



RESOLUTION NO. 2021-84
RESOLUTION NO. PFA-02
ORDINANCE NO. 2021-02

AGENDA

OUR MISSION

Protect, enhance, and develop Calaveras County's water resources and watersheds to provide safe, reliable, and cost-effective services to our communities.

Special Board Meeting
Wednesday, November 23, 2021
1:00 p.m.

Calaveras County Water District
120 Toma Court
San Andreas, California 95249

Based on guidance from the California Governor's Office, social distancing measures are imposed, Board chamber's capacity will be limited to 8 persons during public meetings. Social distancing and cloth facemasks are required.

The following alternatives are available to members of the public to watch these meetings and provide comments to the Board before and during the meeting:

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

Or call in (audio only)

[+1 689-206-0281,,44681727#](#)

Phone Conference ID: 446 817 27#

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Administration Office at 209-754-3028. Notification in advance of the meeting will enable CCWD to make reasonable arrangements to ensure accessibility to this meeting. Any documents that are made available to the Board before or at the meeting, not privileged or otherwise protected from disclosure, and related to agenda items, will be made available at CCWD for review by the public.

ORDER OF BUSINESS

CALL TO ORDER / PLEDGE OF ALLEGIANCE

1. ROLL CALL

BOARD OF DIRECTORS

Jeff Davidson, President
Scott Ratterman, Director

Cindy Secada, Vice President
Bertha Underhill, Director

Russ Thomas, Director

2. PUBLIC COMMENT

At this time, members of the public may address the Board on any non-agendized item. The public is encouraged to work through staff to place items on the agenda for Board consideration. No action can be taken on matters not listed on the agenda. Comments are limited to three minutes per person.

3. NEW BUSINESS

3a Discussion/Action regarding Side Letter Agreement with the SEIU Local 1021 and Amending the Fiscal Year 2021-22 Personnel Allocation
(Stacey Lollar, Human Resources Manager)

-Approving Side Letter Agreement with the SEIU Local 1021 **RES 2021-_____**

-Amending Fiscal Year 2021-22 Personnel Allocation. **RES 2021-_____**

4. REPORTS

4a* General Manager's Report
(Michael Minkler)

5.* BOARD REPORTS / INFORMATION / FUTURE AGENDA ITEMS

6. NEXT BOARD MEETINGS

- Wednesday, December 8, 2021, 1:00 p.m., Regular Board Meeting
- Wednesday, December 22, 2021, 1:00 p.m., Regular Board Meeting

7. CLOSED SESSION

7a Conference with Real Property Negotiators (Gov. Code section 54956.8.)
Property: APN 012-011-011 Agency negotiators: M. Minkler and D. Wyckoff Negotiating parties: Calaveras Healthy Impact Prod Solutions (CHIPS)

8. REPORTABLE ACTION FROM CLOSED SESSION

9. ADJOURNMENT

Agenda Item

DATE: November 23, 2021

TO: Board of Directors

FROM: Stacey Lollar, HR Manager
Michael Minkler, General Manager

SUBJECT: Discussion/Action Regarding a Side Letter to the MOU with SEIU Local 1021

RECOMMENDED ACTION:

Motion: _____/_____ adopting Resolution No. 2021 - ____ approving a side letter agreement to the current Memorandum of Understanding with the Service International Employees Union (SEIU) Local 1021.

Motion: _____/_____ adopting Resolution No. 2021 - ____ amending Fiscal Year 2021-22 Personnel Allocation.

SUMMARY:

CCWD is engaged in a sustained effort to improve its customers' experience when interacting with the District. Recent examples include replacement of a phone system that was a source of frustration for several years and a series of town hall meetings to communicate directly with customers, in addition to many other improvements in technology and business processes. District staff have also been evaluating whether changes in the organizational structure and the allocation of certain finance and customer service tasks could help improve the District's responsiveness to customer needs.

The proposal before the Board was developed over several months of discussions among staff and negotiations with the union. The highlights of the proposal are:

1. Creation of a new Customer Service Supervisor position to provide a high level of supervisory support for the Customer Service Representatives and improve coordination across departments.
2. Fill a vacancy in customer service with a limited term (one year) employee to give the District time to reevaluate the appropriate customer service staffing level.
3. Utilize a temporary employee funded through Mother Lode Job Training to assist with an unusually high workload for customer service staff.

4. Once new staff are on-board and trained in new finance and payroll software, shift all customer service functions from the accounting department to customer service. This will, in turn, allow payroll functions to return to accounting rather than continue to be handled by the Human Resources Department.

These changes are discussed in greater detail, below. The portion of the proposal that requires Board approval is a side letter with the Union and amendment to the personnel allocation for the creation of the Customer Service Supervisor position. Staff believe this position will not require a budget amendment for the current fiscal year due to other vacancies within the Admin Services Department.

This proposal is consistent with the recently adopted Strategic Plan in that it will improve communications with customers (Objective CE-02), prioritize responsiveness to phone calls and electronic inquiries (Objective CE-02(b), create efficiencies and long-term cost effectiveness through advancing technology and modernizing business practices (Objective EO-02), and prioritize staffing needs based on strategic priorities (Objective EO-09).

Customer Service Supervisor

After evaluating several options, staff determined the need for a Customer Service Supervisor classification to provide technical and functional supervisory duties for the Customer Service Representatives. All Customer Service Representatives will report to the Customer Service Supervisor who will be responsible for performance evaluations, scheduling, and day-to-day management of the department. The Customer Service Supervisor will also be able to assist the Customer Service Representatives during high call times, manage the workflow of the department, take elevated “supervisor” calls, as well as work on special projects and initiatives with the External Affairs Manager. For approximately 4-6 months, the Customer Service Supervisor will report to the External Affairs Manager and then possibly transition to report directly to the Director of Administrative Services once the Supervisor has a good understanding of the needs of the Customer Service department. Based on relevant local comparisons, the monthly pay range for the Customer Service Supervisor will be \$6,253-\$7,601.

Reallocation of Job Duties

Additionally, staff has determined that some job duties between Finance and Customer Service will be reallocated. In particular, all billing and payment collection duties currently performed by the Accounting Technician will be performed by the Customer Service Representatives. This includes reminders, lock off review and scheduling, construction and hydrant meters, and other billed utilities such as the Domestic Well Assistance Program. These changes are dependent on the workload of the Customer Service Representatives and the implementation of Tyler finance and payroll software, as discussed in greater detail below. The software implementation, including training and support, will take several months. Accordingly, these changes will be phased in at the appropriate time and as staffing levels permit.

Limited Term Personnel

Until the Customer Service Supervisor position is filled and the new employee is fully trained, CCWD needs at least three Customer Service Representatives. After that time, however, CCWD will reevaluate the appropriate staffing level. A vacancy in customer service provides the District with an opportunity to immediately recruit and hire a limited term employee (no more than 1 year) as we reevaluate the appropriate staffing level. The limited term CSR's primary tasks will be to answer phones, take customer payments, and provide initial and basic customer service assistance. We understand that this hire is urgent due to the level of phone calls and projects occurring throughout the District, which have a direct impact on the amount and length of phone calls the Customer Service department is receiving. This position has been posted and advertised. We hope to have a candidate hired within a few weeks.

To provide additional assistance for Customer Service during this transition, the District is also contracting with Mother Lode Job Training to bring in a temporary worker to assist with phone calls and routine tasks. We expect the candidate to start November 29th and remain as long as needed.

Before the end of the limited term hire period, the District will then evaluate the appropriate staffing level for customer service. The evaluation will determine whether the customer service department needs three Customer Service Representatives and a Customer Service Supervisor or whether it can maintain a high level of customer service with two Customer Service Representatives under the Customer Service Supervisor.

Accounting Department Job Duties

With the removal of all customer service-related tasks from the Accounting Technician classification, the District has the opportunity for the Accounting Technician to focus on daily accounting processes. This will also allow the payroll processing functions to return to the Accounting Technician, which is a more common alignment.

Prior to 2012, payroll was performed by the Accounting Technician when payroll was processed in Springbrook. However, when the District moved payroll processing to ADP, a standalone web-based system, payroll duties moved to the Human Resources Department. ADP has proved to be cumbersome, not user friendly, and has been unable to serve the District with all payroll needs. In the upcoming second phase of the Tyler software implementation (finance and payroll functions), payroll will be aligned back into the accounting department.

Implementation of Tyler payroll software will take several months and these changes will be phased in at that time. All necessary training and support will be available prior to implementation. No changes in salaries or staffing levels are proposed with the restructure of the Accounting Technician duties.

Timeline

The District is already moving forward with the recruitment of a limited term employee to fill the current vacancy in customer service and the temporary employee through Mother Lode Job Training. The District is also proceeding with the second phase of implementation of the Tyler software, which includes the finance and HR modules. Pending Board approval, the District will immediately start recruitment for a Customer Service Supervisor, which will increase the total number of Customer Service Representatives from three to four. The District will re-evaluate the appropriate staffing level prior to the end of the limited-term employee's year with the District.

Conclusion

Management is confident that this restructure will assist the District in meeting its goal of creating a positive customer experience, improve internal and external communications, as well as ensure our ability to be responsive to customer needs.

FINANCIAL CONSIDERATIONS:

The proposed changes will not impact the budget for the current fiscal year. Potential impacts to the 2021/2022 Fiscal Year will be discussed during staff's presentation of this item.

*Attachments: Proposed SEIU Side Letter Agreement
Proposed Wage Schedule
Resolution 2021-___ Approving Side Letter Agreement with SEIU Local 1021
Proposed Updated Fiscal Year 2021/22 Personnel Allocation
Resolution 2021-___ Amending FY 2021/22 Personnel Allocation*

CALAVERAS COUNTY WATER DISTRICT
MEMORANDUM OF UNDERSTANDING
with
SEIU LOCAL 1021
Term: July 1, 2021 through June 30, 2026

Side Letter of Agreement
SEIU Local 1021 and Calaveras County Water District
Amendment to Wage Schedule effective November 23, 2021

Effective November 23, 2021, the Calaveras County Water District and The Service Employees International Union Local 1021 agree to the following side letter amending the Memorandum of Understanding (MOU) for the term July 1, 2021 through June 30, 2026:

An updated Wage schedule effective November 23, 2021 and all wage schedules remaining for the term of the MOU will include the addition of a Customer Service Supervisor

All MOU language not included in this amendment remains the same and continues to be valid.

Signed and agreed:

For the District:

For the Union:

Michael Minkler
General Manager

Dennis Mallory
SEIU Local 1021 Field Representative

Date: _____

Date: _____

Richard Hibbard
SEIU Local 1021 Chapter President

Date: _____

APPENDIX A - SEIU Local 1021 Union Wage Schedule
PROPOSED Effective 11/23/2021 (with a 4% Salary Increase and Equity Adjustments)

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
Accountant I	Hourly	\$36.08	\$37.88	\$39.78	\$41.77	\$43.85
	Bi-Monthly	\$3,126.50	\$3,283.00	\$3,447.50	\$3,620.00	\$3,800.50
	Monthly	\$6,253	\$6,566	\$6,895	\$7,240	\$7,601
	Yearly	\$75,036	\$78,792	\$82,740	\$86,880	\$91,212
Accountant II	Hourly	\$39.77	\$41.76	\$43.85	\$46.04	\$48.35
	Bi-Monthly	\$3,447.00	\$3,619.50	\$3,800.50	\$3,990.50	\$4,190.50
	Monthly	\$6,894	\$7,239	\$7,601	\$7,981	\$8,381
	Yearly	\$82,728	\$86,868	\$91,212	\$95,772	\$100,572
Accounting Technician I	Hourly	\$29.68	\$31.17	\$32.73	\$34.36	\$36.08
	Bi-Monthly	\$2,572.00	\$2,701.00	\$2,836.50	\$2,978.00	\$3,127.00
	Monthly	\$5,144	\$5,402	\$5,673	\$5,956	\$6,254
	Yearly	\$61,728	\$64,824	\$68,076	\$71,472	\$75,048
Accounting Technician II	Hourly	\$32.72	\$34.36	\$36.08	\$37.88	\$39.77
	Bi-Monthly	\$2,835.50	\$2,977.50	\$3,126.50	\$3,283.00	\$3,447.00
	Monthly	\$5,671	\$5,955	\$6,253	\$6,566	\$6,894
	Yearly	\$68,052	\$71,460	\$75,036	\$78,792	\$82,728
Administrative Technician I	Hourly	\$23.25	\$24.42	\$25.64	\$26.92	\$28.27
	Bi-Monthly	\$2,015.00	\$2,116.00	\$2,222.00	\$2,333.00	\$2,450.00
	Monthly	\$4,030	\$4,232	\$4,444	\$4,666	\$4,900
	Yearly	\$48,360	\$50,784	\$53,328	\$55,992	\$58,800
Administrative Technician II	Hourly	\$26.92	\$28.27	\$29.68	\$31.17	\$32.73
	Bi-Monthly	\$2,333.00	\$2,450.00	\$2,572.50	\$2,701.50	\$2,836.50
	Monthly	\$4,666	\$4,900	\$5,145	\$5,403	\$5,673
	Yearly	\$55,992	\$58,800	\$61,740	\$64,836	\$68,076
Administrative Technician, Senior	Hourly	\$29.68	\$31.17	\$32.73	\$34.36	\$36.08
	Bi-Monthly	\$2,572.00	\$2,701.00	\$2,836.50	\$2,978.00	\$3,127.00
	Monthly	\$5,144	\$5,402	\$5,673	\$5,956	\$6,254
	Yearly	\$61,728	\$64,824	\$68,076	\$71,472	\$75,048
Collection System Worker Trainee	Hourly	\$22.59	\$23.72	\$24.91	\$26.15	\$27.46
	Bi-Monthly	\$1,957.50	\$2,055.50	\$2,158.50	\$2,266.50	\$2,379.50
	Monthly	\$3,915	\$4,111	\$4,317	\$4,533	\$4,759
	Yearly	\$46,980	\$49,332	\$51,804	\$54,396	\$57,108
Collection System Worker I	Hourly	\$24.90	\$26.15	\$27.46	\$28.83	\$30.27
	Bi-Monthly	\$2,158.00	\$2,266.00	\$2,379.50	\$2,498.50	\$2,623.50
	Monthly	\$4,316	\$4,532	\$4,759	\$4,997	\$5,247
	Yearly	\$51,792	\$54,384	\$57,108	\$59,964	\$62,964
Collection System Worker II	Hourly	\$27.46	\$28.83	\$30.27	\$31.79	\$33.38
	Bi-Monthly	\$2,379.50	\$2,498.50	\$2,623.50	\$2,755.00	\$2,892.50
	Monthly	\$4,759	\$4,997	\$5,247	\$5,510	\$5,785
	Yearly	\$57,108	\$59,964	\$62,964	\$66,120	\$69,420
Collection System Worker III	Hourly	\$30.27	\$31.79	\$33.38	\$35.05	\$36.80
	Bi-Monthly	\$2,623.50	\$2,755.00	\$2,893.00	\$3,037.50	\$3,189.50
	Monthly	\$5,247	\$5,510	\$5,786	\$6,075	\$6,379
	Yearly	\$62,964	\$66,120	\$69,432	\$72,900	\$76,548
Collection System Worker IV	Hourly	\$33.38	\$35.05	\$36.80	\$38.64	\$40.58
	Bi-Monthly	\$2,892.50	\$3,037.50	\$3,189.50	\$3,349.00	\$3,516.50
	Monthly	\$5,785	\$6,075	\$6,379	\$6,698	\$7,033
	Yearly	\$69,420	\$72,900	\$76,548	\$80,376	\$84,396
Collection System Worker, Senior	Hourly	\$36.80	\$38.64	\$40.57	\$42.60	\$44.73
	Bi-Monthly	\$3,189.00	\$3,348.50	\$3,516.00	\$3,692.00	\$3,876.50
	Monthly	\$6,378	\$6,697	\$7,032	\$7,384	\$7,753
	Yearly	\$76,536	\$80,364	\$84,384	\$88,608	\$93,036
Construction Inspector I	Hourly	\$27.46	\$28.83	\$30.27	\$31.79	\$33.38
	Bi-Monthly	\$2,379.50	\$2,498.50	\$2,623.50	\$2,755.00	\$2,892.50
	Monthly	\$4,759	\$4,997	\$5,247	\$5,510	\$5,785
	Yearly	\$57,108	\$59,964	\$62,964	\$66,120	\$69,420
Construction Inspector II	Hourly	\$30.27	\$31.79	\$33.38	\$35.05	\$36.80
	Bi-Monthly	\$2,623.50	\$2,755.00	\$2,893.00	\$3,037.50	\$3,189.50
	Monthly	\$5,247	\$5,510	\$5,786	\$6,075	\$6,379
	Yearly	\$62,964	\$66,120	\$69,432	\$72,900	\$76,548
Construction Inspector III	Hourly	\$33.38	\$35.05	\$36.80	\$38.64	\$40.58
	Bi-Monthly	\$2,892.50	\$3,037.50	\$3,189.50	\$3,349.00	\$3,516.50
	Monthly	\$5,785	\$6,075	\$6,379	\$6,698	\$7,033
	Yearly	\$69,420	\$72,900	\$76,548	\$80,376	\$84,396
Construction Inspector, Senior	Hourly	\$36.80	\$38.64	\$40.57	\$42.60	\$44.73
	Bi-Monthly	\$3,189.00	\$3,348.50	\$3,516.00	\$3,692.00	\$3,876.50
	Monthly	\$6,378	\$6,697	\$7,032	\$7,384	\$7,753
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APPENDIX A - SEIU Local 1021 Union Wage Schedule
PROPOSED Effective 11/23/2021 (with a 4% Salary Increase and Equity Adjustments)

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
Construction Worker I	Hourly	\$27.46	\$28.83	\$30.27	\$31.79	\$33.38
	Bi-Monthly	\$2,379.50	\$2,498.50	\$2,623.50	\$2,755.00	\$2,892.50
	Monthly	\$4,759	\$4,997	\$5,247	\$5,510	\$5,785
	Yearly	\$57,108	\$59,964	\$62,964	\$66,120	\$69,420
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	Bi-Monthly	\$2,623.50	\$2,755.00	\$2,893.00	\$3,037.50	\$3,189.50
	Monthly	\$5,247	\$5,510	\$5,786	\$6,075	\$6,379
	Yearly	\$62,964	\$66,120	\$69,432	\$72,900	\$76,548
Construction Worker III	Hourly	\$33.38	\$35.05	\$36.80	\$38.64	\$40.58
	Bi-Monthly	\$2,892.50	\$3,037.50	\$3,189.50	\$3,349.00	\$3,516.50
	Monthly	\$5,785	\$6,075	\$6,379	\$6,698	\$7,033
	Yearly	\$69,420	\$72,900	\$76,548	\$80,376	\$84,396
Construction Worker, Senior	Hourly	\$36.80	\$38.64	\$40.57	\$42.60	\$44.73
	Bi-Monthly	\$3,189.00	\$3,348.50	\$3,516.00	\$3,692.00	\$3,876.50
	Monthly	\$6,378	\$6,697	\$7,032	\$7,384	\$7,753
	Yearly	\$76,536	\$80,364	\$84,384	\$88,608	\$93,036
Customer Service Representative I	Hourly	\$23.25	\$24.42	\$25.64	\$26.92	\$28.27
	Bi-Monthly	\$2,015.00	\$2,116.00	\$2,222.00	\$2,333.00	\$2,450.00
	Monthly	\$4,030	\$4,232	\$4,444	\$4,666	\$4,900
	Yearly	\$48,360	\$50,784	\$53,328	\$55,992	\$58,800
Customer Service Representative II	Hourly	\$26.92	\$28.27	\$29.68	\$31.17	\$32.73
	Bi-Monthly	\$2,333.00	\$2,450.00	\$2,572.50	\$2,701.50	\$2,836.50
	Monthly	\$4,666	\$4,900	\$5,145	\$5,403	\$5,673
	Yearly	\$55,992	\$58,800	\$61,740	\$64,836	\$68,076
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	Monthly	\$5,144	\$5,402	\$5,673	\$5,956	\$6,254
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	Bi-Monthly	\$2,835.50	\$2,977.50	\$3,126.50	\$3,283.00	\$3,447.00
	Monthly	\$5,671	\$5,955	\$6,253	\$6,566	\$6,894
	Yearly	\$68,052	\$71,460	\$75,036	\$78,792	\$82,728
Customer Service Supervisor**	Hourly	\$36.08	\$37.88	\$39.78	\$41.77	\$43.85
	Bi-Monthly	\$3,126.50	\$3,283.00	\$3,447.50	\$3,620.00	\$3,800.50
	Monthly	\$6,253	\$6,566	\$6,895	\$7,240	\$7,601
	Yearly	\$75,036	\$78,792	\$82,740	\$86,880	\$91,212
Distribution Worker Trainee	Hourly	\$22.59	\$23.72	\$24.91	\$26.15	\$27.46
	Bi-Monthly	\$1,957.50	\$2,055.50	\$2,158.50	\$2,266.50	\$2,379.50
	Monthly	\$3,915	\$4,111	\$4,317	\$4,533	\$4,759
	Yearly	\$46,980	\$49,332	\$51,804	\$54,396	\$57,108
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	Bi-Monthly	\$2,158.00	\$2,266.00	\$2,379.50	\$2,498.50	\$2,623.50
	Monthly	\$4,316	\$4,532	\$4,759	\$4,997	\$5,247
	Yearly	\$51,792	\$54,384	\$57,108	\$59,964	\$62,964
Distribution Worker II	Hourly	\$27.46	\$28.83	\$30.27	\$31.79	\$33.38
	Bi-Monthly	\$2,379.50	\$2,498.50	\$2,623.50	\$2,755.00	\$2,892.50
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Distribution Worker III	Hourly	\$30.27	\$31.79	\$33.38	\$35.05	\$36.80
	Bi-Monthly	\$2,623.50	\$2,755.00	\$2,893.00	\$3,037.50	\$3,189.50
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	Bi-Monthly	\$3,189.00	\$3,348.50	\$3,516.00	\$3,692.00	\$3,876.50
	Monthly	\$6,378	\$6,697	\$7,032	\$7,384	\$7,753
	Yearly	\$76,536	\$80,364	\$84,384	\$88,608	\$93,036
Electrician/Instrumentation Tech I	Hourly	\$33.38	\$35.05	\$36.80	\$38.64	\$40.58
	Bi-Monthly	\$2,892.50	\$3,037.50	\$3,189.50	\$3,349.00	\$3,516.50
	Monthly	\$5,785	\$6,075	\$6,379	\$6,698	\$7,033
	Yearly	\$69,420	\$72,900	\$76,548	\$80,376	\$84,396
Electrician/Instrumentation Tech II	Hourly	\$36.80	\$38.64	\$40.57	\$42.60	\$44.73
	Bi-Monthly	\$3,189.00	\$3,348.50	\$3,516.00	\$3,692.00	\$3,876.50
	Monthly	\$6,378	\$6,697	\$7,032	\$7,384	\$7,753
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Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5

APPENDIX A - SEIU Local 1021 Union Wage Schedule
PROPOSED Effective 11/23/2021 (with a 4% Salary Increase and Equity Adjustments)

Electrician/Instrumentation Tech, Senior	Hourly	\$40.58	\$42.61	\$44.74	\$46.97	\$49.33
	Bi-Monthly	\$3,516.50	\$3,692.50	\$3,877.50	\$4,071.00	\$4,275.00
	Monthly	\$7,033	\$7,385	\$7,755	\$8,142	\$8,550
	Yearly	\$84,396	\$88,620	\$93,060	\$97,704	\$102,600
Engineer - Associate	Hourly	\$43.85	\$46.05	\$48.36	\$50.78	\$53.31
	Bi-Monthly	\$3,800.50	\$3,991.00	\$4,191.00	\$4,400.50	\$4,620.50
	Monthly	\$7,601	\$7,982	\$8,382	\$8,801	\$9,241
	Yearly	\$91,212	\$95,784	\$100,584	\$105,612	\$110,892
Engineer - Civil	Hourly	\$48.35	\$50.76	\$53.30	\$55.97	\$58.77
	Bi-Monthly	\$4,190.00	\$4,399.50	\$4,619.50	\$4,850.50	\$5,093.00
	Monthly	\$8,380	\$8,799	\$9,239	\$9,701	\$10,186
	Yearly	\$100,560	\$105,588	\$110,868	\$116,412	\$122,232
Engineer - Civil Senior	Hourly	\$53.30	\$55.97	\$58.77	\$61.71	\$64.79
	Bi-Monthly	\$4,619.50	\$4,850.50	\$5,093.50	\$5,348.00	\$5,615.50
	Monthly	\$9,239	\$9,701	\$10,187	\$10,696	\$11,231
	Yearly	\$110,868	\$116,412	\$122,244	\$128,352	\$134,772
Engineering Analyst	Hourly	\$46.04	\$48.35	\$50.78	\$53.31	\$55.98
	Bi-Monthly	\$3,990.50	\$4,190.50	\$4,400.50	\$4,620.50	\$4,851.50
	Monthly	\$7,981	\$8,381	\$8,801	\$9,241	\$9,703
	Yearly	\$95,772	\$100,572	\$105,612	\$110,892	\$116,436
Engineering Coordinator	Hourly	\$32.72	\$34.36	\$36.08	\$37.88	\$39.77
	Bi-Monthly	\$2,835.50	\$2,977.50	\$3,126.50	\$3,283.00	\$3,447.00
	Monthly	\$5,671	\$5,955	\$6,253	\$6,566	\$6,894
	Yearly	\$68,052	\$71,460	\$75,036	\$78,792	\$82,728
Engineering Technician I	Hourly	\$31.16	\$32.72	\$34.36	\$36.08	\$37.89
	Bi-Monthly	\$2,700.50	\$2,836.00	\$2,978.00	\$3,127.00	\$3,283.50
	Monthly	\$5,401	\$5,672	\$5,956	\$6,254	\$6,567
	Yearly	\$64,812	\$68,064	\$71,472	\$75,048	\$78,804
Engineering Technician II	Hourly	\$36.08	\$37.88	\$39.78	\$41.77	\$43.85
	Bi-Monthly	\$3,126.50	\$3,283.00	\$3,447.50	\$3,620.00	\$3,800.50
	Monthly	\$6,253	\$6,566	\$6,895	\$7,240	\$7,601
	Yearly	\$75,036	\$78,792	\$82,740	\$86,880	\$91,212
Engineering Technician, Senior	Hourly	\$41.76	\$43.85	\$46.05	\$48.35	\$50.77
	Bi-Monthly	\$3,619.50	\$3,800.50	\$3,991.00	\$4,190.50	\$4,400.00
	Monthly	\$7,239	\$7,601	\$7,982	\$8,381	\$8,800
	Yearly	\$86,868	\$91,212	\$95,784	\$100,572	\$105,600
Facilities Maintenance Technician	Hourly	\$25.63	\$26.92	\$28.27	\$29.68	\$31.17
	Bi-Monthly	\$2,221.50	\$2,333.00	\$2,450.00	\$2,572.50	\$2,701.00
	Monthly	\$4,443	\$4,666	\$4,900	\$5,145	\$5,402
	Yearly	\$53,316	\$55,992	\$58,800	\$61,740	\$64,824
Information Systems Administrator	Hourly	\$46.04	\$48.35	\$50.78	\$53.31	\$55.98
	Bi-Monthly	\$3,990.50	\$4,190.50	\$4,400.50	\$4,620.50	\$4,851.50
	Monthly	\$7,981	\$8,381	\$8,801	\$9,241	\$9,703
	Yearly	\$95,772	\$100,572	\$105,612	\$110,892	\$116,436
Information Systems Analyst	Hourly	\$32.72	\$34.36	\$36.08	\$37.88	\$39.77
	Bi-Monthly	\$2,835.50	\$2,977.50	\$3,126.50	\$3,283.00	\$3,447.00
	Monthly	\$5,671	\$5,955	\$6,253	\$6,566	\$6,894
	Yearly	\$68,052	\$71,460	\$75,036	\$78,792	\$82,728
Mechanic I	Hourly	\$30.87	\$32.41	\$34.03	\$35.73	\$37.52
	Bi-Monthly	\$2,675.00	\$2,809.00	\$2,949.50	\$3,097.00	\$3,252.00
	Monthly	\$5,350	\$5,618	\$5,899	\$6,194	\$6,504
	Yearly	\$64,200	\$67,416	\$70,788	\$74,328	\$78,048
Mechanic II	Hourly	\$34.03	\$35.73	\$37.52	\$39.39	\$41.37
	Bi-Monthly	\$2,949.00	\$3,096.50	\$3,251.50	\$3,414.00	\$3,585.00
	Monthly	\$5,898	\$6,193	\$6,503	\$6,828	\$7,170
	Yearly	\$70,776	\$74,316	\$78,036	\$81,936	\$86,040
Mechanic, Senior	Hourly	\$37.52	\$39.40	\$41.37	\$43.44	\$45.61
	Bi-Monthly	\$3,251.50	\$3,414.50	\$3,585.50	\$3,764.50	\$3,953.00
	Monthly	\$6,503	\$6,829	\$7,171	\$7,529	\$7,906
	Yearly	\$78,036	\$81,948	\$86,052	\$90,348	\$94,872
Meter Reader Trainee	Hourly	\$22.14	\$23.25	\$24.42	\$25.64	\$26.92
	Bi-Monthly	\$1,919.00	\$2,015.00	\$2,116.00	\$2,222.00	\$2,333.00
	Monthly	\$3,838	\$4,030	\$4,232	\$4,444	\$4,666
	Yearly	\$46,056	\$48,360	\$50,784	\$53,328	\$55,992
Meter Reader I	Hourly	\$24.42	\$25.64	\$26.93	\$28.27	\$29.68
	Bi-Monthly	\$2,116.00	\$2,222.00	\$2,333.50	\$2,450.00	\$2,572.50
	Monthly	\$4,232	\$4,444	\$4,667	\$4,900	\$5,145
	Yearly	\$50,784	\$53,328	\$56,004	\$58,800	\$61,740
Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
	Hourly	\$26.92	\$28.27	\$29.68	\$31.17	\$32.73

APPENDIX A - SEIU Local 1021 Union Wage Schedule
PROPOSED Effective 11/23/2021 (with a 4% Salary Increase and Equity Adjustments)

Meter Reader II	Bi-Monthly	\$2,333.00	\$2,450.00	\$2,572.50	\$2,701.50	\$2,836.50
	Monthly	\$4,666	\$4,900	\$5,145	\$5,403	\$5,673
	Yearly	\$55,992	\$58,800	\$61,740	\$64,836	\$68,076
Purchasing Agent	Hourly	\$36.08	\$37.88	\$39.78	\$41.77	\$43.85
	Bi-Monthly	\$3,126.50	\$3,283.00	\$3,447.50	\$3,620.00	\$3,800.50
	Monthly	\$6,253	\$6,566	\$6,895	\$7,240	\$7,601
SCADA Technician I	Yearly	\$75,036	\$78,792	\$82,740	\$86,880	\$91,212
	Hourly	\$40.58	\$42.61	\$44.74	\$46.97	\$49.33
	Bi-Monthly	\$3,516.50	\$3,692.50	\$3,877.50	\$4,071.00	\$4,275.00
SCADA Technician, Senior	Monthly	\$7,033	\$7,385	\$7,755	\$8,142	\$8,550
	Yearly	\$84,396	\$88,620	\$93,060	\$97,704	\$102,600
	Hourly	\$44.73	\$46.97	\$49.32	\$51.78	\$54.38
Senior Supervisor, Construction/Inspection	Bi-Monthly	\$3,876.50	\$4,070.50	\$4,274.50	\$4,488.00	\$4,712.50
	Monthly	\$7,753	\$8,141	\$8,549	\$8,976	\$9,425
	Yearly	\$93,036	\$97,692	\$102,588	\$107,712	\$113,100
Senior Supervisor, Distribution & Collections	Hourly	\$42.60	\$44.73	\$46.97	\$49.32	\$51.79
	Bi-Monthly	\$3,692.00	\$3,877.00	\$4,071.00	\$4,274.50	\$4,488.50
	Monthly	\$7,384	\$7,754	\$8,142	\$8,549	\$8,977
Senior Supervisor, Electrical/SCADA	Yearly	\$88,608	\$93,048	\$97,704	\$102,588	\$107,724
	Hourly	\$49.31	\$51.78	\$54.37	\$57.09	\$59.94
	Bi-Monthly	\$4,273.50	\$4,487.50	\$4,712.00	\$4,947.50	\$5,195.00
Senior Supervisor, W/WW Operations	Monthly	\$8,547	\$8,975	\$9,424	\$9,895	\$10,390
	Yearly	\$102,564	\$107,700	\$113,088	\$118,740	\$124,680
	Hourly	\$42.60	\$44.73	\$46.97	\$49.32	\$51.79
Utility Worker I*	Bi-Monthly	\$3,692.00	\$3,877.00	\$4,071.00	\$4,274.50	\$4,488.50
	Monthly	\$7,384	\$7,754	\$8,142	\$8,549	\$8,977
	Yearly	\$88,608	\$93,048	\$97,704	\$102,588	\$107,724
Utility Worker II*	Hourly	\$27.46	\$28.83	\$30.27	\$31.79	\$33.38
	Bi-Monthly	\$2,379.50	\$2,498.50	\$2,623.50	\$2,755.00	\$2,892.50
	Monthly	\$4,759	\$4,997	\$5,247	\$5,510	\$5,785
Utility Worker Senior*	Yearly	\$57,108	\$59,964	\$62,964	\$66,120	\$69,420
	Hourly	\$33.38	\$35.05	\$36.80	\$38.64	\$40.58
	Bi-Monthly	\$2,892.50	\$3,037.50	\$3,189.50	\$3,349.00	\$3,516.50
W/WW Treatment Plant Operator OIT	Monthly	\$5,785	\$6,075	\$6,379	\$6,698	\$7,033
	Yearly	\$69,420	\$72,900	\$76,548	\$80,376	\$84,396
	Hourly	\$36.80	\$38.64	\$40.57	\$42.60	\$44.73
W/WW Treatment Plant Operator I	Bi-Monthly	\$3,189.00	\$3,348.50	\$3,516.00	\$3,692.00	\$3,876.50
	Monthly	\$6,378	\$6,697	\$7,032	\$7,384	\$7,753
	Yearly	\$76,536	\$80,364	\$84,384	\$88,608	\$93,036
W/WW Treatment Plant Operator II	Hourly	\$24.90	\$26.15	\$27.46	\$28.83	\$30.27
	Bi-Monthly	\$2,158.00	\$2,266.00	\$2,379.50	\$2,498.50	\$2,623.50
	Monthly	\$4,316	\$4,532	\$4,759	\$4,997	\$5,247
W/WW Treatment Plant Operator III	Yearly	\$51,792	\$54,384	\$57,108	\$59,964	\$62,964
	Hourly	\$27.46	\$28.83	\$30.27	\$31.79	\$33.38
	Bi-Monthly	\$2,379.50	\$2,498.50	\$2,623.50	\$2,755.00	\$2,892.50
W/WW Treatment Plant Operator, Senior	Monthly	\$4,759	\$4,997	\$5,247	\$5,510	\$5,785
	Yearly	\$57,108	\$59,964	\$62,964	\$66,120	\$69,420
	Hourly	\$30.27	\$31.79	\$33.38	\$35.05	\$36.80
Water Conservation Coordinator	Bi-Monthly	\$2,623.50	\$2,755.00	\$2,893.00	\$3,037.50	\$3,189.50
	Monthly	\$5,247	\$5,510	\$5,786	\$6,075	\$6,379
	Yearly	\$62,964	\$66,120	\$69,432	\$72,900	\$76,548
Water Conservation Coordinator	Hourly	\$33.38	\$35.05	\$36.80	\$38.64	\$40.58
	Bi-Monthly	\$2,892.50	\$3,037.50	\$3,189.50	\$3,349.00	\$3,516.50
	Monthly	\$5,785	\$6,075	\$6,379	\$6,698	\$7,033
Water Conservation Coordinator	Yearly	\$69,420	\$72,900	\$76,548	\$80,376	\$84,396
	Hourly	\$36.80	\$38.64	\$40.57	\$42.60	\$44.73
	Bi-Monthly	\$3,189.00	\$3,348.50	\$3,516.00	\$3,692.00	\$3,876.50
Water Conservation Coordinator	Monthly	\$6,378	\$6,697	\$7,032	\$7,384	\$7,753
	Yearly	\$76,536	\$80,364	\$84,384	\$88,608	\$93,036
	Hourly	\$33.38	\$35.05	\$36.80	\$38.64	\$40.58
Water Conservation Coordinator	Bi-Monthly	\$2,892.50	\$3,037.50	\$3,189.50	\$3,349.00	\$3,516.50
	Monthly	\$5,785	\$6,075	\$6,379	\$6,698	\$7,033
	Yearly	\$69,420	\$72,900	\$76,548	\$80,376	\$84,396

* Addition of Utility Worker Series per Res. No. 2021-82

** Addition of Customer Service Supervisor per Res. No. 2021-

APPENDIX B - SEIU Local 1021 Union Wage Schedule
PROPOSED Effective 7/01/2022 (with a 2.5% Salary Increase)

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
Accountant I	Hourly	\$36.98	\$38.83	\$40.78	\$42.81	\$44.95
	Bi-Monthly	\$3,205.00	\$3,365.50	\$3,534.00	\$3,710.50	\$3,896.00
	Monthly	\$6,410	\$6,731	\$7,068	\$7,421	\$7,792
	Yearly	\$76,920	\$80,772	\$84,816	\$89,052	\$93,504
Accountant II	Hourly	\$40.77	\$42.81	\$44.96	\$47.20	\$49.56
	Bi-Monthly	\$3,533.50	\$3,710.50	\$3,896.50	\$4,091.00	\$4,295.50
	Monthly	\$7,067	\$7,421	\$7,793	\$8,182	\$8,591
	Yearly	\$84,804	\$89,052	\$93,516	\$98,184	\$103,092
Accounting Technician I	Hourly	\$30.42	\$31.94	\$33.54	\$35.22	\$36.98
	Bi-Monthly	\$2,636.50	\$2,768.50	\$2,907.00	\$3,052.50	\$3,205.00
	Monthly	\$5,273	\$5,537	\$5,814	\$6,105	\$6,410
	Yearly	\$63,276	\$66,444	\$69,768	\$73,260	\$76,920
Accounting Technician II	Hourly	\$33.54	\$35.22	\$36.98	\$38.83	\$40.77
	Bi-Monthly	\$2,906.50	\$3,052.00	\$3,205.00	\$3,365.00	\$3,533.50
	Monthly	\$5,813	\$6,104	\$6,410	\$6,730	\$7,067
	Yearly	\$69,756	\$73,248	\$76,920	\$80,760	\$84,804
Administrative Technician I	Hourly	\$23.83	\$25.03	\$26.28	\$27.59	\$28.97
	Bi-Monthly	\$2,065.50	\$2,169.00	\$2,277.50	\$2,391.50	\$2,511.00
	Monthly	\$4,131	\$4,338	\$4,555	\$4,783	\$5,022
	Yearly	\$49,572	\$52,056	\$54,660	\$57,396	\$60,264
Administrative Technician II	Hourly	\$27.59	\$28.98	\$30.43	\$31.95	\$33.55
	Bi-Monthly	\$2,391.50	\$2,511.50	\$2,637.50	\$2,769.00	\$2,907.50
	Monthly	\$4,783	\$5,023	\$5,275	\$5,538	\$5,815
	Yearly	\$57,396	\$60,276	\$63,300	\$66,456	\$69,780
Administrative Technician, Senior	Hourly	\$30.42	\$31.94	\$33.54	\$35.22	\$36.98
	Bi-Monthly	\$2,636.50	\$2,768.50	\$2,907.00	\$3,052.50	\$3,205.00
	Monthly	\$5,273	\$5,537	\$5,814	\$6,105	\$6,410
	Yearly	\$63,276	\$66,444	\$69,768	\$73,260	\$76,920
Collection System Worker Trainee	Hourly	\$23.15	\$24.31	\$25.53	\$26.80	\$28.15
	Bi-Monthly	\$2,006.50	\$2,107.00	\$2,212.50	\$2,323.00	\$2,439.50
	Monthly	\$4,013	\$4,214	\$4,425	\$4,646	\$4,879
	Yearly	\$48,156	\$50,568	\$53,100	\$55,752	\$58,548
Collection System Worker I	Hourly	\$25.52	\$26.80	\$28.15	\$29.56	\$31.03
	Bi-Monthly	\$2,212.00	\$2,323.00	\$2,439.50	\$2,561.50	\$2,689.50
	Monthly	\$4,424	\$4,646	\$4,879	\$5,123	\$5,379
	Yearly	\$53,088	\$55,752	\$58,548	\$61,476	\$64,548
Collection System Worker II	Hourly	\$28.14	\$29.55	\$31.03	\$32.58	\$34.21
	Bi-Monthly	\$2,439.00	\$2,561.00	\$2,689.50	\$2,824.00	\$2,965.00
	Monthly	\$4,878	\$5,122	\$5,379	\$5,648	\$5,930
	Yearly	\$58,536	\$61,464	\$64,548	\$67,776	\$71,160
Collection System Worker III	Hourly	\$31.03	\$32.58	\$34.22	\$35.93	\$37.73
	Bi-Monthly	\$2,689.50	\$2,824.00	\$2,965.50	\$3,113.50	\$3,269.50
	Monthly	\$5,379	\$5,648	\$5,931	\$6,227	\$6,539
	Yearly	\$64,548	\$67,776	\$71,172	\$74,724	\$78,468
Collection System Worker IV	Hourly	\$34.21	\$35.93	\$37.73	\$39.61	\$41.59
	Bi-Monthly	\$2,965.00	\$3,113.50	\$3,269.50	\$3,433.00	\$3,604.50
	Monthly	\$5,930	\$6,227	\$6,539	\$6,866	\$7,209
	Yearly	\$71,160	\$74,724	\$78,468	\$82,392	\$86,508
Collection System Worker, Senior	Hourly	\$37.72	\$39.61	\$41.59	\$43.67	\$45.85
	Bi-Monthly	\$3,269.00	\$3,432.50	\$3,604.50	\$3,784.50	\$3,974.00
	Monthly	\$6,538	\$6,865	\$7,209	\$7,569	\$7,948
	Yearly	\$78,456	\$82,380	\$86,508	\$90,828	\$95,376
Construction Inspector I	Hourly	\$28.14	\$29.55	\$31.03	\$32.58	\$34.21
	Bi-Monthly	\$2,439.00	\$2,561.00	\$2,689.50	\$2,824.00	\$2,965.00
	Monthly	\$4,878	\$5,122	\$5,379	\$5,648	\$5,930
	Yearly	\$58,536	\$61,464	\$64,548	\$67,776	\$71,160
Construction Inspector II	Hourly	\$31.03	\$32.58	\$34.22	\$35.93	\$37.73
	Bi-Monthly	\$2,689.50	\$2,824.00	\$2,965.50	\$3,113.50	\$3,269.50
	Monthly	\$5,379	\$5,648	\$5,931	\$6,227	\$6,539
	Yearly	\$64,548	\$67,776	\$71,172	\$74,724	\$78,468
Construction Inspector III	Hourly	\$34.21	\$35.93	\$37.73	\$39.61	\$41.59
	Bi-Monthly	\$2,965.00	\$3,113.50	\$3,269.50	\$3,433.00	\$3,604.50
	Monthly	\$5,930	\$6,227	\$6,539	\$6,866	\$7,209
	Yearly	\$71,160	\$74,724	\$78,468	\$82,392	\$86,508
Construction Inspector, Senior	Hourly	\$37.72	\$39.61	\$41.59	\$43.67	\$45.85
	Bi-Monthly	\$3,269.00	\$3,432.50	\$3,604.50	\$3,784.50	\$3,974.00
	Monthly	\$6,538	\$6,865	\$7,209	\$7,569	\$7,948
	Yearly	\$78,456	\$82,380	\$86,508	\$90,828	\$95,376

APPENDIX B - SEIU Local 1021 Union Wage Schedule
PROPOSED Effective 7/01/2022 (with a 2.5% Salary Increase)

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
Construction Worker I	Hourly	\$28.14	\$29.55	\$31.03	\$32.58	\$34.21
	Bi-Monthly	\$2,439.00	\$2,561.00	\$2,689.50	\$2,824.00	\$2,965.00
	Monthly	\$4,878	\$5,122	\$5,379	\$5,648	\$5,930
	Yearly	\$58,536	\$61,464	\$64,548	\$67,776	\$71,160
Construction Worker II	Hourly	\$31.03	\$32.58	\$34.22	\$35.93	\$37.73
	Bi-Monthly	\$2,689.50	\$2,824.00	\$2,965.50	\$3,113.50	\$3,269.50
	Monthly	\$5,379	\$5,648	\$5,931	\$6,227	\$6,539
	Yearly	\$64,548	\$67,776	\$71,172	\$74,724	\$78,468
Construction Worker III	Hourly	\$34.21	\$35.93	\$37.73	\$39.61	\$41.59
	Bi-Monthly	\$2,965.00	\$3,113.50	\$3,269.50	\$3,433.00	\$3,604.50
	Monthly	\$5,930	\$6,227	\$6,539	\$6,866	\$7,209
	Yearly	\$71,160	\$74,724	\$78,468	\$82,392	\$86,508
Construction Worker, Senior	Hourly	\$37.72	\$39.61	\$41.59	\$43.67	\$45.85
	Bi-Monthly	\$3,269.00	\$3,432.50	\$3,604.50	\$3,784.50	\$3,974.00
	Monthly	\$6,538	\$6,865	\$7,209	\$7,569	\$7,948
	Yearly	\$78,456	\$82,380	\$86,508	\$90,828	\$95,376
Customer Service Representative I	Hourly	\$23.83	\$25.03	\$26.28	\$27.59	\$28.97
	Bi-Monthly	\$2,065.50	\$2,169.00	\$2,277.50	\$2,391.50	\$2,511.00
	Monthly	\$4,131	\$4,338	\$4,555	\$4,783	\$5,022
	Yearly	\$49,572	\$52,056	\$54,660	\$57,396	\$60,264
Customer Service Representative II	Hourly	\$27.59	\$28.98	\$30.43	\$31.95	\$33.55
	Bi-Monthly	\$2,391.50	\$2,511.50	\$2,637.50	\$2,769.00	\$2,907.50
	Monthly	\$4,783	\$5,023	\$5,275	\$5,538	\$5,815
	Yearly	\$57,396	\$60,276	\$63,300	\$66,456	\$69,780
Customer Service Representative III	Hourly	\$30.42	\$31.94	\$33.54	\$35.22	\$36.98
	Bi-Monthly	\$2,636.50	\$2,768.50	\$2,907.00	\$3,052.50	\$3,205.00
	Monthly	\$5,273	\$5,537	\$5,814	\$6,105	\$6,410
	Yearly	\$63,276	\$66,444	\$69,768	\$73,260	\$76,920
Customer Service Representative, Senior	Hourly	\$33.54	\$35.22	\$36.98	\$38.83	\$40.77
	Bi-Monthly	\$2,906.50	\$3,052.00	\$3,205.00	\$3,365.00	\$3,533.50
	Monthly	\$5,813	\$6,104	\$6,410	\$6,730	\$7,067
	Yearly	\$69,756	\$73,248	\$76,920	\$80,760	\$84,804
Customer Service Supervisor**	Hourly	\$37.72	\$39.61	\$41.59	\$43.67	\$45.85
	Bi-Monthly	\$3,269.00	\$3,432.50	\$3,604.50	\$3,784.50	\$3,974.00
	Monthly	\$6,538	\$6,865	\$7,209	\$7,569	\$7,948
	Yearly	\$78,456	\$82,380	\$86,508	\$90,828	\$95,376
Distribution Worker Trainee	Hourly	\$23.15	\$24.31	\$25.53	\$26.80	\$28.15
	Bi-Monthly	\$2,006.50	\$2,107.00	\$2,212.50	\$2,323.00	\$2,439.50
	Monthly	\$4,013	\$4,214	\$4,425	\$4,646	\$4,879
	Yearly	\$48,156	\$50,568	\$53,100	\$55,752	\$58,548
Distribution Worker I	Hourly	\$25.52	\$26.80	\$28.15	\$29.56	\$31.03
	Bi-Monthly	\$2,212.00	\$2,323.00	\$2,439.50	\$2,561.50	\$2,689.50
	Monthly	\$4,424	\$4,646	\$4,879	\$5,123	\$5,379
	Yearly	\$53,088	\$55,752	\$58,548	\$61,476	\$64,548
Distribution Worker II	Hourly	\$28.14	\$29.55	\$31.03	\$32.58	\$34.21
	Bi-Monthly	\$2,439.00	\$2,561.00	\$2,689.50	\$2,824.00	\$2,965.00
	Monthly	\$4,878	\$5,122	\$5,379	\$5,648	\$5,930
	Yearly	\$58,536	\$61,464	\$64,548	\$67,776	\$71,160
Distribution Worker III	Hourly	\$31.03	\$32.58	\$34.22	\$35.93	\$37.73
	Bi-Monthly	\$2,689.50	\$2,824.00	\$2,965.50	\$3,113.50	\$3,269.50
	Monthly	\$5,379	\$5,648	\$5,931	\$6,227	\$6,539
	Yearly	\$64,548	\$67,776	\$71,172	\$74,724	\$78,468
Distribution Worker IV	Hourly	\$34.21	\$35.93	\$37.73	\$39.61	\$41.59
	Bi-Monthly	\$2,965.00	\$3,113.50	\$3,269.50	\$3,433.00	\$3,604.50
	Monthly	\$5,930	\$6,227	\$6,539	\$6,866	\$7,209
	Yearly	\$71,160	\$74,724	\$78,468	\$82,392	\$86,508
Distribution Worker, Senior	Hourly	\$37.72	\$39.61	\$41.59	\$43.67	\$45.85
	Bi-Monthly	\$3,269.00	\$3,432.50	\$3,604.50	\$3,784.50	\$3,974.00
	Monthly	\$6,538	\$6,865	\$7,209	\$7,569	\$7,948
	Yearly	\$78,456	\$82,380	\$86,508	\$90,828	\$95,376
Electrician/Instrumentation Tech I	Hourly	\$34.21	\$35.93	\$37.73	\$39.61	\$41.59
	Bi-Monthly	\$2,965.00	\$3,113.50	\$3,269.50	\$3,433.00	\$3,604.50
	Monthly	\$5,930	\$6,227	\$6,539	\$6,866	\$7,209
	Yearly	\$71,160	\$74,724	\$78,468	\$82,392	\$86,508
Electrician/Instrumentation Tech II	Hourly	\$37.72	\$39.61	\$41.59	\$43.67	\$45.85
	Bi-Monthly	\$3,269.00	\$3,432.50	\$3,604.50	\$3,784.50	\$3,974.00
	Monthly	\$6,538	\$6,865	\$7,209	\$7,569	\$7,948
	Yearly	\$78,456	\$82,380	\$86,508	\$90,828	\$95,376
Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5

APPENDIX B - SEIU Local 1021 Union Wage Schedule
PROPOSED Effective 7/01/2022 (with a 2.5% Salary Increase)

Electrician/Instrumentation Tech, Senior	Hourly	\$41.59	\$43.67	\$45.86	\$48.15	\$50.56
	Bi-Monthly	\$3,604.50	\$3,785.00	\$3,974.50	\$4,173.00	\$4,382.00
	Monthly	\$7,209	\$7,570	\$7,949	\$8,346	\$8,764
	Yearly	\$86,508	\$90,840	\$95,388	\$100,152	\$105,168
Engineer - Associate	Hourly	\$44.95	\$47.20	\$49.57	\$52.04	\$54.65
	Bi-Monthly	\$3,896.00	\$4,091.00	\$4,296.00	\$4,510.50	\$4,736.00
	Monthly	\$7,792	\$8,182	\$8,592	\$9,021	\$9,472
	Yearly	\$93,504	\$98,184	\$103,104	\$108,252	\$113,664
Engineer - Civil	Hourly	\$49.56	\$52.04	\$54.64	\$57.38	\$60.24
	Bi-Monthly	\$4,295.00	\$4,510.00	\$4,735.50	\$4,972.50	\$5,221.00
	Monthly	\$8,590	\$9,020	\$9,471	\$9,945	\$10,442
	Yearly	\$103,080	\$108,240	\$113,652	\$119,340	\$125,304
Engineer - Civil Senior	Hourly	\$54.63	\$57.37	\$60.24	\$63.25	\$66.42
	Bi-Monthly	\$4,735.00	\$4,972.00	\$5,221.00	\$5,482.00	\$5,756.00
	Monthly	\$9,470	\$9,944	\$10,442	\$10,964	\$11,512
	Yearly	\$113,640	\$119,328	\$125,304	\$131,568	\$138,144
Engineering Analyst	Hourly	\$47.20	\$49.56	\$52.04	\$54.65	\$57.38
	Bi-Monthly	\$4,090.50	\$4,295.50	\$4,510.50	\$4,736.00	\$4,973.00
	Monthly	\$8,181	\$8,591	\$9,021	\$9,472	\$9,946
	Yearly	\$98,172	\$103,092	\$108,252	\$113,664	\$119,352
Engineering Coordinator	Hourly	\$33.54	\$35.22	\$36.98	\$38.83	\$40.77
	Bi-Monthly	\$2,906.50	\$3,052.00	\$3,205.00	\$3,365.00	\$3,533.50
	Monthly	\$5,813	\$6,104	\$6,410	\$6,730	\$7,067
	Yearly	\$69,756	\$73,248	\$76,920	\$80,760	\$84,804
Engineering Technician I	Hourly	\$31.94	\$33.54	\$35.22	\$36.98	\$38.83
	Bi-Monthly	\$2,768.50	\$2,907.00	\$3,052.50	\$3,205.00	\$3,365.50
	Monthly	\$5,537	\$5,814	\$6,105	\$6,410	\$6,731
	Yearly	\$66,444	\$69,768	\$73,260	\$76,920	\$80,772
Engineering Technician II	Hourly	\$36.98	\$38.83	\$40.78	\$42.81	\$44.95
	Bi-Monthly	\$3,205.00	\$3,365.50	\$3,534.00	\$3,710.50	\$3,896.00
	Monthly	\$6,410	\$6,731	\$7,068	\$7,421	\$7,792
	Yearly	\$76,920	\$80,772	\$84,816	\$89,052	\$93,504
Engineering Technician, Senior	Hourly	\$42.81	\$44.95	\$47.20	\$49.56	\$52.04
	Bi-Monthly	\$3,710.00	\$3,895.50	\$4,090.50	\$4,295.00	\$4,510.00
	Monthly	\$7,420	\$7,791	\$8,181	\$8,590	\$9,020
	Yearly	\$89,040	\$93,492	\$98,172	\$103,080	\$108,240
Facilities Maintenance Technician	Hourly	\$26.28	\$27.59	\$28.98	\$30.43	\$31.94
	Bi-Monthly	\$2,277.50	\$2,391.50	\$2,511.50	\$2,637.00	\$2,768.50
	Monthly	\$4,555	\$4,783	\$5,023	\$5,274	\$5,537
	Yearly	\$54,660	\$57,396	\$60,276	\$63,288	\$66,444
Information Systems Administrator	Hourly	\$47.20	\$49.56	\$52.04	\$54.65	\$57.38
	Bi-Monthly	\$4,090.50	\$4,295.50	\$4,510.50	\$4,736.00	\$4,973.00
	Monthly	\$8,181	\$8,591	\$9,021	\$9,472	\$9,946
	Yearly	\$98,172	\$103,092	\$108,252	\$113,664	\$119,352
Information Systems Analyst	Hourly	\$33.54	\$35.22	\$36.98	\$38.83	\$40.77
	Bi-Monthly	\$2,906.50	\$3,052.00	\$3,205.00	\$3,365.00	\$3,533.50
	Monthly	\$5,813	\$6,104	\$6,410	\$6,730	\$7,067
	Yearly	\$69,756	\$73,248	\$76,920	\$80,760	\$84,804
Mechanic I	Hourly	\$31.64	\$33.23	\$34.89	\$36.63	\$38.46
	Bi-Monthly	\$2,742.00	\$2,879.50	\$3,023.50	\$3,175.00	\$3,333.50
	Monthly	\$5,484	\$5,759	\$6,047	\$6,350	\$6,667
	Yearly	\$65,808	\$69,108	\$72,564	\$76,200	\$80,004
Mechanic II	Hourly	\$34.88	\$36.63	\$38.46	\$40.38	\$42.40
	Bi-Monthly	\$3,023.00	\$3,174.50	\$3,333.50	\$3,500.00	\$3,675.00
	Monthly	\$6,046	\$6,349	\$6,667	\$7,000	\$7,350
	Yearly	\$72,552	\$76,188	\$80,004	\$84,000	\$88,200
Mechanic, Senior	Hourly	\$38.46	\$40.38	\$42.40	\$44.53	\$46.75
	Bi-Monthly	\$3,333.00	\$3,500.00	\$3,675.00	\$3,859.00	\$4,052.00
	Monthly	\$6,666	\$7,000	\$7,350	\$7,718	\$8,104
	Yearly	\$79,992	\$84,000	\$88,200	\$92,616	\$97,248
Meter Reader Trainee	Hourly	\$23.15	\$24.31	\$25.53	\$26.80	\$28.15
	Bi-Monthly	\$2,006.50	\$2,107.00	\$2,212.50	\$2,323.00	\$2,439.50
	Monthly	\$4,013	\$4,214	\$4,425	\$4,646	\$4,879
	Yearly	\$48,156	\$50,568	\$53,100	\$55,752	\$58,548
Meter Reader I	Hourly	\$25.52	\$26.80	\$28.15	\$29.56	\$31.03
	Bi-Monthly	\$2,212.00	\$2,323.00	\$2,439.50	\$2,561.50	\$2,689.50
	Monthly	\$4,424	\$4,646	\$4,879	\$5,123	\$5,379
	Yearly	\$53,088	\$55,752	\$58,548	\$61,476	\$64,548
Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
	Hourly	\$28.14	\$29.55	\$31.03	\$32.58	\$34.21

APPENDIX B - SEIU Local 1021 Union Wage Schedule
PROPOSED Effective 7/01/2022 (with a 2.5% Salary Increase)

Meter Reader II	Bi-Monthly	\$2,439.00	\$2,561.00	\$2,689.50	\$2,824.00	\$2,965.00
	Monthly	\$4,878	\$5,122	\$5,379	\$5,648	\$5,930
	Yearly	\$58,536	\$61,464	\$64,548	\$67,776	\$71,160
Purchasing Agent	Hourly	\$36.98	\$38.83	\$40.78	\$42.81	\$44.95
	Bi-Monthly	\$3,205.00	\$3,365.50	\$3,534.00	\$3,710.50	\$3,896.00
	Monthly	\$6,410	\$6,731	\$7,068	\$7,421	\$7,792
SCADA Technician I	Yearly	\$76,920	\$80,772	\$84,816	\$89,052	\$93,504
	Hourly	\$41.59	\$43.67	\$45.86	\$48.15	\$50.56
	Bi-Monthly	\$3,604.50	\$3,785.00	\$3,974.50	\$4,173.00	\$4,382.00
SCADA Technician, Senior	Monthly	\$7,209	\$7,570	\$7,949	\$8,346	\$8,764
	Yearly	\$86,508	\$90,840	\$95,388	\$100,152	\$105,168
	Hourly	\$45.85	\$48.14	\$50.56	\$53.08	\$55.74
Senior Supervisor, Construction/Inspection	Bi-Monthly	\$3,973.50	\$4,172.50	\$4,381.50	\$4,600.50	\$4,830.50
	Monthly	\$7,947	\$8,345	\$8,763	\$9,201	\$9,661
	Yearly	\$95,364	\$100,140	\$105,156	\$110,412	\$115,932
Senior Supervisor, Distribution & Collections	Hourly	\$43.67	\$45.85	\$48.15	\$50.56	\$53.08
	Bi-Monthly	\$3,784.50	\$3,974.00	\$4,173.00	\$4,381.50	\$4,600.50
	Monthly	\$7,569	\$7,948	\$8,346	\$8,763	\$9,201
Senior Supervisor, Electrical/SCADA	Yearly	\$90,828	\$95,376	\$100,152	\$105,156	\$110,412
	Hourly	\$50.54	\$53.08	\$55.73	\$58.52	\$61.45
	Bi-Monthly	\$4,380.50	\$4,600.00	\$4,830.00	\$5,071.50	\$5,325.50
Senior Supervisor, W/WW Operations	Monthly	\$8,761	\$9,200	\$9,660	\$10,143	\$10,651
	Yearly	\$105,132	\$110,400	\$115,920	\$121,716	\$127,812
	Hourly	\$43.67	\$45.85	\$48.15	\$50.56	\$53.08
Utility Worker I*	Bi-Monthly	\$3,784.50	\$3,974.00	\$4,173.00	\$4,381.50	\$4,600.50
	Monthly	\$7,569	\$7,948	\$8,346	\$8,763	\$9,201
	Yearly	\$90,828	\$95,376	\$100,152	\$105,156	\$110,412
Utility Worker II*	Hourly	\$28.14	\$29.55	\$31.03	\$32.58	\$34.21
	Bi-Monthly	\$2,439.00	\$2,561.00	\$2,689.50	\$2,824.00	\$2,965.00
	Monthly	\$4,878	\$5,122	\$5,379	\$5,648	\$5,930
Utility Worker Senior*	Yearly	\$58,536	\$61,464	\$64,548	\$67,776	\$71,160
	Hourly	\$34.21	\$35.93	\$37.73	\$39.61	\$41.59
	Bi-Monthly	\$2,965.00	\$3,113.50	\$3,269.50	\$3,433.00	\$3,604.50
W/WW Treatment Plant Operator OIT	Monthly	\$5,930	\$6,227	\$6,539	\$6,866	\$7,209
	Yearly	\$71,160	\$74,724	\$78,468	\$82,392	\$86,508
	Hourly	\$37.72	\$39.61	\$41.59	\$43.67	\$45.85
W/WW Treatment Plant Operator I	Bi-Monthly	\$3,269.00	\$3,432.50	\$3,604.50	\$3,784.50	\$3,974.00
	Monthly	\$6,538	\$6,865	\$7,209	\$7,569	\$7,948
	Yearly	\$78,456	\$82,380	\$86,508	\$90,828	\$95,376
W/WW Treatment Plant Operator II	Hourly	\$25.52	\$26.80	\$28.15	\$29.56	\$31.03
	Bi-Monthly	\$2,212.00	\$2,323.00	\$2,439.50	\$2,561.50	\$2,689.50
	Monthly	\$4,424	\$4,646	\$4,879	\$5,123	\$5,379
W/WW Treatment Plant Operator III	Yearly	\$53,088	\$55,752	\$58,548	\$61,476	\$64,548
	Hourly	\$28.14	\$29.55	\$31.03	\$32.58	\$34.21
	Bi-Monthly	\$2,439.00	\$2,561.00	\$2,689.50	\$2,824.00	\$2,965.00
W/WW Treatment Plant Operator, Senior	Monthly	\$4,878	\$5,122	\$5,379	\$5,648	\$5,930
	Yearly	\$58,536	\$61,464	\$64,548	\$67,776	\$71,160
	Hourly	\$31.03	\$32.58	\$34.22	\$35.93	\$37.73
Water Conservation Coordinator	Bi-Monthly	\$2,689.50	\$2,824.00	\$2,965.50	\$3,113.50	\$3,269.50
	Monthly	\$5,379	\$5,648	\$5,931	\$6,227	\$6,539
	Yearly	\$64,548	\$67,776	\$71,172	\$74,724	\$78,468
Water Conservation Coordinator	Hourly	\$34.21	\$35.93	\$37.73	\$39.61	\$41.59
	Bi-Monthly	\$2,965.00	\$3,113.50	\$3,269.50	\$3,433.00	\$3,604.50
	Monthly	\$5,930	\$6,227	\$6,539	\$6,866	\$7,209
Water Conservation Coordinator	Yearly	\$71,160	\$74,724	\$78,468	\$82,392	\$86,508
	Hourly	\$37.72	\$39.61	\$41.59	\$43.67	\$45.85
	Bi-Monthly	\$3,269.00	\$3,432.50	\$3,604.50	\$3,784.50	\$3,974.00
Water Conservation Coordinator	Monthly	\$6,538	\$6,865	\$7,209	\$7,569	\$7,948
	Yearly	\$78,456	\$82,380	\$86,508	\$90,828	\$95,376
	Hourly	\$34.21	\$35.93	\$37.73	\$39.61	\$41.59
Water Conservation Coordinator	Bi-Monthly	\$2,965.00	\$3,113.50	\$3,269.50	\$3,433.00	\$3,604.50
	Monthly	\$5,930	\$6,227	\$6,539	\$6,866	\$7,209
	Yearly	\$71,160	\$74,724	\$78,468	\$82,392	\$86,508

* Addition of Utility Worker Series per Res. No. 2021-82

** Addition of Customer Service Supervisor per Res. No. 2021-___

APPENDIX C - SEIU Local 1021 Union Wage Schedule
PROPOSED Effective 7/01/2023 (with a 3.0% Salary Increase)

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
Accountant I	Hourly	\$38.09	\$40.00	\$42.01	\$44.11	\$46.31
	Bi-Monthly	\$3,301.50	\$3,467.00	\$3,640.50	\$3,822.50	\$4,013.50
	Monthly	\$6,603	\$6,934	\$7,281	\$7,645	\$8,027
	Yearly	\$79,236	\$83,208	\$87,372	\$91,740	\$96,324
Accountant II	Hourly	\$42.00	\$44.10	\$46.31	\$48.62	\$51.05
	Bi-Monthly	\$3,640.00	\$3,822.00	\$4,013.50	\$4,214.00	\$4,424.50
	Monthly	\$7,280	\$7,644	\$8,027	\$8,428	\$8,849
	Yearly	\$87,360	\$91,728	\$96,324	\$101,136	\$106,188
Accounting Technician I	Hourly	\$31.34	\$32.91	\$34.56	\$36.28	\$38.10
	Bi-Monthly	\$2,716.00	\$2,852.00	\$2,995.00	\$3,144.50	\$3,302.00
	Monthly	\$5,432	\$5,704	\$5,990	\$6,289	\$6,604
	Yearly	\$65,184	\$68,448	\$71,880	\$75,468	\$79,248
Accounting Technician II	Hourly	\$34.55	\$36.28	\$38.09	\$40.00	\$42.00
	Bi-Monthly	\$2,994.00	\$3,144.00	\$3,301.50	\$3,466.50	\$3,640.00
	Monthly	\$5,988	\$6,288	\$6,603	\$6,933	\$7,280
	Yearly	\$71,856	\$75,456	\$79,236	\$83,196	\$87,360
Administrative Technician I	Hourly	\$24.55	\$25.78	\$27.07	\$28.42	\$29.84
	Bi-Monthly	\$2,127.50	\$2,234.00	\$2,346.00	\$2,463.00	\$2,586.50
	Monthly	\$4,255	\$4,468	\$4,692	\$4,926	\$5,173
	Yearly	\$51,060	\$53,616	\$56,304	\$59,112	\$62,076
Administrative Technician II	Hourly	\$28.43	\$29.85	\$31.34	\$32.91	\$34.56
	Bi-Monthly	\$2,463.50	\$2,587.00	\$2,716.50	\$2,852.50	\$2,995.00
	Monthly	\$4,927	\$5,174	\$5,433	\$5,705	\$5,990
	Yearly	\$59,124	\$62,088	\$65,196	\$68,460	\$71,880
Administrative Technician, Senior	Hourly	\$31.34	\$32.91	\$34.56	\$36.28	\$38.10
	Bi-Monthly	\$2,716.00	\$2,852.00	\$2,995.00	\$3,144.50	\$3,302.00
	Monthly	\$5,432	\$5,704	\$5,990	\$6,289	\$6,604
	Yearly	\$65,184	\$68,448	\$71,880	\$75,468	\$79,248
Collection System Worker Trainee	Hourly	\$23.85	\$25.04	\$26.30	\$27.61	\$29.00
	Bi-Monthly	\$2,067.00	\$2,170.50	\$2,279.50	\$2,393.00	\$2,513.00
	Monthly	\$4,134	\$4,341	\$4,559	\$4,786	\$5,026
	Yearly	\$49,608	\$52,092	\$54,708	\$57,432	\$60,312
Collection System Worker I	Hourly	\$26.29	\$27.61	\$28.99	\$30.44	\$31.96
	Bi-Monthly	\$2,278.50	\$2,392.50	\$2,512.50	\$2,638.00	\$2,770.00
	Monthly	\$4,557	\$4,785	\$5,025	\$5,276	\$5,540
	Yearly	\$54,684	\$57,420	\$60,300	\$63,312	\$66,480
Collection System Worker II	Hourly	\$28.99	\$30.44	\$31.97	\$33.57	\$35.24
	Bi-Monthly	\$2,512.50	\$2,638.50	\$2,770.50	\$2,909.00	\$3,054.50
	Monthly	\$5,025	\$5,277	\$5,541	\$5,818	\$6,109
	Yearly	\$60,300	\$63,324	\$66,492	\$69,816	\$73,308
Collection System Worker III	Hourly	\$31.97	\$33.57	\$35.25	\$37.02	\$38.87
	Bi-Monthly	\$2,770.50	\$2,909.50	\$3,055.00	\$3,208.00	\$3,368.50
	Monthly	\$5,541	\$5,819	\$6,110	\$6,416	\$6,737
	Yearly	\$66,492	\$69,828	\$73,320	\$76,992	\$80,844
Collection System Worker IV	Hourly	\$35.24	\$37.00	\$38.86	\$40.80	\$42.84
	Bi-Monthly	\$3,054.00	\$3,207.00	\$3,367.50	\$3,536.00	\$3,713.00
	Monthly	\$6,108	\$6,414	\$6,735	\$7,072	\$7,426
	Yearly	\$73,296	\$76,968	\$80,820	\$84,864	\$89,112
Collection System Worker, Senior	Hourly	\$38.86	\$40.80	\$42.84	\$44.98	\$47.23
	Bi-Monthly	\$3,367.50	\$3,536.00	\$3,713.00	\$3,898.50	\$4,093.50
	Monthly	\$6,735	\$7,072	\$7,426	\$7,797	\$8,187
	Yearly	\$80,820	\$84,864	\$89,112	\$93,564	\$98,244
Construction Inspector I	Hourly	\$28.99	\$30.44	\$31.97	\$33.57	\$35.24
	Bi-Monthly	\$2,512.50	\$2,638.50	\$2,770.50	\$2,909.00	\$3,054.50
	Monthly	\$5,025	\$5,277	\$5,541	\$5,818	\$6,109
	Yearly	\$60,300	\$63,324	\$66,492	\$69,816	\$73,308
Construction Inspector II	Hourly	\$31.97	\$33.57	\$35.25	\$37.02	\$38.87
	Bi-Monthly	\$2,770.50	\$2,909.50	\$3,055.00	\$3,208.00	\$3,368.50
	Monthly	\$5,541	\$5,819	\$6,110	\$6,416	\$6,737
	Yearly	\$66,492	\$69,828	\$73,320	\$76,992	\$80,844
Construction Inspector III	Hourly	\$35.24	\$37.00	\$38.86	\$40.80	\$42.84
	Bi-Monthly	\$3,054.00	\$3,207.00	\$3,367.50	\$3,536.00	\$3,713.00
	Monthly	\$6,108	\$6,414	\$6,735	\$7,072	\$7,426
	Yearly	\$73,296	\$76,968	\$80,820	\$84,864	\$89,112
Construction Inspector, Senior	Hourly	\$38.86	\$40.80	\$42.84	\$44.98	\$47.23
	Bi-Monthly	\$3,367.50	\$3,536.00	\$3,713.00	\$3,898.50	\$4,093.50
	Monthly	\$6,735	\$7,072	\$7,426	\$7,797	\$8,187
	Yearly	\$80,820	\$84,864	\$89,112	\$93,564	\$98,244

APPENDIX C - SEIU Local 1021 Union Wage Schedule
PROPOSED Effective 7/01/2023 (with a 3.0% Salary Increase)

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
Construction Worker I	Hourly	\$28.99	\$30.44	\$31.97	\$33.57	\$35.24
	Bi-Monthly	\$2,512.50	\$2,638.50	\$2,770.50	\$2,909.00	\$3,054.50
	Monthly	\$5,025	\$5,277	\$5,541	\$5,818	\$6,109
	Yearly	\$60,300	\$63,324	\$66,492	\$69,816	\$73,308
Construction Worker II	Hourly	\$31.97	\$33.57	\$35.25	\$37.02	\$38.87
	Bi-Monthly	\$2,770.50	\$2,909.50	\$3,055.00	\$3,208.00	\$3,368.50
	Monthly	\$5,541	\$5,819	\$6,110	\$6,416	\$6,737
	Yearly	\$66,492	\$69,828	\$73,320	\$76,992	\$80,844
Construction Worker III	Hourly	\$35.24	\$37.00	\$38.86	\$40.80	\$42.84
	Bi-Monthly	\$3,054.00	\$3,207.00	\$3,367.50	\$3,536.00	\$3,713.00
	Monthly	\$6,108	\$6,414	\$6,735	\$7,072	\$7,426
	Yearly	\$73,296	\$76,968	\$80,820	\$84,864	\$89,112
Construction Worker, Senior	Hourly	\$38.86	\$40.80	\$42.84	\$44.98	\$47.23
	Bi-Monthly	\$3,367.50	\$3,536.00	\$3,713.00	\$3,898.50	\$4,093.50
	Monthly	\$6,735	\$7,072	\$7,426	\$7,797	\$8,187
	Yearly	\$80,820	\$84,864	\$89,112	\$93,564	\$98,244
Customer Service Representative I	Hourly	\$24.55	\$25.78	\$27.07	\$28.42	\$29.84
	Bi-Monthly	\$2,127.50	\$2,234.00	\$2,346.00	\$2,463.00	\$2,586.50
	Monthly	\$4,255	\$4,468	\$4,692	\$4,926	\$5,173
	Yearly	\$51,060	\$53,616	\$56,304	\$59,112	\$62,076
Customer Service Representative II	Hourly	\$28.43	\$29.85	\$31.34	\$32.91	\$34.56
	Bi-Monthly	\$2,463.50	\$2,587.00	\$2,716.50	\$2,852.50	\$2,995.00
	Monthly	\$4,927	\$5,174	\$5,433	\$5,705	\$5,990
	Yearly	\$59,124	\$62,088	\$65,196	\$68,460	\$71,880
Customer Service Representative III	Hourly	\$31.34	\$32.91	\$34.56	\$36.28	\$38.10
	Bi-Monthly	\$2,716.00	\$2,852.00	\$2,995.00	\$3,144.50	\$3,302.00
	Monthly	\$5,432	\$5,704	\$5,990	\$6,289	\$6,604
	Yearly	\$65,184	\$68,448	\$71,880	\$75,468	\$79,248
Customer Service Representative, Senior	Hourly	\$34.55	\$36.28	\$38.09	\$40.00	\$42.00
	Bi-Monthly	\$2,994.00	\$3,144.00	\$3,301.50	\$3,466.50	\$3,640.00
	Monthly	\$5,988	\$6,288	\$6,603	\$6,933	\$7,280
	Yearly	\$71,856	\$75,456	\$79,236	\$83,196	\$87,360
Customer Service Supervisor**	Hourly	\$38.09	\$40.00	\$42.01	\$44.11	\$46.31
	Bi-Monthly	\$3,301.50	\$3,467.00	\$3,640.50	\$3,822.50	\$4,013.50
	Monthly	\$6,603	\$6,934	\$7,281	\$7,645	\$8,027
	Yearly	\$79,236	\$83,208	\$87,372	\$91,740	\$96,324
Distribution Worker Trainee	Hourly	\$23.85	\$25.04	\$26.30	\$27.61	\$29.00
	Bi-Monthly	\$2,067.00	\$2,170.50	\$2,279.50	\$2,393.00	\$2,513.00
	Monthly	\$4,134	\$4,341	\$4,559	\$4,786	\$5,026
	Yearly	\$49,608	\$52,092	\$54,708	\$57,432	\$60,312
Distribution Worker I	Hourly	\$26.29	\$27.61	\$28.99	\$30.44	\$31.96
	Bi-Monthly	\$2,278.50	\$2,392.50	\$2,512.50	\$2,638.00	\$2,770.00
	Monthly	\$4,557	\$4,785	\$5,025	\$5,276	\$5,540
	Yearly	\$54,684	\$57,420	\$60,300	\$63,312	\$66,480
Distribution Worker II	Hourly	\$28.99	\$30.44	\$31.97	\$33.57	\$35.24
	Bi-Monthly	\$2,512.50	\$2,638.50	\$2,770.50	\$2,909.00	\$3,054.50
	Monthly	\$5,025	\$5,277	\$5,541	\$5,818	\$6,109
	Yearly	\$60,300	\$63,324	\$66,492	\$69,816	\$73,308
Distribution Worker III	Hourly	\$31.97	\$33.57	\$35.25	\$37.02	\$38.87
	Bi-Monthly	\$2,770.50	\$2,909.50	\$3,055.00	\$3,208.00	\$3,368.50
	Monthly	\$5,541	\$5,819	\$6,110	\$6,416	\$6,737
	Yearly	\$66,492	\$69,828	\$73,320	\$76,992	\$80,844
Distribution Worker IV	Hourly	\$35.24	\$37.00	\$38.86	\$40.80	\$42.84
	Bi-Monthly	\$3,054.00	\$3,207.00	\$3,367.50	\$3,536.00	\$3,713.00
	Monthly	\$6,108	\$6,414	\$6,735	\$7,072	\$7,426
	Yearly	\$73,296	\$76,968	\$80,820	\$84,864	\$89,112
Distribution Worker, Senior	Hourly	\$38.86	\$40.80	\$42.84	\$44.98	\$47.23
	Bi-Monthly	\$3,367.50	\$3,536.00	\$3,713.00	\$3,898.50	\$4,093.50
	Monthly	\$6,735	\$7,072	\$7,426	\$7,797	\$8,187
	Yearly	\$80,820	\$84,864	\$89,112	\$93,564	\$98,244
Electrician/Instrumentation Tech I	Hourly	\$35.24	\$37.00	\$38.86	\$40.80	\$42.84
	Bi-Monthly	\$3,054.00	\$3,207.00	\$3,367.50	\$3,536.00	\$3,713.00
	Monthly	\$6,108	\$6,414	\$6,735	\$7,072	\$7,426
	Yearly	\$73,296	\$76,968	\$80,820	\$84,864	\$89,112
Electrician/Instrumentation Tech II	Hourly	\$38.86	\$40.80	\$42.84	\$44.98	\$47.23
	Bi-Monthly	\$3,367.50	\$3,536.00	\$3,713.00	\$3,898.50	\$4,093.50
	Monthly	\$6,735	\$7,072	\$7,426	\$7,797	\$8,187
	Yearly	\$80,820	\$84,864	\$89,112	\$93,564	\$98,244
Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5

APPENDIX C - SEIU Local 1021 Union Wage Schedule
PROPOSED Effective 7/01/2023 (with a 3.0% Salary Increase)

Electrician/Instrumentation Tech, Senior	Hourly	\$42.84	\$44.99	\$47.24	\$49.60	\$52.08
	Bi-Monthly	\$3,713.00	\$3,899.00	\$4,094.00	\$4,299.00	\$4,514.00
	Monthly	\$7,426	\$7,798	\$8,188	\$8,598	\$9,028
	Yearly	\$89,112	\$93,576	\$98,256	\$103,176	\$108,336
Engineer - Associate	Hourly	\$46.30	\$48.62	\$51.06	\$53.61	\$56.29
	Bi-Monthly	\$4,013.00	\$4,214.00	\$4,425.00	\$4,646.00	\$4,878.50
	Monthly	\$8,026	\$8,428	\$8,850	\$9,292	\$9,757
	Yearly	\$96,312	\$101,136	\$106,200	\$111,504	\$117,084
Engineer - Civil	Hourly	\$51.05	\$53.60	\$56.28	\$59.10	\$62.05
	Bi-Monthly	\$4,424.00	\$4,645.50	\$4,878.00	\$5,122.00	\$5,378.00
	Monthly	\$8,848	\$9,291	\$9,756	\$10,244	\$10,756
	Yearly	\$106,176	\$111,492	\$117,072	\$122,928	\$129,072
Engineer - Civil Senior	Hourly	\$56.28	\$59.09	\$62.05	\$65.15	\$68.41
	Bi-Monthly	\$4,877.50	\$5,121.50	\$5,378.00	\$5,646.50	\$5,929.00
	Monthly	\$9,755	\$10,243	\$10,756	\$11,293	\$11,858
	Yearly	\$117,060	\$122,916	\$129,072	\$135,516	\$142,296
Engineering Analyst	Hourly	\$48.62	\$51.05	\$53.61	\$56.29	\$59.10
	Bi-Monthly	\$4,213.50	\$4,424.50	\$4,646.00	\$4,878.50	\$5,122.00
	Monthly	\$8,427	\$8,849	\$9,292	\$9,757	\$10,244
	Yearly	\$101,124	\$106,188	\$111,504	\$117,084	\$122,928
Engineering Coordinator	Hourly	\$34.55	\$36.28	\$38.09	\$40.00	\$42.00
	Bi-Monthly	\$2,994.00	\$3,144.00	\$3,301.50	\$3,466.50	\$3,640.00
	Monthly	\$5,988	\$6,288	\$6,603	\$6,933	\$7,280
	Yearly	\$71,856	\$75,456	\$79,236	\$83,196	\$87,360
Engineering Technician I	Hourly	\$32.91	\$34.56	\$36.29	\$38.10	\$40.01
	Bi-Monthly	\$2,852.00	\$2,995.00	\$3,145.00	\$3,302.00	\$3,467.50
	Monthly	\$5,704	\$5,990	\$6,290	\$6,604	\$6,935
	Yearly	\$68,448	\$71,880	\$75,480	\$79,248	\$83,220
Engineering Technician II	Hourly	\$38.09	\$40.00	\$42.01	\$44.11	\$46.31
	Bi-Monthly	\$3,301.50	\$3,467.00	\$3,640.50	\$3,822.50	\$4,013.50
	Monthly	\$6,603	\$6,934	\$7,281	\$7,645	\$8,027
	Yearly	\$79,236	\$83,208	\$87,372	\$91,740	\$96,324
Engineering Technician, Senior	Hourly	\$44.09	\$46.30	\$48.62	\$51.05	\$53.61
	Bi-Monthly	\$3,821.50	\$4,013.00	\$4,214.00	\$4,424.50	\$4,646.00
	Monthly	\$7,643	\$8,026	\$8,428	\$8,849	\$9,292
	Yearly	\$91,716	\$96,312	\$101,136	\$106,188	\$111,504
Facilities Maintenance Technician	Hourly	\$27.07	\$28.43	\$29.85	\$31.34	\$32.91
	Bi-Monthly	\$2,346.00	\$2,463.50	\$2,587.00	\$2,716.50	\$2,852.00
	Monthly	\$4,692	\$4,927	\$5,174	\$5,433	\$5,704
	Yearly	\$56,304	\$59,124	\$62,088	\$65,196	\$68,448
Information Systems Administrator	Hourly	\$48.62	\$51.05	\$53.61	\$56.29	\$59.10
	Bi-Monthly	\$4,213.50	\$4,424.50	\$4,646.00	\$4,878.50	\$5,122.00
	Monthly	\$8,427	\$8,849	\$9,292	\$9,757	\$10,244
	Yearly	\$101,124	\$106,188	\$111,504	\$117,084	\$122,928
Information Systems Analyst	Hourly	\$34.55	\$36.28	\$38.09	\$40.00	\$42.00
	Bi-Monthly	\$2,994.00	\$3,144.00	\$3,301.50	\$3,466.50	\$3,640.00
	Monthly	\$5,988	\$6,288	\$6,603	\$6,933	\$7,280
	Yearly	\$71,856	\$75,456	\$79,236	\$83,196	\$87,360
Mechanic I	Hourly	\$32.59	\$34.22	\$35.94	\$37.74	\$39.62
	Bi-Monthly	\$2,824.50	\$2,966.00	\$3,114.50	\$3,270.50	\$3,434.00
	Monthly	\$5,649	\$5,932	\$6,229	\$6,541	\$6,868
	Yearly	\$67,788	\$71,184	\$74,748	\$78,492	\$82,416
Mechanic II	Hourly	\$35.93	\$37.73	\$39.62	\$41.60	\$43.68
	Bi-Monthly	\$3,114.00	\$3,270.00	\$3,433.50	\$3,605.50	\$3,785.50
	Monthly	\$6,228	\$6,540	\$6,867	\$7,211	\$7,571
	Yearly	\$74,736	\$78,480	\$82,404	\$86,532	\$90,852
Mechanic, Senior	Hourly	\$39.61	\$41.60	\$43.68	\$45.87	\$48.16
	Bi-Monthly	\$3,433.00	\$3,605.00	\$3,785.50	\$3,975.00	\$4,173.50
	Monthly	\$6,866	\$7,210	\$7,571	\$7,950	\$8,347
	Yearly	\$82,392	\$86,520	\$90,852	\$95,400	\$100,164
Meter Reader Trainee	Hourly	\$23.85	\$25.04	\$26.30	\$27.61	\$29.00
	Bi-Monthly	\$2,067.00	\$2,170.50	\$2,279.50	\$2,393.00	\$2,513.00
	Monthly	\$4,134	\$4,341	\$4,559	\$4,786	\$5,026
	Yearly	\$49,608	\$52,092	\$54,708	\$57,432	\$60,312
Meter Reader I	Hourly	\$26.29	\$27.61	\$28.99	\$30.44	\$31.96
	Bi-Monthly	\$2,278.50	\$2,392.50	\$2,512.50	\$2,638.00	\$2,770.00
	Monthly	\$4,557	\$4,785	\$5,025	\$5,276	\$5,540
	Yearly	\$54,684	\$57,420	\$60,300	\$63,312	\$66,480
Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
	Hourly	\$28.99	\$30.44	\$31.97	\$33.57	\$35.24

APPENDIX C - SEIU Local 1021 Union Wage Schedule
PROPOSED Effective 7/01/2023 (with a 3.0% Salary Increase)

Meter Reader II	Bi-Monthly	\$2,512.50	\$2,638.50	\$2,770.50	\$2,909.00	\$3,054.50
	Monthly	\$5,025	\$5,277	\$5,541	\$5,818	\$6,109
	Yearly	\$60,300	\$63,324	\$66,492	\$69,816	\$73,308
Purchasing Agent	Hourly	\$38.09	\$40.00	\$42.01	\$44.11	\$46.31
	Bi-Monthly	\$3,301.50	\$3,467.00	\$3,640.50	\$3,822.50	\$4,013.50
	Monthly	\$6,603	\$6,934	\$7,281	\$7,645	\$8,027
SCADA Technician I	Yearly	\$79,236	\$83,208	\$87,372	\$91,740	\$96,324
	Hourly	\$42.84	\$44.99	\$47.24	\$49.60	\$52.08
	Bi-Monthly	\$3,713.00	\$3,899.00	\$4,094.00	\$4,299.00	\$4,514.00
SCADA Technician, Senior	Monthly	\$7,426	\$7,798	\$8,188	\$8,598	\$9,028
	Yearly	\$89,112	\$93,576	\$98,256	\$103,176	\$108,336
	Hourly	\$47.23	\$49.59	\$52.07	\$54.68	\$57.41
Senior Supervisor, Construction/Inspection	Bi-Monthly	\$4,093.00	\$4,298.00	\$4,513.00	\$4,739.00	\$4,975.50
	Monthly	\$8,186	\$8,596	\$9,026	\$9,478	\$9,951
	Yearly	\$98,232	\$103,152	\$108,312	\$113,736	\$119,412
Senior Supervisor, Distribution & Collections	Hourly	\$44.98	\$47.23	\$49.60	\$52.08	\$54.68
	Bi-Monthly	\$3,898.50	\$4,093.50	\$4,298.50	\$4,513.50	\$4,739.00
	Monthly	\$7,797	\$8,187	\$8,597	\$9,027	\$9,478
Senior Supervisor, Electrical/SCADA	Yearly	\$93,564	\$98,244	\$103,164	\$108,324	\$113,736
	Hourly	\$52.06	\$54.67	\$57.40	\$60.28	\$63.29
	Bi-Monthly	\$4,512.00	\$4,738.00	\$4,975.00	\$5,224.00	\$5,485.00
Senior Supervisor, W/WW Operations	Monthly	\$9,024	\$9,476	\$9,950	\$10,448	\$10,970
	Yearly	\$108,288	\$113,712	\$119,400	\$125,376	\$131,640
	Hourly	\$44.98	\$47.23	\$49.60	\$52.08	\$54.68
Utility Worker I*	Bi-Monthly	\$3,898.50	\$4,093.50	\$4,298.50	\$4,513.50	\$4,739.00
	Monthly	\$7,797	\$8,187	\$8,597	\$9,027	\$9,478
	Yearly	\$93,564	\$98,244	\$103,164	\$108,324	\$113,736
Utility Worker II*	Hourly	\$28.99	\$30.44	\$31.97	\$33.57	\$35.24
	Bi-Monthly	\$2,512.50	\$2,638.50	\$2,770.50	\$2,909.00	\$3,054.50
	Monthly	\$5,025	\$5,277	\$5,541	\$5,818	\$6,109
Utility Worker Senior*	Yearly	\$60,300	\$63,324	\$66,492	\$69,816	\$73,308
	Hourly	\$35.24	\$37.00	\$38.86	\$40.80	\$42.84
	Bi-Monthly	\$3,054.00	\$3,207.00	\$3,367.50	\$3,536.00	\$3,713.00
W/WW Treatment Plant Operator OIT	Monthly	\$6,108	\$6,414	\$6,735	\$7,072	\$7,426
	Yearly	\$73,296	\$76,968	\$80,820	\$84,864	\$89,112
	Hourly	\$38.86	\$40.80	\$42.84	\$44.98	\$47.23
W/WW Treatment Plant Operator I	Bi-Monthly	\$3,367.50	\$3,536.00	\$3,713.00	\$3,898.50	\$4,093.50
	Monthly	\$6,735	\$7,072	\$7,426	\$7,797	\$8,187
	Yearly	\$80,820	\$84,864	\$89,112	\$93,564	\$98,244
W/WW Treatment Plant Operator II	Hourly	\$26.29	\$27.61	\$28.99	\$30.44	\$31.96
	Bi-Monthly	\$2,278.50	\$2,392.50	\$2,512.50	\$2,638.00	\$2,770.00
	Monthly	\$4,557	\$4,785	\$5,025	\$5,276	\$5,540
W/WW Treatment Plant Operator III	Yearly	\$54,684	\$57,420	\$60,300	\$63,312	\$66,480
	Hourly	\$28.99	\$30.44	\$31.97	\$33.57	\$35.24
	Bi-Monthly	\$2,512.50	\$2,638.50	\$2,770.50	\$2,909.00	\$3,054.50
W/WW Treatment Plant Operator, Senior	Monthly	\$5,025	\$5,277	\$5,541	\$5,818	\$6,109
	Yearly	\$60,300	\$63,324	\$66,492	\$69,816	\$73,308
	Hourly	\$31.97	\$33.57	\$35.25	\$37.02	\$38.87
Water Conservation Coordinator	Bi-Monthly	\$2,770.50	\$2,909.50	\$3,055.00	\$3,208.00	\$3,368.50
	Monthly	\$5,541	\$5,819	\$6,110	\$6,416	\$6,737
	Yearly	\$66,492	\$69,828	\$73,320	\$76,992	\$80,844
Water Conservation Coordinator	Hourly	\$35.24	\$37.00	\$38.86	\$40.80	\$42.84
	Bi-Monthly	\$3,054.00	\$3,207.00	\$3,367.50	\$3,536.00	\$3,713.00
	Monthly	\$6,108	\$6,414	\$6,735	\$7,072	\$7,426
Water Conservation Coordinator	Yearly	\$73,296	\$76,968	\$80,820	\$84,864	\$89,112
	Hourly	\$38.86	\$40.80	\$42.84	\$44.98	\$47.23
	Bi-Monthly	\$3,367.50	\$3,536.00	\$3,713.00	\$3,898.50	\$4,093.50
Water Conservation Coordinator	Monthly	\$6,735	\$7,072	\$7,426	\$7,797	\$8,187
	Yearly	\$80,820	\$84,864	\$89,112	\$93,564	\$98,244
	Hourly	\$35.24	\$37.00	\$38.86	\$40.80	\$42.84
Water Conservation Coordinator	Bi-Monthly	\$3,054.00	\$3,207.00	\$3,367.50	\$3,536.00	\$3,713.00
	Monthly	\$6,108	\$6,414	\$6,735	\$7,072	\$7,426
	Yearly	\$73,296	\$76,968	\$80,820	\$84,864	\$89,112

* Addition of Utility Worker Series per Res. No. 2021-82

** Addition of Customer Service Supervisor per Res. No. 2021-___

APPENDIX D - SEIU Local 1021 Union Wage Schedule
PROPOSED Effective 7/01/2024 (with a 2.5% Salary Increase)

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
Accountant I	Hourly	\$39.05	\$41.01	\$43.06	\$45.21	\$47.48
	Bi-Monthly	\$3,384.50	\$3,554.00	\$3,732.00	\$3,918.50	\$4,114.50
	Monthly	\$6,769	\$7,108	\$7,464	\$7,837	\$8,229
	Yearly	\$81,228	\$85,296	\$89,568	\$94,044	\$98,748
Accountant II	Hourly	\$43.05	\$45.21	\$47.47	\$49.85	\$52.34
	Bi-Monthly	\$3,731.00	\$3,918.00	\$4,114.00	\$4,320.00	\$4,536.00
	Monthly	\$7,462	\$7,836	\$8,228	\$8,640	\$9,072
	Yearly	\$89,544	\$94,032	\$98,736	\$103,680	\$108,864
Accounting Technician I	Hourly	\$32.12	\$33.73	\$35.42	\$37.19	\$39.05
	Bi-Monthly	\$2,784.00	\$2,923.50	\$3,070.00	\$3,223.50	\$3,384.50
	Monthly	\$5,568	\$5,847	\$6,140	\$6,447	\$6,769
	Yearly	\$66,816	\$70,164	\$73,680	\$77,364	\$81,228
Accounting Technician II	Hourly	\$35.41	\$37.18	\$39.05	\$41.00	\$43.04
	Bi-Monthly	\$3,069.00	\$3,222.50	\$3,384.00	\$3,553.00	\$3,730.50
	Monthly	\$6,138	\$6,445	\$6,768	\$7,106	\$7,461
	Yearly	\$73,656	\$77,340	\$81,216	\$85,272	\$89,532
Administrative Technician I	Hourly	\$25.17	\$26.43	\$27.76	\$29.14	\$30.60
	Bi-Monthly	\$2,181.00	\$2,290.50	\$2,405.50	\$2,525.50	\$2,652.00
	Monthly	\$4,362	\$4,581	\$4,811	\$5,051	\$5,304
	Yearly	\$52,344	\$54,972	\$57,732	\$60,612	\$63,648
Administrative Technician II	Hourly	\$29.14	\$30.60	\$32.13	\$33.74	\$35.43
	Bi-Monthly	\$2,525.50	\$2,652.00	\$2,785.00	\$2,924.00	\$3,070.50
	Monthly	\$5,051	\$5,304	\$5,570	\$5,848	\$6,141
	Yearly	\$60,612	\$63,648	\$66,840	\$70,176	\$73,692
Administrative Technician, Senior	Hourly	\$32.12	\$33.73	\$35.42	\$37.19	\$39.05
	Bi-Monthly	\$2,784.00	\$2,923.50	\$3,070.00	\$3,223.50	\$3,384.50
	Monthly	\$5,568	\$5,847	\$6,140	\$6,447	\$6,769
	Yearly	\$66,816	\$70,164	\$73,680	\$77,364	\$81,228
Collection System Worker Trainee	Hourly	\$24.45	\$25.67	\$26.96	\$28.31	\$29.72
	Bi-Monthly	\$2,119.00	\$2,225.00	\$2,336.50	\$2,453.50	\$2,576.00
	Monthly	\$4,238	\$4,450	\$4,673	\$4,907	\$5,152
	Yearly	\$50,856	\$53,400	\$56,076	\$58,884	\$61,824
Collection System Worker I	Hourly	\$26.95	\$28.30	\$29.72	\$31.20	\$32.76
	Bi-Monthly	\$2,335.50	\$2,452.50	\$2,575.50	\$2,704.00	\$2,839.50
	Monthly	\$4,671	\$4,905	\$5,151	\$5,408	\$5,679
	Yearly	\$56,052	\$58,860	\$61,812	\$64,896	\$68,148
Collection System Worker II	Hourly	\$29.72	\$31.21	\$32.77	\$34.41	\$36.13
	Bi-Monthly	\$2,575.50	\$2,704.50	\$2,840.00	\$2,982.00	\$3,131.00
	Monthly	\$5,151	\$5,409	\$5,680	\$5,964	\$6,262
	Yearly	\$61,812	\$64,908	\$68,160	\$71,568	\$75,144
Collection System Worker III	Hourly	\$32.77	\$34.41	\$36.13	\$37.94	\$39.84
	Bi-Monthly	\$2,840.00	\$2,982.00	\$3,131.50	\$3,288.00	\$3,452.50
	Monthly	\$5,680	\$5,964	\$6,263	\$6,576	\$6,905
	Yearly	\$68,160	\$71,568	\$75,156	\$78,912	\$82,860
Collection System Worker IV	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
	Bi-Monthly	\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
	Monthly	\$6,261	\$6,575	\$6,904	\$7,249	\$7,612
	Yearly	\$75,132	\$78,900	\$82,848	\$86,988	\$91,344
Collection System Worker, Senior	Hourly	\$39.83	\$41.83	\$43.92	\$46.12	\$48.42
	Bi-Monthly	\$3,452.00	\$3,625.00	\$3,806.50	\$3,997.00	\$4,196.50
	Monthly	\$6,904	\$7,250	\$7,613	\$7,994	\$8,393
	Yearly	\$82,848	\$87,000	\$91,356	\$95,928	\$100,716
Construction Inspector I	Hourly	\$29.72	\$31.21	\$32.77	\$34.41	\$36.13
	Bi-Monthly	\$2,575.50	\$2,704.50	\$2,840.00	\$2,982.00	\$3,131.00
	Monthly	\$5,151	\$5,409	\$5,680	\$5,964	\$6,262
	Yearly	\$61,812	\$64,908	\$68,160	\$71,568	\$75,144
Construction Inspector II	Hourly	\$32.77	\$34.41	\$36.13	\$37.94	\$39.84
	Bi-Monthly	\$2,840.00	\$2,982.00	\$3,131.50	\$3,288.00	\$3,452.50
	Monthly	\$5,680	\$5,964	\$6,263	\$6,576	\$6,905
	Yearly	\$68,160	\$71,568	\$75,156	\$78,912	\$82,860
Construction Inspector III	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
	Bi-Monthly	\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
	Monthly	\$6,261	\$6,575	\$6,904	\$7,249	\$7,612
	Yearly	\$75,132	\$78,900	\$82,848	\$86,988	\$91,344
Construction Inspector, Senior	Hourly	\$39.83	\$41.83	\$43.92	\$46.12	\$48.42
	Bi-Monthly	\$3,452.00	\$3,625.00	\$3,806.50	\$3,997.00	\$4,196.50
	Monthly	\$6,904	\$7,250	\$7,613	\$7,994	\$8,393
	Yearly	\$82,848	\$87,000	\$91,356	\$95,928	\$100,716

APPENDIX D - SEIU Local 1021 Union Wage Schedule
PROPOSED Effective 7/01/2024 (with a 2.5% Salary Increase)

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
Construction Worker I	Hourly	\$29.72	\$31.21	\$32.77	\$34.41	\$36.13
	Bi-Monthly	\$2,575.50	\$2,704.50	\$2,840.00	\$2,982.00	\$3,131.00
	Monthly	\$5,151	\$5,409	\$5,680	\$5,964	\$6,262
	Yearly	\$61,812	\$64,908	\$68,160	\$71,568	\$75,144
Construction Worker II	Hourly	\$32.77	\$34.41	\$36.13	\$37.94	\$39.84
	Bi-Monthly	\$2,840.00	\$2,982.00	\$3,131.50	\$3,288.00	\$3,452.50
	Monthly	\$5,680	\$5,964	\$6,263	\$6,576	\$6,905
	Yearly	\$68,160	\$71,568	\$75,156	\$78,912	\$82,860
Construction Worker III	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
	Bi-Monthly	\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
	Monthly	\$6,261	\$6,575	\$6,904	\$7,249	\$7,612
	Yearly	\$75,132	\$78,900	\$82,848	\$86,988	\$91,344
Construction Worker, Senior	Hourly	\$39.83	\$41.83	\$43.92	\$46.12	\$48.42
	Bi-Monthly	\$3,452.00	\$3,625.00	\$3,806.50	\$3,997.00	\$4,196.50
	Monthly	\$6,904	\$7,250	\$7,613	\$7,994	\$8,393
	Yearly	\$82,848	\$87,000	\$91,356	\$95,928	\$100,716
Customer Service Representative I	Hourly	\$25.17	\$26.43	\$27.76	\$29.14	\$30.60
	Bi-Monthly	\$2,181.00	\$2,290.50	\$2,405.50	\$2,525.50	\$2,652.00
	Monthly	\$4,362	\$4,581	\$4,811	\$5,051	\$5,304
	Yearly	\$52,344	\$54,972	\$57,732	\$60,612	\$63,648
Customer Service Representative II	Hourly	\$29.14	\$30.60	\$32.13	\$33.74	\$35.43
	Bi-Monthly	\$2,525.50	\$2,652.00	\$2,785.00	\$2,924.00	\$3,070.50
	Monthly	\$5,051	\$5,304	\$5,570	\$5,848	\$6,141
	Yearly	\$60,612	\$63,648	\$66,840	\$70,176	\$73,692
Customer Service Representative III	Hourly	\$32.12	\$33.73	\$35.42	\$37.19	\$39.05
	Bi-Monthly	\$2,784.00	\$2,923.50	\$3,070.00	\$3,223.50	\$3,384.50
	Monthly	\$5,568	\$5,847	\$6,140	\$6,447	\$6,769
	Yearly	\$66,816	\$70,164	\$73,680	\$77,364	\$81,228
Customer Service Representative, Senior	Hourly	\$35.41	\$37.18	\$39.05	\$41.00	\$43.04
	Bi-Monthly	\$3,069.00	\$3,222.50	\$3,384.00	\$3,553.00	\$3,730.50
	Monthly	\$6,138	\$6,445	\$6,768	\$7,106	\$7,461
	Yearly	\$73,656	\$77,340	\$81,216	\$85,272	\$89,532
Customer Service Supervisor**	Hourly	\$39.05	\$41.01	\$43.06	\$45.21	\$47.48
	Bi-Monthly	\$3,385	\$3,554	\$3,732	\$3,919	\$4,115
	Monthly	\$6,769	\$7,108	\$7,464	\$7,837	\$8,229
	Yearly	\$81,228	\$85,296	\$89,568	\$94,044	\$98,748
Distribution Worker Trainee	Hourly	\$24.45	\$25.67	\$26.96	\$28.31	\$29.72
	Bi-Monthly	\$2,119.00	\$2,225.00	\$2,336.50	\$2,453.50	\$2,576.00
	Monthly	\$4,238	\$4,450	\$4,673	\$4,907	\$5,152
	Yearly	\$50,856	\$53,400	\$56,076	\$58,884	\$61,824
Distribution Worker I	Hourly	\$26.95	\$28.30	\$29.72	\$31.20	\$32.76
	Bi-Monthly	\$2,335.50	\$2,452.50	\$2,575.50	\$2,704.00	\$2,839.50
	Monthly	\$4,671	\$4,905	\$5,151	\$5,408	\$5,679
	Yearly	\$56,052	\$58,860	\$61,812	\$64,896	\$68,148
Distribution Worker II	Hourly	\$29.72	\$31.21	\$32.77	\$34.41	\$36.13
	Bi-Monthly	\$2,575.50	\$2,704.50	\$2,840.00	\$2,982.00	\$3,131.00
	Monthly	\$5,151	\$5,409	\$5,680	\$5,964	\$6,262
	Yearly	\$61,812	\$64,908	\$68,160	\$71,568	\$75,144
Distribution Worker III	Hourly	\$32.77	\$34.41	\$36.13	\$37.94	\$39.84
	Bi-Monthly	\$2,840.00	\$2,982.00	\$3,131.50	\$3,288.00	\$3,452.50
	Monthly	\$5,680	\$5,964	\$6,263	\$6,576	\$6,905
	Yearly	\$68,160	\$71,568	\$75,156	\$78,912	\$82,860
Distribution Worker IV	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
	Bi-Monthly	\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
	Monthly	\$6,261	\$6,575	\$6,904	\$7,249	\$7,612
	Yearly	\$75,132	\$78,900	\$82,848	\$86,988	\$91,344
Distribution Worker, Senior	Hourly	\$39.83	\$41.83	\$43.92	\$46.12	\$48.42
	Bi-Monthly	\$3,452.00	\$3,625.00	\$3,806.50	\$3,997.00	\$4,196.50
	Monthly	\$6,904	\$7,250	\$7,613	\$7,994	\$8,393
	Yearly	\$82,848	\$87,000	\$91,356	\$95,928	\$100,716
Electrician/Instrumentation Tech I	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
	Bi-Monthly	\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
	Monthly	\$6,261	\$6,575	\$6,904	\$7,249	\$7,612
	Yearly	\$75,132	\$78,900	\$82,848	\$86,988	\$91,344
Electrician/Instrumentation Tech II	Hourly	\$39.83	\$41.83	\$43.92	\$46.12	\$48.42
	Bi-Monthly	\$3,452.00	\$3,625.00	\$3,806.50	\$3,997.00	\$4,196.50
	Monthly	\$6,904	\$7,250	\$7,613	\$7,994	\$8,393
	Yearly	\$82,848	\$87,000	\$91,356	\$95,928	\$100,716
Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5

APPENDIX D - SEIU Local 1021 Union Wage Schedule
PROPOSED Effective 7/01/2024 (with a 2.5% Salary Increase)

Electrician/Instrumentation Tech, Senior	Hourly	\$43.92	\$46.11	\$48.42	\$50.84	\$53.38
	Bi-Monthly	\$3,806.00	\$3,996.50	\$4,196.50	\$4,406.50	\$4,626.50
	Monthly	\$7,612	\$7,993	\$8,393	\$8,813	\$9,253
	Yearly	\$91,344	\$95,916	\$100,716	\$105,756	\$111,036
Engineer - Associate	Hourly	\$47.46	\$49.84	\$52.33	\$54.95	\$57.70
	Bi-Monthly	\$4,113.50	\$4,319.50	\$4,535.50	\$4,762.50	\$5,000.50
	Monthly	\$8,227	\$8,639	\$9,071	\$9,525	\$10,001
	Yearly	\$98,724	\$103,668	\$108,852	\$114,300	\$120,012
Engineer - Civil	Hourly	\$52.33	\$54.95	\$57.70	\$60.58	\$63.61
	Bi-Monthly	\$4,535.00	\$4,762.00	\$5,000.50	\$5,250.50	\$5,513.00
	Monthly	\$9,070	\$9,524	\$10,001	\$10,501	\$11,026
	Yearly	\$108,840	\$114,288	\$120,012	\$126,012	\$132,312
Engineer - Civil Senior	Hourly	\$57.69	\$60.57	\$63.60	\$66.78	\$70.12
	Bi-Monthly	\$4,999.50	\$5,249.50	\$5,512.00	\$5,788.00	\$6,077.00
	Monthly	\$9,999	\$10,499	\$11,024	\$11,576	\$12,154
	Yearly	\$119,988	\$125,988	\$132,288	\$138,912	\$145,848
Engineering Analyst	Hourly	\$49.83	\$52.33	\$54.95	\$57.69	\$60.58
	Bi-Monthly	\$4,319.00	\$4,535.00	\$4,762.00	\$5,000.00	\$5,250.00
	Monthly	\$8,638	\$9,070	\$9,524	\$10,000	\$10,500
	Yearly	\$103,656	\$108,840	\$114,288	\$120,000	\$126,000
Engineering Coordinator	Hourly	\$35.41	\$37.18	\$39.05	\$41.00	\$43.04
	Bi-Monthly	\$3,069.00	\$3,222.50	\$3,384.00	\$3,553.00	\$3,730.50
	Monthly	\$6,138	\$6,445	\$6,768	\$7,106	\$7,461
	Yearly	\$73,656	\$77,340	\$81,216	\$85,272	\$89,532
Engineering Technician I	Hourly	\$33.73	\$35.42	\$37.19	\$39.06	\$41.01
	Bi-Monthly	\$2,923.50	\$3,070.00	\$3,223.50	\$3,385.00	\$3,554.00
	Monthly	\$5,847	\$6,140	\$6,447	\$6,770	\$7,108
	Yearly	\$70,164	\$73,680	\$77,364	\$81,240	\$85,296
Engineering Technician II	Hourly	\$39.05	\$41.01	\$43.06	\$45.21	\$47.48
	Bi-Monthly	\$3,384.50	\$3,554.00	\$3,732.00	\$3,918.50	\$4,114.50
	Monthly	\$6,769	\$7,108	\$7,464	\$7,837	\$8,229
	Yearly	\$81,228	\$85,296	\$89,568	\$94,044	\$98,748
Engineering Technician, Senior	Hourly	\$45.20	\$47.46	\$49.84	\$52.33	\$54.95
	Bi-Monthly	\$3,917.50	\$4,113.50	\$4,319.50	\$4,535.50	\$4,762.00
	Monthly	\$7,835	\$8,227	\$8,639	\$9,071	\$9,524
	Yearly	\$94,020	\$98,724	\$103,668	\$108,852	\$114,288
Facilities Maintenance Technician	Hourly	\$27.75	\$29.14	\$30.60	\$32.13	\$33.74
	Bi-Monthly	\$2,405.00	\$2,525.50	\$2,652.00	\$2,784.50	\$2,924.00
	Monthly	\$4,810	\$5,051	\$5,304	\$5,569	\$5,848
	Yearly	\$57,720	\$60,612	\$63,648	\$66,828	\$70,176
Information Systems Administrator	Hourly	\$49.83	\$52.33	\$54.95	\$57.69	\$60.58
	Bi-Monthly	\$4,319.00	\$4,535.00	\$4,762.00	\$5,000.00	\$5,250.00
	Monthly	\$8,638	\$9,070	\$9,524	\$10,000	\$10,500
	Yearly	\$103,656	\$108,840	\$114,288	\$120,000	\$126,000
Information Systems Analyst	Hourly	\$35.41	\$37.18	\$39.05	\$41.00	\$43.04
	Bi-Monthly	\$3,069.00	\$3,222.50	\$3,384.00	\$3,553.00	\$3,730.50
	Monthly	\$6,138	\$6,445	\$6,768	\$7,106	\$7,461
	Yearly	\$73,656	\$77,340	\$81,216	\$85,272	\$89,532
Mechanic I	Hourly	\$33.41	\$35.08	\$36.84	\$38.68	\$40.62
	Bi-Monthly	\$2,895.50	\$3,040.50	\$3,193.00	\$3,352.50	\$3,520.00
	Monthly	\$5,791	\$6,081	\$6,386	\$6,705	\$7,040
	Yearly	\$69,492	\$72,972	\$76,632	\$80,460	\$84,480
Mechanic II	Hourly	\$36.83	\$38.68	\$40.62	\$42.65	\$44.78
	Bi-Monthly	\$3,192.00	\$3,352.00	\$3,520.00	\$3,696.00	\$3,880.50
	Monthly	\$6,384	\$6,704	\$7,040	\$7,392	\$7,761
	Yearly	\$76,608	\$80,448	\$84,480	\$88,704	\$93,132
Mechanic, Senior	Hourly	\$40.60	\$42.63	\$44.77	\$47.01	\$49.36
	Bi-Monthly	\$3,519.00	\$3,695.00	\$3,880.00	\$4,074.00	\$4,277.50
	Monthly	\$7,038	\$7,390	\$7,760	\$8,148	\$8,555
	Yearly	\$84,456	\$88,680	\$93,120	\$97,776	\$102,660
Meter Reader Trainee	Hourly	\$24.45	\$25.67	\$26.96	\$28.31	\$29.72
	Bi-Monthly	\$2,119.00	\$2,225.00	\$2,336.50	\$2,453.50	\$2,576.00
	Monthly	\$4,238	\$4,450	\$4,673	\$4,907	\$5,152
	Yearly	\$50,856	\$53,400	\$56,076	\$58,884	\$61,824
Meter Reader I	Hourly	\$26.95	\$28.30	\$29.72	\$31.20	\$32.76
	Bi-Monthly	\$2,335.50	\$2,452.50	\$2,575.50	\$2,704.00	\$2,839.50
	Monthly	\$4,671	\$4,905	\$5,151	\$5,408	\$5,679
	Yearly	\$56,052	\$58,860	\$61,812	\$64,896	\$68,148
Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
	Hourly	\$29.72	\$31.21	\$32.77	\$34.41	\$36.13

APPENDIX D - SEIU Local 1021 Union Wage Schedule
PROPOSED Effective 7/01/2024 (with a 2.5% Salary Increase)

Meter Reader II	Bi-Monthly	\$2,575.50	\$2,704.50	\$2,840.00	\$2,982.00	\$3,131.00
	Monthly	\$5,151	\$5,409	\$5,680	\$5,964	\$6,262
	Yearly	\$61,812	\$64,908	\$68,160	\$71,568	\$75,144
Purchasing Agent	Hourly	\$39.05	\$41.01	\$43.06	\$45.21	\$47.48
	Bi-Monthly	\$3,384.50	\$3,554.00	\$3,732.00	\$3,918.50	\$4,114.50
	Monthly	\$6,769	\$7,108	\$7,464	\$7,837	\$8,229
SCADA Technician I	Yearly	\$81,228	\$85,296	\$89,568	\$94,044	\$98,748
	Hourly	\$43.92	\$46.11	\$48.42	\$50.84	\$53.38
	Bi-Monthly	\$3,806.00	\$3,996.50	\$4,196.50	\$4,406.50	\$4,626.50
SCADA Technician, Senior	Monthly	\$7,612	\$7,993	\$8,393	\$8,813	\$9,253
	Yearly	\$91,344	\$95,916	\$100,716	\$105,756	\$111,036
	Hourly	\$48.41	\$50.83	\$53.38	\$56.05	\$58.85
Senior Supervisor, Construction/Inspection	Bi-Monthly	\$4,195.50	\$4,405.50	\$4,626.00	\$4,857.50	\$5,100.00
	Monthly	\$8,391	\$8,811	\$9,252	\$9,715	\$10,200
	Yearly	\$100,692	\$105,732	\$111,024	\$116,580	\$122,400
Senior Supervisor, Distribution & Collections	Hourly	\$46.11	\$48.42	\$50.84	\$53.38	\$56.05
	Bi-Monthly	\$3,996.00	\$4,196.00	\$4,406.00	\$4,626.50	\$4,857.50
	Monthly	\$7,992	\$8,392	\$8,812	\$9,253	\$9,715
Senior Supervisor, Electrical/SCADA	Yearly	\$95,904	\$100,704	\$105,744	\$111,036	\$116,580
	Hourly	\$46.11	\$48.42	\$50.84	\$53.38	\$56.05
	Bi-Monthly	\$3,996.00	\$4,196.00	\$4,406.00	\$4,626.50	\$4,857.50
Senior Supervisor, W/WW Operations	Monthly	\$7,992	\$8,392	\$8,812	\$9,253	\$9,715
	Yearly	\$95,904	\$100,704	\$105,744	\$111,036	\$116,580
	Hourly	\$46.11	\$48.42	\$50.84	\$53.38	\$56.05
Utility Worker I*	Bi-Monthly	\$2,575.50	\$2,704.50	\$2,840.00	\$2,982.00	\$3,131.00
	Monthly	\$5,151	\$5,409	\$5,680	\$5,964	\$6,262
	Yearly	\$61,812	\$64,908	\$68,160	\$71,568	\$75,144
Utility Worker II*	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
	Bi-Monthly	\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
	Monthly	\$6,261	\$6,575	\$6,904	\$7,249	\$7,612
Utility Worker Senior*	Yearly	\$75,132	\$78,900	\$82,848	\$86,988	\$91,344
	Hourly	\$39.83	\$41.83	\$43.92	\$46.12	\$48.42
	Bi-Monthly	\$3,452.00	\$3,625.00	\$3,806.50	\$3,997.00	\$4,196.50
W/WW Treatment Plant Operator OIT	Monthly	\$6,904	\$7,250	\$7,613	\$7,994	\$8,393
	Yearly	\$82,848	\$87,000	\$91,356	\$95,928	\$100,716
	Hourly	\$26.95	\$28.30	\$29.72	\$31.20	\$32.76
W/WW Treatment Plant Operator I	Bi-Monthly	\$2,335.50	\$2,452.50	\$2,575.50	\$2,704.00	\$2,839.50
	Monthly	\$4,671	\$4,905	\$5,151	\$5,408	\$5,679
	Yearly	\$56,052	\$58,860	\$61,812	\$64,896	\$68,148
W/WW Treatment Plant Operator II	Hourly	\$29.72	\$31.21	\$32.77	\$34.41	\$36.13
	Bi-Monthly	\$2,575.50	\$2,704.50	\$2,840.00	\$2,982.00	\$3,131.00
	Monthly	\$5,151	\$5,409	\$5,680	\$5,964	\$6,262
W/WW Treatment Plant Operator III	Yearly	\$61,812	\$64,908	\$68,160	\$71,568	\$75,144
	Hourly	\$32.77	\$34.41	\$36.13	\$37.94	\$39.84
	Bi-Monthly	\$2,840.00	\$2,982.00	\$3,131.50	\$3,288.00	\$3,452.50
W/WW Treatment Plant Operator, Senior	Monthly	\$5,680	\$5,964	\$6,263	\$6,576	\$6,905
	Yearly	\$68,160	\$71,568	\$75,156	\$78,912	\$82,860
	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
Water Conservation Coordinator	Bi-Monthly	\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
	Monthly	\$6,261	\$6,575	\$6,904	\$7,249	\$7,612
	Yearly	\$75,132	\$78,900	\$82,848	\$86,988	\$91,344

* Addition of Utility Worker Series per Res. No. 2021-82

** Addition of Customer Service Supervisor per Res. No. 2021-__

APPENDIX E - SEIU Local 1021 Union Wage Schedule
PROPOSED Effective 7/01/2025 (with a 2.0% Salary Increase)

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
Accountant I	Hourly	\$39.84	\$41.83	\$43.93	\$46.13	\$48.43
	Bi-Monthly	\$3,452.50	\$3,625.50	\$3,807.00	\$3,997.50	\$4,197.00
	Monthly	\$6,905	\$7,251	\$7,614	\$7,995	\$8,394
	Yearly	\$82,860	\$87,012	\$91,368	\$95,940	\$100,728
Accountant II	Hourly	\$43.92	\$46.11	\$48.42	\$50.84	\$53.38
	Bi-Monthly	\$3,806.00	\$3,996.50	\$4,196.50	\$4,406.50	\$4,626.50
	Monthly	\$7,612	\$7,993	\$8,393	\$8,813	\$9,253
	Yearly	\$91,344	\$95,916	\$100,716	\$105,756	\$111,036
Accounting Technician I	Hourly	\$32.77	\$34.41	\$36.13	\$37.94	\$39.84
	Bi-Monthly	\$2,840.00	\$2,982.00	\$3,131.50	\$3,288.00	\$3,452.50
	Monthly	\$5,680	\$5,964	\$6,263	\$6,576	\$6,905
	Yearly	\$68,160	\$71,568	\$75,156	\$78,912	\$82,860
Accounting Technician II	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
	Bi-Monthly	\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
	Monthly	\$6,261	\$6,575	\$6,904	\$7,249	\$7,612
	Yearly	\$75,132	\$78,900	\$82,848	\$86,988	\$91,344
Administrative Technician I	Hourly	\$25.67	\$26.96	\$28.31	\$29.72	\$31.21
	Bi-Monthly	\$2,225.00	\$2,336.50	\$2,453.50	\$2,576.00	\$2,705.00
	Monthly	\$4,450	\$4,673	\$4,907	\$5,152	\$5,410
	Yearly	\$53,400	\$56,076	\$58,884	\$61,824	\$64,920
Administrative Technician II	Hourly	\$29.73	\$31.22	\$32.78	\$34.42	\$36.14
	Bi-Monthly	\$2,576.50	\$2,705.50	\$2,841.00	\$2,983.00	\$3,132.00
	Monthly	\$5,153	\$5,411	\$5,682	\$5,966	\$6,264
	Yearly	\$61,836	\$64,932	\$68,184	\$71,592	\$75,168
Administrative Technician, Senior	Hourly	\$32.77	\$34.41	\$36.13	\$37.94	\$39.84
	Bi-Monthly	\$2,840.00	\$2,982.00	\$3,131.50	\$3,288.00	\$3,452.50
	Monthly	\$5,680	\$5,964	\$6,263	\$6,576	\$6,905
	Yearly	\$68,160	\$71,568	\$75,156	\$78,912	\$82,860
Collection System Worker Trainee	Hourly	\$24.94	\$26.19	\$27.50	\$28.88	\$30.32
	Bi-Monthly	\$2,161.50	\$2,270.00	\$2,383.50	\$2,503.00	\$2,628.00
	Monthly	\$4,323	\$4,540	\$4,767	\$5,006	\$5,256
	Yearly	\$51,876	\$54,480	\$57,204	\$60,072	\$63,072
Collection System Worker I	Hourly	\$27.49	\$28.87	\$30.32	\$31.83	\$33.42
	Bi-Monthly	\$2,382.50	\$2,502.00	\$2,627.50	\$2,758.50	\$2,896.50
	Monthly	\$4,765	\$5,004	\$5,255	\$5,517	\$5,793
	Yearly	\$57,180	\$60,048	\$63,060	\$66,204	\$69,516
Collection System Worker II	Hourly	\$30.32	\$31.83	\$33.43	\$35.10	\$36.85
	Bi-Monthly	\$2,627.50	\$2,759.00	\$2,897.00	\$3,042.00	\$3,194.00
	Monthly	\$5,255	\$5,518	\$5,794	\$6,084	\$6,388
	Yearly	\$63,060	\$66,216	\$69,528	\$73,008	\$76,656
Collection System Worker III	Hourly	\$33.43	\$35.10	\$36.86	\$38.70	\$40.63
	Bi-Monthly	\$2,897.00	\$3,042.00	\$3,194.50	\$3,354.00	\$3,521.50
	Monthly	\$5,794	\$6,084	\$6,389	\$6,708	\$7,043
	Yearly	\$69,528	\$73,008	\$76,668	\$80,496	\$84,516
Collection System Worker IV	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
	Monthly	\$6,387	\$6,707	\$7,043	\$7,395	\$7,765
	Yearly	\$76,644	\$80,484	\$84,516	\$88,740	\$93,180
Collection System Worker, Senior	Hourly	\$40.63	\$42.67	\$44.80	\$47.05	\$49.40
	Bi-Monthly	\$3,521.50	\$3,698.00	\$3,883.00	\$4,077.50	\$4,281.00
	Monthly	\$7,043	\$7,396	\$7,766	\$8,155	\$8,562
	Yearly	\$84,516	\$88,752	\$93,192	\$97,860	\$102,744
Construction Inspector I	Hourly	\$30.32	\$31.83	\$33.43	\$35.10	\$36.85
	Bi-Monthly	\$2,627.50	\$2,759.00	\$2,897.00	\$3,042.00	\$3,194.00
	Monthly	\$5,255	\$5,518	\$5,794	\$6,084	\$6,388
	Yearly	\$63,060	\$66,216	\$69,528	\$73,008	\$76,656
Construction Inspector II	Hourly	\$33.43	\$35.10	\$36.86	\$38.70	\$40.63
	Bi-Monthly	\$2,897.00	\$3,042.00	\$3,194.50	\$3,354.00	\$3,521.50
	Monthly	\$5,794	\$6,084	\$6,389	\$6,708	\$7,043
	Yearly	\$69,528	\$73,008	\$76,668	\$80,496	\$84,516
Construction Inspector III	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
	Monthly	\$6,387	\$6,707	\$7,043	\$7,395	\$7,765
	Yearly	\$76,644	\$80,484	\$84,516	\$88,740	\$93,180
Construction Inspector, Senior	Hourly	\$40.63	\$42.67	\$44.80	\$47.05	\$49.40
	Bi-Monthly	\$3,521.50	\$3,698.00	\$3,883.00	\$4,077.50	\$4,281.00
	Monthly	\$7,043	\$7,396	\$7,766	\$8,155	\$8,562
	Yearly	\$84,516	\$88,752	\$93,192	\$97,860	\$102,744

APPENDIX E - SEIU Local 1021 Union Wage Schedule
PROPOSED Effective 7/01/2025 (with a 2.0% Salary Increase)

Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
Construction Worker I	Hourly	\$30.32	\$31.83	\$33.43	\$35.10	\$36.85
	Bi-Monthly	\$2,627.50	\$2,759.00	\$2,897.00	\$3,042.00	\$3,194.00
	Monthly	\$5,255	\$5,518	\$5,794	\$6,084	\$6,388
	Yearly	\$63,060	\$66,216	\$69,528	\$73,008	\$76,656
Construction Worker II	Hourly	\$33.43	\$35.10	\$36.86	\$38.70	\$40.63
	Bi-Monthly	\$2,897.00	\$3,042.00	\$3,194.50	\$3,354.00	\$3,521.50
	Monthly	\$5,794	\$6,084	\$6,389	\$6,708	\$7,043
	Yearly	\$69,528	\$73,008	\$76,668	\$80,496	\$84,516
Construction Worker III	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
	Monthly	\$6,387	\$6,707	\$7,043	\$7,395	\$7,765
	Yearly	\$76,644	\$80,484	\$84,516	\$88,740	\$93,180
Construction Worker, Senior	Hourly	\$40.63	\$42.67	\$44.80	\$47.05	\$49.40
	Bi-Monthly	\$3,521.50	\$3,698.00	\$3,883.00	\$4,077.50	\$4,281.00
	Monthly	\$7,043	\$7,396	\$7,766	\$8,155	\$8,562
	Yearly	\$84,516	\$88,752	\$93,192	\$97,860	\$102,744
Customer Service Representative I	Hourly	\$25.67	\$26.96	\$28.31	\$29.72	\$31.21
	Bi-Monthly	\$2,225.00	\$2,336.50	\$2,453.50	\$2,576.00	\$2,705.00
	Monthly	\$4,450	\$4,673	\$4,907	\$5,152	\$5,410
	Yearly	\$53,400	\$56,076	\$58,884	\$61,824	\$64,920
Customer Service Representative II	Hourly	\$29.73	\$31.22	\$32.78	\$34.42	\$36.14
	Bi-Monthly	\$2,576.50	\$2,705.50	\$2,841.00	\$2,983.00	\$3,132.00
	Monthly	\$5,153	\$5,411	\$5,682	\$5,966	\$6,264
	Yearly	\$61,836	\$64,932	\$68,184	\$71,592	\$75,168
Customer Service Representative III	Hourly	\$32.77	\$34.41	\$36.13	\$37.94	\$39.84
	Bi-Monthly	\$2,840.00	\$2,982.00	\$3,131.50	\$3,288.00	\$3,452.50
	Monthly	\$5,680	\$5,964	\$6,263	\$6,576	\$6,905
	Yearly	\$68,160	\$71,568	\$75,156	\$78,912	\$82,860
Customer Service Representative, Senior	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
	Bi-Monthly	\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
	Monthly	\$6,261	\$6,575	\$6,904	\$7,249	\$7,612
	Yearly	\$75,132	\$78,900	\$82,848	\$86,988	\$91,344
Customer Service Supervisor**	Hourly	\$39.84	\$41.83	\$43.93	\$46.13	\$48.43
	Bi-Monthly	\$3,453	\$3,626	\$3,807	\$3,998	\$4,197
	Monthly	\$6,905	\$7,251	\$7,614	\$7,995	\$8,394
	Yearly	\$82,860	\$87,012	\$91,368	\$95,940	\$100,728
Distribution Worker Trainee	Hourly	\$24.94	\$26.19	\$27.50	\$28.88	\$30.32
	Bi-Monthly	\$2,161.50	\$2,270.00	\$2,383.50	\$2,503.00	\$2,628.00
	Monthly	\$4,323	\$4,540	\$4,767	\$5,006	\$5,256
	Yearly	\$51,876	\$54,480	\$57,204	\$60,072	\$63,072
Distribution Worker I	Hourly	\$27.49	\$28.87	\$30.32	\$31.83	\$33.42
	Bi-Monthly	\$2,382.50	\$2,502.00	\$2,627.50	\$2,758.50	\$2,896.50
	Monthly	\$4,765	\$5,004	\$5,255	\$5,517	\$5,793
	Yearly	\$57,180	\$60,048	\$63,060	\$66,204	\$69,516
Distribution Worker II	Hourly	\$30.32	\$31.83	\$33.43	\$35.10	\$36.85
	Bi-Monthly	\$2,627.50	\$2,759.00	\$2,897.00	\$3,042.00	\$3,194.00
	Monthly	\$5,255	\$5,518	\$5,794	\$6,084	\$6,388
	Yearly	\$63,060	\$66,216	\$69,528	\$73,008	\$76,656
Distribution Worker III	Hourly	\$33.43	\$35.10	\$36.86	\$38.70	\$40.63
	Bi-Monthly	\$2,897.00	\$3,042.00	\$3,194.50	\$3,354.00	\$3,521.50
	Monthly	\$5,794	\$6,084	\$6,389	\$6,708	\$7,043
	Yearly	\$69,528	\$73,008	\$76,668	\$80,496	\$84,516
Distribution Worker IV	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
	Monthly	\$6,387	\$6,707	\$7,043	\$7,395	\$7,765
	Yearly	\$76,644	\$80,484	\$84,516	\$88,740	\$93,180
Distribution Worker, Senior	Hourly	\$40.63	\$42.67	\$44.80	\$47.05	\$49.40
	Bi-Monthly	\$3,521.50	\$3,698.00	\$3,883.00	\$4,077.50	\$4,281.00
	Monthly	\$7,043	\$7,396	\$7,766	\$8,155	\$8,562
	Yearly	\$84,516	\$88,752	\$93,192	\$97,860	\$102,744
Electrician/Instrumentation Tech I	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
	Monthly	\$6,387	\$6,707	\$7,043	\$7,395	\$7,765
	Yearly	\$76,644	\$80,484	\$84,516	\$88,740	\$93,180
Electrician/Instrumentation Tech II	Hourly	\$40.63	\$42.67	\$44.80	\$47.05	\$49.40
	Bi-Monthly	\$3,521.50	\$3,698.00	\$3,883.00	\$4,077.50	\$4,281.00
	Monthly	\$7,043	\$7,396	\$7,766	\$8,155	\$8,562
	Yearly	\$84,516	\$88,752	\$93,192	\$97,860	\$102,744
Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5

APPENDIX E - SEIU Local 1021 Union Wage Schedule
PROPOSED Effective 7/01/2025 (with a 2.0% Salary Increase)

Electrician/Instrumentation Tech, Senior	Hourly	\$44.80	\$47.04	\$49.40	\$51.87	\$54.46
	Bi-Monthly	\$3,882.50	\$4,077.00	\$4,281.00	\$4,495.00	\$4,720.00
	Monthly	\$7,765	\$8,154	\$8,562	\$8,990	\$9,440
	Yearly	\$93,180	\$97,848	\$102,744	\$107,880	\$113,280
Engineer - Associate	Hourly	\$48.42	\$50.84	\$53.38	\$56.05	\$58.85
	Bi-Monthly	\$4,196.00	\$4,406.00	\$4,626.50	\$4,858.00	\$5,100.50
	Monthly	\$8,392	\$8,812	\$9,253	\$9,716	\$10,201
	Yearly	\$100,704	\$105,744	\$111,036	\$116,592	\$122,412
Engineer - Civil	Hourly	\$53.38	\$56.05	\$58.85	\$61.79	\$64.89
	Bi-Monthly	\$4,626.00	\$4,857.50	\$5,100.50	\$5,355.50	\$5,623.50
	Monthly	\$9,252	\$9,715	\$10,201	\$10,711	\$11,247
	Yearly	\$111,024	\$116,580	\$122,412	\$128,532	\$134,964
Engineer - Civil Senior	Hourly	\$58.84	\$61.78	\$64.88	\$68.12	\$71.53
	Bi-Monthly	\$5,099.50	\$5,354.50	\$5,622.50	\$5,903.50	\$6,199.00
	Monthly	\$10,199	\$10,709	\$11,245	\$11,807	\$12,398
	Yearly	\$122,388	\$128,508	\$134,940	\$141,684	\$148,776
Engineering Analyst	Hourly	\$50.83	\$53.38	\$56.05	\$58.85	\$61.79
	Bi-Monthly	\$4,405.50	\$4,626.00	\$4,857.50	\$5,100.50	\$5,355.50
	Monthly	\$8,811	\$9,252	\$9,715	\$10,201	\$10,711
	Yearly	\$105,732	\$111,024	\$116,580	\$122,412	\$128,532
Engineering Coordinator	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
	Bi-Monthly	\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
	Monthly	\$6,261	\$6,575	\$6,904	\$7,249	\$7,612
	Yearly	\$75,132	\$78,900	\$82,848	\$86,988	\$91,344
Engineering Technician I	Hourly	\$34.41	\$36.13	\$37.94	\$39.84	\$41.83
	Bi-Monthly	\$2,982.00	\$3,131.50	\$3,288.50	\$3,452.50	\$3,625.50
	Monthly	\$5,964	\$6,263	\$6,577	\$6,905	\$7,251
	Yearly	\$71,568	\$75,156	\$78,924	\$82,860	\$87,012
Engineering Technician II	Hourly	\$39.84	\$41.83	\$43.93	\$46.13	\$48.43
	Bi-Monthly	\$3,452.50	\$3,625.50	\$3,807.00	\$3,997.50	\$4,197.00
	Monthly	\$6,905	\$7,251	\$7,614	\$7,995	\$8,394
	Yearly	\$82,860	\$87,012	\$91,368	\$95,940	\$100,728
Engineering Technician, Senior	Hourly	\$46.11	\$48.42	\$50.84	\$53.38	\$56.05
	Bi-Monthly	\$3,996.00	\$4,196.00	\$4,406.00	\$4,626.50	\$4,857.50
	Monthly	\$7,992	\$8,392	\$8,812	\$9,253	\$9,715
	Yearly	\$95,904	\$100,704	\$105,744	\$111,036	\$116,580
Facilities Maintenance Technician	Hourly	\$27.61	\$29.00	\$30.45	\$31.97	\$33.57
	Bi-Monthly	\$2,393.00	\$2,513.00	\$2,639.00	\$2,771.00	\$2,909.50
	Monthly	\$4,786	\$5,026	\$5,278	\$5,542	\$5,819
	Yearly	\$57,432	\$60,312	\$63,336	\$66,504	\$69,828
Information Systems Administrator	Hourly	\$50.83	\$53.38	\$56.05	\$58.85	\$61.79
	Bi-Monthly	\$4,405.50	\$4,626.00	\$4,857.50	\$5,100.50	\$5,355.50
	Monthly	\$8,811	\$9,252	\$9,715	\$10,201	\$10,711
	Yearly	\$105,732	\$111,024	\$116,580	\$122,412	\$128,532
Information Systems Analyst	Hourly	\$36.12	\$37.93	\$39.83	\$41.82	\$43.92
	Bi-Monthly	\$3,130.50	\$3,287.50	\$3,452.00	\$3,624.50	\$3,806.00
	Monthly	\$6,261	\$6,575	\$6,904	\$7,249	\$7,612
	Yearly	\$75,132	\$78,900	\$82,848	\$86,988	\$91,344
Mechanic I	Hourly	\$34.08	\$35.79	\$37.58	\$39.46	\$41.43
	Bi-Monthly	\$2,953.50	\$3,101.50	\$3,257.00	\$3,419.50	\$3,590.50
	Monthly	\$5,907	\$6,203	\$6,514	\$6,839	\$7,181
	Yearly	\$70,884	\$74,436	\$78,168	\$82,068	\$86,172
Mechanic II	Hourly	\$37.57	\$39.45	\$41.42	\$43.49	\$45.67
	Bi-Monthly	\$3,256.00	\$3,419.00	\$3,590.00	\$3,769.50	\$3,958.00
	Monthly	\$6,512	\$6,838	\$7,180	\$7,539	\$7,916
	Yearly	\$78,144	\$82,056	\$86,160	\$90,468	\$94,992
Mechanic, Senior	Hourly	\$41.42	\$43.49	\$45.66	\$47.95	\$50.35
	Bi-Monthly	\$3,589.50	\$3,769.00	\$3,957.50	\$4,155.50	\$4,363.50
	Monthly	\$7,179	\$7,538	\$7,915	\$8,311	\$8,727
	Yearly	\$86,148	\$90,456	\$94,980	\$99,732	\$104,724
Meter Reader Trainee	Hourly	\$24.94	\$26.19	\$27.50	\$28.88	\$30.32
	Bi-Monthly	\$2,161.50	\$2,270.00	\$2,383.50	\$2,503.00	\$2,628.00
	Monthly	\$4,323	\$4,540	\$4,767	\$5,006	\$5,256
	Yearly	\$51,876	\$54,480	\$57,204	\$60,072	\$63,072
Meter Reader I	Hourly	\$27.49	\$28.87	\$30.32	\$31.83	\$33.42
	Bi-Monthly	\$2,382.50	\$2,502.00	\$2,627.50	\$2,758.50	\$2,896.50
	Monthly	\$4,765	\$5,004	\$5,255	\$5,517	\$5,793
	Yearly	\$57,180	\$60,048	\$63,060	\$66,204	\$69,516
Classification	Pay Freq.	Step 1	Step 2	Step 3	Step 4	Step 5
	Hourly	\$30.32	\$31.83	\$33.43	\$35.10	\$36.85

APPENDIX E - SEIU Local 1021 Union Wage Schedule
PROPOSED Effective 7/01/2025 (with a 2.0% Salary Increase)

Meter Reader II	Bi-Monthly	\$2,627.50	\$2,759.00	\$2,897.00	\$3,042.00	\$3,194.00
	Monthly	\$5,255	\$5,518	\$5,794	\$6,084	\$6,388
	Yearly	\$63,060	\$66,216	\$69,528	\$73,008	\$76,656
Purchasing Agent	Hourly	\$39.84	\$41.83	\$43.93	\$46.13	\$48.43
	Bi-Monthly	\$3,452.50	\$3,625.50	\$3,807.00	\$3,997.50	\$4,197.00
	Monthly	\$6,905	\$7,251	\$7,614	\$7,995	\$8,394
SCADA Technician I	Yearly	\$82,860	\$87,012	\$91,368	\$95,940	\$100,728
	Hourly	\$44.80	\$47.04	\$49.40	\$51.87	\$54.46
	Bi-Monthly	\$3,882.50	\$4,077.00	\$4,281.00	\$4,495.00	\$4,720.00
SCADA Technician, Senior	Monthly	\$7,765	\$8,154	\$8,562	\$8,990	\$9,440
	Yearly	\$93,180	\$97,848	\$102,744	\$107,880	\$113,280
	Hourly	\$49.38	\$51.85	\$54.44	\$57.17	\$60.02
Senior Supervisor, Construction/Inspection	Bi-Monthly	\$4,279.50	\$4,493.50	\$4,718.50	\$4,954.50	\$5,202.00
	Monthly	\$8,559	\$8,987	\$9,437	\$9,909	\$10,404
	Yearly	\$102,708	\$107,844	\$113,244	\$118,908	\$124,848
Senior Supervisor, Distribution & Collections	Hourly	\$47.03	\$49.38	\$51.85	\$54.45	\$57.17
	Bi-Monthly	\$4,076.00	\$4,280.00	\$4,494.00	\$4,719.00	\$4,955.00
	Monthly	\$8,152	\$8,560	\$8,988	\$9,438	\$9,910
Senior Supervisor, Electrical/SCADA	Yearly	\$97,824	\$102,720	\$107,856	\$113,256	\$118,920
	Hourly	\$54.43	\$57.16	\$60.02	\$63.02	\$66.17
	Bi-Monthly	\$4,717.50	\$4,953.50	\$5,201.50	\$5,461.50	\$5,734.50
Senior Supervisor, W/WW Operations	Monthly	\$9,435	\$9,907	\$10,403	\$10,923	\$11,469
	Yearly	\$113,220	\$118,884	\$124,836	\$131,076	\$137,628
	Hourly	\$47.03	\$49.38	\$51.85	\$54.45	\$57.17
Utility Worker I*	Bi-Monthly	\$4,076.00	\$4,280.00	\$4,494.00	\$4,719.00	\$4,955.00
	Monthly	\$8,152	\$8,560	\$8,988	\$9,438	\$9,910
	Yearly	\$97,824	\$102,720	\$107,856	\$113,256	\$118,920
Utility Worker II*	Hourly	\$30.32	\$31.83	\$33.43	\$35.10	\$36.85
	Bi-Monthly	\$2,627.50	\$2,759.00	\$2,897.00	\$3,042.00	\$3,194.00
	Monthly	\$5,255	\$5,518	\$5,794	\$6,084	\$6,388
Utility Worker Senior*	Yearly	\$63,060	\$66,216	\$69,528	\$73,008	\$76,656
	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
W/WW Treatment Plant Operator OIT	Monthly	\$6,387	\$6,707	\$7,043	\$7,395	\$7,765
	Yearly	\$76,644	\$80,484	\$84,516	\$88,740	\$93,180
	Hourly	\$40.63	\$42.67	\$44.80	\$47.05	\$49.40
W/WW Treatment Plant Operator I	Bi-Monthly	\$3,521.50	\$3,698.00	\$3,883.00	\$4,077.50	\$4,281.00
	Monthly	\$7,043	\$7,396	\$7,766	\$8,155	\$8,562
	Yearly	\$84,516	\$88,752	\$93,192	\$97,860	\$102,744
W/WW Treatment Plant Operator II	Hourly	\$27.49	\$28.87	\$30.32	\$31.83	\$33.42
	Bi-Monthly	\$2,382.50	\$2,502.00	\$2,627.50	\$2,758.50	\$2,896.50
	Monthly	\$4,765	\$5,004	\$5,255	\$5,517	\$5,793
W/WW Treatment Plant Operator III	Yearly	\$57,180	\$60,048	\$63,060	\$66,204	\$69,516
	Hourly	\$30.32	\$31.83	\$33.43	\$35.10	\$36.85
	Bi-Monthly	\$2,627.50	\$2,759.00	\$2,897.00	\$3,042.00	\$3,194.00
W/WW Treatment Plant Operator, Senior	Monthly	\$5,255	\$5,518	\$5,794	\$6,084	\$6,388
	Yearly	\$63,060	\$66,216	\$69,528	\$73,008	\$76,656
	Hourly	\$33.43	\$35.10	\$36.86	\$38.70	\$40.63
Water Conservation Coordinator	Bi-Monthly	\$2,897.00	\$3,042.00	\$3,194.50	\$3,354.00	\$3,521.50
	Monthly	\$5,794	\$6,084	\$6,389	\$6,708	\$7,043
	Yearly	\$69,528	\$73,008	\$76,668	\$80,496	\$84,516
Water Conservation Coordinator	Hourly	\$36.85	\$38.69	\$40.63	\$42.66	\$44.80
	Bi-Monthly	\$3,193.50	\$3,353.50	\$3,521.50	\$3,697.50	\$3,882.50
	Monthly	\$6,387	\$6,707	\$7,043	\$7,395	\$7,765
Water Conservation Coordinator	Yearly	\$76,644	\$80,484	\$84,516	\$88,740	\$93,180

* Addition of Utility Worker Series per Res. No. 2021-82

** Addition of Customer Service Supervisor per Res. No. 2021-___

RESOLUTION NO. 2021-

**A RESOLUTION OF THE BOARD OF DIRECTORS
OF THE CALAVERAS COUNTY WATER DISTRICT**

**APPROVING A SIDE LETTER TO THE MEMORANDUM OF UNDERSTANDING
(MOU) BETWEEN THE CALAVERAS COUNTY WATER DISTRICT
AND THE SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 1021
EFFECTIVE JULY 1, 2021 THROUGH JUNE 30, 2026**

WHEREAS, both the Board of Directors of the Calaveras County Water District (CCWD) and SEIU Local 1021 entered into a MOU having an effective date of July 1, 2021 through June 30, 2026, the terms of which the MOU are incorporated herein by this reference; and

WHEREAS, the Board of Directors agree to the addition of a Customer Service Supervisor classification; and

WHEREAS, District staff have successfully met and conferred with SEIU Local 1021 executive team to address concerns regarding the addition of the classification.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the CALAVERAS COUNTY WATER DISTRICT approve the addition of the Customer Service Supervisor classification as depicted in the wage schedule effective November 23, 2021, attached hereto and made a part hereof.

PASSED AND ADOPTED by this 23rd day of November 2021 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

CALAVERAS COUNTY WATER DISTRICT

Jeff Davidson, President
Board of Directors

ATTEST:

Rebecca Hitchcock
Clerk to the Board

Department	Full Time Position	FY 2020-21	FY 2021-22
Administrative Services	Accountant I/II*	2	2
	Accounting Technician I/II	1	1
	Customer Service Representative I/II/III/SR	3	3
	Customer Service Supervisor +	0	1
	Director of Administrative Services	1	1
	External Affairs Manager	1	1
	Information System Administrator	1	1
	Succession IT Admin (2 Months) **	0	0.17
59 – Administrative Services Total		9	10.17
Engineering/Technical Services	Civil Engineer	1	0
	Construction Inspector I/II/III/SR	1	0
	District Engineer	1	1
	Engineer - Associate, Civil, Senior	0	3
	Engineering Coordinator	1	1
	Engineering Technician	1	1
	Senior Civil Engineer	2	0
	Senior Supervisor of Construction/ Inspection	0	1
58 – Engineering/Technical Services Total		7	7
General Management	Executive Assistant/Clerk to the Board	1	1
	General Manager	1	1
	Human Resources Manager	1	1
	Human Resources Technician	1	1
General Management Total		4	4
Utility Services	Administrative Technician I/II/Sr	1	1
	Collection System Worker I/II/III/IV/Sr	5	5
	Construction and Maintenance Manager	1	1
	Construction Worker I/II/III/Sr	7	7
	Director of Operations	1	1
	Distribution Worker I/II/III/IV/Sr	7	9
	Electrical/Instrumentation Tech I/II/Sr	1	1
	Electrical/SCADA Senior Supervisor	1	1
	Facilities Maintenance Worker	1	1
	Mechanic I/II/Sr	4	3
	Meter Reader Trainee/I/II	2	0
	Operations, Senior Supervisor	4	4
	Plant Operations Manager	1	1
	Purchasing Agent	1	1
	SCADA Technician I/Sr	2	2
	Utility Worker I/II/Sr***	0	3
	Water/Wastewater Plant Operator	10	10
Utility Services Total		49	51
Water Resources	Manager of Water Resources	1	1
Water Resources Total		1	1
Total Personnel Allocation		70	73.17

* Accountant II Retiring Mid Year

** IT Administrator succession overlap for 2 months

*** Added Utility Worker Series per Res. No. 2021-83

+ Added Customer Service Supervisor per Res. No. 2021-

RESOLUTION NO. 2021-

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THE
CALAVERAS COUNTY WATER DISTRICT TO AMEND THE FISCAL YEAR 2021-22
PERSONNEL ALLOCATION**

WHEREAS, the Board of Directors of the CALAVERAS COUNTY WATER DISTRICT adopted Resolution 2021-44 on June 23, 2021 approving Fiscal Year 2021-22 Personnel Allocation; and

WHEREAS, the Board of Directors adopted Resolution 2021-83 to amend the Fiscal Year 2021-22 Personnel Allocation; and

WHEREAS, the Board of Directors does hereby find that it is in the best interest of the District to add a Customer Service Supervisor; and

NOW, THEREFORE BE IT RESOLVED, the Board of Directors of the CALAVERAS COUNTY WATER DISTRICT authorizes an amendment to the Fiscal Year 2021-22 Personnel Allocation, attached hereto and made a part hereof, is hereby approved and adopted.

PASSED AND ADOPTED this 23rd day of November 2021 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

CALAVERAS COUNTY WATER DISTRICT

Jeff Davidson, President
Board of Directors

ATTEST:

Rebecca Hitchcock
Clerk to the Board