## **RESOLUTION NO. 2021-15**

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE MIDWAY CITY SANITARY DISTRICT OF ORANGE COUNTY, CALIFORNIA, ADOPTING THE 2022-2023 SALARY SCHEDULE FOR REPRESENTED EMPLOYEES

WHEREAS, California Code Regulations, Title 2, Section 570.5 was adopted by CaIPERS to provide specific requirements on how public agencies should document pay rates;

WHEREAS, to comply with Section 570. 5, the District's salary schedule listing all titles for every employee position, pay rates for each position, and the time base for each pay rate must be adopted by the Board of Directors.

NOW, THEREFORE, BE IT RESOLVED THAT, in accordance with California Code Regulations, Title 2, Section 570.5, the Board of Directors of the Midway City Sanitary District hereby adopts the Salary Schedule, Effective July 1, 2022 – June 30, 2023, which is attached hereto as Exhibit A.

**PASSED AND ADOPTED**, at a regular meeting of the Board of Directors of Midway City Sanitary District of Orange County, California, held this 21<sup>st</sup> day of December, 2021.

Andrew Nguyen, President

ATTES:

Sergio Contreras, Secretary

### CERTIFICATION

I, Sergio Contreras, Secretary of the MIDWAY CITY SANITARY DISTRICT of Orange County, California, do hereby certify that the foregoing Resolution No. 2021-15 was duly adopted at a meeting of the Governing Board of said District held on the 21<sup>st</sup> day of December, 2021 by the following vote of the members of the Board:

AYES: T. Diep, A. Nguyen, C. Nguyen, M. Nguyen

NOES:

ABSENT: S. Contreras

and I further certify that Andrew Nguyen, as President, and Sergio Contreras, as Secretary, signed and approved said Resolution No. 2021-15 on the 21<sup>st</sup> day of December, 2021.

Sergio Contreras, Secretary

(District Seal)

STATE OF CALIFORNIA ) ss.
COUNTY OF ORANGE )

I, Sergio Contreras, Secretary of the Midway City Sanitary District of Orange County, California, do hereby certify that the foregoing is a full, true and correct copy of Resolution No 2021-15 passed and adopted by the Board of Directors of said District at a meeting thereof held on the 21<sup>st</sup> day of December, 2021.

**IN WITNESS WHEREOF,** I have hereunto set my hand and affixed my official Seal of said District this 21<sup>st</sup> day of December, 2021.

Sergio Contreras, Secretary

## EXHIBIT 'A'

### MIDWAY CITY SANITARY DISTRICT

District Wide Pay Schedule Fiscal Year 2022-2023 Effective 07/01/2022

# REPRESENTED EMPLOYEES Effective 07-01-2022

LEAD SOLID WASTE WORKER (Supervisor)									Effective 07-01-2022  JOB TITLE
B-WEERLY									305 11122
MONTHLY	7 STEP 8	STEP 7	STEP 6	STEP 5	STEP 4	STEP 3	STEP 2	STEP 1	LEAD SOLID WASTE WORKER (Supervisor)
ABNUBLY  ASSE PAY RATE PER HOUR  \$1,434  \$2,593  \$3,79  \$3,568  \$3,746  \$3,678  \$3,79  \$3,568  \$3,746  \$3,678  \$3,97  \$3,568  \$3,746  \$3,678  \$3,97  \$3,576  \$3,576  \$3,576  \$3,576  \$3,576  \$3,577  \$3,577  \$4,500  \$3,577  \$4,500  \$4,577  \$	40 3,484.80	3,318.40	3,152.80	2,996.00	2,846.40	2,703.20	2,607.20	2,514.40	BI-WEEKLY
BASE PAY HATE PER HOUR  31.43 32.59 33.79 35.58 37.46 39.41 41.48 with CWIRD AND COLD COLD COLD COLD COLD COLD COLD COL	37 7,550.40			6,491.33		5,856.93	5,648.93	5,447.87	
SULD WASTE DRIVER   SIEP   S	40 90,604.80	86,278.40	81,972.80	77,896.00	74,006.40	70,283.20	67,787.20	65,374.40	
SOLIO WASTE DRIVER    STEP1   STEP2   STEP3   STEP4   STEP5   STEP5   STEP7	48 43.56	41.48	39.41	37.45	35.58	33.79	32.59	31.43	
BI-WEERLY	72 44.87	42.72	40.59	38.57	36.65	34.80	33.57	32.37	with CWEA Grade 1 Cert. +3%
BI-MEERILY	7 STEP 8	STEP 7	STEP 6	STEP 5	STEP 4	STEP 3	STEP 2	STEP 1	SOLID WASTE DRIVER
MONTHLY		,							
ARNUAL  ARSE PAY RATE PER HOUR  24,92  25,67  28,30  28,07  28,30									
BASE PAY RATE PER HOUR  ### CYMEA Grade I Cert. 1-5%  ### CYMEA GR									
RELIEF DRIVERUTILITY PERSON (with a class B License)  ROMPHLY  4,919.47 4,429.20 4,537.87 4,536.67 4,740.67 4,946.40 4,962.50 4,962.60 4,962.50 4,9									BASE PAY RATE PER HOUR
BI-WEEKLY								25.67	with CWEA Grade 1 Cert. +3%
BI-WIEEKIY	Z CTEDA	CTED 7	CTED C	CTED 6	CTED 4	CTED 1	CTED 2	STED 4	DELIEE DRIVER/LITH ITV DERSON (with a close B License)
MONTHLY									
ANNUAL  51,933.60  53,102.40  42,92  52,53  52,54  52,55  52,54  52,55  52,54  52,55  52,55  52,57  52,50  52,57  52,50  52,57  52,50  52,57  52,50  52,57  52,50  52,57  52,50  52,57  52,50  52,57  52,50  52,57  52,50  52,57  52,50  52,57									
BASE PAY RATE PER HOUR  ### CWEA Grade 1 Cert. 43%  ### CWEA Grade 2 Cert. 41%  ### CW									
WITH CWEA Grade 1 Cent. +3%   26.67   26.30   26.97   27.55   28.17   28.80   29.49									
UTILITY PERSON (without a class B License)									
B-WEEKLY	30.01	25.45	20.00	20.17	21.00	20.91	20,30	25.01	Will GVVEA Grade   Gert. 1070
MONTHLY									
ANNUAL 42,993.60 44,536.80 46,155.20 47,881.60 9,691.20 51,480.00 54,412.80 20.67 21.46 22.19 23.89 24.75 26.16 24.80 24.99 24.75 26.16 22.19 23.89 24.75 26.16 22.19 23.89 24.75 26.16 24.80 24.80 24.99 24.75 26.16 24.80 24.80 24.99 24.75 26.16 24.80 24									
BASE PAY RATE PER HOUR  2.0.67   21.46   22.19   23.02   23.89   24.75   26.66    LEAD SEWER MAINTENANCE WORKER (Supervisor)  SIEP 1   SIEP 2   SIEP 3   SIEP 4   SIEP 5   SIEP 6    BI-WEEKLY   2.514.40   2.607.20   2.703.20   2.646.40   2.996.00   3.152.80   3.318.40    MONTHLY   5.447.67   5.648.93   5.656.93   6.167.20   6.491.33   6.531.07   7,159.87    ANNUAL   65.374.40   67.787.20   70.283.20   74.006.40   77.986.00   81.972.80   82.78    BASE PAY RATE PER HOUR   31.43   32.59   33.79   35.58   37.45   39.41   41.48    with CWEA Grade 1 Cert. +3%   32.37   33.57   34.80   36.55   36.57   39.57   40.59    with CWEA Grade 2 Cert. +1.5%   33.19   34.41   35.68   37.20   39.57   40.59   42.72    with CWEA Grade 4 Cert. +1%   33.19   34.41   35.68   37.57   39.54   41.61   43.80    with CWEA Grade 4 Cert. +1%   33.52   34.76   36.04   37.91   39.54   41.20   43.37    with CWEA Grade 4 Cert. +1%   33.52   34.76   36.04   37.91   39.54   41.01   43.80    with CWEA Grade 4 Cert. +1%   33.52   34.76   36.04   37.91   39.54   41.01   43.80    with CWEA Grade 4 Cert. +1%   33.52   34.76   36.04   37.91   39.54   41.01   43.80    BEWEEKLY   2.90.40   2.392.40   2.474.40   2.568.80   2.670.40   2.756.80   2.845.60    BEWEEKLY   2.90.40   2.392.40   2.474.40   2.568.80   2.670.40   2.756.80   2.845.60    BEWEEKLY   2.90.40   2.392.40   2.474.40   2.568.80   2.670.40   2.756.80   2.845.60    BASE PAY RATE PER HOUR   28.63   29.78   30.93   32.11   33.38   34.46   35.57    WITH CWEA Grade 1 Cert. +3%   29.99   31.13   32.24   39.57   34.90   36.00   37.19    BEWEEKLY   2.90.40   3.067   31.86   30.07   34.39   35.49   36.64    WITH CWEA Grade 1 Cert. +1%   30.23   31.47   32.99   34.24   35.60   36.60   37.79    SEWER MAINTENANCE WORKER   31.60   30.53   31.76   32.99   34.24   35.60   37.79    SEWER MAINTENANCE WORKER   31.20   31.44   32.66   30.77   32.90   34.20   32.60   37.79    BEWEEKLY   2.914.00   2.736.80   2.767.80   0.900.00   3.152.80    WITH CWEA Grade 2 Cert. +1.5%   2.666.40   2.77.80   2.666   2.77.7   2									
LEAD SEWER MAINTENANCE WORKER (Supervisor)									
BEWEEKLY  2,514.40  2,514.40  2,567.20  2,703.20  2,846.40  2,996.00  3,152.80  3,184.90  MONTHLY  5,447.87  5,648.93  5,648.93  5,656.93  5,167.20  5,491.33  5,831.07  7,189.87  ANNUAL  65,374.40  67,787.20  70,283.20  7,4006.40  7,789.60  81,972.80  8	16 26.76	26.16	24.75	23.89	23.02	22.19	21.46	20.67	BASE PAY RATE PER HOUR
BI-WEEKLY    2,514.40   2,507.20   2,703.20   2,846.40   2,998.00   3,152.80   3,318.40	7 STEP 8	STEP 7	STEP 6	STEP 5	STEP 4	STEP 3	STEP 2	STEP 1	LEAD SEWER MAINTENANCE WORKER (Supervisor)
MONTHLY									BI-WEEKLY ,
ANNUAL BASE PAY RATE PER HOUR 31.43 32.59 33.79 33.60 7,786.00 81,972.80 86,278.40 BASE PAY RATE PER HOUR 31.43 32.59 33.79 33.69 35.58 37.45 39.41 41.48 Mth CWEA Grade 1 Cert. +3% 32.37 33.57 34.80 36.65 38.57 40.59 42.72 with CWEA Grade 2 Cert. +1.5% 32.86 34.07 35.33 37.20 39.15 41.20 43.37 with CWEA Grade 2 Cert. +1.5% 33.19 34.41 35.68 37.57 39.94 41.20 43.37 with CWEA Grade 4 Cert. +1% 33.19 34.41 55.68 37.57 39.95 41.61 43.80 with CWEA Grade 3 Cert. +1% 33.52 34.76 36.04 37.94 39.94 42.03 44.24 41.00 Cert. +1% 41.00 42.00							5.648.93		MONTHLY
BASE PAY RATE PER HOUR  11.43  32.59  33.79  33.58  37.40  39.41  41.48  41.69  42.72  with CWEA Grade 1 Cert. +3%  32.86  33.407  35.33  37.20  39.15  41.20  42.73  with CWEA Grade 2 Cert. +1.5%  33.86  33.407  35.33  37.20  39.15  41.20  43.37  with CWEA Grade 3 Cert. +1%  33.52  34.41  35.68  37.57  39.54  41.61  43.80  43.80  With CWEA Grade 3 Cert. +1%  33.52  34.76  35.68  37.57  39.54  41.61  43.80  43.80  With CWEA Grade 4 Cert. +1%  33.52  34.76  35.68  37.57  39.54  41.61  43.80  43.80  With CWEA Grade 4 Cert. +1%  35.68  37.57  39.54  41.61  43.80  43.80  With CWEA Grade 4 Cert. +1%  35.68  37.57  39.54  41.61  43.80  With CWEA Grade 4 Cert. +1%  38.62  STEP 1  STEP 2  STEP 3  STEP 4  STEP 5  STEP 5  STEP 6  STEP 7  STEP 4  STEP 5  STEP 6  STEP 7  STEP 4  STEP 5  STEP 6  STEP 7  STEP 8  STEP 6  STEP 7  STEP 8  STEP 6  STEP 7  STEP 8  STEP							67,787.20	65,374.40	ANNUAL
with CWEA Grade 2 Cert. +1.5%         32.86         34.07         35.33         37.20         39.15         41.20         43.37           with CWEA Grade 3 Cert. +1%         33.19         34.41         35.68         37.57         39.54         41.61         43.80           with CWEA Grade 4 Cert. +1%         33.52         34.76         36.04         37.94         39.94         42.03         44.24           PUMP STATION MECHANIC         STEP1         STEP2         STEP3         STEP4         STEP4         STEP5         STEP6         STEP7           BI-WEEKLY         2,290.40         2,382.40         2,474.40         2,568.80         2,670.40         2,756.80         2,845.60           MONTHLY         4,962.53         5,161.87         5,567.3         5,765.87         5,973.07         6,165.47           BANE PAY RATE PER HOUR         28.63         29.78         30.93         32.11         33.38         34.46         35.57           With CWEA Grade 1 Cert. +3%         29.49         30.67         31.86         33.07         34.38         36.49         36.64           with CWEA Grade 2 Cert. +1.5%         29.93         31.13         32.24         33.57         34.90         30.03         37.79           with				37.45		33.79	32.59	31.43	BASE PAY RATE PER HOUR
with CWEA Grade 3 Cert. +1%         33.19         34.41         35.68         37.57         39.54         41.81         43.80           with CWEA Grade 4 Cert. +1%         33.52         34.76         36.04         37.97         39.54         41.81         43.80           With CWEA Grade 4 Cert. +1%         33.52         34.76         36.04         37.97         39.54         42.03         44.24           PUMP STATION MECHANIC         STEP1         STEP2         STEP2         STEP4         STEP5         STEP5         STEP6         STEP7           B-WEEKLY         2,290.40         2,382.40         2,474.40         2,568.80         2,670.40         2,758.80         2,845.60           MONTHLY         4,982.53         5,161.87         5,361.20         5,568.73         5,785.87         5,930.70         6,185.47           ANNUAL         59,560.40         61,942.40         64,334.40         66,788.80         69,430.40         71,767.80         73,935.50           BASE PAY RATE PER HOUR         28.63         2.978         30.93         32.11         33.38         34.46         35.57           with CWEA Grade 2 Cert. +15%         29.93         31.13         32.24         33.57         34.93         35.54         36.64 </td <td>72 44.87</td> <td>42.72</td> <td>40.59</td> <td>38.57</td> <td>36.65</td> <td>34.80</td> <td>33.57</td> <td>32.37</td> <td>with CWEA Grade 1 Cert. +3%</td>	72 44.87	42.72	40.59	38.57	36.65	34.80	33.57	32.37	with CWEA Grade 1 Cert. +3%
### CWEA Grade 4 Cert. +1%  ### STEP 1  ### STEP 2  ### STEP 2  ### STEP 3  ### STEP 3  ### STEP 4  ### STEP 5  ### STEP 5  ### STEP 5  ### STEP 6  ### STEP 7  ### STEP 2  ### STEP 3  ### STEP 3  ### STEP 3  ### STEP 5  ### STEP 5  ### STEP 6  ### STEP 7  ### STEP 5  ### STEP 6  ### STEP 7  ### STEP 2  ### STEP 3  ### STEP 3  ### STEP 5  ### STEP 6  ### STEP 7  ### STEP 3  ### STEP 5  ### STEP 6  ### STEP 7  ### STEP 3  ### STEP 3  ### STEP 5  ### STEP 6  ### STEP 7  ### STEP 3  ### STEP 4  ### STEP 3  ### STEP 3  ### STEP 4  ### STEP 3  ### STEP 3  ### STEP 4  ### STEP 4  ### STEP 3  ##	37 45.54	43.37	41.20	39.15	37.20	35.33	34.07	32.86	with CWEA Grade 2 Cert. +1.5%
PUMP STATION MECHANIC   STEP	30 46.00	43.80	41.61	39.54	37.57	35.68	34.41	33.19	with CWEA Grade 3 Cert. +1%
B-WEEKLY	24 46.46	44.24	42.03	39.94	37.94	36.04	34.76	33.52	with CWEA Grade 4 Cert. +1%
B-WEEKLY	7 STEP 8	STEP 7	STEP 6	STEP 5	STEP 4	STEP 3	STEP 2	STEP 1	PLIMP STATION MECHANIC
MONTHLY								_	
ANNUAL    59,550.40   61,942.40   64,334.40   66,788.80   69,430.40   71,676.80   73,985.60									
BASE PAY RATE PER HOUR         28.63         29.78         30.93         32.11         33.38         34.46         35.57           with CWEA Grade 1 Cert. +3%         29.49         30.67         31.86         33.07         34.38         35.49         36.64           with CWEA Grade 2 Cert. +1.5%         29.93         31.13         32.34         33.57         34.90         36.03         37.19           with CWEA Grade 3 Cert. +1%         30.23         31.44         32.66         33.91         35.25         36.39         37.56           with CWEA Grade 4 Cert. +1%         30.53         31.76         32.99         34.24         35.60         36.75         37.93           SEWER MAINTENANCE WORKER         STEP 1         STEP 2         STEP 3         STEP 4         STEP 5         STEP 6         STEP 7           B-WEEKLY         2,031.20         2,124.80         2,218.40         2,208.00         2,401.60         2,495.20         2,588.00           MONTHLY         4,400.93         4,603.73         4,806.53         5,000.67         5,203.47         5,406.27         5,607.33           ANNUAL         52,811.20         55,244.80         57,678.40         60,008.00         62,441.60         64,875.20         67,288.00									
with CWEA Grade 1 Cert. +3%         29.49         30.67         31.86         33.07         34.38         35.49         36.64           with CWEA Grade 2 Cert. +1.5%         29.93         31.13         32.34         33.57         34.90         36.03         37.19           with CWEA Grade 3 Cert. +1%         30.23         31.44         32.66         33.91         35.25         36.39         37.56           with CWEA Grade 4 Cert. +1%         30.53         31.76         32.99         34.24         35.60         36.75         37.93           SEWER MAINTENANCE WORKER         STEP 1         STEP 2         STEP 3         STEP 4         STEP 5         STEP 6         STEP 7           BI-WEEKLY         2,031.20         2,124.80         2,218.40         2,308.00         2,401.60         2,495.20         2,588.00           MONTHLY         4,400.93         4,603.73         4,806.53         5,000.67         5,203.47         5,406.27         5,607.33           ANNUAL         52,811.20         55,244.80         57,678.40         60,000.00         62,441.60         64,875.20         67,288.00           With CWEA Grade 1 Cert. +3%         26.15         27.33         28.56         29.72         30.92         32.13         33.32									
with CWEA Grade 2 Cert. +1.5%         29.93         31.13         32.34         33.57         34.90         36.03         37.19           with CWEA Grade 3 Cert. +1%         30.23         31.44         32.66         33.91         35.25         36.39         37.56           with CWEA Grade 4 Cert. +1%         30.53         31.76         32.99         34.24         35.60         36.75         37.93           SEWER MAINTENANCE WORKER         STEP 1         STEP 2         STEP 3         STEP 4         STEP 5         STEP 6         STEP 7           BI-WEEKLY         2,031.20         2,124.80         2,218.40         2,308.00         2,401.60         2,495.20         2,588.00           MONTHLY         4,400.93         4,603.73         4,806.53         5,000.67         5,203.47         5,406.27         5,607.33           ANNUAL         52,811.20         55,244.80         57,678.40         60,008.00         62,441.60         64,875.20         67,288.00           BASE PAY RATE PER HOUR         25.39         26.56         27.73         28.85         30.02         31.19         32.35           with CWEA Grade 1 Cert. +1.5%         26.54         27.77         28.99         30.16         31.38         32.61         33.82      <									
with CWEA Grade 3 Cert. +1%         30.23         31.44         32.66         33.91         35.25         36.39         37.56           with CWEA Grade 4 Cert. +1%         30.53         31.76         32.99         34.24         35.60         36.75         37.93           SEWER MAINTENANCE WORKER         STEP 1         STEP 2         STEP 3         STEP 4         STEP 5         STEP 6         STEP 7           BI-WEEKLY         2,031.20         2,124.80         2,218.40         2,308.00         2,401.60         2,495.20         2,588.00           MONTHLY         4,400.93         4,603.73         4,806.53         5,000.67         5,203.47         5,406.27         5,607.33           ANNUAL         52,811.20         55,244.80         57,678.40         60,008.00         62,441.80         64,875.20         87,288.00           BASE PAY RATE PER HOUR         25.39         26.56         27.73         28.85         30.02         31.19         32.35           with CWEA Grade 1 Cert. +1%         26.15         27.36         28.56         29.72         30.92         32.13         33.32           with CWEA Grade 2 Cert. +1.5%         26.81         28.04         29.28         30.46         31.70         32.93         34.16 <tr< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>with CWEA Grade 2 Cert. +1.5%</td></tr<>									with CWEA Grade 2 Cert. +1.5%
with CWEA Grade 4 Cert. +1%         30.53         31.76         32.99         34.24         35.60         36.75         37.93           SEWER MAINTENANCE WORKER         STEP 1         STEP 2         STEP 3         STEP 4         STEP 5         STEP 6         STEP 7           BI-WEEKLY         2,031.20         2,124.80         2,218.40         2,308.00         2,401.60         2,495.20         2,588.00           MONTHLY         4,400.93         4,603.73         4,806.53         5,000.67         5,203.47         5,406.27         5,607.33           ANNUAL         52,811.20         55,244.80         57,678.40         60,008.00         62,441.60         64,875.20         67,288.00           BASE PAY RATE PER HOUR         25.39         26.56         27.73         28.85         30.02         31.19         32.35           with CWEA Grade 1 Cert. +3%         26.15         27.73         28.95         30.16         31.38         32.61         33.82           with CWEA Grade 2 Cert. +1.5%         26.54         27.77         28.99         30.16         31.38         32.61         33.82           with CWEA Grade 3 Cert. +1%         26.81         28.04         29.28         30.46         31.70         32.93         34.50 <tr< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>with CWEA Grade 3 Cert, +1%</td></tr<>									with CWEA Grade 3 Cert, +1%
BI-WEEKLY   2,031.20						32.99	31.76	30.53	
BI-WEEKLY   2,031.20	07500	07507	OTED A	OTED 6	OTED 4	OTEDA	OTEDA	OTED 4	CEINED MAINTENANCE WODIED
MONTHLY									
ANNUAL BASE PAY RATE PER HOUR 25.39 26.56 27.73 28.85 30.02 31.19 32.35 with CWEA Grade 1 Cert. +3% 26.15 27.36 28.56 27.77 28.99 30.16 31.38 32.61 33.82 with CWEA Grade 2 Cert. +1.5% 26.54 27.77 28.99 30.16 31.38 32.61 33.82 with CWEA Grade 3 Cert. +1% 26.81 28.04 29.28 30.46 31.70 32.93 34.16 with CWEA Grade 4 Cert. +1% 27.08 28.30 29.57 30.77 32.02 33.26 34.50 34.50 34.50 35.64									
BASE PAY RATE PER HOUR  25.39 26.56 27.73 28.85 30.02 31.19 32.35 with CWEA Grade 1 Cert. +3% 26.15 27.36 28.56 29.72 30.92 32.13 33.32 with CWEA Grade 2 Cert. +1.5% 26.54 27.77 28.99 30.16 31.38 32.61 33.82 with CWEA Grade 3 Cert. +1% 26.81 27.08 28.33 29.57 30.77 32.02 33.26 34.16 31.88 32.61 33.82 with CWEA Grade 4 Cert. +1% 27.08 28.33 29.57 30.77 32.02 33.26 34.16 34.50 34.61									
with CWEA Grade 1 Cert. +3%         26.15         27.36         28.56         29.72         30.92         32.13         33.32           with CWEA Grade 2 Cert. +1.5%         26.54         27.77         28.99         30.16         31.38         32.61         33.82           with CWEA Grade 3 Cert. +1%         26.81         28.04         29.28         30.46         31.70         32.93         34.16           with CWEA Grade 4 Cert. +1%         27.08         28.33         29.57         30.77         32.02         33.26         34.50           LEAD FLEET MAINTENANCE MECHANIC (Supervisor)         STEP 1         STEP 2         STEP 3         STEP 4         STEP 5         STEP 6         STEP 7           BI-WEEKLY         2,514.40         2,607.20         2,703.20         2,846.40         2,996.00         3,152.80         3,318.40           MONTHLY         5,447.87         5,648.93         5,856.93         6,167.20         6,491.33         6,831.07         7,189.87           ANNUAL         65,374.40         67,787.20         70,283.20         74,006.40         77,896.00         81,972.80         86,278.40           BASE PAY RATE PER HOUR         31.43         32.59         33.79         35.58         37.45         39.41         41.48 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>									
with CWEA Grade 2 Cert. +1.5%         26.54         27.77         28.99         30.16         31.38         32.61         33.82           with CWEA Grade 3 Cert. +1%         26.81         28.04         29.28         30.46         31.70         32.93         34.16           with CWEA Grade 4 Cert. +1%         27.08         28.33         29.57         30.77         32.02         33.26         34.50           LEAD FLEET MAINTENANCE MECHANIC (Supervisor)         STEP 1         STEP 2         STEP 3         STEP 4         STEP 5         STEP 6         STEP 7           BI-WEEKLY         2,514.40         2,607.20         2,703.20         2,846.40         2,996.00         3,152.80         3,318.40           MONTHLY         5,447.87         5,648.93         5,856.93         6,167.20         6,491.33         6,831.07         7,189.87           BASE PAY RATE PER HOUR         31.43         32.59         33.79         35.58         37.45         39.41         41.48           with CWEA Grade 1 Cert. +3%         32.37         33.57         34.80         36.65         38.57         40.59         42.72           MECHANIC         54.94         2,290.40         2,382.40         2,474.40         2,568.80         2,670.40         2,756.8									
with CWEA Grade 3 Cert. +1%         26.81         28.04         29.28         30.46         31.70         32.93         34.16           with CWEA Grade 4 Cert. +1%         27.08         28.33         29.57         30.77         32.02         33.26         34.50           LEAD FLEET MAINTENANCE MECHANIC (Supervisor)         STEP 1         STEP 2         STEP 3         STEP 4         STEP 5         STEP 6         STEP 7           BI-WEEKLY         2,514.40         2,607.20         2,703.20         2,846.40         2,996.00         3,152.80         3,318.40           MONTHLY         5,447.87         5,648.93         5,856.93         6,167.20         6,491.33         6,831.07         7,199.87           ANNUAL         65,374.40         67,787.20         70,283.20         74,006.40         77,896.00         81,972.80         86,278.40           BASE PAY RATE PER HOUR         31.43         32.59         33.79         35.58         37.45         39.41         41.48           with CWEA Grade 1 Cert. +3%         32.37         33.57         34.80         36.65         38.57         40.59         42.72           MECHANIC         STEP 1         STEP 2         STEP 3 <th< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></th<>									
with CWEA Grade 4 Cert. +1%         27.08         28.33         29.57         30.77         32.02         33.26         34.50           LEAD FLEET MAINTENANCE MECHANIC (Supervisor)         STEP1         STEP2         STEP3         STEP4         STEP5         STEP5         STEP6         STEP7           BI-WEEKLY         2,514.40         2,607.20         2,703.20         2,846.40         2,996.00         3,152.80         3,318.40           MONTHLY         5,447.87         5,648.93         5,856.93         6,167.20         6,491.33         6,831.07         7,189.87           ANNUAL         65,374.40         67,787.20         70,283.20         74,006.40         77,896.00         81,972.80         86,278.40           BASE PAY RATE PER HOUR         31.43         32.59         33.79         35.58         37.45         39.41         41.48           with CWEA Grade 1 Cert. +3%         32.37         33.57         34.80         36.65         38.57         40.59         42.72           MECHANIC         STEP1         STEP2         STEP3         STEP4         STEP5         STEP6         STEP7           BI-WEEKLY         2,290.40         2,382.40         2,474.40         2,588.80         2,670.40         2,756.80         2,845.60									
A.61%   A.41%   A.04%   A.06%   3.90%   3.72%									
LEAD FLEET MAINTENANCE MECHANIC (Supervisor)         STEP 1         STEP 2         STEP 3         STEP 4         STEP 5         STEP 6         STEP 7           BI-WEEKLY         2,514.40         2,607.20         2,703.20         2,846.40         2,996.00         3,152.80         3,318.40           MONTHLY         5,447.87         5,648.93         5,856.93         6,167.20         6,491.33         6,831.07         7,189.87           ANNUAL         65,374.40         67,787.20         70,283.20         74,006.40         77,896.00         81,972.80         86,278.40           BASE PAY RATE PER HOUR         31.43         32.59         33.79         35.58         37.45         39.41         41.48           with CWEA Grade 1 Cert. +3%         32.37         33.57         34.80         36.65         38.57         40.59         42.72           MECHANIC         STEP 1         STEP 2         STEP 3         STEP 4         STEP 5         STEP 6         STEP 7           BI-WEEKLY         2,290.40         2,382.40         2,474.40         2,588.80         2,670.40         2,756.80         2,845.60           MONTHLY         4,962.53         5,161.87         5,361.20         5,565.73         5,785.87								27.00	With OWEA Grade 4 Gent. 1170
BI-WEEKLY 2,514.40 2,607.20 2,703.20 2,846.40 2,996.00 3,152.80 3,318.40 MONTHLY 5,447.87 5,648.93 5,856.93 6,167.20 6,491.33 6,831.07 7,189.87 ANNUAL 65,374.40 67,787.20 70,283.20 74,006.40 77,896.00 81,972.80 86,278.40 BASE PAY RATE PER HOUR 31.43 32.59 33.79 35.58 37.45 39.41 41.48 with CWEA Grade 1 Cert. +3% 32.37 33.57 34.80 36.65 38.57 40.59 42.72  MECHANIC STEP1 STEP2 STEP3 STEP4 STEP5 STEP6 STEP7 BI-WEEKLY 2,290.40 2,382.40 2,474.40 2,568.80 2,670.40 2,756.80 2,845.60 MONTHLY 4,962.53 5,161.87 5,361.20 5,565.73 5,785.87 5,973.07 6,165.47								STEP 1	LEAD ELEET MAINTENANCE MECHANIC (Supervisor)
MONTHLY         5,447.87         5,648.93         5,856.93         6,167.20         6,491.33         6,831.07         7,189.87           ANNUAL         65,374.40         67,787.20         70,283.20         74,006.40         77,896.00         81,972.80         86,278.40           BASE PAY RATE PER HOUR         31.43         32.59         33.79         35.58         37.45         39.41         41.48           with CWEA Grade 1 Cert. +3%         32.37         33.57         34.80         36.65         38.57         40.59         42.72           MECHANIC         STEP 1         STEP 2         STEP 3         STEP 4         STEP 5         STEP 6         STEP 7           BI-WEEKLY         2,290.40         2,382.40         2,474.40         2,568.80         2,670.40         2,756.80         2,845.60           MONTHLY         4,962.53         5,161.87         5,361.20         5,565.73         5,785.87         5,973.07         6,165.47									
ANNUAL 65,374.40 67,787.20 70,283.20 74,006.40 77,896.00 81,972.80 86,278.40 8ASE PAY RATE PER HOUR 31.43 32.59 33.79 35.58 37.45 39.41 41.48 with CWEA Grade 1 Cert. +3% 32.37 33.57 34.80 36.65 38.57 40.59 42.72 MECHANIC STEP1 STEP2 STEP3 STEP4 STEP5 STEP6 STEP7 BI-WEEKLY 2,290.40 2,382.40 2,474.40 2,568.80 2,670.40 2,756.80 2,845.60 MONTHLY 4,962.53 5,161.87 5,361.20 5,565.73 5,785.87 5,973.07 6,165.47									
BASE PAY RATE PER HOUR         31.43         32.59         33.79         35.58         37.45         39.41         41.48           with CWEA Grade 1 Cert. +3%         32.37         33.57         34.80         36.65         38.57         40.59         42.72           MECHANIC         STEP 1         STEP 2         STEP 3         STEP 4         STEP 5         STEP 6         STEP 7           BI-WEEKLY         2,290.40         2,382.40         2,474.40         2,588.80         2,670.40         2,756.80         2,845.60           MONTHLY         4,962.53         5,161.87         5,361.20         5,565.73         5,785.87         5,973.07         6,165.47									
with CWEA Grade 1 Cert. +3%         32.37         33.57         34.80         36.65         38.57         40.59         42.72           MECHANIC         STEP 1         STEP 2         STEP 3         STEP 4         STEP 5         STEP 6         STEP 7           BI-WEEKLY         2,290.40         2,382.40         2,474.40         2,568.80         2,670.40         2,756.80         2,845.60           MONTHLY         4,962.53         5,161.87         5,361.20         5,565.73         5,785.87         5,973.07         6,165.47									
BI-WEEKLY 2,290.40 2,382.40 2,474.40 2,568.80 2,670.40 2,756.80 2,845.60 MONTHLY 4,962.53 5,161.87 5,361.20 5,565.73 5,785.87 5,973.07 6,165.47									
BI-WEEKLY 2,290.40 2,382.40 2,474.40 2,568.80 2,670.40 2,756.80 2,845.60 MONTHLY 4,962.53 5,161.87 5,361.20 5,565.73 5,785.87 5,973.07 6,165.47							0		UEQUANO.
MONTHLY 4,962.53 5,161.87 5,361.20 5,565.73 5,785.87 5,973.07 6,165.47									
ANNOAL   09,000,40 F 01,942,40 F 04,334,40 F 06,788 80 F 09 430 40 F 71 676 80 F 73 985 60 F									
BASE PAY RATE PER HOUR 28.63 29.78 30.93 32.11 33.38 34.46 35.57 with CWEA Grade 1 Cert. +3% 29.49 30.67 31.86 33.07 34.38 35.49 36.64									