

Union Contract - Res 2782 - Effective 05/01/25-12/31/27

May - December 2025 Wages: 3.5% COLA | Ranges Increase by 5% | Steps Increase by 3.72%

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Positions as of 4/21/2025
T-1	52,249.60 25.12	54,163.20 26.04	56,180.80 27.01	58,281.60 28.02	60,444.80 29.06	62,691.20 30.14	65,020.80 31.26	67,433.60 32.42	69,971.20 33.64	72,550.40 34.88	Clerk I, Custodian
T-2	54,828.80 26.36	56,867.20 27.34	59,009.60 28.37	61,214.40 29.43	63,460.80 30.51	65,832.00 31.65	68,265.60 32.82	70,824.00 34.05	73,444.80 35.31	76,169.60 36.62	Clerk II, Utility Worker I
T-3	57,574.40 27.68	59,716.80 28.71	61,942.40 29.78	64,251.20 30.89	66,643.20 32.04	69,118.40 33.23	71,697.60 34.47	74,360.00 35.75	77,105.60 37.07	79,996.80 38.46	Planner I
T-4	60,444.80 29.06	62,712.00 30.15	65,041.60 31.27	67,454.40 32.43	69,992.00 33.65	72,571.20 34.89	75,275.20 36.19	78,083.20 37.54	80,995.20 38.94	84,011.20 40.39	PW Admin Coordinator, Utility Worker II
T-5	63,481.60 30.52	65,852.80 31.66	68,286.40 32.83	70,844.80 34.06	73,465.60 35.32	76,190.40 36.63	79,019.20 37.99	81,972.80 39.41	85,009.60 40.87	88,171.20 42.39	Planner II
T-6	66,664.00 32.05	69,139.20 33.24	71,718.40 34.48	74,380.80 35.76	77,126.40 37.08	80,017.60 38.47	82,992.00 39.90	86,070.40 41.38	89,273.60 42.92	92,601.60 44.52	Refuse Supervisor, Streets Supervisor, Facility Maintenance Supervisor
T-7	69,992.00 33.65	72,592.00 34.90	75,296.00 36.20	78,104.00 37.55	81,016.00 38.95	84,032.00 40.40	87,131.20 41.89	90,376.00 43.45	93,724.80 45.06	97,240.00 46.75	Planner III, Utility Worker III
T-8	73,486.40 35.33	76,211.20 36.64	79,060.80 38.01	81,993.60 39.42	85,030.40 40.88	88,192.00 42.40	91,499.20 43.99	94,889.60 45.62	98,446.40 47.33	102,086.40 49.08	Water Supervisor
T-9	77,147.20 37.09	80,038.40 38.48	83,012.80 39.91	86,091.20 41.39	89,294.40 42.93	92,622.40 44.53	96,075.20 46.19	99,652.80 47.91	103,355.20 49.69	107,203.20 51.54	WWTP Supervisor
T-10	81,036.80 38.96	84,052.80 40.41	87,152.00 41.90	90,396.80 43.46	93,745.60 45.07	97,260.80 46.76	100,880.00 48.50	104,624.00 50.30	108,513.60 52.17	112,569.60 54.12	

Util 2: Streets Mechanic, Streets CDL, Refuse CDL, WTP01, WDM1, WWTP1 (T-4)
 Util 3: WTP02, WDM2, WWTP2 plus 6 years experience as Util 2 (T-7)
 Streets & Parks/Refuse Super (T-6)
 WTP Super: Highest level required to run plant/WDM2/CCS; Dist Super: WDM2/CCS/WTP02 (T-8)
 WWTP Super: Highest level required to run plant in Charge (T-9)

Planner 1: 0-2 years experience with a 4-year degree in planning or closely related field
 Planner 2: 2-5 years experience with a minimum of 2 years experience as a Planner 1
 Planner 3: 5+ years experience with a minimum of 3 years of experience as a Planner 2