

MEMORANDUM OF UNDERSTANDING

By and Between

THE CITY OF WATERFORD

and

THE INTERNATIONAL UNION OF OPERATING
ENGINEERS STATIONARY ENGINEERS, LOCAL
39

July 1, 2021 through June 30, 2025



BART FLORENCE, Business Manager

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PREAMBLE

This Agreement, hereinafter referred to as the Agreement, entered into by the City of Waterford, hereinafter referred to as the City, and the International Union of Operating Engineers, Stationary Engineers, Local 39, AFL-CIO, hereinafter referred to as the Union, has as its purpose the promotion of harmonious labor relations between the City and the Union, establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay, hours of work, and other conditions of employment.

ARTICLE 1 SOLE AGREEMENT

1.1 SOLE AGREEMENT

1. The City and the Union both agree that this Agreement, when signed by both parties hereto, and approved by the City Council, supersedes all other Agreements and supplements and represents the sole agreement between the parties. Any benefits currently enjoyed by the employees not covered by this Agreement shall remain in effect during the term of the Agreement.
2. If during its term, the parties hereto should mutually agree to modify, amend or alter the provisions of the agreement in any respect, any such change shall be effective only if and when reduced to writing and executed by the authorized representative of the City and the Union. Any such changes validly made shall become a part of this Agreement and subject to its terms.
3. This agreement is intended to supplement the City of Waterford's Merit System Rules and Regulations as it affects the employees in the Miscellaneous Bargaining Unit. In the event of a conflict between the language in this Agreement and the Merit System Rules and Regulations, the language contained in this Agreement shall prevail.

ARTICLE 2 RECOGNITION

2.1 UNION RECOGNITION

The City hereby recognizes the Union as the exclusive bargaining agent for all employees in the Miscellaneous Bargaining Unit, as listed in Exhibit 1 or in any such other class as may be added to the Unit in the manner designated in the City's Employer-Employee Relations Policy, and agrees to meet and confer and otherwise deal exclusively with the Union on all matters relating to the scope of representation pertaining to the said employees as authorized by law.

ARTICLE 3 DISCRIMINATION

3.1 DISCRIMINATION

1. The Union agrees that there will be no intimidation, coercion or interference against the City or any of its employees.
2. The City agrees that there will be no interference, restraint, or coercion against the Union or any employee because of Union membership or Union activity.

ARTICLE 4 UNION RIGHTS

4.1 ACCESS

Union staff and union stewards may have access to employees to represent them. Access shall not interfere with the work of the employees. Access to bargaining unit employees shall not be unreasonably withheld; however, it may be restricted for reasons of safety or security. If access is restricted, other reasonable accommodations shall be made.

4.2 UNION REPRESENTATION RIGHTS

The City agrees to meet with designated Union representations regarding the following issues if requested by the employee:

3. The enforcement of this Agreement;
4. Employee discipline cases, including investigatory interviews of an employee who is the subject of an investigation;
5. Unsatisfactory performance evaluations;
6. Discussions with management regarding reasonable accommodations.

4.3 EMPLOYEE TIME OFF

An employee shall be entitled to reasonable time off without loss of compensation to confer with a Union representative on matters listed in Article 4.2 at the work site during work hours. This time will be limited to one (1) hour.

4.4 DUES AND DEDUCTIONS

The Union may have regular dues of its bargaining unit members deducted from their paychecks under the procedures as follows:

The Union is solely responsible for distributing to, and collecting from, employees the dues deduction authorization forms. It is the employee's responsibility to submit requests to start or stop dues deductions directly to the Union and not to the City of Waterford (City). The Union is responsible for maintaining the dues deduction forms from individual employees. Copies of an individual employee's dues deduction authorization need not be provided to the City unless a dispute arises about the existence or terms of the authorization. Questions regarding Union membership, dues amounts, and payroll deductions must be directed to the Union and not the City.

The Union will provide to the City an updated, certified dues deduction list of bargaining unit members who have provided written authorization for regular dues deductions. The City will deduct dues for only those employees who are in the bargaining unit in accordance with such certified list. The Union will immediately notify the City of any change to the employee's dues deduction, including starting or stopping dues deductions, or validly cancelling or revoking a dues deduction authorization, and will provide the City within one business day, an updated, certified dues deduction list noting any specific changes from the last list provided to the City. The City will

implement the change(s) in the pay period following the City's receipt of such notification. The City will transmit the funds to the Union no later than thirty (30) days after the deduction occurred.

The member's earnings must be sufficient after all legal deductions are made to cover the amount of the dues deduction authorized; if not, no dues deduction will be made. When a member is in a non-pay status for an entire pay period, no dues deduction shall be made from future earnings to cover that pay period. In the case of a member who is in a non-pay status during only a part of the pay period and whose earnings are insufficient to cover all legal deductions, no dues deduction shall be made.

The Union shall indemnify, defend, and hold the City, its officers, agents, and employees harmless from and against any and all claims, demands, losses, defense cost, suits, or other action or liability of any kind or nature arising from this section, including, claims for or related to employee authorizations, revocations, deductions made, cancelled, or changed in reliance on the Union's representations and certifications regarding employee dues deduction authorizations.

This section of the MOU is not grievable.

4.5 LIST OF NEW EMPLOYEES AND JOB ANNOUNCEMENTS

Within thirty (30) workdays of hire, the Union will be given a notice of the new hire, by name, department, and classification. The Union will also be sent copies of any job announcements by the City.

ARTICLE 5 DISCIPLINARY AND GRIEVANCE PROCEDURES

5.1 DISCIPLINE APPEALS

The City of Waterford Employee Merit System Rules and Regulations will apply to disciplinary actions taken by the City with the exception of disciplinary demotions and disciplinary terminations,

which the employee may appeal to binding arbitration, in lieu of a hearing with the City Administration, as set forth below in Section 5.4.

5.2 CONTRACTUAL VIOLATIONS

Appeal procedures pursuant to the City of Waterford Employee Merit Systems Rules and Regulations will apply to violations of this Agreement. However, the parties may mutually agree to present the grievance to mediation and/or binding arbitration.

5.3 EMPLOYEE TIME

The City agrees that employees shall not suffer loss of compensation for time spent as a witness or a party of the action during any part of the processes in this Article.

5.4 BINDING ARBITRATION

The City and the Union will mutually select an arbitrator. The arbitration hearing shall be conducted in accordance with the rules of the American Arbitration Association. The cost of arbitration shall be borne equally between the parties, with the exception of the costs of both parties in preparing and presenting its own case.

The decision of the arbitrator shall be final and binding. The arbitrator shall have no authority to add to, delete or alter any provisions of this Agreement or the City of Waterford Employee Merit System Rules and Regulations, but shall limit his/her decision to the application and interpretation of its express provisions.

ARTICLE 6 SALARIES ADJUSTMENTS

6.1 COST OF LIVING INCREASES

Salary ranges for bargaining unit employees are listed in the salary schedule attached as Attachment A and incorporated herein.

- 1) Effective July 1, 2022, there will be a three percent (3%) salary increase.

2) Effective July 1, 2023, there will be a three percent (3%) salary increase.

3) Effective July 1, 2024, there will be a three percent (3%) salary increase.

Instead of an increase to salary during the first year of this Agreement, the City will make two lump sum Premium Pay payments to each member of the unit, who was employed during the pandemic (March 4, 2020 through July 1, 2021), the first of which payment will be in August of 2021 and the second and final payment will be in August of 2022, more particularly set forth in Article 11.6, entitled Premium Pay.

6.2 APPEAL PROCEDURE – WITHHOLDING SALARY STEP ADVANCEMENT

If an employee receives a less than satisfactory overall performance evaluation resulting in the withholding of a salary step advancement, they may pursue an appeal under the City of Waterford Employee Merit System Rules and Regulations.

6.3 RATE OF COMPENSATION UPON RETURN TO CITY SERVICE

An employee recalled after layoff, reinstated after a leave of absence, or reemployed in the same classification after resignation they shall return to the same salary step paid at the time of departure as long as the return date is within one year of their departure from City employment.

6.4 LONGEVITY PAY

Commencing 2022-2023 and not applied retroactively, employees with fifteen (15) years of service will receive a one-time additional three percent (3%) salary increase immediately on the first pay period after their anniversary date.

Commencing 2022-2023 and not applied retroactively, employees with twenty (20) years of service will receive a one-time additional three percent (3%) salary increase immediately on the first pay period after their anniversary date.

ARTICLE 7 RETIREMENT

7.1 RETIREMENT FORMULA

The City shall during the term of the Agreement pay the rate prescribed for the Employer contribution into the PERS fund in accordance with the rules and regulations governing such employer contributions. The effective rate for Classic employees is 2.5% at 55. The effective rate for Public Employees' Pension Reform Act (PEPRA) employees is 2% at 62. Classic employees are those hired by the city or another CalPERS agency prior to January 1, 2013 and CalPERS identifies as a Classic member. PEPRA employees are those hired by the city or another CalPERS agency after January 1, 2013.

7.2 EMPLOYEE'S CONTRIBUTION

Employees shall contribute their portion of the PERS fund in the following manner:

1. Classic employees shall contribute eight percent (8%) towards their share of the PERS cost formula.
2. PEPRA employees shall contribute 50% of the member and city combined annual contribution of system "Normal Cost" up to 8%.
3. The employee's retirement contribution shall be on a pre-tax basis.

ARTICLE 8 HEALTH AND WELFARE

8.1 HEALTH, DENTAL AND VISION INSURANCE

Each employee will make an annual contribution toward the City's medical, dental and vision plans provided them – calculated at the time of policy renewals, and prorated for each pay period.

1. Duration of the MOU agreement term will be no more than twelve (12%).

For those employees who elect just dental and/or vision coverage, without medical coverage, for spouse and/or dependents, the employee's contribution is 50% of the above amounts. The employee's health payment contribution shall be on a pre-tax basis.

Material changes in the medical policy, like major coverage issues and material changes in co-pays, deductibles and annual out-of-pocket maximums will be a meet and confer re-opener. Material changes are defined as any change of 5% or more in the aggregate of coverage, co-pays, deductible or annual maximum out-of-pocket costs that would affect the individual employees and/or their families.

The Union recognizes that the City does not control the provisions of coverage in a major medical policy. Notwithstanding, the City agrees to re-open for negotiation as set forth above.

8.2 GROUP LIFE INSURANCE BENEFITS

The City will provide each employee with thirty thousand dollars (\$30,000) of term insurance with Accidental Death and Dismemberment coverage at no cost to the employee.

8.3 DEFERRED COMPENSATION PLAN

The City agrees to continue to offer a voluntary deferred compensation plan to employees.

8.4 EMPLOYEE ASSISTANCE PROGRAM

The City agrees to maintain an Employee Assistance Program for the confidential use of City employees. The program will include no less than five (5) free visits for the employee.

ARTICLE 9 HOURS OF WORK AND OVERTIME

9.1 HOURS OF WORK

The standard workday for employees shall be eight (8) hours and the standard workweek shall be forty (40) hours to be worked within five (5) consecutive days.

All employees shall be entitled to one paid fifteen (15) minute rest period during the first consecutive four (4) hour period of work and one paid fifteen (15) minute rest period during the

second consecutive four (4) hour period of work. Rest periods will be scheduled as close as possible to the middle of each four (4) hour period.

All employees shall be allowed an unpaid lunch period of at least thirty (30) minutes and not more than sixty (60) minutes in length, for every workday. Every effort will be made to provide this lunch period during the middle of the workday.

9.2 FLEXIBLE/ALTERNATIVE SCHEDULES

The City acknowledges that there may be a benefit both to the City and the employees in alternative schedules and either party may request the other to consider alternative scheduling of their work.

Examples of alternate schedules include flex time, voluntary reduced work hours and alternative work schedules. The City acknowledges that Flex time will not be used to avoid paying overtime.

Employees on flexible/alternative schedules shall continue to accrue time on the standard eight (8) hour work day. Once established, the work schedules shall remain in place for a minimum of six (6) months before they can be changed unless a change is necessary due to health, safety or emergency reasons.

Examples of work schedules for selection shall be a 5/8, 9/80 or a 4/10 work schedule, according to City needs. The hours for a 5/8 schedule shall consist of five (5) eight hours days with two (2) consecutive days off. The hours for a 9/80 schedule shall consist of eight 9-hour shifts, one 8- hour shift, and one day off per 14 day period broken down into two 40 hour per week FLSA work weeks. All employees working a 9/80 work week, which begins four (4) hours after the start time of the day of the week, which constitutes the employee's alternating day off. This shall be an 8 hour shift. The

work week shall end exactly 168 hours later. The hours for a 4/10 work schedule shall consist of four (4), ten (10) hour days with three consecutive days off.

An employee who is on an alternative work schedule who is off on a holiday which is a regularly scheduled workday, shall receive eight (8) hours of pay for the holiday, and may elect to take additional vacation or CTO hours to receive pay for a full day (i.e. 4/10 or 9 hour day) or may elect to take the applicable leave without pay.

9.3 OVERTIME

It is the policy of the City that overtime work is to be kept to the minimum consistent with protection of life, property, and the efficient operation of the Departments and activities of the City. All hours in excess of eight (8) hours in a day and/or forty (40) hours in a week, are considered overtime hours and shall be compensable at the rate of one and one-half (1 ½) hours of the employee's normal hourly compensation except that all hours in excess of 12 hours in a day shall be compensated at the rate of two (2) hours of the employee's normal hourly compensation. Overtime shall be either paid to the employee or compensated with compensatory time off (CTO), at the discretion of the employee and upon the supervisor's approval. Any leave time used (i.e., sick leave, vacation, holiday pay, CTO, and all others) shall be considered as time worked for the purposes of computing overtime hours

9.4 COMPENSATORY TIME OFF

There will be a maximum on the accumulation of compensatory time off (CTO) earned by the employee of forty (40) hours. At any time, an employee may elect to cash out all or any portion of their CTO bank upon approval of the Department Head.

Subject to operational needs, the time when CTO leave shall be taken by the employee shall not be unreasonably denied. Employee CTO leave requests shall be submitted and granted or denied in writing in a timely manner. CTO leave can only be cancelled when unanticipated emergency operational needs require it.

9.5 STANDBY PAY

Employees may be assigned standby duty on a rotating basis by seniority. An employee assigned standby duty will be required to carry a cell phone and shall refrain from consuming alcohol or taking any substance which may impair the employee's ability to perform all required duties. Employees on standby duty are required to respond, and shall report to the work site within one hour of being called. Standby pay shall be \$1.95 per hour.

Time spent on standby duty shall not be considered hours worked. In the event an employee on standby duty is required, and does report to the work site after leaving the assigned work area for the day, the employee will be compensated as provided in Article 9.6 of this Memorandum of Understanding. In the event an employee on standby duty responds to a telephone call regarding City work or responds to a SCADA alarm, but does not report to the work site, the employee shall be compensated as provided in Article 9.7 of this Memorandum of Understanding

9.6 CALL BACK TIME

Employees called back into work without prior notice and after they have left the assigned work area for the day, shall receive pay for a minimum of two (2) hours at the applicable overtime rate commencing from the time the employee receives the call and ending when the employee returns home, except that the employee shall be paid for a maximum of one-half (1/2) hour of actual travel time each way, unless such call-in precedes an employee's scheduled shift in which case there will be no travel time.

9.7 TELEPHONE AND SCADA COMMUNICATIONS

Employees who are called at home to assist with City work that must be accomplished or respond to a SCADA alarm, but are not called nor required to respond to the worksite, shall receive a minimum

of six (6) minutes of pay for each such communication. Calls such as attempts to locate an employee or provide information on changes in work schedules are not compensable for the purpose of this provision.

ARTICLE 10 LEAVES

10.1 VACATION

Vacation will be accrued and credited on a monthly basis when a regular or probationary employee is in pay status for fifty percent (50%) or more of the work schedule in a month. Each employee shall accrue vacation at the following rate:

- Less than five (5) years continuous service: 10 days per year (5/6 working days each month of service).
- Over five (5) years and less than ten (10) years continuous service: 15 days per year (1 ¼ working days each month of service).
- Over ten (10) years of continuous service: 20 days per year (1 5/8 working days each month of service).

Subject to operational needs, the time when vacation leave shall be taken by the employee shall not be unreasonably denied. Employee vacation leave requests shall be submitted and granted or denied in writing in a timely manner. Vacation leave can only be cancelled when unanticipated emergency operational needs require it.

An employee's vacation balance may not accrue for more than double the amount earned during a year. If an employee is unable to take vacation time to lower their balances below the accrual cap due to conditions within the City, the employee will meet with management and discuss a vacation plan and the possibility of being allowed to cash out up to forty (40) hours of the accrued vacation amounts.

10.2 SICK LEAVE

Sick leave means the necessary absence from duty of an employee because of:

1. Illness or injury, including illness or injury relating to pregnancy;

2. Exposure to a contagious disease which is determined by a physician to require absence from work;
3. Dental, eye and other physical or medical examination or treatment by a licensed practitioner;
4. Absence from duty for attendance up the employee's ill or injured spouse, parent, child, brother, sister or other close relative residing in the household of the employee.

All regular and probationary employees shall accrue sick leave on a monthly basis, beginning with the first month of employment provided the employee has been in pay status for no less than 50% of the first month or any month thereafter. Sick leave shall accrue at the rate of eight (8) hours per month of employment.

Sick leave may be accumulated for a total of four hundred (400) hours of sick leave. All accumulated sick leave over four hundred (400) hours will be paid at the rate of fifty percent (50%) of its value to the employee annually in December of each year.

Effective with the first payroll in December each year, regular and probationary full time employees continuously employed as such for the previous twelve (12) months who have utilized three (3) days or less of the annual sick leave allocation shall be eligible to "cash out" twenty five percent (25%) of the remaining days allocated for the year ending November 30th upon a written request by the employee. The days "cashed out" will be deducted from the employee's accrued sick leave balance at the rate of one hundred percent (100%) of its value.

If the City has a reasonable belief that the employee is using sick leave for other than those reasons listed above, the City has the right to notify the employee that they must bring a physician's certification of illness prior to being allowed to use accumulated sick leave balances and for the employee to be released to return to work.

Employees will be charged from their sick leave balance the exact number of hours (rounded to the nearest half hour), they are absent when regularly scheduled to work.

When an employee is out ill and qualifies for SDI, upon request of the employee and as allowed by law, the City will integrate the employee's available leave balances, in any order of available time chosen at the employee's discretion, with the SDI so the employee receives a full pay check.

10.2.1 DONATED SICK LEAVE

With approval of Department Head and City Manager, any employee may elect to donate a portion of their accrued sick leave hours under the following conditions:

- a) Employee must have a minimum of one hundred (100) hours of accrued sick leave;
- b) Employee may donate a maximum of 25% of their accrued hours;
- c) Employee shall sign a waiver to indicate their donation;

10.2.2 REQUEST FOR DONATED SICK LEAVE

With approval of the City Manager, employees who need donated sick leave as a result of a serious illness or injury occurring to themselves, will be eligible to receive donated sick leave.

Employee shall submit a request in writing.

10.3 MATERNITY LEAVE

Employees may request a paid leave of absence, using the employee's own sick leave for maternity leave as recommended by their physician. At any time during pregnancy, the employee may be required to take a list of the employee's job duties to their physician for a determination as to the employee's continued fitness for duty during their pregnancy. Use of sick leave will be integrated with the employee's use of State Disability Insurance (SDI) as discussed in Article 10.2 (Sick Leave) of this Agreement.

If the employee exhausts their sick leave during the period authorized by their physician, or if they request additional time off, they will be allowed to use other leave balances accrued – i.e., vacation, holiday pay, compensatory time off. Pursuant to the Family Medical Leave Act, eligible employees may take up to twelve (12) weeks of maternity leave a year. An employee may also be required to take the duty statement to their physician for a release prior to returning to work.

10.4 LEAVE OF ABSENCE WITHOUT PAY

An employee may request a leave of absence without pay which will be reviewed by the City Manager for denial or acceptance on a case by case basis.

10.5 HOLIDAYS

The following holidays are recognized as municipal holidays for pay purposes and all regular and probationary employees shall have these days off except as otherwise provided:

- January 1 – New Years' Day
- Third Monday in January – Martin Luther King, Jr. Birthday
- Third Monday in February – Washington's Birthday
- Fourth Monday in May – Memorial Day
- June 19 – Juneteenth Holiday
- July 4 – Independence Day
- First Monday in September – Labor Day
- November 11 – Veteran's Day
- Fourth Thursday in November – Thanksgiving Day
- Fourth Friday in November – Day after Thanksgiving
- December 24 – Christmas Eve Day
- December 25 – Christmas Day
- Personal Day – One day selected by the employee upon approval of the employee's Department Head and the City Manager
- Every day appointed by the President of the United States or Governor of the State of California for public holiday.

When a holiday falls on a Saturday, the preceding Friday shall be deemed to be the holiday in lieu of the day named. When a holiday falls on a Sunday, the following Monday shall be deemed to be the holiday in lieu of the day named.

10.6 BEREAVEMENT LEAVE

A regular or probationary employee shall be allowed up to three (3) days of City paid leave for bereavement based on the death of an employee's spouse, parent, child, brother, sister, grandparents (including in-law), father-in-law, mother-in-law, brother-in-law, sister-in-law, or a close relative residing in the household of the employee. Sick leave may be requested for leave in excess of the three (3) days of bereavement leave, subject to the approval of the City Manager.

10.7 JURY DUTY

An employee required to report for jury duty shall be granted a leave of absence with pay from his/her assigned duties while attending court, including travel time. If the employee is on jury duty, but is not required to attend court on a regularly scheduled workday for that employee, the employee will work on that day. Employee shall provide the jury duty notice to their supervisor as soon as practicable. All fees received by the employee for jury duty, other than mileage or subsistence allowance will be remitted to the City within thirty (30) days of receipt of the fees.

If an employee who is called for jury duty works a schedule other than a normal day schedule (swing shift, night shift or weekends), the employee's regular work schedule for the period of jury duty will be changed to a Monday through Friday day shift schedule. In order for this schedule change to occur, the employee must notify the supervisor of their schedule for jury duty within one (1) scheduled work day after receiving notice from the Court.

ARTICLE 11 SPECIAL ALLOWANCES

11.1 CERTIFICATIONS AND PAY ALLOWANCES

If permitted under the City's contract with PERS, certification pay will be counted as compensation for PERS retirement purposes. Certification pay shall be applicable for listed certifications even if they are required by the employee's job description.

The following incentive pays shall be paid to eligible employees in the classification of Maintenance Worker I, II, III, Public Workers Supervisor, WWTP Operator I/II and Water Operator I/II/III, and each employee can only qualify for pay for the highest three certificates:

- Class B Driver's License - \$85 per month
- D-1 California State Certified Water Distribution Certificate - \$60per month
- D-2 California State Certified Water Distribution Certificate - \$85 per month
- T-1 California State Certified Water Treatment Certificate - \$85 per month
- T-2 California State Certified Water Treatment Certificate - \$150 per month

- California State Certified Wastewater Treatment Certificate - \$150 per month

11.2 CERTIFICATION INCENTIVE PROGRAM

1. Associate Degree Incentive Pay:
Employees who possess an Associate's Degree from an accredited college or university shall receive an additional \$250 per year, as long as the degree or its equivalency is not listed as a minimum qualification for their job description. Employees will be required to submit proof of their degree.
2. Bachelor Degree Incentive Pay:
Employees who possess a Bachelor's Degree from an accredited college or university shall receive \$500 per year as long as possession of, or equivalency to the degree is not listed as a minimum qualification for their job description. Employees will be required to submit proof of their degree.
3. Employees may receive either educational incentive pay, not both.

11.3 BILINGUAL PAY ALLOWANCES

Employees are eligible for bilingual pay at a rate of \$50 per month, where the following conditions are met:

1. Employee passes a City's bilingual competency test as administered by the Human Resources Department every three years to maintain the premium pay. The City Manager may waive the testing requirements for individuals.
2. The bilingual need for the City of Waterford is Spanish and English.
3. The employee is required to serve as an oral interpreter and/or provide basic written translations on a regular and on-going basis, as determined by the Department Head.

11.4 UNIFORM ALLOWANCES

1. Uniform Allowance
Each employee of the Public Works Department shall be eligible to receive new uniforms annually purchased by the City of Waterford, and report to CalPERS in an amount not to exceed \$250.

2. **Safety Equipment Allowance**

Each employee of the Public Works Department shall be eligible to receive \$150 per year for required safety footwear as a safety equipment allowance. Safety footwear is required. The \$150 allowance is to be paid on the first pay day in September of each year.

11.5 CELLULAR PHONE ALLOWANCE

For eligible employees in the Public Works Department with six (6) months of employment service who regularly perform work outside of the office, employees will be eligible to receive two hundred dollars (\$200) per year for each employee (\$100 paid semi-annually) who carries a personal cellular telephone that is used for City business. The employee's supervisor must concur that the cellular telephone was used for City business during the semi-annual period.

The cell phone is the sole and exclusive property of the Employee. The City does not assume any responsibility for the cell phones or provide any compensation for misuse, loss or replacement of the cell phone.

If the City requests records to prove that the cell phone was used for City business, it will not question nor review any personal calls included in those records, but the City will limit its review to those calls the employee points out as work related.

11.6 PREMIUM PAY

The City will pay each full-time employee and current member of the collective bargaining unit, who was employed at any time during the pandemic (March 4, 2020 through July 1, 2021), and is a current member of the unit and employed at the time of the following disbursements, two one-time lump sum payments as follows:

- A one-time payment of \$7,500, less tax withholdings, but including the City's required PERS share and Medicare, in August 2021; and
- A one-time payment of \$7,500, less tax withholdings, but including the City's required PERS share and Medicare, in August 2022.

Non-unit part-time employees, if any there be, who were employed at any time of the aforementioned pandemic and are employed at the time of the premium pay disbursements may receive a pro-rated share at the discretion of the City.

ARTICLE 12 JOB DESCRIPTIONS

12.1 NEW OR REVISED JOB DESCRIPTIONS

It is recognized that the establishment of new or revised job classifications within the Unit covered by this Agreement may be warranted because of changes in job content or services offered by the City. Under such circumstances, the City shall prepare and submit to the Union the proposed descriptions and proposed appropriate rate ranges for such job classifications as will have been determined to be within the Unit covered by this Agreement. Upon request of the Union, the Union and the City will meet and confer over the job descriptions and/or proposed salary changes.

ARTICLE 13 SAFETY

13.1 COOPERATION

The City and the Union agree to cooperate in placing in effect and maintaining safety rules and practices that will eliminate hazards and insure safe working conditions at all times. No employees will be required to perform any work or take any undue risk in the performance of his/her work under conditions that are dangerous to life or limb, or are injurious to his/her health or that of other employees or the public, or which do not meet the requirements of the applicable laws of the Federal Government or State of California.

13.2 HEPATITIS B VACCINES

Any employee will be provided, at no cost to the employee and at the employee's discretion, any available procedures to protect against Hepatitis B. All procedures will be conducted on paid City time.

ARTICLE 14 CONTRACTING OUT

14.1 CONTRACTING OUT

The City agrees that prior to any contracting out of work normally performed by bargaining unit employees which will result in the layoff of a career employee a cost benefit study will be prepared by the City. The study will be presented to the Council and available to the public at least thirty (30) days prior to any contracts being awarded.

ARTICLE 15 OUT OF CLASSIFICATION PAY

15.1 OUT OF CLASSIFICATION PAY

An employee is temporarily working out of class when he/she spends a majority of their work time in any one day performing the duties, as outlined in the attached job descriptions, of a higher level classification. When an employee is performing those duties, for a full work week (five days) or more, he/she will be paid out of class pay at the salary the employee would receive if promoted into that classification.

The City recognizes that temporary work in a higher classification shall not be used as a device for circumventing career civil service positions.

ARTICLE 16 LAYOFFS

16.1 PURPOSE

This Article provides the procedure to be followed when an employee is to be displaced/laid off from his/her position.

16.2 DEFINITIONS

A layoff shall be defined as the dismissal or displacement of at least one employee due to lack of work, lack of funds, abolishment of position, or for other reasons not reflecting discredit on an employee.

16.3 NOTICE

The City shall notify the Union in writing as soon as possible, but no later than sixty (60) days prior to layoff, of the possibility of layoffs within the bargaining unit. The notice to the Union shall include the reason for the layoff, the area of the layoff, the anticipated classifications affected, the total number of employees in each affected classification, the number of surplus employees in each classification and the proposed effective date of the layoff.

16.4 TRANSFER AND DEMOTION IN LIEU OF LAYOFF

The City may offer affected employees a transfer or demotion in lieu of layoff. If an employee refuses a transfer or demotion, the employee shall be laid off. If the employee accepts a transfer or demotion in lieu of layoff, they retain their recall to their current position as if they were laid off.

16.5 ORDER OF LAYOFF

For the purpose of layoff, the employee in the affected class with the least amount of classification seniority shall be the first laid off. If there is a tie in seniority, City seniority will be used to break the tie.

16.6 NOTICE OF LAYOFF

An employee will be hand delivered written notice of their layoff and their bumping, transfer and/or demotion rights at least thirty (30) days prior to the effective date of layoff.

16.7 BUMPING RIGHTS

An employee who is scheduled for layoff shall have the right to displace an employee in a lower position provided he/she has greater City seniority and meets the job qualifications of that position.

16.8 RECALL

Employees who have been laid off shall have recall rights to their former position for twelve (12) months. When a vacancy occurs in a job classification, the laid-off or downgraded employee(s) eligible to return to that job classification shall be recalled in the inverse order of their downgrade or

layoff. This includes employees who accepted a transfer or demotion or bumped another employee in lieu of layoff.

It shall be the responsibility of the laid off employee to notify the City of any change of address during the twelve (12) month period after the effective date of layoff.

The City shall mail a recall notice by certified and regular mail to the employee's address on record. Whether or not a certification receipt is received back by the City, this will constitute appropriate notice. A copy of the recall notice shall also be mailed to the Union. The laid off employee shall respond within ten (10) calendar days after receipt of such notice and must report to work within thirty (30) calendar days after receiving the notice. Failure to do so shall result in forfeiture of all recall rights. Any deviation from this requirement shall require the mutual agreement of the City and the Union.

16.9 SENIORITY LISTS

A seniority list of represented employees shall be made available to the Union within a reasonable timeframe upon request.

The City shall immediately after affecting a layoff provide the Union a list of those employees who have been laid off, with their seniority status. Said list shall be known as a Recall List and shall be updated as necessary.

ARTICLE 17 SAVINGS CLAUSE

17.1 SAVINGS CLAUSE

If any provision of this Agreement, or the application of such provision, should be rendered or declared invalid by any decree of a court of competent jurisdiction or by the reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect.

ARTICLE 18
TERM OF AGREEMENT

18.1 TERM

This Agreement shall remain in full force and effect from July 1, 2021 through June 30, 2025.

DATED:

INTERNATIONAL UNION OF
OPERATING ENGINEERS
LOCAL 39, AFL-CIO

CITY OF WATERFORD


BY:


BART FLORENCE
BUSINESS MANAGER


BY


MICHAEL PITCOCK
CITY MANAGER


JEFF GLADIEUX
PRESIDENT


CHARLIE SOLT
DIRECTOR OF PUBLIC EMPLOYEES


JENNIFER OSBORN
BUSINESS REPRESENTATIVE


CARLOS GARCIA
UNION SHOP STEWARD


JUSTIN HAMILTON
UNION SHOP STEWARD

Exhibit "1"
Salary Schedule

CITY OF WATERFORD
SALARY SCHEDULE
JULY 1, 2022 - JUNE 30, 2023

Effective 7/1/22

Positions	Grade	Step A	Step B	Step C	Step D	Step E
	1	\$2,697.56	\$2,832.43	\$2,974.05	\$3,122.75	\$3,278.89
		\$15.56	\$16.34	\$17.16	\$18.02	\$18.92
		\$32,370.72	\$33,989.16	\$35,688.60	\$37,473.00	\$39,346.68
	2	\$2,751.51	\$2,889.08	\$3,033.53	\$3,185.22	\$3,344.48
		\$15.87	\$16.67	\$17.50	\$18.38	\$19.30
		\$33,018.12	\$34,668.96	\$36,402.36	\$38,222.64	\$40,133.76
	3	\$2,806.54	\$2,946.86	\$3,094.20	\$3,248.91	\$3,411.36
		\$16.19	\$17.00	\$17.85	\$18.74	\$19.68
		\$33,678.48	\$35,362.32	\$37,130.40	\$38,986.92	\$40,936.32
	4	\$2,862.67	\$3,005.81	\$3,156.10	\$3,313.89	\$3,479.60
		\$16.52	\$17.34	\$18.21	\$19.12	\$20.07
		\$34,352.04	\$36,069.72	\$37,873.20	\$39,766.68	\$41,755.20
	5	\$2,919.91	\$3,065.92	\$3,219.21	\$3,380.17	\$3,549.16
		\$16.85	\$17.69	\$18.57	\$19.50	\$20.48
		\$35,038.92	\$36,791.04	\$38,630.52	\$40,562.04	\$42,589.92
Custodian	6	\$2,978.32	\$3,127.22	\$3,283.60	\$3,447.77	\$3,620.15
		\$17.18	\$18.04	\$18.94	\$19.89	\$20.89
		\$35,739.84	\$37,526.64	\$39,403.20	\$41,373.24	\$43,441.80
	7	\$3,037.88	\$3,189.79	\$3,349.27	\$3,516.74	\$3,692.57
		\$17.53	\$18.40	\$19.32	\$20.29	\$21.30
		\$36,454.56	\$38,277.48	\$40,191.24	\$42,200.88	\$44,310.84
	8	\$3,098.64	\$3,253.56	\$3,416.25	\$3,587.06	\$3,766.41
		\$17.88	\$18.77	\$19.71	\$20.69	\$21.73
		\$37,183.68	\$39,042.72	\$40,995.00	\$43,044.72	\$45,196.92
	9	\$3,160.61	\$3,318.65	\$3,484.57	\$3,658.81	\$3,841.75
		\$18.23	\$19.15	\$20.10	\$21.11	\$22.16
		\$37,927.32	\$39,823.80	\$41,814.84	\$43,905.72	\$46,101.00
WWTP Operator In Training	10	\$3,223.83	\$3,384.99	\$3,554.60	\$3,733.13	\$3,920.59
		\$18.60	\$19.53	\$20.51	\$21.54	\$22.62
		\$38,685.96	\$40,619.88	\$42,655.16	\$44,797.56	\$47,047.08
Accounting Technician I	11	\$3,279.86	\$3,443.87	\$3,616.06	\$3,796.87	\$3,986.69
		\$18.92	\$19.87	\$20.86	\$21.91	\$23.00
		\$39,358.32	\$41,326.44	\$43,392.72	\$45,562.44	\$47,840.28
Maintenance Worker I	12	\$3,348.78	\$3,516.18	\$3,692.01	\$3,874.37	\$4,068.98
		\$19.32	\$20.29	\$21.30	\$22.35	\$23.47
		\$40,185.36	\$42,194.16	\$44,304.12	\$46,492.44	\$48,827.76
	13	\$3,415.74	\$3,586.53	\$3,765.87	\$3,954.15	\$4,151.87
		\$19.71	\$20.69	\$21.73	\$22.81	\$23.95
		\$40,988.88	\$43,038.36	\$45,190.44	\$47,449.80	\$49,822.44
	14	\$3,484.07	\$3,658.27	\$3,841.19	\$4,033.24	\$4,234.90
		\$20.10	\$21.11	\$22.16	\$23.27	\$24.43
		\$41,808.84	\$43,899.24	\$46,094.28	\$48,398.88	\$50,818.80
	15	\$3,553.75	\$3,731.42	\$3,918.00	\$4,113.91	\$4,319.60
		\$20.50	\$21.53	\$22.60	\$23.73	\$24.92
		\$42,645.00	\$44,777.04	\$47,016.00	\$49,366.92	\$51,835.20
	16	\$3,624.82	\$3,806.07	\$3,996.35	\$4,196.19	\$4,405.98
		\$20.91	\$21.96	\$23.06	\$24.21	\$25.42
		\$43,497.84	\$45,672.84	\$47,956.20	\$50,354.28	\$52,871.76
	17	\$3,697.31	\$3,882.17	\$4,076.29	\$4,280.09	\$4,494.11
		\$21.33	\$22.40	\$23.52	\$24.69	\$25.93
		\$44,367.72	\$46,586.04	\$48,915.48	\$51,361.08	\$53,929.32

WWTP Operator I, Water Operator I	18	\$3,803.95	\$3,995.58	\$4,195.53	\$4,406.21	\$4,625.80
		\$21.95	\$23.05	\$24.21	\$25.42	\$26.69
		\$45,647.40	\$47,946.96	\$50,346.40	\$52,874.48	\$55,509.56
Maintenance Worker II	19	\$3,911.32	\$4,106.89	\$4,313.40	\$4,530.67	\$4,754.22
		\$22.57	\$23.69	\$24.89	\$26.14	\$27.43
		\$46,935.84	\$49,282.68	\$51,760.80	\$54,368.04	\$57,050.64
Accounting Technician II	20	\$3,988.47	\$4,187.89	\$4,397.26	\$4,617.14	\$4,852.03
		\$23.01	\$24.16	\$25.37	\$26.64	\$27.99
		\$47,861.64	\$50,254.68	\$52,767.12	\$55,405.68	\$58,224.36
	21	\$4,091.99	\$4,296.58	\$4,511.42	\$4,736.99	\$4,973.84
		\$23.61	\$24.79	\$26.03	\$27.33	\$28.70
		\$49,103.88	\$51,558.96	\$54,137.04	\$56,843.88	\$59,686.08
	22	\$4,173.84	\$4,382.53	\$4,601.66	\$4,831.73	\$5,073.34
		\$24.08	\$25.28	\$26.55	\$27.88	\$29.27
		\$50,086.08	\$52,590.36	\$55,219.92	\$57,980.76	\$60,880.08
Maintenance Worker III	23	\$4,286.80	\$4,501.15	\$4,726.20	\$4,962.49	\$5,214.11
		\$24.73	\$25.97	\$27.27	\$28.63	\$30.08
		\$51,441.60	\$54,013.80	\$56,714.40	\$59,549.88	\$62,569.32
WWTP Operator II, Water Operator II	24	\$4,374.43	\$4,593.67	\$4,823.97	\$5,064.99	\$5,318.51
		\$25.24	\$26.50	\$27.83	\$29.22	\$30.68
		\$52,493.16	\$55,124.00	\$57,887.60	\$60,779.84	\$63,822.12
	25	\$4,461.92	\$4,685.02	\$4,919.74	\$5,165.72	\$5,424.00
		\$25.74	\$27.03	\$28.38	\$29.80	\$31.29
		\$53,543.04	\$56,220.24	\$59,036.88	\$61,988.64	\$65,088.00
	26	\$4,533.90	\$4,760.58	\$4,998.63	\$5,248.54	\$5,510.95
		\$26.16	\$27.46	\$28.84	\$30.28	\$31.79
		\$54,406.80	\$57,126.96	\$59,983.56	\$62,982.48	\$66,131.40
	27	\$4,624.57	\$4,855.79	\$5,098.57	\$5,353.51	\$5,621.19
		\$26.68	\$28.01	\$29.41	\$30.89	\$32.43
		\$55,494.84	\$58,269.48	\$61,182.84	\$64,242.12	\$67,454.28
Water Operator III, Code Enforcement	28	\$4,760.58	\$4,998.61	\$5,248.54	\$5,510.96	\$5,786.51
		\$27.46	\$28.84	\$30.28	\$31.79	\$33.38
		\$57,126.96	\$59,983.32	\$62,982.48	\$66,131.52	\$69,438.12
	29	\$4,855.79	\$5,098.57	\$5,353.51	\$5,621.19	\$5,902.24
		\$28.01	\$29.41	\$30.89	\$32.43	\$34.05
		\$58,269.48	\$61,182.84	\$64,242.12	\$67,454.28	\$70,826.88
Administrative Analyst/Dep City Clerk	30	\$4,998.61	\$5,248.54	\$5,510.96	\$5,786.51	\$6,075.85
		\$28.84	\$30.28	\$31.79	\$33.38	\$35.05
		\$59,983.32	\$62,982.48	\$66,131.52	\$69,438.12	\$72,910.20
	31	\$5,098.57	\$5,353.51	\$5,621.19	\$5,902.24	\$6,197.36
		\$29.41	\$30.89	\$32.43	\$34.05	\$35.75
		\$61,182.84	\$64,242.12	\$67,454.28	\$70,826.88	\$74,368.32
Public Works Supervisor	32	\$5,200.56	\$5,460.60	\$5,733.61	\$6,020.30	\$6,321.32
		\$30.00	\$31.50	\$33.08	\$34.73	\$36.47
		\$62,406.72	\$65,527.20	\$68,803.32	\$72,243.60	\$75,855.84
	33	\$5,304.56	\$5,569.80	\$5,848.29	\$6,140.70	\$6,447.74
		\$30.60	\$32.13	\$33.74	\$35.43	\$37.20
		\$63,654.72	\$66,837.60	\$70,179.48	\$73,688.40	\$77,372.88
	34	\$5,401.29	\$5,671.33	\$5,954.91	\$6,252.65	\$6,565.29
		\$31.16	\$32.72	\$34.36	\$36.07	\$37.88
		\$64,815.48	\$68,055.96	\$71,458.92	\$75,031.80	\$78,783.48
	35	\$5,509.32	\$5,784.77	\$6,074.01	\$6,377.71	\$6,696.60
		\$31.78	\$33.37	\$35.04	\$36.79	\$38.63
		\$66,111.84	\$69,417.24	\$72,888.12	\$76,532.52	\$80,359.20
	36	\$5,671.34	\$5,954.91	\$6,252.66	\$6,565.30	\$6,893.56
		\$32.72	\$34.36	\$36.07	\$37.88	\$39.77
		\$68,056.08	\$71,458.92	\$75,031.92	\$78,783.60	\$82,722.72

	37	\$5,784.77	\$6,074.01	\$6,377.71	\$6,696.60	\$7,031.43
		\$33.37	\$35.04	\$36.79	\$38.63	\$40.57
		\$69,417.24	\$72,888.12	\$76,532.52	\$80,359.20	\$84,377.16
Water/WW Supervisor	38	\$5,954.91	\$6,252.66	\$6,565.30	\$6,893.56	\$7,238.24
		\$34.36	\$36.07	\$37.88	\$39.77	\$41.76
		\$71,458.92	\$75,031.92	\$78,783.60	\$82,722.72	\$86,858.88
	39	\$6,074.01	\$6,377.71	\$6,696.60	\$7,031.43	\$7,383.00
		\$35.04	\$36.79	\$38.63	\$40.57	\$42.59
		\$72,888.12	\$76,532.52	\$80,359.20	\$84,377.16	\$88,596.00
	40	\$6,252.66	\$6,565.30	\$6,893.56	\$7,238.24	\$7,600.14
		\$36.07	\$37.88	\$39.77	\$41.76	\$43.85
		\$75,031.92	\$78,783.60	\$82,722.72	\$86,858.88	\$91,201.68
	41	\$6,377.71	\$6,696.60	\$7,031.43	\$7,383.00	\$7,752.14
		\$36.79	\$38.63	\$40.57	\$42.59	\$44.72
		\$76,532.52	\$80,359.20	\$84,377.16	\$88,596.00	\$93,025.68
	42	\$6,565.30	\$6,893.56	\$7,238.24	\$7,600.14	\$7,980.16
		\$37.88	\$39.77	\$41.76	\$43.85	\$46.04
		\$78,783.60	\$82,722.72	\$86,858.88	\$91,201.68	\$95,761.92
	43	\$6,696.60	\$7,031.43	\$7,383.00	\$7,752.14	\$8,139.75
		\$38.63	\$40.57	\$42.59	\$44.72	\$46.96
		\$80,359.20	\$84,377.16	\$88,596.00	\$93,025.68	\$97,677.00
PW Superintendent	44	\$6,893.56	\$7,238.24	\$7,600.14	\$7,980.16	\$8,379.15
Asst. To CM / City Clerk		\$39.77	\$41.76	\$43.85	\$46.04	\$48.34
		\$82,722.72	\$86,858.88	\$91,201.68	\$95,761.92	\$100,549.80
	45	\$7,031.43	\$7,383.00	\$7,752.14	\$8,139.75	\$8,546.75
		\$40.57	\$42.59	\$44.72	\$46.96	\$49.31
		\$84,377.16	\$88,596.00	\$93,025.68	\$97,677.00	\$102,561.00
	46	\$7,238.24	\$7,600.14	\$7,980.16	\$8,379.15	\$8,798.13
		\$41.76	\$43.85	\$46.04	\$48.34	\$50.76
		\$86,858.88	\$91,201.68	\$95,761.92	\$100,549.80	\$105,577.56
	47	\$7,383.00	\$7,752.14	\$8,139.75	\$8,546.75	\$8,974.09
		\$42.59	\$44.72	\$46.96	\$49.31	\$51.77
		\$88,596.00	\$93,025.68	\$97,677.00	\$102,561.00	\$107,689.08
	48	\$7,600.14	\$7,980.16	\$8,379.15	\$8,798.13	\$9,238.03
		\$43.85	\$46.04	\$48.34	\$50.76	\$53.30
		\$91,201.68	\$95,761.92	\$100,549.80	\$105,577.56	\$110,856.36
	49	\$7,752.14	\$8,139.75	\$8,546.75	\$8,974.09	\$9,422.79
		\$44.72	\$46.96	\$49.31	\$51.77	\$54.36
		\$93,025.68	\$97,677.00	\$102,561.00	\$107,689.08	\$113,073.48
	50	\$7,907.19	\$8,302.54	\$8,717.68	\$9,153.55	\$9,611.24
		\$45.62	\$47.90	\$50.29	\$52.81	\$55.45
		\$94,886.28	\$99,630.48	\$104,612.16	\$109,842.60	\$115,334.88
	51	\$8,095.37	\$8,521.44	\$8,969.94	\$9,442.05	\$9,939.01
		\$46.70	\$49.16	\$51.75	\$54.47	\$57.34
		\$97,144.44	\$102,257.28	\$107,639.28	\$113,304.60	\$119,268.12
	52	\$8,257.29	\$8,670.14	\$9,103.63	\$9,558.83	\$10,036.76
		\$47.64	\$50.02	\$52.52	\$55.15	\$57.90
		\$99,087.48	\$104,041.68	\$109,243.56	\$114,705.96	\$120,441.12
	53	\$8,500.14	\$8,925.15	\$9,371.39	\$9,839.97	\$10,331.97
		\$49.04	\$51.49	\$54.07	\$56.77	\$59.61
		\$102,001.68	\$107,101.80	\$112,456.68	\$118,079.64	\$123,983.64
	54	\$8,670.14	\$9,103.63	\$9,558.83	\$10,036.76	\$10,538.61
		\$50.02	\$52.52	\$55.15	\$57.90	\$60.80
		\$104,041.68	\$109,243.56	\$114,705.96	\$120,441.12	\$126,463.32
	55	\$8,925.15	\$9,371.39	\$9,839.97	\$10,331.97	\$10,848.57
		\$51.49	\$54.07	\$56.77	\$59.61	\$62.59
		\$107,101.80	\$112,456.68	\$118,079.64	\$123,983.64	\$130,182.84

Administrative Services Director	56	\$9,104.38	\$9,583.55	\$10,087.97	\$10,618.89	\$11,177.82
		\$52.53	\$55.29	\$58.20	\$61.26	\$64.49
		\$109,252.56	\$115,002.60	\$121,055.64	\$127,426.68	\$134,133.84
	57	\$9,286.48	\$9,750.79	\$10,238.34	\$10,750.24	\$11,287.77
		\$53.58	\$56.25	\$59.07	\$62.02	\$65.12
		\$111,437.76	\$117,009.48	\$122,860.08	\$129,002.88	\$135,453.24
Public Works Director	58	\$9,559.61	\$10,037.59	\$10,539.45	\$11,066.43	\$11,619.75
		\$55.15	\$57.91	\$60.80	\$63.84	\$67.04
		\$114,715.32	\$120,451.08	\$126,473.40	\$132,797.16	\$139,437.00
	59	\$9,750.79	\$10,238.34	\$10,750.24	\$11,287.77	\$11,852.16
		\$56.25	\$59.07	\$62.02	\$65.12	\$68.38
		\$117,009.48	\$122,860.08	\$129,002.88	\$135,453.24	\$142,225.92
	60	\$10,037.59	\$10,539.45	\$11,066.43	\$11,619.75	\$12,200.75
		\$57.91	\$60.80	\$63.84	\$67.04	\$70.39
		\$120,451.08	\$126,473.40	\$132,797.16	\$139,437.00	\$146,409.00
	61	\$10,238.34	\$10,750.24	\$11,287.77	\$11,852.16	\$12,444.76
		\$59.07	\$62.02	\$65.12	\$68.38	\$71.80
		\$122,860.08	\$129,002.88	\$135,453.24	\$142,225.92	\$149,337.12
	62	\$10,539.45	\$11,066.43	\$11,619.75	\$12,200.75	\$12,810.79
		\$60.80	\$63.84	\$67.04	\$70.39	\$73.91
		\$126,473.40	\$132,797.16	\$139,437.00	\$146,409.00	\$153,729.48
	63	\$10,750.24	\$11,287.77	\$11,852.16	\$12,444.76	\$13,066.99
		\$62.02	\$65.12	\$68.38	\$71.80	\$75.39
		\$129,002.88	\$135,453.24	\$142,225.92	\$149,337.12	\$156,803.88
	64	\$11,066.43	\$11,619.75	\$12,200.75	\$12,810.79	\$13,451.33
		\$63.84	\$67.04	\$70.39	\$73.91	\$77.60
		\$132,797.16	\$139,437.00	\$146,409.00	\$153,729.48	\$161,415.96
Finance Manager	65	\$11,287.77	\$11,852.16	\$12,444.76	\$13,066.99	\$13,720.35
		\$65.12	\$68.38	\$71.80	\$75.39	\$79.16
		\$135,453.24	\$142,225.92	\$149,337.12	\$156,803.88	\$164,644.20
	66	\$11,619.75	\$12,200.75	\$12,810.79	\$13,451.33	\$14,123.90
		\$67.04	\$70.39	\$73.91	\$77.60	\$81.48
		\$139,437.00	\$146,409.00	\$153,729.48	\$161,415.96	\$169,486.80
	67	\$11,852.16	\$12,444.76	\$13,066.99	\$13,720.35	\$14,406.36
		\$68.38	\$71.80	\$75.39	\$79.16	\$83.11
		\$142,225.92	\$149,337.12	\$156,803.88	\$164,644.20	\$172,876.32
	68	\$12,200.75	\$12,810.79	\$13,451.33	\$14,123.90	\$14,830.07
		\$70.39	\$73.91	\$77.60	\$81.48	\$85.56
		\$146,409.00	\$153,729.48	\$161,415.96	\$169,486.80	\$177,960.84
	69	\$12,444.76	\$13,066.99	\$13,720.35	\$14,406.36	\$15,126.67
		\$71.80	\$75.39	\$79.16	\$83.11	\$87.27
		\$149,337.12	\$156,803.88	\$164,644.20	\$172,876.32	\$181,520.04
	70	\$12,810.79	\$13,451.33	\$14,123.90	\$14,830.07	\$15,571.58
		\$73.91	\$77.60	\$81.48	\$85.56	\$89.84
		\$153,729.48	\$161,415.96	\$169,486.80	\$177,960.84	\$186,858.96
	71	\$13,066.99	\$13,720.35	\$14,406.36	\$15,126.67	\$15,883.02
		\$75.39	\$79.16	\$83.11	\$87.27	\$91.63
		\$156,803.88	\$164,644.20	\$172,876.32	\$181,520.04	\$190,596.24
	72	\$13,451.33	\$14,123.90	\$14,830.07	\$15,571.58	\$16,350.17
		\$77.60	\$81.48	\$85.56	\$89.84	\$94.33
		\$161,415.96	\$169,486.80	\$177,960.84	\$186,858.96	\$196,202.04

CITY OF WATERFORD
SALARY SCHEDULE
JULY 1, 2023 - JUNE 30, 2024

Effective 7/1/23

Positions	Grade	Step A	Step B	Step C	Step D	Step E
	1	\$ 2,778.49	\$ 2,917.40	\$ 3,063.27	\$ 3,216.43	\$ 3,377.26
		\$ 16.03	\$ 16.83	\$ 17.67	\$ 18.56	\$ 19.48
		\$ 33,341.88	\$ 35,008.80	\$ 36,759.24	\$ 38,597.16	\$ 40,527.12
	2	\$ 2,834.06	\$ 2,975.75	\$ 3,124.54	\$ 3,280.78	\$ 3,444.81
		\$ 16.35	\$ 17.17	\$ 18.03	\$ 18.93	\$ 19.87
		\$ 34,008.72	\$ 35,709.00	\$ 37,494.48	\$ 39,369.36	\$ 41,337.72
	3	\$ 2,890.74	\$ 3,035.27	\$ 3,187.03	\$ 3,346.38	\$ 3,513.70
		\$ 16.68	\$ 17.51	\$ 18.39	\$ 19.31	\$ 20.27
		\$ 34,688.88	\$ 36,423.24	\$ 38,244.36	\$ 40,156.56	\$ 42,164.40
	4	\$ 2,948.55	\$ 3,095.98	\$ 3,250.78	\$ 3,413.31	\$ 3,583.99
		\$ 17.01	\$ 17.86	\$ 18.75	\$ 19.69	\$ 20.68
		\$ 35,382.60	\$ 37,151.76	\$ 39,009.36	\$ 40,959.72	\$ 43,007.88
	5	\$ 3,007.51	\$ 3,157.90	\$ 3,315.79	\$ 3,481.58	\$ 3,655.63
		\$ 17.35	\$ 18.22	\$ 19.13	\$ 20.09	\$ 21.09
		\$ 36,090.12	\$ 37,894.80	\$ 39,789.48	\$ 41,778.96	\$ 43,867.56
Custodian	6	\$ 3,067.67	\$ 3,221.04	\$ 3,382.11	\$ 3,551.20	\$ 3,728.75
		\$ 17.70	\$ 18.58	\$ 19.51	\$ 20.49	\$ 21.51
		\$ 36,812.04	\$ 38,652.48	\$ 40,585.32	\$ 42,614.40	\$ 44,745.00
	7	\$ 3,129.02	\$ 3,285.48	\$ 3,449.75	\$ 3,622.24	\$ 3,803.35
		\$ 18.05	\$ 18.95	\$ 19.90	\$ 20.90	\$ 21.94
		\$ 37,548.24	\$ 39,425.76	\$ 41,397.00	\$ 43,466.88	\$ 45,640.20
	8	\$ 3,191.60	\$ 3,351.17	\$ 3,518.74	\$ 3,694.67	\$ 3,879.40
		\$ 18.41	\$ 19.33	\$ 20.30	\$ 21.32	\$ 22.38
		\$ 38,299.20	\$ 40,214.04	\$ 42,224.88	\$ 44,336.04	\$ 46,552.80
	9	\$ 3,255.43	\$ 3,418.21	\$ 3,589.11	\$ 3,768.57	\$ 3,957.00
		\$ 18.78	\$ 19.72	\$ 20.71	\$ 21.74	\$ 22.83
		\$ 39,065.16	\$ 41,018.52	\$ 43,069.32	\$ 45,222.84	\$ 47,484.00
WWTP Operator In Training	10	\$ 3,320.54	\$ 3,486.54	\$ 3,661.24	\$ 3,845.12	\$ 4,038.21
		\$ 19.16	\$ 20.11	\$ 21.12	\$ 22.18	\$ 23.30
		\$ 39,846.48	\$ 41,838.48	\$ 43,934.84	\$ 46,141.44	\$ 48,458.52
Accounting Technician I	11	\$ 3,378.26	\$ 3,547.19	\$ 3,724.54	\$ 3,910.78	\$ 4,106.29
		\$ 19.49	\$ 20.46	\$ 21.49	\$ 22.56	\$ 23.69
		\$ 40,539.12	\$ 42,566.28	\$ 44,694.48	\$ 46,929.36	\$ 49,275.48
Maintenance Worker I	12	\$ 3,449.24	\$ 3,621.67	\$ 3,802.77	\$ 3,990.60	\$ 4,191.05
		\$ 19.90	\$ 20.89	\$ 21.94	\$ 23.02	\$ 24.18
		\$ 41,390.88	\$ 43,460.04	\$ 45,633.24	\$ 47,887.20	\$ 50,292.60
	13	\$ 3,518.21	\$ 3,694.13	\$ 3,878.85	\$ 4,072.77	\$ 4,276.43
		\$ 20.30	\$ 21.31	\$ 22.38	\$ 23.50	\$ 24.67
		\$ 42,218.52	\$ 44,329.56	\$ 46,546.20	\$ 48,873.24	\$ 51,317.16
	14	\$ 3,588.59	\$ 3,768.02	\$ 3,956.43	\$ 4,154.24	\$ 4,361.95
		\$ 20.70	\$ 21.74	\$ 22.83	\$ 23.97	\$ 25.17
		\$ 43,063.08	\$ 45,216.24	\$ 47,477.16	\$ 49,850.88	\$ 52,343.40
	15	\$ 3,660.36	\$ 3,843.36	\$ 4,035.54	\$ 4,237.33	\$ 4,449.19
		\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67
		\$ 43,924.32	\$ 46,120.32	\$ 48,426.48	\$ 50,847.96	\$ 53,390.28
	16	\$ 3,733.56	\$ 3,920.25	\$ 4,116.24	\$ 4,322.08	\$ 4,538.16
		\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18
		\$ 44,802.72	\$ 47,043.00	\$ 49,394.88	\$ 51,864.96	\$ 54,457.92
	17	\$ 3,808.23	\$ 3,998.64	\$ 4,198.58	\$ 4,408.49	\$ 4,628.93
		\$ 21.97	\$ 23.07	\$ 24.22	\$ 25.43	\$ 26.71
		\$ 45,698.76	\$ 47,983.68	\$ 50,382.96	\$ 52,901.88	\$ 55,547.16
WWTP Operator I, Water Operator I	18	\$ 3,918.07	\$ 4,115.45	\$ 4,321.40	\$ 4,538.40	\$ 4,764.57
		\$ 22.60	\$ 23.74	\$ 24.93	\$ 26.18	\$ 27.49
		\$ 47,016.84	\$ 49,385.40	\$ 51,856.84	\$ 54,460.76	\$ 57,174.80

Maintenance Worker II	19	\$ 4,028.66	\$ 4,230.10	\$ 4,442.80	\$ 4,666.59	\$ 4,896.85
		\$ 23.24	\$ 24.40	\$ 25.63	\$ 26.92	\$ 28.25
		\$ 48,343.92	\$ 50,761.20	\$ 53,313.60	\$ 55,999.08	\$ 58,762.20
Accounting Technician II	20	\$ 4,108.12	\$ 4,313.53	\$ 4,529.18	\$ 4,755.65	\$ 4,997.59
		\$ 23.70	\$ 24.89	\$ 26.13	\$ 27.44	\$ 28.83
		\$ 49,297.44	\$ 51,762.36	\$ 54,350.16	\$ 57,067.80	\$ 59,971.08
	21	\$ 4,214.75	\$ 4,425.48	\$ 4,646.76	\$ 4,879.10	\$ 5,123.06
		\$ 24.32	\$ 25.53	\$ 26.81	\$ 28.15	\$ 29.56
		\$ 50,577.00	\$ 53,105.76	\$ 55,761.12	\$ 58,549.20	\$ 61,476.72
	22	\$ 4,299.06	\$ 4,514.01	\$ 4,739.71	\$ 4,976.68	\$ 5,225.54
		\$ 24.80	\$ 26.04	\$ 27.34	\$ 28.71	\$ 30.15
		\$ 51,588.72	\$ 54,168.12	\$ 56,876.52	\$ 59,720.16	\$ 62,706.48
Maintenance Worker III	23	\$ 4,415.40	\$ 4,636.18	\$ 4,867.99	\$ 5,111.36	\$ 5,370.53
		\$ 25.47	\$ 26.75	\$ 28.08	\$ 29.49	\$ 30.98
		\$ 52,984.80	\$ 55,634.16	\$ 58,415.88	\$ 61,336.32	\$ 64,446.36
WWTP Operator II, Water Operator II	24	\$ 4,505.66	\$ 4,731.48	\$ 4,968.69	\$ 5,216.94	\$ 5,478.07
		\$ 25.99	\$ 27.30	\$ 28.67	\$ 30.10	\$ 31.60
		\$ 54,067.92	\$ 56,777.72	\$ 59,624.24	\$ 62,603.24	\$ 65,736.84
	25	\$ 4,595.78	\$ 4,825.57	\$ 5,067.33	\$ 5,320.69	\$ 5,586.72
		\$ 26.51	\$ 27.84	\$ 29.23	\$ 30.70	\$ 32.23
		\$ 55,149.36	\$ 57,906.84	\$ 60,807.96	\$ 63,848.28	\$ 67,040.64
	26	\$ 4,669.92	\$ 4,903.40	\$ 5,148.59	\$ 5,406.00	\$ 5,676.28
		\$ 26.94	\$ 28.29	\$ 29.70	\$ 31.19	\$ 32.75
		\$ 56,039.04	\$ 58,840.80	\$ 61,783.08	\$ 64,872.00	\$ 68,115.36
	27	\$ 4,763.31	\$ 5,001.46	\$ 5,251.53	\$ 5,514.12	\$ 5,789.83
		\$ 27.48	\$ 28.85	\$ 30.30	\$ 31.81	\$ 33.40
		\$ 57,159.72	\$ 60,017.52	\$ 63,018.36	\$ 66,169.44	\$ 69,477.96
Water Operator III, Code Enforcement	28	\$ 4,903.40	\$ 5,148.57	\$ 5,406.00	\$ 5,676.29	\$ 5,960.11
		\$ 28.29	\$ 29.70	\$ 31.19	\$ 32.75	\$ 34.39
		\$ 58,840.80	\$ 61,782.84	\$ 64,872.00	\$ 68,115.48	\$ 71,521.32
	29	\$ 5,001.46	\$ 5,251.53	\$ 5,514.12	\$ 5,789.83	\$ 6,079.31
		\$ 28.85	\$ 30.30	\$ 31.81	\$ 33.40	\$ 35.07
		\$ 60,017.52	\$ 63,018.36	\$ 66,169.44	\$ 69,477.96	\$ 72,951.72
Administrative Analyst/Dep City Clerk	30	\$ 5,148.57	\$ 5,406.00	\$ 5,676.29	\$ 5,960.11	\$ 6,258.13
		\$ 29.70	\$ 31.19	\$ 32.75	\$ 34.39	\$ 36.10
		\$ 61,782.84	\$ 64,872.00	\$ 68,115.48	\$ 71,521.32	\$ 75,097.56
	31	\$ 5,251.53	\$ 5,514.12	\$ 5,789.83	\$ 6,079.31	\$ 6,383.28
		\$ 30.30	\$ 31.81	\$ 33.40	\$ 35.07	\$ 36.83
		\$ 63,018.36	\$ 66,169.44	\$ 69,477.96	\$ 72,951.72	\$ 76,599.36
Public Works Supervisor	32	\$ 5,356.58	\$ 5,624.42	\$ 5,905.62	\$ 6,200.91	\$ 6,510.96
		\$ 30.90	\$ 32.45	\$ 34.07	\$ 35.77	\$ 37.56
		\$ 64,278.96	\$ 67,493.04	\$ 70,867.44	\$ 74,410.92	\$ 78,131.52
	33	\$ 5,463.70	\$ 5,736.89	\$ 6,023.74	\$ 6,324.92	\$ 6,641.17
		\$ 31.52	\$ 33.10	\$ 34.75	\$ 36.49	\$ 38.31
		\$ 65,564.40	\$ 68,842.68	\$ 72,284.88	\$ 75,899.04	\$ 79,694.04
	34	\$ 5,563.33	\$ 5,841.47	\$ 6,133.56	\$ 6,440.23	\$ 6,762.25
		\$ 32.10	\$ 33.70	\$ 35.39	\$ 37.16	\$ 39.01
		\$ 66,759.96	\$ 70,097.64	\$ 73,602.72	\$ 77,282.76	\$ 81,147.00
	35	\$ 5,674.60	\$ 5,958.31	\$ 6,256.23	\$ 6,569.04	\$ 6,897.50
		\$ 32.74	\$ 34.37	\$ 36.09	\$ 37.90	\$ 39.79
		\$ 68,095.20	\$ 71,499.72	\$ 75,074.76	\$ 78,828.48	\$ 82,770.00
	36	\$ 5,841.48	\$ 6,133.56	\$ 6,440.24	\$ 6,762.26	\$ 7,100.37
		\$ 33.70	\$ 35.39	\$ 37.16	\$ 39.01	\$ 40.96
		\$ 70,097.76	\$ 73,602.72	\$ 77,282.88	\$ 81,147.12	\$ 85,204.44
	37	\$ 5,958.31	\$ 6,256.23	\$ 6,569.04	\$ 6,897.50	\$ 7,242.37
		\$ 34.37	\$ 36.09	\$ 37.90	\$ 39.79	\$ 41.78
		\$ 71,499.72	\$ 75,074.76	\$ 78,828.48	\$ 82,770.00	\$ 86,908.44
Water/WW Supervisor	38	\$ 6,133.56	\$ 6,440.24	\$ 6,762.26	\$ 7,100.37	\$ 7,455.39
		\$ 35.39	\$ 37.16	\$ 39.01	\$ 40.96	\$ 43.01
		\$ 73,602.72	\$ 77,282.88	\$ 81,147.12	\$ 85,204.44	\$ 89,464.68

	39	\$ 6,256.23	\$ 6,569.04	\$ 6,897.50	\$ 7,242.37	\$ 7,604.49
		\$ 36.09	\$ 37.90	\$ 39.79	\$ 41.78	\$ 43.87
		\$ 75,074.76	\$ 78,828.48	\$ 82,770.00	\$ 86,908.44	\$ 91,253.88
	40	\$ 6,440.24	\$ 6,762.26	\$ 7,100.37	\$ 7,455.39	\$ 7,828.14
		\$ 37.16	\$ 39.01	\$ 40.96	\$ 43.01	\$ 45.16
		\$ 77,282.88	\$ 81,147.12	\$ 85,204.44	\$ 89,464.68	\$ 93,937.68
	41	\$ 6,569.04	\$ 6,897.50	\$ 7,242.37	\$ 7,604.49	\$ 7,984.70
		\$ 37.90	\$ 39.79	\$ 41.78	\$ 43.87	\$ 46.07
		\$ 78,828.48	\$ 82,770.00	\$ 86,908.44	\$ 91,253.88	\$ 95,816.40
	42	\$ 6,762.26	\$ 7,100.37	\$ 7,455.39	\$ 7,828.14	\$ 8,219.56
		\$ 39.01	\$ 40.96	\$ 43.01	\$ 45.16	\$ 47.42
		\$ 81,147.12	\$ 85,204.44	\$ 89,464.68	\$ 93,937.68	\$ 98,634.72
	43	\$ 6,897.50	\$ 7,242.37	\$ 7,604.49	\$ 7,984.70	\$ 8,383.94
		\$ 39.79	\$ 41.78	\$ 43.87	\$ 46.07	\$ 48.37
		\$ 82,770.00	\$ 86,908.44	\$ 91,253.88	\$ 95,816.40	\$ 100,607.28
PW Superintendent	44	\$ 7,100.37	\$ 7,455.39	\$ 7,828.14	\$ 8,219.56	\$ 8,630.52
Asst. To CM / City Clerk		\$ 40.96	\$ 43.01	\$ 45.16	\$ 47.42	\$ 49.79
		\$ 85,204.44	\$ 89,464.68	\$ 93,937.68	\$ 98,634.72	\$ 103,566.24
	45	\$ 7,242.37	\$ 7,604.49	\$ 7,984.70	\$ 8,383.94	\$ 8,803.15
		\$ 41.78	\$ 43.87	\$ 46.07	\$ 48.37	\$ 50.79
		\$ 86,908.44	\$ 91,253.88	\$ 95,816.40	\$ 100,607.28	\$ 105,637.80
	46	\$ 7,455.39	\$ 7,828.14	\$ 8,219.56	\$ 8,630.52	\$ 9,062.07
		\$ 43.01	\$ 45.16	\$ 47.42	\$ 49.79	\$ 52.28
		\$ 89,464.68	\$ 93,937.68	\$ 98,634.72	\$ 103,566.24	\$ 108,744.84
	47	\$ 7,604.49	\$ 7,984.70	\$ 8,383.94	\$ 8,803.15	\$ 9,243.31
		\$ 43.87	\$ 46.07	\$ 48.37	\$ 50.79	\$ 53.33
		\$ 91,253.88	\$ 95,816.40	\$ 100,607.28	\$ 105,637.80	\$ 110,919.72
	48	\$ 7,828.14	\$ 8,219.56	\$ 8,630.52	\$ 9,062.07	\$ 9,515.17
		\$ 45.16	\$ 47.42	\$ 49.79	\$ 52.28	\$ 54.90
		\$ 93,937.68	\$ 98,634.72	\$ 103,566.24	\$ 108,744.84	\$ 114,182.04
	49	\$ 7,984.70	\$ 8,383.94	\$ 8,803.15	\$ 9,243.31	\$ 9,705.47
		\$ 46.07	\$ 48.37	\$ 50.79	\$ 53.33	\$ 55.99
		\$ 95,816.40	\$ 100,607.28	\$ 105,637.80	\$ 110,919.72	\$ 116,465.64
	50	\$ 8,144.41	\$ 8,551.62	\$ 8,979.21	\$ 9,428.16	\$ 9,899.58
		\$ 46.99	\$ 49.34	\$ 51.80	\$ 54.39	\$ 57.11
		\$ 97,732.92	\$ 102,619.44	\$ 107,750.52	\$ 113,137.92	\$ 118,794.96
	51	\$ 8,338.23	\$ 8,777.08	\$ 9,239.04	\$ 9,725.31	\$ 10,237.18
		\$ 48.11	\$ 50.64	\$ 53.30	\$ 56.11	\$ 59.06
		\$ 100,058.76	\$ 105,324.96	\$ 110,868.48	\$ 116,703.72	\$ 122,846.16
	52	\$ 8,505.01	\$ 8,930.24	\$ 9,376.74	\$ 9,845.59	\$ 10,337.86
		\$ 49.07	\$ 51.52	\$ 54.10	\$ 56.80	\$ 59.64
		\$ 102,060.12	\$ 107,162.88	\$ 112,520.88	\$ 118,147.08	\$ 124,054.32
	53	\$ 8,755.14	\$ 9,192.90	\$ 9,652.53	\$ 10,135.17	\$ 10,641.93
		\$ 50.51	\$ 53.04	\$ 55.69	\$ 58.47	\$ 61.40
		\$ 105,061.68	\$ 110,314.80	\$ 115,830.36	\$ 121,622.04	\$ 127,703.16
	54	\$ 8,930.24	\$ 9,376.74	\$ 9,845.59	\$ 10,337.86	\$ 10,854.77
		\$ 51.52	\$ 54.10	\$ 56.80	\$ 59.64	\$ 62.62
		\$ 107,162.88	\$ 112,520.88	\$ 118,147.08	\$ 124,054.32	\$ 130,257.24
	55	\$ 9,192.90	\$ 9,652.53	\$ 10,135.17	\$ 10,641.93	\$ 11,174.03
		\$ 53.04	\$ 55.69	\$ 58.47	\$ 61.40	\$ 64.47
		\$ 110,314.80	\$ 115,830.36	\$ 121,622.04	\$ 127,703.16	\$ 134,088.36
Administrative Services Director	56	\$ 9,377.51	\$ 9,871.06	\$ 10,390.61	\$ 10,937.46	\$ 11,513.15
		\$ 54.10	\$ 56.95	\$ 59.95	\$ 63.10	\$ 66.42
		\$ 112,530.12	\$ 118,452.72	\$ 124,687.32	\$ 131,249.52	\$ 138,157.80
	57	\$ 9,565.07	\$ 10,043.31	\$ 10,545.49	\$ 11,072.75	\$ 11,626.40
		\$ 55.18	\$ 57.94	\$ 60.84	\$ 63.88	\$ 67.08
		\$ 114,780.84	\$ 120,519.72	\$ 126,545.88	\$ 132,873.00	\$ 139,516.80
Public Works Director	58	\$ 9,846.40	\$ 10,338.72	\$ 10,855.63	\$ 11,398.42	\$ 11,968.34
		\$ 56.81	\$ 59.65	\$ 62.63	\$ 65.76	\$ 69.05
		\$ 118,156.80	\$ 124,064.64	\$ 130,267.56	\$ 136,781.04	\$ 143,620.08

	59	\$ 10,043.31	\$ 10,545.49	\$ 11,072.75	\$ 11,626.40	\$ 12,207.72
		\$ 57.94	\$ 60.84	\$ 63.88	\$ 67.08	\$ 70.43
		\$ 120,519.72	\$ 126,545.88	\$ 132,873.00	\$ 139,516.80	\$ 146,492.64
	60	\$ 10,338.72	\$ 10,855.63	\$ 11,398.42	\$ 11,968.34	\$ 12,566.77
		\$ 59.65	\$ 62.63	\$ 65.76	\$ 69.05	\$ 72.50
		\$ 124,064.64	\$ 130,267.56	\$ 136,781.04	\$ 143,620.08	\$ 150,801.24
	61	\$ 10,545.49	\$ 11,072.75	\$ 11,626.40	\$ 12,207.72	\$ 12,818.10
		\$ 60.84	\$ 63.88	\$ 67.08	\$ 70.43	\$ 73.95
		\$ 126,545.88	\$ 132,873.00	\$ 139,516.80	\$ 146,492.64	\$ 153,817.20
	62	\$ 10,855.63	\$ 11,398.42	\$ 11,968.34	\$ 12,566.77	\$ 13,195.11
		\$ 62.63	\$ 65.76	\$ 69.05	\$ 72.50	\$ 76.13
		\$ 130,267.56	\$ 136,781.04	\$ 143,620.08	\$ 150,801.24	\$ 158,341.32
	63	\$ 11,072.75	\$ 11,626.40	\$ 12,207.72	\$ 12,818.10	\$ 13,459.00
		\$ 63.88	\$ 67.08	\$ 70.43	\$ 73.95	\$ 77.65
		\$ 132,873.00	\$ 139,516.80	\$ 146,492.64	\$ 153,817.20	\$ 161,508.00
	64	\$ 11,398.42	\$ 11,968.34	\$ 12,566.77	\$ 13,195.11	\$ 13,854.87
		\$ 65.76	\$ 69.05	\$ 72.50	\$ 76.13	\$ 79.93
		\$ 136,781.04	\$ 143,620.08	\$ 150,801.24	\$ 158,341.32	\$ 166,258.44
Finance Manager	65	\$ 11,626.40	\$ 12,207.72	\$ 12,818.10	\$ 13,459.00	\$ 14,131.96
		\$ 67.08	\$ 70.43	\$ 73.95	\$ 77.65	\$ 81.53
		\$ 139,516.80	\$ 146,492.64	\$ 153,817.20	\$ 161,508.00	\$ 169,583.52
	66	\$ 11,968.34	\$ 12,566.77	\$ 13,195.11	\$ 13,854.87	\$ 14,547.62
		\$ 69.05	\$ 72.50	\$ 76.13	\$ 79.93	\$ 83.93
		\$ 143,620.08	\$ 150,801.24	\$ 158,341.32	\$ 166,258.44	\$ 174,571.44
	67	\$ 12,207.72	\$ 12,818.10	\$ 13,459.00	\$ 14,131.96	\$ 14,838.55
		\$ 70.43	\$ 73.95	\$ 77.65	\$ 81.53	\$ 85.61
		\$ 146,492.64	\$ 153,817.20	\$ 161,508.00	\$ 169,583.52	\$ 178,062.60
	68	\$ 12,566.77	\$ 13,195.11	\$ 13,854.87	\$ 14,547.62	\$ 15,274.97
		\$ 72.50	\$ 76.13	\$ 79.93	\$ 83.93	\$ 88.12
		\$ 150,801.24	\$ 158,341.32	\$ 166,258.44	\$ 174,571.44	\$ 183,299.64
	69	\$ 12,818.10	\$ 13,459.00	\$ 14,131.96	\$ 14,838.55	\$ 15,580.47
		\$ 73.95	\$ 77.65	\$ 81.53	\$ 85.61	\$ 89.89
		\$ 153,817.20	\$ 161,508.00	\$ 169,583.52	\$ 178,062.60	\$ 186,965.64
	70	\$ 13,195.11	\$ 13,854.87	\$ 14,547.62	\$ 15,274.97	\$ 16,038.73
		\$ 76.13	\$ 79.93	\$ 83.93	\$ 88.12	\$ 92.53
		\$ 158,341.32	\$ 166,258.44	\$ 174,571.44	\$ 183,299.64	\$ 192,464.76
	71	\$ 13,459.00	\$ 14,131.96	\$ 14,838.55	\$ 15,580.47	\$ 16,359.51
		\$ 77.65	\$ 81.53	\$ 85.61	\$ 89.89	\$ 94.38
		\$ 161,508.00	\$ 169,583.52	\$ 178,062.60	\$ 186,965.64	\$ 196,314.12
	72	\$ 13,854.87	\$ 14,547.62	\$ 15,274.97	\$ 16,038.73	\$ 16,840.68
		\$ 79.93	\$ 83.93	\$ 88.12	\$ 92.53	\$ 97.16
		\$ 166,258.44	\$ 174,571.44	\$ 183,299.64	\$ 192,464.76	\$ 202,088.16

CITY OF WATERFORD
SALARY SCHEDULE
JULY 1, 2024 - JUNE 30, 2025

Effective 7/1/24

Positions	Grade	Step A	Step B	Step C	Step D	Step E
	1	\$ 2,861.84	\$ 3,004.92	\$ 3,155.17	\$ 3,312.92	\$ 3,478.58
		\$ 16.51	\$ 17.34	\$ 18.20	\$ 19.11	\$ 20.07
		\$ 34,342.08	\$ 36,059.04	\$ 37,862.04	\$ 39,755.04	\$ 41,742.96
	2	\$ 2,919.08	\$ 3,065.02	\$ 3,218.28	\$ 3,379.20	\$ 3,548.15
		\$ 16.84	\$ 17.68	\$ 18.57	\$ 19.50	\$ 20.47
		\$ 35,028.96	\$ 36,780.24	\$ 38,619.36	\$ 40,550.40	\$ 42,577.80
	3	\$ 2,977.46	\$ 3,126.33	\$ 3,282.64	\$ 3,446.77	\$ 3,619.11
		\$ 17.18	\$ 18.04	\$ 18.94	\$ 19.89	\$ 20.88
		\$ 35,729.52	\$ 37,515.96	\$ 39,391.68	\$ 41,361.24	\$ 43,429.32
	4	\$ 3,037.01	\$ 3,188.86	\$ 3,348.30	\$ 3,515.71	\$ 3,691.51
		\$ 17.52	\$ 18.40	\$ 19.32	\$ 20.28	\$ 21.30
		\$ 36,444.12	\$ 38,266.32	\$ 40,179.60	\$ 42,188.52	\$ 44,298.12
	5	\$ 3,097.74	\$ 3,252.64	\$ 3,415.26	\$ 3,586.03	\$ 3,765.30
		\$ 17.87	\$ 18.77	\$ 19.70	\$ 20.69	\$ 21.72
		\$ 37,172.88	\$ 39,031.68	\$ 40,983.12	\$ 43,032.36	\$ 45,183.60
Custodian	6	\$ 3,159.70	\$ 3,317.67	\$ 3,483.57	\$ 3,657.74	\$ 3,840.61
		\$ 18.23	\$ 19.14	\$ 20.10	\$ 21.10	\$ 22.16
		\$ 37,916.40	\$ 39,812.04	\$ 41,802.84	\$ 43,892.88	\$ 46,087.32
	7	\$ 3,222.89	\$ 3,384.04	\$ 3,553.24	\$ 3,730.91	\$ 3,917.45
		\$ 18.59	\$ 19.52	\$ 20.50	\$ 21.52	\$ 22.60
		\$ 38,674.68	\$ 40,608.48	\$ 42,638.88	\$ 44,770.92	\$ 47,009.40
	8	\$ 3,287.35	\$ 3,451.71	\$ 3,624.30	\$ 3,805.51	\$ 3,995.78
		\$ 18.97	\$ 19.91	\$ 20.91	\$ 21.95	\$ 23.05
		\$ 39,448.20	\$ 41,420.52	\$ 43,491.60	\$ 45,666.12	\$ 47,949.36
	9	\$ 3,353.09	\$ 3,520.76	\$ 3,696.78	\$ 3,881.63	\$ 4,075.71
		\$ 19.34	\$ 20.31	\$ 21.33	\$ 22.39	\$ 23.51
		\$ 40,237.08	\$ 42,249.12	\$ 44,361.36	\$ 46,579.56	\$ 48,908.52
WWTP Operator In Training	10	\$ 3,420.16	\$ 3,591.14	\$ 3,771.08	\$ 3,960.47	\$ 4,159.36
		\$ 19.73	\$ 20.72	\$ 21.76	\$ 22.85	\$ 24.00
		\$ 41,041.92	\$ 43,093.68	\$ 45,252.92	\$ 47,525.64	\$ 49,912.32
Accounting Technician I	11	\$ 3,479.61	\$ 3,653.61	\$ 3,836.28	\$ 4,028.10	\$ 4,229.48
		\$ 20.07	\$ 21.08	\$ 22.13	\$ 23.24	\$ 24.40
		\$ 41,755.32	\$ 43,843.32	\$ 46,035.36	\$ 48,337.20	\$ 50,753.76
Maintenance Worker I	12	\$ 3,552.72	\$ 3,730.32	\$ 3,916.85	\$ 4,110.32	\$ 4,316.78
		\$ 20.50	\$ 21.52	\$ 22.60	\$ 23.71	\$ 24.90
		\$ 42,632.64	\$ 44,763.84	\$ 47,002.20	\$ 49,323.84	\$ 51,801.36
	13	\$ 3,623.76	\$ 3,804.95	\$ 3,995.22	\$ 4,194.95	\$ 4,404.72
		\$ 20.91	\$ 21.95	\$ 23.05	\$ 24.20	\$ 25.41
		\$ 43,485.12	\$ 45,659.40	\$ 47,942.64	\$ 50,339.40	\$ 52,856.64
	14	\$ 3,696.25	\$ 3,881.05	\$ 4,075.12	\$ 4,278.87	\$ 4,492.81
		\$ 21.32	\$ 22.39	\$ 23.51	\$ 24.69	\$ 25.92
		\$ 44,355.00	\$ 46,572.72	\$ 48,901.44	\$ 51,346.44	\$ 53,913.72
	15	\$ 3,770.17	\$ 3,958.66	\$ 4,156.61	\$ 4,364.45	\$ 4,582.67
		\$ 21.75	\$ 22.84	\$ 23.98	\$ 25.18	\$ 26.44
		\$ 45,242.04	\$ 47,503.92	\$ 49,879.32	\$ 52,373.40	\$ 54,992.04
	16	\$ 3,845.57	\$ 4,037.86	\$ 4,239.73	\$ 4,451.74	\$ 4,674.30
		\$ 22.19	\$ 23.30	\$ 24.46	\$ 25.68	\$ 26.97
		\$ 46,146.84	\$ 48,454.32	\$ 50,876.76	\$ 53,420.88	\$ 56,091.60
	17	\$ 3,922.48	\$ 4,118.60	\$ 4,324.54	\$ 4,540.74	\$ 4,767.80
		\$ 22.63	\$ 23.76	\$ 24.95	\$ 26.20	\$ 27.51
		\$ 47,069.76	\$ 49,423.20	\$ 51,894.48	\$ 54,488.88	\$ 57,213.60
WWTP Operator I, Water Operator I	18	\$ 4,035.61	\$ 4,238.91	\$ 4,451.04	\$ 4,674.55	\$ 4,907.51
		\$ 23.28	\$ 24.46	\$ 25.68	\$ 26.97	\$ 28.31
		\$ 48,427.32	\$ 50,866.92	\$ 53,412.52	\$ 56,094.56	\$ 58,890.08
Maintenance Worker II	19	\$ 4,149.52	\$ 4,357.00	\$ 4,576.08	\$ 4,806.59	\$ 5,043.76
		\$ 23.94	\$ 25.14	\$ 26.40	\$ 27.73	\$ 29.10
		\$ 49,794.24	\$ 52,284.00	\$ 54,912.96	\$ 57,679.08	\$ 60,525.12

Accounting Technician II	20	\$ 4,231.36	\$ 4,442.94	\$ 4,665.06	\$ 4,898.32	\$ 5,147.52
		\$ 24.41	\$ 25.63	\$ 26.91	\$ 28.26	\$ 29.70
		\$ 50,776.32	\$ 53,315.28	\$ 55,980.72	\$ 58,779.84	\$ 61,770.24
	21	\$ 4,341.19	\$ 4,558.24	\$ 4,786.16	\$ 5,025.47	\$ 5,276.75
		\$ 25.05	\$ 26.30	\$ 27.61	\$ 28.99	\$ 30.44
		\$ 52,094.28	\$ 54,698.88	\$ 57,433.92	\$ 60,305.64	\$ 63,321.00
	22	\$ 4,428.03	\$ 4,649.43	\$ 4,881.90	\$ 5,125.98	\$ 5,382.31
		\$ 25.55	\$ 26.82	\$ 28.16	\$ 29.57	\$ 31.05
		\$ 53,136.36	\$ 55,793.16	\$ 58,582.80	\$ 61,511.76	\$ 64,587.72
Maintenance Worker III	23	\$ 4,547.86	\$ 4,775.27	\$ 5,014.03	\$ 5,264.70	\$ 5,531.65
		\$ 26.24	\$ 27.55	\$ 28.93	\$ 30.37	\$ 31.91
		\$ 54,574.32	\$ 57,303.24	\$ 60,168.36	\$ 63,176.40	\$ 66,379.80
WWTP Operator II, Water Operator II	24	\$ 4,640.83	\$ 4,873.42	\$ 5,117.75	\$ 5,373.45	\$ 5,642.41
		\$ 26.77	\$ 28.12	\$ 29.53	\$ 31.00	\$ 32.55
		\$ 55,689.96	\$ 58,481.00	\$ 61,412.96	\$ 64,481.36	\$ 67,708.92
	25	\$ 4,733.65	\$ 4,970.34	\$ 5,219.35	\$ 5,480.31	\$ 5,754.32
		\$ 27.31	\$ 28.68	\$ 30.11	\$ 31.62	\$ 33.20
		\$ 56,803.80	\$ 59,644.08	\$ 62,632.20	\$ 65,763.72	\$ 69,051.84
	26	\$ 4,810.02	\$ 5,050.50	\$ 5,303.05	\$ 5,568.18	\$ 5,846.57
		\$ 27.75	\$ 29.14	\$ 30.59	\$ 32.12	\$ 33.73
		\$ 57,720.24	\$ 60,606.00	\$ 63,636.60	\$ 66,818.16	\$ 70,158.84
	27	\$ 4,906.21	\$ 5,151.50	\$ 5,409.08	\$ 5,679.54	\$ 5,963.52
		\$ 28.31	\$ 29.72	\$ 31.21	\$ 32.77	\$ 34.40
		\$ 58,874.52	\$ 61,818.00	\$ 64,908.96	\$ 68,154.48	\$ 71,562.24
Water Operator III, Code Enforcement	28	\$ 5,050.50	\$ 5,303.03	\$ 5,568.18	\$ 5,846.58	\$ 6,138.91
		\$ 29.14	\$ 30.59	\$ 32.12	\$ 33.73	\$ 35.42
		\$ 60,606.00	\$ 63,636.36	\$ 66,818.16	\$ 70,158.96	\$ 73,666.92
	29	\$ 5,151.50	\$ 5,409.08	\$ 5,679.54	\$ 5,963.52	\$ 6,261.69
		\$ 29.72	\$ 31.21	\$ 32.77	\$ 34.40	\$ 36.13
		\$ 61,818.00	\$ 64,908.96	\$ 68,154.48	\$ 71,562.24	\$ 75,140.28
Administrative Analyst/Dep City Clerk	30	\$ 5,303.03	\$ 5,568.18	\$ 5,846.58	\$ 6,138.91	\$ 6,445.87
		\$ 30.59	\$ 32.12	\$ 33.73	\$ 35.42	\$ 37.19
		\$ 63,636.36	\$ 66,818.16	\$ 70,158.96	\$ 73,666.92	\$ 77,350.44
	31	\$ 5,409.08	\$ 5,679.54	\$ 5,963.52	\$ 6,261.69	\$ 6,574.78
		\$ 31.21	\$ 32.77	\$ 34.40	\$ 36.13	\$ 37.93
		\$ 64,908.96	\$ 68,154.48	\$ 71,562.24	\$ 75,140.28	\$ 78,897.36
Public Works Supervisor	32	\$ 5,517.28	\$ 5,793.15	\$ 6,082.79	\$ 6,386.94	\$ 6,706.29
		\$ 31.83	\$ 33.42	\$ 35.09	\$ 36.85	\$ 38.69
		\$ 66,207.36	\$ 69,517.80	\$ 72,993.48	\$ 76,643.28	\$ 80,475.48
	33	\$ 5,627.61	\$ 5,909.00	\$ 6,204.45	\$ 6,514.67	\$ 6,840.41
		\$ 32.47	\$ 34.09	\$ 35.79	\$ 37.58	\$ 39.46
		\$ 67,531.32	\$ 70,908.00	\$ 74,453.40	\$ 78,176.04	\$ 82,084.92
	34	\$ 5,730.23	\$ 6,016.71	\$ 6,317.57	\$ 6,633.44	\$ 6,965.12
		\$ 33.06	\$ 34.71	\$ 36.45	\$ 38.27	\$ 40.18
		\$ 68,762.76	\$ 72,200.52	\$ 75,810.84	\$ 79,601.28	\$ 83,581.44
	35	\$ 5,844.84	\$ 6,137.06	\$ 6,443.92	\$ 6,766.11	\$ 7,104.43
		\$ 33.72	\$ 35.41	\$ 37.18	\$ 39.04	\$ 40.99
		\$ 70,138.08	\$ 73,644.72	\$ 77,327.04	\$ 81,193.32	\$ 85,253.16
	36	\$ 6,016.72	\$ 6,317.57	\$ 6,633.45	\$ 6,965.13	\$ 7,313.38
		\$ 34.71	\$ 36.45	\$ 38.27	\$ 40.18	\$ 42.19
		\$ 72,200.64	\$ 75,810.84	\$ 79,601.40	\$ 83,581.56	\$ 87,760.56
	37	\$ 6,137.06	\$ 6,443.92	\$ 6,766.11	\$ 7,104.43	\$ 7,459.64
		\$ 35.41	\$ 37.18	\$ 39.04	\$ 40.99	\$ 43.04
		\$ 73,644.72	\$ 77,327.04	\$ 81,193.32	\$ 85,253.16	\$ 89,515.68
Water/WW Supervisor	38	\$ 6,317.57	\$ 6,633.45	\$ 6,965.13	\$ 7,313.38	\$ 7,679.05
		\$ 36.45	\$ 38.27	\$ 40.18	\$ 42.19	\$ 44.30
		\$ 75,810.84	\$ 79,601.40	\$ 83,581.56	\$ 87,760.56	\$ 92,148.60
	39	\$ 6,443.92	\$ 6,766.11	\$ 7,104.43	\$ 7,459.64	\$ 7,832.62
		\$ 37.18	\$ 39.04	\$ 40.99	\$ 43.04	\$ 45.19
		\$ 77,327.04	\$ 81,193.32	\$ 85,253.16	\$ 89,515.68	\$ 93,991.44
	40	\$ 6,633.45	\$ 6,965.13	\$ 7,313.38	\$ 7,679.05	\$ 8,062.98
		\$ 38.27	\$ 40.18	\$ 42.19	\$ 44.30	\$ 46.52
		\$ 79,601.40	\$ 83,581.56	\$ 87,760.56	\$ 92,148.60	\$ 96,755.76

	41	\$ 6,766.11	\$ 7,104.43	\$ 7,459.64	\$ 7,832.62	\$ 8,224.24
		\$ 39.04	\$ 40.99	\$ 43.04	\$ 45.19	\$ 47.45
		\$ 81,193.32	\$ 85,253.16	\$ 89,515.68	\$ 93,991.44	\$ 98,690.88
	42	\$ 6,965.13	\$ 7,313.38	\$ 7,679.05	\$ 8,062.98	\$ 8,466.15
		\$ 40.18	\$ 42.19	\$ 44.30	\$ 46.52	\$ 48.84
		\$ 83,581.56	\$ 87,760.56	\$ 92,148.60	\$ 96,755.76	\$ 101,593.80
	43	\$ 7,104.43	\$ 7,459.64	\$ 7,832.62	\$ 8,224.24	\$ 8,635.46
		\$ 40.99	\$ 43.04	\$ 45.19	\$ 47.45	\$ 49.82
		\$ 85,253.16	\$ 89,515.68	\$ 93,991.44	\$ 98,690.88	\$ 103,625.52
PW Superintendent	44	\$ 7,313.38	\$ 7,679.05	\$ 8,062.98	\$ 8,466.15	\$ 8,889.44
Asst. To CM / City Clerk		\$ 42.19	\$ 44.30	\$ 46.52	\$ 48.84	\$ 51.29
		\$ 87,760.56	\$ 92,148.60	\$ 96,755.76	\$ 101,593.80	\$ 106,673.28
	45	\$ 7,459.64	\$ 7,832.62	\$ 8,224.24	\$ 8,635.46	\$ 9,067.24
		\$ 43.04	\$ 45.19	\$ 47.45	\$ 49.82	\$ 52.31
		\$ 89,515.68	\$ 93,991.44	\$ 98,690.88	\$ 103,625.52	\$ 108,806.88
	46	\$ 7,679.05	\$ 8,062.98	\$ 8,466.15	\$ 8,889.44	\$ 9,333.93
		\$ 44.30	\$ 46.52	\$ 48.84	\$ 51.29	\$ 53.85
		\$ 92,148.60	\$ 96,755.76	\$ 101,593.80	\$ 106,673.28	\$ 112,007.16
	47	\$ 7,832.62	\$ 8,224.24	\$ 8,635.46	\$ 9,067.24	\$ 9,520.61
		\$ 45.19	\$ 47.45	\$ 49.82	\$ 52.31	\$ 54.93
		\$ 93,991.44	\$ 98,690.88	\$ 103,625.52	\$ 108,806.88	\$ 114,247.32
	48	\$ 8,062.98	\$ 8,466.15	\$ 8,889.44	\$ 9,333.93	\$ 9,800.63
		\$ 46.52	\$ 48.84	\$ 51.29	\$ 53.85	\$ 56.54
		\$ 96,755.76	\$ 101,593.80	\$ 106,673.28	\$ 112,007.16	\$ 117,607.56
	49	\$ 8,224.24	\$ 8,635.46	\$ 9,067.24	\$ 9,520.61	\$ 9,996.63
		\$ 47.45	\$ 49.82	\$ 52.31	\$ 54.93	\$ 57.67
		\$ 98,690.88	\$ 103,625.52	\$ 108,806.88	\$ 114,247.32	\$ 119,959.56
	50	\$ 8,388.74	\$ 8,808.17	\$ 9,248.59	\$ 9,711.00	\$ 10,196.57
		\$ 48.40	\$ 50.82	\$ 53.36	\$ 56.03	\$ 58.83
		\$ 100,664.88	\$ 105,698.04	\$ 110,983.08	\$ 116,532.00	\$ 122,358.84
	51	\$ 8,588.38	\$ 9,040.39	\$ 9,516.21	\$ 10,017.07	\$ 10,544.30
		\$ 49.55	\$ 52.16	\$ 54.90	\$ 57.79	\$ 60.83
		\$ 103,060.56	\$ 108,484.68	\$ 114,194.52	\$ 120,204.84	\$ 126,531.60
	52	\$ 8,760.16	\$ 9,198.15	\$ 9,658.04	\$ 10,140.96	\$ 10,648.00
		\$ 50.54	\$ 53.07	\$ 55.72	\$ 58.51	\$ 61.43
		\$ 105,121.92	\$ 110,377.80	\$ 115,896.48	\$ 121,691.52	\$ 127,776.00
	53	\$ 9,017.79	\$ 9,468.69	\$ 9,942.11	\$ 10,439.23	\$ 10,961.19
		\$ 52.03	\$ 54.63	\$ 57.36	\$ 60.23	\$ 63.24
		\$ 108,213.48	\$ 113,624.28	\$ 119,305.32	\$ 125,270.76	\$ 131,534.28
	54	\$ 9,198.15	\$ 9,658.04	\$ 10,140.96	\$ 10,648.00	\$ 11,180.41
		\$ 53.07	\$ 55.72	\$ 58.51	\$ 61.43	\$ 64.50
		\$ 110,377.80	\$ 115,896.48	\$ 121,691.52	\$ 127,776.00	\$ 134,164.92
	55	\$ 9,468.69	\$ 9,942.11	\$ 10,439.23	\$ 10,961.19	\$ 11,509.25
		\$ 54.63	\$ 57.36	\$ 60.23	\$ 63.24	\$ 66.40
		\$ 113,624.28	\$ 119,305.32	\$ 125,270.76	\$ 131,534.28	\$ 138,111.00
Administrative Services Director	56	\$ 9,658.84	\$ 10,167.19	\$ 10,702.33	\$ 11,265.58	\$ 11,858.54
		\$ 55.72	\$ 58.66	\$ 61.74	\$ 64.99	\$ 68.41
		\$ 115,906.08	\$ 122,006.28	\$ 128,427.96	\$ 135,186.96	\$ 142,302.48
	57	\$ 9,852.02	\$ 10,344.61	\$ 10,861.85	\$ 11,404.93	\$ 11,975.19
		\$ 56.84	\$ 59.68	\$ 62.66	\$ 65.80	\$ 69.09
		\$ 118,224.24	\$ 124,135.32	\$ 130,342.20	\$ 136,859.16	\$ 143,702.28
Public Works Director	58	\$ 10,141.79	\$ 10,648.88	\$ 11,181.30	\$ 11,740.37	\$ 12,327.39
		\$ 58.51	\$ 61.44	\$ 64.51	\$ 67.73	\$ 71.12
		\$ 121,701.48	\$ 127,786.56	\$ 134,175.60	\$ 140,884.44	\$ 147,928.68
	59	\$ 10,344.61	\$ 10,861.85	\$ 11,404.93	\$ 11,975.19	\$ 12,573.95
		\$ 59.68	\$ 62.66	\$ 65.80	\$ 69.09	\$ 72.54
		\$ 124,135.32	\$ 130,342.20	\$ 136,859.16	\$ 143,702.28	\$ 150,887.40
	60	\$ 10,648.88	\$ 11,181.30	\$ 11,740.37	\$ 12,327.39	\$ 12,943.77
		\$ 61.44	\$ 64.51	\$ 67.73	\$ 71.12	\$ 74.68
		\$ 127,786.56	\$ 134,175.60	\$ 140,884.44	\$ 147,928.68	\$ 155,325.24
	61	\$ 10,861.85	\$ 11,404.93	\$ 11,975.19	\$ 12,573.95	\$ 13,202.64
		\$ 62.66	\$ 65.80	\$ 69.09	\$ 72.54	\$ 76.17
		\$ 130,342.20	\$ 136,859.16	\$ 143,702.28	\$ 150,887.40	\$ 158,431.68

	62	\$ 11,181.30	\$ 11,740.37	\$ 12,327.39	\$ 12,943.77	\$ 13,590.96
		\$ 64.51	\$ 67.73	\$ 71.12	\$ 74.68	\$ 78.41
		\$ 134,175.60	\$ 140,884.44	\$ 147,928.68	\$ 155,325.24	\$ 163,091.52
	63	\$ 11,404.93	\$ 11,975.19	\$ 12,573.95	\$ 13,202.64	\$ 13,862.77
		\$ 65.80	\$ 69.09	\$ 72.54	\$ 76.17	\$ 79.98
		\$ 136,859.16	\$ 143,702.28	\$ 150,887.40	\$ 158,431.68	\$ 166,353.24
	64	\$ 11,740.37	\$ 12,327.39	\$ 12,943.77	\$ 13,590.96	\$ 14,270.52
		\$ 67.73	\$ 71.12	\$ 74.68	\$ 78.41	\$ 82.33
		\$ 140,884.44	\$ 147,928.68	\$ 155,325.24	\$ 163,091.52	\$ 171,246.24
Finance Manager	65	\$ 11,975.19	\$ 12,573.95	\$ 13,202.64	\$ 13,862.77	\$ 14,555.92
		\$ 69.09	\$ 72.54	\$ 76.17	\$ 79.98	\$ 83.98
		\$ 143,702.28	\$ 150,887.40	\$ 158,431.68	\$ 166,353.24	\$ 174,671.04
	66	\$ 12,327.39	\$ 12,943.77	\$ 13,590.96	\$ 14,270.52	\$ 14,984.05
		\$ 71.12	\$ 74.68	\$ 78.41	\$ 82.33	\$ 86.45
		\$ 147,928.68	\$ 155,325.24	\$ 163,091.52	\$ 171,246.24	\$ 179,808.60
	67	\$ 12,573.95	\$ 13,202.64	\$ 13,862.77	\$ 14,555.92	\$ 15,283.71
		\$ 72.54	\$ 76.17	\$ 79.98	\$ 83.98	\$ 88.18
		\$ 150,887.40	\$ 158,431.68	\$ 166,353.24	\$ 174,671.04	\$ 183,404.52
	68	\$ 12,943.77	\$ 13,590.96	\$ 14,270.52	\$ 14,984.05	\$ 15,733.22
		\$ 74.68	\$ 78.41	\$ 82.33	\$ 86.45	\$ 90.77
		\$ 155,325.24	\$ 163,091.52	\$ 171,246.24	\$ 179,808.60	\$ 188,798.64
	69	\$ 13,202.64	\$ 13,862.77	\$ 14,555.92	\$ 15,283.71	\$ 16,047.88
		\$ 76.17	\$ 79.98	\$ 83.98	\$ 88.18	\$ 92.58
		\$ 158,431.68	\$ 166,353.24	\$ 174,671.04	\$ 183,404.52	\$ 192,574.56
	70	\$ 13,590.96	\$ 14,270.52	\$ 14,984.05	\$ 15,733.22	\$ 16,519.89
		\$ 78.41	\$ 82.33	\$ 86.45	\$ 90.77	\$ 95.31
		\$ 163,091.52	\$ 171,246.24	\$ 179,808.60	\$ 188,798.64	\$ 198,238.68
	71	\$ 13,862.77	\$ 14,555.92	\$ 15,283.71	\$ 16,047.88	\$ 16,850.30
		\$ 79.98	\$ 83.98	\$ 88.18	\$ 92.58	\$ 97.21
		\$ 166,353.24	\$ 174,671.04	\$ 183,404.52	\$ 192,574.56	\$ 202,203.60
	72	\$ 14,270.52	\$ 14,984.05	\$ 15,733.22	\$ 16,519.89	\$ 17,345.90
		\$ 82.33	\$ 86.45	\$ 90.77	\$ 95.31	\$ 100.07
		\$ 171,246.24	\$ 179,808.60	\$ 188,798.64	\$ 198,238.68	\$ 208,150.80