Hourly	19.45	19.98	20.51	21.05	21.76	22.15	22.77
	OT Hourly	29.18	29.97	30.77	31.58	32.64	33.23	34.16
	Base +1%	19.64	20.18	20.72	21.26	21.98	22.37	23.00
	Base +2%	19.84	20.38	20.92	21.47	22.20	22.59	23.23
	Base +3%	20.03	20.58	21.13	21.68	22.41	22.81	23.45
	Base +4%	20.23	20.78	21.33	21.89	22.63	23.04	23.68
Grade 6	Annual	42,989	44,121	45,609	46,426	47,726	49,004	50,346
Office Assistant II	Monthly	3,582	3,677	3,801	3,869	3,977	4,084	4,196
Laborer - WWTP	Semi-Monthly	1,791	1,839	1,901	1,935	1,989	2,042	2,098
Laborer - Parks	Hourly	20.51	21.05	21.76	22.15	22.77	23.38	24.02
Laborer - Utilities	OT Hourly	30.77	31.58	32.64	33.23	34.16	35.07	36.03
	Base +1%	20.72	21.26	21.98	22.37	23.00	23.61	24.26
	Base +2%	20.92	21.47	22.20	22.59	23.23	23.85	24.50
	Base +3%	21.13	21.68	22.41	22.81	23.45	24.08	24.74
	Base +4%	21.33	21.89	22.63	23.04	23.68	24.32	24.98
Grade 7	Annual	45,609	46,426	47,726	49,004	50,346	51,624	53,029
Customer Service Representative	Monthly	3,801	3,869	3,977	4,084	4,196	4,302	4,419
Evidence/Crime Scene Technician	Semi-Monthly	1,901	1,935	1,989	2,042	2,098	2,151	2,210
Office Assistant III	Hourly	21.76	22.15	22.77	23.38	24.02	24.63	25.30
Police Records Specialist I	OT Hourly	32.64	33.23	34.16	35.07	36.03	36.95	37.95
	Base +1%	21.98	22.37	23.00	23.61	24.26	24.88	25.55
	Base +2%	22.20	22.59	23.23	23.85	24.50	25.12	25.81
	Base +3%	22.41	22.81	23.45	24.08	24.74	25.37	26.06
	Base +4%	22.63	23.04	23.68	24.32	24.98	25.62	26.31

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2.50% General Wage Adjustment**

Hours Worked Per Year: 2096		12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.
		Step A	Step B	Step C	Step D	Step E	Step F	Step G
Grade 12	Annual	59,065	60,721	62,377	64,159	65,898	67,617	69,524
Court Security Home Detention Spec.	Monthly	4,922	5,060	5,198	5,347	5,492	5,635	5,794
Crime Scene Lead Evidence Tech.	Semi-Monthly	2,461	2,530	2,599	2,674	2,746	2,818	2,897
Deputy City Clerk	Hourly	28.18	28.97	29.76	30.61	31.44	32.26	33.17
Forestry Service Specialist Senior	OT Hourly	42.27	43.46	44.64	45.92	47.16	48.39	49.76
Probation Officer	Base +1%	28.46	29.26	30.06	30.92	31.75	32.58	33.50
Recreation Program Coordinator II	Base +2%	28.74	29.55	30.36	31.22	32.07	32.91	33.83
Technology Communications Specialist	Base +3%	29.03	29.84	30.65	31.53	32.38	33.23	34.17
Utilities Service Specialist - Compliance	Base +4%	29.31	30.13	30.95	31.83	32.70	33.55	34.50
Warrant Officer								
Water Operator								
WWTP Industrial Mechanic								
Grade 13	Annual	62,377	64,159	65,898	67,617	69,524	71,516	73,339
Automotive Equipment Technician	Monthly	5,198	5,347	5,492	5,635	5,794	5,960	6,112
Crime Scene Analyst	Semi-Monthly	2,599	2,674	2,746	2,818	2,897	2,980	3,056
Engineering Technician III	Hourly	29.76	30.61	31.44	32.26	33.17	34.12	34.99
IT Specialist	OT Hourly	44.64	45.92	47.16	48.39	49.76	51.18	52.49
Parks Service Specialist Senior	Base +1%	30.06	30.92	31.75	32.58	33.50	34.46	35.34
Recreation Program Coordinator III	Base +2%	30.36	31.22	32.07	32.91	33.83	34.80	35.69
Sign Shop Service Specialist Senior	Base +3%	30.65	31.53	32.38	33.23	34.17	35.14	36.04
Streets Service Specialist Senior	Base +4%	30.95	31.83	32.70	33.55	34.50	35.48	36.39
Utilities Service Specialist Senior								
WWTP Lab Technician								
Grade 14	Annual	65,898	67,617	69,524	71,516	73,339	75,393	77,573
Accountant	Monthly	5,492	5,635	5,794	5,960	6,112	6,283	6,464
Building Inspector/Plans Examiner I	Semi-Monthly	2,746	2,818	2,897	2,980	3,056	3,142	3,232
Community Resource Specialist	Hourly	31.44	32.26	33.17	34.12	34.99	35.97	37.01
Legal Technician Senior	OT Hourly	47.16	48.39	49.76	51.18	52.49	53.96	55.52
Planner I	Base +1%	31.75	32.58	33.50	34.46	35.34	36.33	37.38
Water Operator Senior	Base +2%	32.07	32.91	33.83	34.80	35.69	36.69	37.75
WWTP Operator I	Base +3%	32.38	33.23	34.17	35.14	36.04	37.05	38.12
	Base +4%	32.70	33.55	34.50	35.48	36.39	37.41	38.49

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		Step A	Step B	Step C	Step D	Step E	Step F	Step G
Grade 15	Annual	69,524	71,516	73,339	75,393	77,573	79,711	82,037
Assistant Network Administrator	Monthly	5,794	5,960	6,112	6,283	6,464	6,643	6,836
Customer Service/PC Technician	Semi-Monthly	2,897	2,980	3,056	3,142	3,232	3,322	3,418
Electronics Technician	Hourly	33.17	34.12	34.99	35.97	37.01	38.03	39.14
Engineering Technician IV	OT Hourly	49.76	51.18	52.49	53.96	55.52	57.05	58.71
Environmental Technician	Base +1%	33.50	34.46	35.34	36.33	37.38	38.41	39.53
Journey Level Electrician	Base +2%	33.83	34.80	35.69	36.69	37.75	38.79	39.92
Lead Automotive Equipment Tech.	Base +3%	34.17	35.14	36.04	37.05	38.12	39.17	40.31
Lead Facilities Service Specialist	Base +4%	34.50	35.48	36.39	37.41	38.49	39.55	40.71
Lead Street Service Specialist								
Lead Utilities Service Specialist								
Parks Facilities Specialist								
Parks Lead Service Specialist								
Utilities Accounts Supervisor								
Utility Instrumentation and Control Specialist								
WWTP CMMS Technician								
WWTP Instrumentation & Control Spec.								
WWTP Operator II								
Grade 16	Annual	73,339	75,393	77,573	79,711	82,037	84,385	86,732
Building Inspector/Plans Examiner II	Monthly	6,112	6,283	6,464	6,643	6,836	7,032	7,228
Civil Engineer I	Semi-Monthly	3,056	3,142	3,232	3,322	3,418	3,516	3,614
Code Enforcement Officer	Hourly	34.99	35.97	37.01	38.03	39.14	40.26	41.38
IT Programmer Analyst	OT Hourly	52.49	53.96	55.52	57.05	58.71	60.39	62.07
Lead Water Operator	Base +1%	35.34	36.33	37.38	38.41	39.53	40.66	41.79
Planner II	Base +2%	35.69	36.69	37.75	38.79	39.92	41.07	42.21
System Administrator	Base +3%	36.04	37.05	38.12	39.17	40.31	41.47	42.62
Utilities Compliance Specialist	Base +4%	36.39	37.41	38.49	39.55	40.71	41.87	43.04
Grade 17	Annual	77,573	79,711	82,037	84,385	86,732	89,185	91,637
Accountant / Financial Analyst	Monthly	6,464	6,643	6,836	7,032	7,228	7,432	7,636
Auto Equipment Technician Supvr.	Semi-Monthly	3,232	3,322	3,418	3,516	3,614	3,716	3,818
Electronics Supervisor	Hourly	37.01	38.03	39.14	40.26	41.38	42.55	43.72
NPDES Stormwater Permit Coord.	OT Hourly	55.52	57.05	58.71	60.39	62.07	63.83	65.58
Parks Maintenance Supervisor	Base +1%	37.38	38.41	39.53	40.66	41.79	42.98	44.16
Sign Shop Serv. Spec. Supervisor	Base +2%	37.75	38.79	39.92	41.07	42.21	43.40	44.59
Streets Service Spec. Supervisor	Base +3%	38.12	39.17	40.31	41.47	42.62	43.83	45.03
WWTP Maintenance Supervisor	Base +4%	38.49	39.55	40.71	41.87	43.04	44.25	45.47

**APPENDIX A
TEAMSTERS 2020**

EFFECTIVE JANUARY 1, 2020
2.50% General Wage Adjustment

Hours Worked Per Year: 2096		12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.
		Step A	Step B	Step C	Step D	Step E	Step F	Step G
Grade 18	Annual	82,037	84,385	86,732	89,185	91,637	94,236	96,751
Civil Engineer II	Monthly	6,836	7,032	7,228	7,432	7,636	7,853	8,063
Engineering Technician Senior	Semi-Monthly	3,418	3,516	3,614	3,716	3,818	3,927	4,032
Facilities/Inventory Supervisor	Hourly	39.14	40.26	41.38	42.55	43.72	44.96	46.16
Forestry Service Spec. Supervisor	OT Hourly	58.71	60.39	62.07	63.83	65.58	67.44	69.24
GIS/Application Development Engineer	Base +1%	39.53	40.66	41.79	42.98	44.16	45.41	46.62
IT Systems Engineer	Base +2%	39.92	41.07	42.21	43.40	44.59	45.86	47.08
Sanitary/Storm Collection Supervisor	Base +3%	40.31	41.47	42.62	43.83	45.03	46.31	47.54
Water Distribution Supervisor	Base +4%	40.71	41.87	43.04	44.25	45.47	46.76	48.01
Water Resources Operations Supervisor								
WWTP Operations Supervisor								
Grade 19	Annual	86,732	89,185	91,637	94,236	96,751	99,288	101,719
Civil Engineer III	Monthly	7,228	7,432	7,636	7,853	8,063	8,274	8,477
	Semi-Monthly	3,614	3,716	3,818	3,927	4,032	4,137	4,239
	Hourly	41.38	42.55	43.72	44.96	46.16	47.37	48.53
	OT Hourly	62.07	63.83	65.58	67.44	69.24	71.06	72.80
	Base +1%	41.79	42.98	44.16	45.41	46.62	47.84	49.02
	Base +2%	42.21	43.40	44.59	45.86	47.08	48.32	49.50
	Base +3%	42.62	43.83	45.03	46.31	47.54	48.79	49.99
	Base +4%	43.04	44.25	45.47	46.76	48.01	49.26	50.47

**APPENDIX A
TEAMSTERS 2021**

**EFFECTIVE JANUARY 1, 2021
2.50% General Wage Adjustment**

		12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.
Hours Worked Per Year: 2088		Step A	Step B	Step C	Step D	Step E	Step F	Step G
Grade 4	Annual	39,609	40,632	41,635	42,762	43,890	45,059	46,562
	Monthly	3,301	3,386	3,470	3,564	3,658	3,755	3,880
	Semi-Monthly	1,651	1,693	1,735	1,782	1,829	1,878	1,940
	Hourly	18.97	19.46	19.94	20.48	21.02	21.58	22.30
	OT Hourly	28.46	29.19	29.91	30.72	31.53	32.37	33.45
	Base +1%	19.16	19.65	20.14	20.68	21.23	21.80	22.52
	Base +2%	19.35	19.85	20.34	20.89	21.44	22.01	22.75
	Base +3%	19.54	20.04	20.54	21.09	21.65	22.23	22.97
	Base +4%	19.73	20.24	20.74	21.30	21.86	22.44	23.19
Grade 5	Annual	41,635	42,762	43,890	45,059	46,562	47,398	48,734
Office Assistant I	Monthly	3,470	3,564	3,658	3,755	3,880	3,950	4,061
	Semi-Monthly	1,735	1,782	1,829	1,878	1,940	1,975	2,031
	Hourly	19.94	20.48	21.02	21.58	22.30	22.70	23.34
	OT Hourly	29.91	30.72	31.53	32.37	33.45	34.05	35.01
	Base +1%	20.14	20.68	21.23	21.80	22.52	22.93	23.57
	Base +2%	20.34	20.89	21.44	22.01	22.75	23.15	23.81
	Base +3%	20.54	21.09	21.65	22.23	22.97	23.38	24.04
	Base +4%	20.74	21.30	21.86	22.44	23.19	23.61	24.27
Grade 6	Annual	43,890	45,059	46,562	47,398	48,734	47,899	51,407
Office Assistant II	Monthly	3,658	3,755	3,880	3,950	4,061	3,992	4,284
Laborer - WWTP	Semi-Monthly	1,829	1,878	1,940	1,975	2,031	1,996	2,142
Laborer - Parks	Hourly	21.02	21.58	22.30	22.70	23.34	22.94	24.62
Laborer - Utilities	OT Hourly	31.53	32.37	33.45	34.05	35.01	34.41	36.93
	Base +1%	21.23	21.80	22.52	22.93	23.57	23.17	24.87
	Base +2%	21.44	22.01	22.75	23.15	23.81	23.40	25.11
	Base +3%	21.65	22.23	22.97	23.38	24.04	23.63	25.36
	Base +4%	21.86	22.44	23.19	23.61	24.27	23.86	25.60
Grade 7	Annual	46,562	47,398	48,734	47,899	51,407	52,722	54,142
Customer Service Representative	Monthly	3,880	3,950	4,061	3,992	4,284	4,394	4,512
Evidence/Crime Scene Technician	Semi-Monthly	1,940	1,975	2,031	1,996	2,142	2,197	2,256
Office Assistant III	Hourly	22.30	22.70	23.34	22.94	24.62	25.25	25.93
Police Records Specialist I	OT Hourly	33.45	34.05	35.01	34.41	36.93	37.88	38.90
	Base +1%	22.52	22.93	23.57	23.17	24.87	25.50	26.19
	Base +2%	22.75	23.15	23.81	23.40	25.11	25.76	26.45
	Base +3%	22.97	23.38	24.04	23.63	25.36	26.01	26.71
	Base +4%	23.19	23.61	24.27	23.86	25.60	26.26	26.97

**APPENDIX A
TEAMSTERS 2021**

EFFECTIVE JANUARY 1, 2021
2.50% General Wage Adjustment

Hours Worked Per Year: 2088		12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.
		Step A	Step B	Step C	Step D	Step E	Step F	Step G
Grade 12	Annual	60,301	61,993	63,684	65,521	67,296	69,050	70,992
Court Security Home Detention Spec.	Monthly	5,025	5,166	5,307	5,460	5,608	5,754	5,916
Crime Scene Lead Evidence Tech.	Semi-Monthly	2,513	2,583	2,654	2,730	2,804	2,877	2,958
Deputy City Clerk	Hourly	28.88	29.69	30.50	31.38	32.23	33.07	34.00
Forestry Service Specialist Senior	OT Hourly	43.32	44.54	45.75	47.07	48.35	49.61	51.00
Probation Officer	Base +1%	29.17	29.99	30.81	31.69	32.55	33.40	34.34
Recreation Program Coordinator II	Base +2%	29.46	30.28	31.11	32.01	32.87	33.73	34.68
Technology Communications Specialist	Base +3%	29.75	30.58	31.42	32.32	33.20	34.06	35.02
Utilities Service Specialist - Compliance	Base +4%	30.04	30.88	31.72	32.64	33.52	34.39	35.36
Warrant Officer								
Water Operator								
WWTP Industrial Mechanic								
Grade 13	Annual	63,684	65,521	67,296	69,050	70,992	73,017	74,876
Automotive Equipment Technician	Monthly	5,307	5,460	5,608	5,754	5,916	6,085	6,240
Crime Scene Analyst	Semi-Monthly	2,654	2,730	2,804	2,877	2,958	3,043	3,120
Engineering Technician III	Hourly	30.50	31.38	32.23	33.07	34.00	34.97	35.86
IT Specialist	OT Hourly	45.75	47.07	48.35	49.61	51.00	52.46	53.79
Parks Service Specialist Senior	Base +1%	30.81	31.69	32.55	33.40	34.34	35.32	36.22
Recreation Program Coordinator III	Base +2%	31.11	32.01	32.87	33.73	34.68	35.67	36.58
Sign Shop Service Specialist Senior	Base +3%	31.42	32.32	33.20	34.06	35.02	36.02	36.94
Streets Service Specialist Senior	Base +4%	31.72	32.64	33.52	34.39	35.36	36.37	37.29
Utilities Service Specialist Senior								
WWTP Lab Technician								
Grade 14	Annual	67,296	69,050	70,992	73,017	74,876	76,985	79,219
Accountant	Monthly	5,608	5,754	5,916	6,085	6,240	6,415	6,602
Building Inspector/Plans Examiner I	Semi-Monthly	2,804	2,877	2,958	3,043	3,120	3,208	3,301
Community Resource Specialist	Hourly	32.23	33.07	34.00	34.97	35.86	36.87	37.94
Legal Technician Senior	OT Hourly	48.35	49.61	51.00	52.46	53.79	55.31	56.91
Planner I	Base +1%	32.55	33.40	34.34	35.32	36.22	37.24	38.32
Water Operator Senior	Base +2%	32.87	33.73	34.68	35.67	36.58	37.61	38.70
WWTP Operator I	Base +3%	33.20	34.06	35.02	36.02	36.94	37.98	39.08
	Base +4%	33.52	34.39	35.36	36.37	37.29	38.34	39.46

**APPENDIX A
TEAMSTERS 2021**

EFFECTIVE JANUARY 1, 2021
2.50% General Wage Adjustment

Hours Worked Per Year: 2088		12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.
		Step A	Step B	Step C	Step D	Step E	Step F	Step G
Grade 15	Annual	70,992	73,017	74,876	76,985	79,219	81,390	83,771
Assistant Network Administrator	Monthly	5,916	6,085	6,240	6,415	6,602	6,783	6,981
Customer Service/PC Technician	Semi-Monthly	2,958	3,043	3,120	3,208	3,301	3,392	3,491
Electronics Technician	Hourly	34.00	34.97	35.86	36.87	37.94	38.98	40.12
Engineering Technician IV	OT Hourly	51.00	52.46	53.79	55.31	56.91	58.47	60.18
Environmental Technician	Base +1%	34.34	35.32	36.22	37.24	38.32	39.37	40.52
Journey Level Electrician	Base +2%	34.68	35.67	36.58	37.61	38.70	39.76	40.92
Lead Automotive Equipment Tech.	Base +3%	35.02	36.02	36.94	37.98	39.08	40.15	41.32
Lead Facilities Service Specialist	Base +4%	35.36	36.37	37.29	38.34	39.46	40.54	41.72
Lead Street Service Specialist								
Lead Utilities Service Specialist								
Parks Facilities Specialist								
Parks Lead Service Specialist								
Utilities Accounts Supervisor								
Utility Instrumentation and Control Specialist								
WWTP CMMS Technician								
WWTP Instrumentation & Control Spec.								
WWTP Operator II								
Grade 16	Annual	74,876	76,985	79,219	81,390	83,771	86,172	88,552
Building Inspector/Plans Examiner II	Monthly	6,240	6,415	6,602	6,783	6,981	7,181	7,379
Civil Engineer I	Semi-Monthly	3,120	3,208	3,301	3,392	3,491	3,591	3,690
Code Enforcement Officer	Hourly	35.86	36.87	37.94	38.98	40.12	41.27	42.41
IT Programmer Analyst	OT Hourly	53.79	55.31	56.91	58.47	60.18	61.91	63.62
Lead Water Operator	Base +1%	36.22	37.24	38.32	39.37	40.52	41.68	42.83
Planner II	Base +2%	36.58	37.61	38.70	39.76	40.92	42.10	43.26
System Administrator	Base +3%	36.94	37.98	39.08	40.15	41.32	42.51	43.68
Utilities Compliance Specialist	Base +4%	37.29	38.34	39.46	40.54	41.72	42.92	44.11
Grade 17	Annual	79,219	81,390	83,771	86,172	88,552	91,058	93,563
Accountant / Financial Analyst	Monthly	6,602	6,783	6,981	7,181	7,379	7,588	7,797
Auto Equipment Technician Supvr.	Semi-Monthly	3,301	3,392	3,491	3,591	3,690	3,794	3,899
Electronics Supervisor	Hourly	37.94	38.98	40.12	41.27	42.41	43.61	44.81
NPDES Stormwater Permit Coord.	OT Hourly	56.91	58.47	60.18	61.91	63.62	65.42	67.22
Parks Maintenance Supervisor	Base +1%	38.32	39.37	40.52	41.68	42.83	44.05	45.26
Sign Shop Serv. Spec. Supervisor	Base +2%	38.70	39.76	40.92	42.10	43.26	44.48	45.71
Streets Service Spec. Supervisor	Base +3%	39.08	40.15	41.32	42.51	43.68	44.92	46.15
WWTP Maintenance Supervisor	Base +4%	39.46	40.54	41.72	42.92	44.11	45.35	46.60

**APPENDIX A
TEAMSTERS 2021**

EFFECTIVE JANUARY 1, 2021
2.50% General Wage Adjustment

Hours Worked Per Year: 2088		12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.
		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>	<u>Step F</u>	<u>Step G</u>
Grade 18	Annual	83,771	86,172	88,552	91,058	93,563	96,215	98,783
Civil Engineer II	Monthly	6,981	7,181	7,379	7,588	7,797	8,018	8,232
Engineering Technician Senior	Semi-Monthly	3,491	3,591	3,690	3,794	3,899	4,009	4,116
Facilities/Inventory Supervisor	Hourly	40.12	41.27	42.41	43.61	44.81	46.08	47.31
Forestry Service Spec. Supervisor	OT Hourly	60.18	61.91	63.62	65.42	67.22	69.12	70.97
GIS/Application Development Engineer	Base +1%	40.52	41.68	42.83	44.05	45.26	46.54	47.78
IT Systems Engineer	Base +2%	40.92	42.10	43.26	44.48	45.71	47.00	48.26
Sanitary/Storm Collection Supervisor	Base +3%	41.32	42.51	43.68	44.92	46.15	47.46	48.73
Water Distribution Supervisor	Base +4%	41.72	42.92	44.11	45.35	46.60	47.92	49.20
Water Resources Operations Supervisor								
WWTP Operations Supervisor								
Grade 19	Annual	88,552	91,058	93,563	96,215	98,783	101,372	103,857
Civil Engineer III	Monthly	7,379	7,588	7,797	8,018	8,232	8,448	8,655
	Semi-Monthly	3,690	3,794	3,899	4,009	4,116	4,224	4,328
	Hourly	42.41	43.61	44.81	46.08	47.31	48.55	49.74
	OT Hourly	63.62	65.42	67.22	69.12	70.97	72.83	74.61
	Base +1%	42.83	44.05	45.26	46.54	47.78	49.04	50.24
	Base +2%	43.26	44.48	45.71	47.00	48.26	49.52	50.73
	Base +3%	43.68	44.92	46.15	47.46	48.73	50.01	51.23
	Base +4%	44.11	45.35	46.60	47.92	49.20	50.49	51.73