EXHIBIT 'A'

MIDWAY CITY SANITARY DISTRICT

REPRESENTED EMPLOYEES

Effective 07-01-2023

District Wide Pay Schedule Fiscal Year 2023-2024 Effective 07/01/2023

BI-WEEKLY 2,092.00 2,188.00 2,284.80 2,377.60 2,472.80 2,570.40 2,664.80 2,758.40 MONTHLY 4,532.67 4,740.67 4,950.40 5,151.47 5,357.73 5,569.20 5,773.73 5,976.53 ANNUAL 54,392.00 56,888.00 59,404.80 61,817.60 64,292.80 66,830.40 69,284.80 71,718.40 BASE PAY RATE PER HOUR \$26.15 \$27.35 \$28.56 \$29.72 \$30.91 \$32.13 \$33.31 \$34.48 With CWEA Grade 1 Cert. +3% 26.93 28.17 29.42 30.61 31.84 33.09 34.31 35.51 With CWEA Grade 2 Cert. +1.5% 27.34 28.59 29.86 31.07 32.31 33.59 34.82 36.05 With CWEA Grade 3 Cert. +1% 27.61 28.88 30.16 31.38 32.64 33.93 35.17 36.41 With CWEA Grade 4 Cert. +1% 27.89 29.17 30.46 31.70 32.96 34.27 35.52 36.77 LEAD FLEET MAINTENANCE MECHANIC (Supervisor) STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 S	JOB TITLE								
BILMERKY	I FAD SOLID WASTE WORKER (Supervisor)	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ANNLAL 67.5290 69.876.00 72.382.00 72.38	` · · ·								
BASE PAY RATTE PER HOUR 93.247	MONTHLY	5,610.80	5,818.80	6,030.27	6,352.67	6,685.47	7,035.60	7,404.80	7,777.47
SOLID WASTE DRIVER 3184 3458 3583 3776 3877 3878 4181 4440 4622 SOLID WASTE DRIVER 3185 3787 3187 31878 3			,		-,	,	,	,	93,329.60
SOLID WASTE DRIVER									
BINVEIRITY	with CWEA Grade 1 Cert. +3%	33.34	34.58	35.83	37.75	39.73	41.81	44.00	46.22
MONTHLY	SOLID WASTE DRIVER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ABNUBLAL \$53,035.00 56,083.00 05,093.	BI-WEEKLY	2,053.60	2,103.20	2,156.80	2,204.00	2,253.60	2,303.20	2,358.40	2,448.80
BASE PAY RATE PER HOUR \$26.87 \$26.28 \$26.98 \$27.78 \$28.17 \$28.79 \$29.48 \$30.95 \$31.53 \$29.48 \$30.95 \$31.53 \$29.48 \$30.95 \$31.53 \$29.48 \$30.95 \$31.53 \$31		, -	,					-,	
RELIEF DRIVERUTILITY PERSON (with a class B License) SIEP1 SIEP2 SIEP3 SIEP4 SIEP5 SIEP7 SIEP5 SIEP5 SIEP6 SIEP7 SIEP5								,	
RELIEF DRIVERUITLITY PERSON (with a class B License) SIEP 1503 0 2,053.00 2,05				-		-			·
BIMPEERIXY		20.44	27.00	21.11	20.00	20.02	20.00	00.00	01.00
MONTHLY									
ABANDALA S3,938.00 54,683.20 56,077.80 57,304.00 88,938.00 59,888.20 61,318.40 63,668.80 Marth CWEA Grade 1 Cert. +3% 28.44 27.08 27.77 28.38 29.02 28.65 30.36 31,53 UTILITY PERSON (without a class B License) SIEP SIEP 2 SIEP 3 SIEP 4 SIEP 5 SIEP 6 SIEP 7 SIEP 8 MONTHLY 3,688.53 38,289.31 39,240 4,109.73 4,265.73 4,418.27 4,667.87 4,777.07 ANNUAL 44,262.40 45,947.20 4,758.60 4,937.13 4,265.73 4,418.27 4,667.87 4,777.07 ANNUAL 42,262.40 45,947.20 4,758.60 4,937.13 4,265.73 4,418.27 4,667.87 4,777.07 ANNUAL 42,262.40 45,947.20 4,758.80 4,931.60 5,118.80 2,038.20 2,258.93 2,322.80 BASE PAY RATE PER HOUR S21.28 \$22.09 \$22.26 \$23.71 \$24.61 \$23.49 \$25.93 \$27.56 BAWEEKIY 2,268.80 2,685.00 2,783.20 2,932.00 3,068.80 3,247.20 3,417.60 3,888.80 ANNUAL 5,6118.80 5,818.80 6,036.27 6,352.67 6,685.47 7,035.60 7,404.80 7,777.47 ANNUAL 6,723.80 6,962.50 7,283.20					,	,	,	,	
BASE PAY NATE PER HOUR						,	,	,	
WITH CHEAG Frade 1 Cert. +3% 26.44 27.08 27.77 28.38 29.02 29.65 30.36 31.53 WITH STEPSON (without a class B License) STEP			,			,	,	,	,
BI-WEERKIY									
BI-WEERKIY	LITH ITV DEDOOM ('the control D.L' control	OTED 4	OTER 6	OTED 0	OTER 4	OTED 5	OTED 6	OTED T	OTED 0
MONTHLY									
ANNUAL BASE PAY RATE PER HOUR \$21.28 \$22.99 \$52.86 \$23.71 \$316.80 \$53.019.20 \$6.014.40 \$7.324.80 \$26.80 \$27.50 \$26.80 \$27.50 \$26.80 \$27.50 \$2									
BASE PAY RATE PER HOUR \$21.28 \$22.99 \$22.86 \$23.71 \$24.61 \$25.49 \$26.93 \$27.56					,				,
BLWEEKLY									
BLWEEKLY	LEAD COMED MAINTENANCE WORKER (Companies on	CTED 4	OTED 0	OTED 2	OTED 4	OTED 5	OTED C	OTED 7	OTED 0
MONTHLY		_							
ANNUAL 67,329.60 69,825.60 72,332.20 76,322.00 80,225.60 80,427.20 80,825.70 80,3229.60 80,825.70 80,3229.60 80,825.70 80,3229.60 80,825.70 80,3229.60 80,825.70								_	
BASE PAY RATE PER HOUR \$32.37 \$33.57 \$34.79 \$36.65 \$38.67 \$40.59 \$42.72 \$44.87 \$10 CMEA Grade 1 Cert. 1-3% 33.4 34.56 35.83 37.75 39.75 39.73 41.81 44.00 46.22 with CWEA Grade 2 Cert. +1.5% 33.84 35.10 36.37 38.20 40.32 42.43 44.66 46.91 with CWEA Grade 3 Cert. +1% 34.18 35.45 36.67 38.70 40.73 42.86 45.11 47.38 with CWEA Grade 4 Cert11% 34.52 35.80 37.10 39.09 41.13 42.29 45.56 47.85 \$10 CMEA Grade 4 Cert11% 34.52 35.80 37.10 39.09 41.13 42.29 45.56 47.85 \$10 CMEA Grade 4 Cert11% 2.386.40 2.453.60 2.548.80 2.645.60 2.749.60 2.				- /					
with CWEA Grade 2 Cert. +1.5% 33.84 35.10 36.37 38.32 40.32 42.43 44.66 46.91 with CWEA Grade 3 Cert. +1% 34.18 35.45 36.73 38.70 40.73 42.86 45.11 47.38 with CWEA Grade 4 Cert. +1% 34.52 35.80 37.10 39.99 41.13 43.29 45.56 47.85				_					
with CWEA Grade 3 Cert. +1% 34.18 35.45 36.73 38.70 40.73 42.86 45.11 47.38 with CWEA Grade 4 Cert. +1% 34.52 35.80 37.10 39.09 41.13 43.29 45.56 47.85	with CWEA Grade 1 Cert. +3%	33.34	34.58	35.83	37.75	39.73	41.81	44.00	46.22
With CWEA Grade 4 Cert. +1% 34.52 35.80 37.10 39.09 41.13 43.29 45.56 47.85		_							
PUMP STATION MECHANIC									
BLWEEKLY									
MONTHLY	with CWEA Grade 4 Cert. +1%	34.52	35.80	37.10	39.09	41.13	43.29	45.56	47.85
ANNUAL 61,318.40 63,793.60 66,288.80 68,785.60 71,489.60 73,798.40 76,211.20 78,603.20 BASE PAY RATE PER HOUR \$29.48 \$30.67 \$31.86 \$33.07 \$34.37 \$35.48 \$36.64 \$37.74 38.92 with CWEA Grade 1 Cert. +3% 30.96 31.59 32.82 34.06 35.40 36.54 37.74 38.92 with CWEA Grade 2 Cert. +1.5% 30.82 32.06 33.31 34.57 35.93 37.09 38.31 39.51 with CWEA Grade 2 Cert. +1.9% 31.14 32.38 33.64 33.64 34.92 36.29 37.46 38.89 39.90 with CWEA Grade 4 Cert. +1% 31.44 32.71 33.98 35.27 36.65 37.84 39.08 40.30 SEWER MAINTENANCE WORKER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WEEKLY 2.092.00 2.188.00 2.284.80 2.377.60 2.472.80 2.570.40 2.664.80 2.758.40 MONTHLY 4.532.67 4,740.67 4,950.40 5,151.47 5,357.73 5,569.20 5,773.73 5,976.53 ANNUAL 54.392.00 56.888.00 59,404.80 61,617.60 64,292.80 66,830.40 69.284.80 71,718.40 BASE PAY RATE PER HOUR 27.94 28.88 30.16 31.38 32.64 33.99 34.91 33.59 34.82 35.81 with CWEA Grade 2 Cert. +1.5% 27.34 28.59 29.86 31.07 32.31 33.59 34.82 35.81 with CWEA Grade 3 Cert. +1% 27.89 29.17 30.46 31.38 32.64 33.93 35.17 35.59 36.05 with CWEA Grade 3 Cert. +1.5% 27.39 29.17 30.46 31.00 31.84 33.09 34.31 35.51 with CWEA Grade 3 Cert. +1.5% 27.39 29.17 30.46 31.00 31.80 33.90 34.31 35.51 with CWEA Grade 3 Cert. +1.5% 27.89 29.17 30.46 31.07 32.31 33.59 34.82 36.05 with CWEA Grade 3 Cert. +1.5% 27.89 29.17 30.46 31.07 32.31 33.39 34.82 36.05 with CWEA Grade 3 Cert. +1.5% 27.89 29.17 30.46 31.07 32.31 33.39 34.17 35.40 35.50 36.77 37 35.59 35.20 36.77 37 35.59 35.50 36.77 37 35.59 36.77 37 35.59 36.77 37 35.59 36.77 37 35.59 36.77 37 35.59 36.77 37 35.59 36.77 37 35.59 36.77 37 35.59 37 37 37 37 37 37 37 37 37 37 37 37 37	PUMP STATION MECHANIC	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BASE PAY RATE PER HOUR \$29.48 \$30.67 \$31.86 \$33.07 \$44.37 \$35.48 \$36.64 \$37.79 with CWEA Grade 1 Cert. +3% 30.36 31.59 32.82 34.06 35.40 36.54 37.74 38.92 with CWEA Grade 2 Cert. +1.5% 30.82 32.06 33.31 34.57 35.93 37.09 38.31 39.51 with CWEA Grade 3 Cert. +1% 31.13 32.28 33.64 34.92 36.29 37.40 38.69 39.90 with CWEA Grade 4 Cert. +1% 31.44 32.71 33.98 35.27 36.65 37.84 38.09 39.90 with CWEA Grade 4 Cert. +1% 31.44 32.71 33.98 35.27 36.65 37.84 39.08 40.30 SEWER MAINTENANCE WORKER SIEP 1 SIEP 2 SIEP 3 SIEP 3 SIEP 5 SIEP 5 SIEP 6 SIEP 7 SIEP 8 BI-WEEKLY 2.092.0 2.986.80 5.940.40 5.151.47 5.357.73 5.569.20 5,773.73 5.976.53	PUMP STATION MECHANIC BI-WEEKLY	STEP 1 2,358.40	STEP 2 2,453.60	STEP 3 2,548.80	STEP 4 2,645.60	STEP 5 2,749.60	STEP 6 2,838.40	STEP 7 2,931.20	STEP 8 3,023.20
with CWEA Grade 1 Cert. +3% 30.36 31.59 32.82 34.06 35.40 36.64 37.74 38.92 with CWEA Grade 2 Cert. +1.5% 30.82 32.06 33.31 34.57 35.93 37.09 38.31 39.51 with CWEA Grade 3 Cert. +1% 31.13 32.38 33.64 34.92 36.29 37.46 38.69 39.90 with CWEA Grade 4 Cert. +1% 31.44 32.71 33.98 35.27 36.65 37.84 39.08 40.30 SEWER MAINTENANCE WORKER SIEP 1 SIEP 2 SIEP 3 SIEP 4 SIEP 5 SIEP 6 SIEP 7 SIEP 8 BI-WEEKLY 2.092.00 2.188.00 2.284.80 2.377.60 2.472.80 2.570.40 2.664.80 2.758.40 MONTHLY 4,532.67 4,740.67 4,950.40 5,151.47 5,357.73 5,569.20 5,773.73 5,976.53 ANNUAL 54,392.00 56,888.00 59,404.80 61,817.60 64,292.80 66,830.40 89,228.60 7,773.73 5,569.20 5,773	PUMP STATION MECHANIC BI-WEEKLY MONTHLY	STEP 1 2,358.40 5,109.87	STEP 2 2,453.60 5,316.13	STEP 3 2,548.80 5,522.40	STEP 4 2,645.60 5,732.13	STEP 5 2,749.60 5,957.47	STEP 6 2,838.40 6,149.87	STEP 7 2,931.20 6,350.93	STEP 8 3,023.20 6,550.27
with CWEA Grade 2 Cert. +1.5% 30.82 32.06 33.31 34.57 35.93 37.09 38.31 39.51 with CWEA Grade 3 Cert. +1% 31.13 32.38 33.64 34.92 36.29 37.46 38.69 39.90 with CWEA Grade 4 Cert. +1% 31.44 32.71 33.98 35.27 36.65 37.84 39.08 40.30 SEWER MAINTENANCE WORKER SIEP 1 SIEP 2 SIEP 3 SIEP 4 SIEP 4 SIEP 5 SIEP 6 SIEP 7 SIEP 8 BI-WEEKLY 2.092.00 2.188.00 2.284.80 2.377.60 2.472.80 2.570.40 2.664.80 2.758.40 40.758.60 40.758.60 40.758.73 5.569.20 5.773.73 5.976.53 ANNUAL 64.392.00 66.888.00 69.404.80 61.817.60 64.292.80 66.830.40 69.284.80 71.718.40 80.758.43 80.65 \$29.72 \$30.91 \$32.31 \$33.31 \$34.48 34.69 38.48 33.09 34.31 35.51 34.48 33.09 34.31 35.51	PUMP STATION MECHANIC BI-WEEKLY MONTHLY ANNUAL	STEP 1 2,358.40 5,109.87 61,318.40	\$TEP 2 2,453.60 5,316.13 63,793.60	STEP 3 2,548.80 5,522.40 66,268.80	STEP 4 2,645.60 5,732.13 68,785.60	STEP 5 2,749.60 5,957.47 71,489.60	STEP 6 2,838.40 6,149.87 73,798.40	STEP 7 2,931.20 6,350.93 76,211.20	STEP 8 3,023.20 6,550.27 78,603.20
with CWEA Grade 4 Cert. +1% 31.44 32.71 33.98 35.27 36.65 37.84 39.08 40.30 SEWER MAINTENANCE WORKER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WEEKLY 2,092.00 2,188.00 2,284.80 2,377.60 2,472.80 2,570.40 2,664.80 2,758.40 MONTHLY 4,532.67 4,740.67 4,950.40 5,151.47 5,357.73 5,569.20 5,773.73 5,976.53 ANNUAL 54,392.00 56,888.00 59,404.80 61,817.60 64,292.80 66,830.40 69,284.80 71,718.40 BASE PAY RATE PER HOUR \$26.15 \$27.35 \$28.56 \$29.72 \$30.91 \$32.13 \$33.31 \$34.48 with CWEA Grade 1 Cert. +13% 26.93 28.17 29.42 30.61 31.84 33.09 34.31 35.51 with CWEA Grade 2 Cert. +1.5% 27.34 28.59 29.86 31.07 32.31 33.39 35.17 36.41 with CW	PUMP STATION MECHANIC BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR	\$TEP 1 2,358.40 5,109.87 61,318.40 \$29.48	\$TEP 2 2,453.60 5,316.13 63,793.60 \$30.67	\$TEP 3 2,548.80 5,522.40 66,268.80 \$31.86	\$TEP 4 2,645.60 5,732.13 68,785.60 \$33.07	\$TEP 5 2,749.60 5,957.47 71,489.60 \$34.37	\$TEP 6 2,838.40 6,149.87 73,798.40 \$35.48	\$TEP 7 2,931.20 6,350.93 76,211.20 \$36.64	\$TEP 8 3,023.20 6,550.27 78,603.20 \$37.79
SEWER MAINTENANCE WORKER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 B-WEEKLY 2,092.00 2,188.00 2,284.80 2,377.60 2,472.80 2,570.40 2,664.80 2,758.40 MONTHLY 4,532.67 4,740.67 4,950.40 5,151.47 5,357.73 5,569.20 5,773.73 5,976.53 ANNUAL 54,392.00 56,888.00 59,404.80 61,817.60 64,292.80 66,830.40 69,284.80 71,718.40 BASE PAY RATE PER HOUR \$26.15 \$227.35 \$28.56 \$29.72 \$30.91 \$32.13 \$33.31 \$34.48 with CWEA Grade 1 Cert. +3% 26.93 28.17 2.942 30.61 31.84 33.09 34.31 35.51 with CWEA Grade 2 Cert. +1.5% 27.34 28.59 29.86 31.07 32.31 33.39 35.17 36.41 with CWEA Grade 3 Cert. +1% 27.61 28.88 30.16 31.38 32.64 33.93 35.17 36.41 with CWE	PUMP STATION MECHANIC BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3%	\$TEP 1 2,358.40 5,109.87 61,318.40 \$29.48 30.36	\$TEP 2 2,453.60 5,316.13 63,793.60 \$30.67 31.59	\$TEP 3 2,548.80 5,522.40 66,268.80 \$31.86 32.82	\$TEP 4 2,645.60 5,732.13 68,785.60 \$33.07 34.06	\$TEP 5 2,749.60 5,957.47 71,489.60 \$34.37 35.40	\$TEP 6 2,838.40 6,149.87 73,798.40 \$35.48 36.54	\$TEP 7 2,931.20 6,350.93 76,211.20 \$36.64 37.74	\$TEP 8 3,023.20 6,550.27 78,603.20 \$37.79 38.92
BI-WEEKLY	PUMP STATION MECHANIC BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5%	\$TEP 1 2,358.40 5,109.87 61,318.40 \$29.48 30.36 30.82	\$TEP 2 2,453.60 5,316.13 63,793.60 \$30.67 31.59 32.06	\$TEP 3 2,548.80 5,522.40 66,268.80 \$31.86 32.82 33.31	\$TEP 4 2,645.60 5,732.13 68,785.60 \$33.07 34.06 34.57	\$TEP 5 2,749.60 5,957.47 71,489.60 \$34.37 35.40 35.93	\$TEP 6 2,838.40 6,149.87 73,798.40 \$35.48 36.54 37.09	\$1EP 7 2,931.20 6,350.93 76,211.20 \$36.64 37.74 38.31	\$TEP 8 3,023.20 6,550.27 78,603.20 \$37.79 38.92 39.51
BI-WEEKLY	PUMP STATION MECHANIC BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 3 Cert. +1%	\$TEP 1 2,358.40 5,109.87 61,318.40 \$29.48 30.36 30.82 31.13	\$TEP 2 2,453.60 5,316.13 63,793.60 \$30.67 31.59 32.06 32.38	\$\frac{\text{STEP 3}}{2,548.80}\$ \text{5,522.40}\$ \text{66,268.80}\$ \text{\$\frac{\text{\$\frac{\text{31.86}}{32.82}}}{33.31}\$ \text{33.64}	\$TEP 4 2,645.60 5,732.13 68,785.60 \$33.07 34.06 34.57 34.92	\$TEP 5 2,749.60 5,957.47 71,489.60 \$34.37 35.40 35.93 36.29	\$TEP 6 2,838.40 6,149.87 73,798.40 \$35.48 36.54 37.09 37.46	\$TEP 7 2,931.20 6,350.93 76,211.20 \$36.64 37.74 38.31 38.69	\$TEP 8 3,023.20 6,550.27 78,603.20 \$37.79 38.92 39.51 39.90
ANNUAL BASE PAY RATE PER HOUR \$26.15 \$27.35 \$28.56 \$29.72 \$30.91 \$32.13 \$33.31 \$34.48 with CWEA Grade 1 Cert. +3% 26.93 28.17 29.42 30.61 31.84 33.09 34.31 35.51 with CWEA Grade 2 Cert. +1.5% 27.34 28.59 29.86 31.07 32.31 33.59 34.82 36.05 with CWEA Grade 3 Cert. +1% 27.61 28.88 30.16 31.38 32.64 33.93 35.17 36.41 with CWEA Grade 4 Cert. +1% 27.89 29.17 30.46 31.70 32.96 34.27 35.52 36.77 LEAD FLEET MAINTENANCE MECHANIC (Supervisor) BI-WEEKLY 25.89.60 2,685.60 2,783.20 2,932.00 3,085.60 3,247.20 3,417.60 3,589.60 MONTHLY 5,610.80 5,818.80 6,030.27 6,352.67 6,685.47 7,035.60 7,404.80 7,777.47 ANNUAL 67,329.60 69,825.60 72,363.20 76,232.00 80,225.60 84,427.20 88,857.60 93,329.60 BASE PAY RATE PER HOUR \$32.37 \$33.57 \$34.79 \$36.65 \$38.57 \$40.59 \$42.72 \$44.87 with CWEA Grade 1 Cert. +3% STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WECHANIC STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WECHANIC STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WECHANIC STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WECHANIC STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WECHANIC STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WECHANIC STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WECHANIC STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WECHANIC STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WECHANIC STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WECHANIC STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WECHANIC STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WECHANIC STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WECHANIC STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WECHANIC STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WECHANIC STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WECHANIC STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WECHANIC STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WECHANIC STEP 1 STEP 2 STEP 3 STEP 4	PUMP STATION MECHANIC BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 3 Cert. +1% with CWEA Grade 4 Cert. +1%	\$TEP 1 2,358.40 5,109.87 61,318.40 \$29.48 30.36 30.82 31.13 31.44	\$TEP 2 2,453.60 5,316.13 63,793.60 \$30.67 31.59 32.06 32.38 32.71	\$TEP 3 2,548.80 5,522.40 66,268.80 \$31.86 32.82 33.31 33.64 33.98	\$TEP 4 2,645.60 5,732.13 68,785.60 \$33.07 34.06 34.57 34.92 35.27	\$TEP 5 2,749.60 5,957.47 71,489.60 \$34.37 35.40 35.93 36.29 36.65	\$TEP 6 2,838.40 6,149.87 73,798.40 \$35.48 36.54 37.09 37.46 37.84	\$12.00 \$350.93 \$36.64 \$37.74 \$38.31 \$38.69 \$39.08	\$TEP 8 3,023.20 6,550.27 78,603.20 \$37.79 38.92 39.51 39.90 40.30
BASE PAY RATE PER HOUR \$26.15 \$27.35 \$28.56 \$29.72 \$30.91 \$32.13 \$33.31 \$34.48 with CWEA Grade 1 Cert. +3% 26.93 28.17 29.42 30.61 31.84 33.09 34.31 35.51 with CWEA Grade 2 Cert. +1.5% 27.34 28.59 29.86 31.07 32.31 33.59 34.82 36.05 with CWEA Grade 3 Cert. +1% 27.61 28.88 30.16 31.38 32.64 33.93 35.17 36.41 with CWEA Grade 4 Cert. +1% 27.89 29.17 30.46 31.70 32.96 34.27 35.52 36.77 LEAD FLEET MAINTENANCE MECHANIC (Supervisor) STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WEEKLY 2,589.60 2,685.60 2,783.20 2,932.00 3,085.60 3,247.20 3,417.60 3,589.60 MONTHLY 5,610.80 5,818.80 6,030.27 6,352.67 6,685.47 7,035.60 7,404.80 </td <td>PUMP STATION MECHANIC BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 3 Cert. +1% with CWEA Grade 4 Cert. +1%</td> <td>STEP 1 2,358.40 5,109.87 61,318.40 \$29.48 30.36 30.82 31.13 31.44 STEP 1</td> <td>\$TEP 2 2,453.60 5,316.13 63,793.60 \$30.67 31.59 32.06 32.38 32.71 \$TEP 2</td> <td>\$TEP 3 2,548.80 5,522.40 66,268.80 \$31.86 32.82 33.31 33.64 33.98</td> <td>\$TEP 4 2,645.60 5,732.13 68,785.60 \$33.07 34.06 34.57 34.92 35.27</td> <td>\$TEP 5 2,749.60 5,957.47 71,489.60 \$34.37 35.40 35.93 36.29 36.65</td> <td>\$TEP 6 2,838.40 6,149.87 73,798.40 \$35.48 36.54 37.09 37.46 37.84 STEP 6</td> <td>\$TEP 7 2,931.20 6,350.93 76,211.20 \$36.64 37.74 38.31 38.69 39.08</td> <td>\$TEP 8 3,023.20 6,550.27 78,603.20 \$37.79 38.92 39.51 39.90 40.30 \$TEP 8</td>	PUMP STATION MECHANIC BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 3 Cert. +1% with CWEA Grade 4 Cert. +1%	STEP 1 2,358.40 5,109.87 61,318.40 \$29.48 30.36 30.82 31.13 31.44 STEP 1	\$TEP 2 2,453.60 5,316.13 63,793.60 \$30.67 31.59 32.06 32.38 32.71 \$TEP 2	\$TEP 3 2,548.80 5,522.40 66,268.80 \$31.86 32.82 33.31 33.64 33.98	\$TEP 4 2,645.60 5,732.13 68,785.60 \$33.07 34.06 34.57 34.92 35.27	\$TEP 5 2,749.60 5,957.47 71,489.60 \$34.37 35.40 35.93 36.29 36.65	\$TEP 6 2,838.40 6,149.87 73,798.40 \$35.48 36.54 37.09 37.46 37.84 STEP 6	\$TEP 7 2,931.20 6,350.93 76,211.20 \$36.64 37.74 38.31 38.69 39.08	\$TEP 8 3,023.20 6,550.27 78,603.20 \$37.79 38.92 39.51 39.90 40.30 \$TEP 8
with CWEA Grade 1 Cert. +3% 26.93 28.17 29.42 30.61 31.84 33.09 34.31 35.51 with CWEA Grade 2 Cert. +1.5% 27.34 28.59 29.86 31.07 32.31 33.59 34.82 36.05 with CWEA Grade 3 Cert. +1% 27.61 28.88 30.16 31.38 32.64 33.93 35.17 36.41 with CWEA Grade 4 Cert. +1% 27.89 29.17 30.46 31.70 32.96 34.27 35.52 36.77 LEAD FLEET MAINTENANCE MECHANIC (Supervisor) STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WEEKLY 2,589.60 2,685.60 2,783.20 2,932.00 3,085.60 3,247.20 3,417.60 3,589.60 MONTHLY 5,610.80 5,818.80 6,030.27 6,352.67 6,685.47 7,035.60 7,404.80 7,777.47 ANNUAL 67,329.60 69,825.60 72,363.20 76,232.00 80,225.60 84,272.20 88,857.60 93,329.60	PUMP STATION MECHANIC BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 3 Cert. +1% with CWEA Grade 4 Cert. +1%	\$TEP 1 2,358.40 5,109.87 61,318.40 \$29.48 30.36 30.82 31.13 31.44 STEP 1 2,092.00	\$TEP 2 2,453.60 5,316.13 63,793.60 \$30.67 31.59 32.06 32.38 32.71 \$TEP 2 2,188.00	\$TEP 3 2,548.80 5,522.40 66,268.80 \$31.86 32.82 33.31 33.64 33.98 \$TEP 3 2,284.80	\$TEP 4 2,645.60 5,732.13 68,785.60 \$33.07 34.06 34.57 34.92 35.27 STEP 4 2,377.60	\$TEP 5 2,749.60 5,957.47 71,489.60 \$34.37 35.40 35.93 36.29 36.65 \$TEP 5 2,472.80	\$TEP 6 2,838.40 6,149.87 73,798.40 \$35.48 36.54 37.09 37.46 37.84 STEP 6 2,570.40	\$12.00 \$36.64 \$37.74 \$38.31 \$38.69 \$39.08	\$TEP 8 3,023.20 6,550.27 78,603.20 \$37.79 38.92 39.51 39.90 40.30 \$TEP 8 2,758.40
with CWEA Grade 2 Cert. +1.5% 27.34 28.59 29.86 31.07 32.31 33.59 34.82 36.05 with CWEA Grade 3 Cert. +1% 27.61 28.88 30.16 31.38 32.64 33.93 35.17 36.41 with CWEA Grade 4 Cert. +1% 27.89 29.17 30.46 31.70 32.96 34.27 35.52 36.77 LEAD FLEET MAINTENANCE MECHANIC (Supervisor) STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WEEKLY 2,589.60 2,685.60 2,783.20 2,932.00 3,085.60 3,247.20 3,417.60 3,589.60 MONTHLY 5,610.80 5,818.80 6,030.27 6,352.67 6,685.47 7,035.60 7,404.80 7,777.47 ANNUAL 67,329.60 69,825.60 72,363.20 76,232.00 80,225.60 84,427.20 88,857.60 93,329.60 BASE PAY RATE PER HOUR \$32.37 \$33.57 \$34.79 \$36.65 \$38.57 \$40.59 \$42.72 \$44.87	PUMP STATION MECHANIC BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 3 Cert. +1% with CWEA Grade 4 Cert. +1%	\$TEP 1 2,358.40 5,109.87 61,318.40 \$29.48 30.36 30.82 31.13 31.44 \$TEP 1 2,092.00 4,532.67 54,392.00	\$TEP 2 2,453.60 5,316.13 63,793.60 \$30.67 31.59 32.06 32.38 32.71 \$TEP 2 2,188.00 4,740.67 56,888.00	\$TEP 3 2,548.80 5,522.40 66,268.80 \$31.86 32.82 33.31 33.64 33.98 \$TEP 3 2,284.80 4,950.40	\$TEP 4 2,645.60 5,732.13 68,785.60 \$33.07 34.06 34.57 34.92 35.27 \$TEP 4 2,377.60 5,151.47	\$TEP 5 2,749.60 5,957.47 71,489.60 \$34.37 35.40 35.93 36.29 36.65 \$TEP 5 2,472.80 5,357.73	\$TEP 6 2,838.40 6,149.87 73,798.40 \$35.48 36.54 37.09 37.46 37.84 STEP 6 2,570.40 5,569.20	\$12.00 \$36.64 \$37.74 \$38.31 \$38.69 \$39.08	\$10,000 \$10,00
with CWEA Grade 3 Cert. +1% 27.61 28.88 30.16 31.38 32.64 33.93 35.17 36.41 with CWEA Grade 4 Cert. +1% 27.89 29.17 30.46 31.70 32.96 34.27 35.52 36.77 LEAD FLEET MAINTENANCE MECHANIC (Supervisor) STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WEEKLY 2,589.60 2,685.60 2,783.20 2,932.00 3,085.60 3,247.20 3,417.60 3,589.60 MONTHLY 5,610.80 5,818.80 6,030.27 6,352.67 6,685.47 7,035.60 7,404.80 7,777.47 ANNUAL 67,329.60 69,825.60 72,363.20 76,232.00 80,225.60 84,427.20 88,857.60 93,329.60 BASE PAY RATE PER HOUR \$32.37 \$33.57 \$34.79 \$36.65 \$38.57 \$40.59 \$42.72 \$44.87 with CWEA Grade 1 Cert. +3% 33.34 34.58 35.83 37.75	PUMP STATION MECHANIC BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 3 Cert. +1% with CWEA Grade 4 Cert. +1% SEWER MAINTENANCE WORKER BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR	\$TEP 1 2,358.40 5,109.87 61,318.40 \$29.48 30.36 30.82 31.13 31.44 STEP 1 2,092.00 4,532.67 54,392.00 \$26.15	\$TEP 2 2,453.60 5,316.13 63,793.60 \$30.67 31.59 32.06 32.38 32.71 \$TEP 2 2,188.00 4,740.67 56,888.00 \$27.35	\$TEP 3 2,548.80 5,522.40 66,268.80 \$31.86 32.82 33.31 33.64 33.98 \$TEP 3 2,284.80 4,950.40 59,404.80 \$28.56	\$TEP 4 2,645.60 5,732.13 68,782.63 \$33.07 34.06 34.57 34.92 35.27 \$TEP 4 2,377.60 5,151.47 61,817.60 \$29.72	\$TEP 5 2,749.60 5,957.47 71,489.60 \$34.37 35.40 35.93 36.29 36.65 \$TEP 5 2,472.80 5,357.73 64,292.80 \$30.91	\$TEP 6 2,838.40 6,149.87 73,798.40 \$35.48 36.54 37.09 37.46 37.84 STEP 6 2,570.40 5,569.20 66,830.40 \$32.13	\$1EP 7 2,931.20 6,350.93 76,211.20 \$36.64 37.74 38.31 38.69 39.08 \$1EP 7 2,664.80 5,773.73 69,284.80 \$33.31	\$1EP 8 3,023.20 6,550.27 78,603.20 \$37.79 38.92 39.51 39.90 40.30 \$1EP 8 2,758.40 5,976.53 71,718.40 \$34.48
with CWEA Grade 4 Cert. +1% 27.89 29.17 30.46 31.70 32.96 34.27 35.52 36.77 LEAD FLEET MAINTENANCE MECHANIC (Supervisor) STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WEEKLY 2,589.60 2,685.60 2,783.20 2,932.00 3,085.60 3,247.20 3,417.60 3,589.60 MONTHLY 5,610.80 5,818.80 6,030.27 6,352.67 6,685.47 7,035.60 7,404.80 7,777.47 ANNUAL 67,329.60 69,825.60 72,363.20 76,232.00 80,225.60 84,427.20 88,857.60 93,329.60 BASE PAY RATE PER HOUR \$32.37 \$33.57 \$34.79 \$36.65 \$38.57 \$40.59 \$42.72 \$44.87 with CWEA Grade 1 Cert. +3% 33.34 34.58 35.83 37.75 39.73 41.81 44.00 46.22 MECHANIC STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 B	PUMP STATION MECHANIC BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 3 Cert. +1% with CWEA Grade 4 Cert. +1% SEWER MAINTENANCE WORKER BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3%	\$TEP 1 2,358.40 5,109.87 61,318.40 \$29.48 30.36 30.82 31.13 31.44 STEP 1 2,092.00 4,532.67 54,392.00 \$26.15 26.93	\$TEP 2 2,453.60 5,316.13 63,793.60 \$30.67 31.59 32.06 32.38 32.71 \$TEP 2 2,188.00 4,740.67 56,888.00 \$27.35	\$TEP 3 2,548.80 5,522.40 66,268.80 \$31.86 32.82 33.31 33.64 33.98 \$TEP 3 2,284.80 4,950.40 59,404.80 \$28.56 29.42	\$TEP 4 2,645.60 5,732.13 68,785.60 \$33.07 34.06 34.57 34.92 35.27 \$TEP 4 2,377.60 5,151.47 61,817.60 \$29.72 30.61	\$TEP 5 2,749.60 5,957.47 71,489.60 \$34.37 35.40 35.93 36.29 36.65 \$TEP 5 2,472.80 5,357.73 64,292.80 \$30.91 31.84	\$TEP 6 2,838.40 6,149.87 73,798.40 \$35.48 36.54 37.09 37.46 37.84 STEP 6 2,570.40 5,569.20 66,830.40 \$32.13 33.09	\$TEP 7 2,931.20 6,350.93 76,211.20 \$36.64 37.74 38.31 38.69 39.08 \$TEP 7 2,664.80 5,773.73 69,284.80 \$33.31 34.31	\$100 \$3,023,20 \$3,023,20 \$6,550,27 \$78,603,20 \$37.79 \$38,92 \$39.51 \$39.90 \$40.30 \$1EP \$2,758.40 \$5,976.53 \$71,718.40 \$34.48 \$35.51
LEAD FLEET MAINTENANCE MECHANIC (Supervisor) STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WEEKLY 2,589.60 2,685.60 2,783.20 2,932.00 3,085.60 3,247.20 3,417.60 3,589.60 MONTHLY 5,610.80 5,818.80 6,030.27 6,352.67 6,685.47 7,035.60 7,404.80 7,777.47 ANNUAL 67,329.60 69,825.60 72,363.20 76,232.00 80,225.60 84,427.20 88,857.60 93,329.60 BASE PAY RATE PER HOUR \$32.37 \$33.57 \$34.79 \$36.65 \$38.57 \$40.59 \$42.72 \$44.87 with CWEA Grade 1 Cert. +3% 33.34 34.58 35.83 37.75 39.73 41.81 44.00 46.22 MECHANIC STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WEEKLY 2,358.40 2,453.60 2,548.80 2,645.60 2,749.60 2,839.20 2,931.20 3,023.20 MONTHLY 5,109.87 5,31	PUMP STATION MECHANIC BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 3 Cert. +1% with CWEA Grade 4 Cert. +1% SEWER MAINTENANCE WORKER BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5%	\$TEP 1 2,358.40 5,109.87 61,318.40 \$29.48 30.36 30.82 31.13 31.44 \$TEP 1 2,092.00 4,532.67 54,392.00 \$26.93 27.34	\$TEP 2 2,453.60 5,316.13 63,793.60 \$30.67 31.59 32.06 32.38 32.71 \$TEP 2 2,188.00 4,740.67 56,888.00 \$28.17 28.59	\$TEP 3 2,548.80 5,522.40 66,268.80 \$31.86 32.82 33.31 33.64 33.98 STEP 3 2,284.80 4,950.40 59,404.80 \$28.56 29.42 29.86	\$TEP 4 2,645.60 5,732.13 68,785.60 \$33.07 34.96 34.57 34.92 35.27 \$TEP 4 2,377.60 5,151.47 61,817.60 \$29.72 30.61 31.07	\$TEP 5 2,749.60 5,957.47 71,489.60 \$34.37 35.40 35.93 36.29 36.65 \$TEP 5 2,472.80 \$357.73 64,292.80 \$30.91 31.84 32.31	\$TEP 6 2,838.40 6,149.87 73,798.40 \$35.48 36.54 37.09 37.46 37.84 STEP 6 2,570.40 5,569.20 66,830.40 \$32.13 33.09 33.59	\$1EP 7 2,931.20 6,350.93 76,211.20 \$36.64 37.74 38.31 38.69 39.08 \$1EP 7 2,664.80 5,773.73 69,284.80 \$33.31 34.31 34.82	\$1EP 8 3,023.20 6,550.27 78,603.20 \$37.79 38.92 39.51 39.90 40.30 \$1EP 8 2,758.40 5,976.53 71,718.40 \$34.48 35.51 36.05
BI-WEEKLY 2,589.60 2,685.60 2,783.20 2,932.00 3,085.60 3,247.20 3,417.60 3,589.60 MONTHLY 5,610.80 5,818.80 6,030.27 6,352.67 6,685.47 7,035.60 7,404.80 7,777.47 ANNUAL 67,329.60 69,825.60 72,363.20 76,232.00 80,225.60 84,427.20 88,857.60 93,329.60 BASE PAY RATE PER HOUR \$32.37 \$33.57 \$34.79 \$36.65 \$38.57 \$40.59 \$42.72 \$44.87 with CWEA Grade 1 Cert. +3% 33.34 34.58 35.83 37.75 39.73 41.81 44.00 46.22 MECHANIC STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WEEKLY 2,358.40 2,453.60 2,548.80 2,645.60 2,749.60 2,839.20 2,931.20 3,023.20 MONTHLY 5,109.87 5,316.13 5,522.40 5,732.13 5,957.47 6,151.60 6,350.93 6,550.27 ANNUAL	PUMP STATION MECHANIC BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 3 Cert. +1% with CWEA Grade 4 Cert. +1% SEWER MAINTENANCE WORKER BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 3 Cert. +1.5% with CWEA Grade 3 Cert. +1.5%	\$TEP 1 2,358.40 5,109.87 61,318.40 \$29.48 30.36 30.82 31.13 31.44 STEP 1 2,092.00 4,532.67 54,392.00 \$26.93 27.34 27.61	\$TEP 2 2,453.60 5,316.13 63,793.60 \$30.67 31.59 32.06 32.38 32.71 \$TEP 2 2,188.00 4,740.67 56,888.00 \$27.35 28.17 28.59 28.88	\$TEP 3 2,548.80 5,522.40 66,268.80 \$31.86 32.82 33.31 33.64 33.98 \$TEP 3 2,284.80 4,950.40 59,404.80 \$29.42 29.86 30.16	\$TEP 4 2,645.60 5,732.13 68,785.60 \$33.07 34.06 34.57 34.92 35.27 \$TEP 4 2,377.60 5,151.47 61,817.60 \$29.72 30.61 31.07 31.38	\$TEP 5 2,749.60 5,957.47 71,489.60 \$34.37 35.40 35.93 36.29 36.65 \$TEP 5 2,472.80 5,357.73 64,292.80 \$31.84 32.31 32.64	\$TEP 6 2,838.40 6,149.87 73,798.40 \$35.48 36.54 37.09 37.46 37.84 STEP 6 2,570.40 5,569.20 66,830.40 6332.13 33.09 33.59 33.93	\$TEP 7 2,931.20 6,350.93 76,211.20 \$36.64 37.74 38.31 38.69 39.08 \$TEP 7 2,664.80 5,773.73 69,284.80 \$33.31 34.31 34.82 35.17	\$10,000 \$10,00
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BASE PAY RATE PER HOUR \$32.37 \$33.57 \$34.79 \$36.65 \$38.57 \$40.59 \$42.72 \$44.87 with CWEA Grade 1 Cert. +3% 33.34 34.58 35.83 37.75 39.73 41.81 44.00 46.22 MECHANIC STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 BI-WEEKLY 2,358.40 2,453.60 2,548.80 2,645.60 2,749.60 2,839.20 2,931.20 3,023.20 MONTHLY 5,109.87 5,316.13 5,522.40 5,732.13 5,957.47 6,151.60 6,350.93 6,550.27 ANNUAL 61,318.40 63,793.60 66,268.80 68,785.60 71,489.60 73,819.20 76,211.20 78,603.20 BASE PAY RATE PER HOUR \$29.48 \$30.67 \$31.86 \$33.07 \$34.37 \$35.49 \$36.64 \$37.79	PUMP STATION MECHANIC BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 3 Cert. +1% with CWEA Grade 4 Cert. +1% SEWER MAINTENANCE WORKER BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 3 Cert. +1.5% with CWEA Grade 4 Cert. +1%	STEP 1 2,358.40 5,109.87 61,318.40 \$29.48 30.36 30.82 31.13 31.44 STEP 1 2,092.00 4,532.67 54,392.00 \$26.15 26.93 27.34 27.61 27.89 STEP 1 2,589.60	\$TEP 2 2,453.60 5,3793.60 \$30.67 31.59 32.06 32.38 32.71 \$TEP 2 2,188.00 4,740.67 56,888.00 \$28.17 28.59 28.17 \$STEP 2 2,685.60	\$TEP 3 2,548.80 5,522.40 66,268.80 \$31.86 32.82 33.31 33.64 33.98 \$TEP 3 2,284.80 4,950.40 59,404.80 \$29.42 29.86 30.16 30.46 \$TEP 3 2,783.20	\$TEP 4 2,645.60 5,732.13 68,732.13 68,732.13 34.06 34.57 34.92 35.27 \$TEP 4 2,377.60 \$1,511.47 61,817.60 \$29.72 30.61 31.07 31.38 31.70 \$TEP 4 2,932.00	\$TEP 5 2,749.60 5,957.47 71,489.60 \$34.37 35.40 35.93 36.29 36.65 \$TEP 5 2,472.80 \$35.773 64,292.80 \$30.91 31.84 32.31 32.64 \$32.96	\$TEP 6 2,838.40 6,149.87 73,798.40 \$35.48 36.54 37.09 37.46 37.84 STEP 6 2,570.40 5,569.20 66,830.40 \$32.13 33.09 33.59 33.93 34.27	\$TEP 7 2,931.20 6,350.93 76,211.20 \$36.64 37.74 38.31 38.69 39.08 \$TEP 7 2,664.80 5,773.73 69,284.80 \$33.31 34.31 34.82 35.17 35.52	\$1EP 8 3,023.20 6,550.27 78,603.20 \$37.79 38.92 39.51 39.90 40.30 \$1EP 8 2,758.40 5,976.53 71,718.40 \$35.51 36.05 36.47 \$1EP 8 3,589.60
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BI-WEEKLY 2,358.40 2,453.60 2,548.80 2,645.60 2,749.60 2,839.20 2,931.20 3,023.20 MONTHLY 5,109.87 5,316.13 5,522.40 5,732.13 5,957.47 6,151.60 6,350.93 6,550.27 ANNUAL 61,318.40 63,793.60 66,268.80 68,785.60 71,489.60 73,819.20 76,211.20 78,603.20 BASE PAY RATE PER HOUR \$29.48 \$30.67 \$31.86 \$33.07 \$34.37 \$35.49 \$36.64 \$37.79	PUMP STATION MECHANIC BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 3 Cert. +1% with CWEA Grade 4 Cert. +1% SEWER MAINTENANCE WORKER BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 3 Cert. +1% LEAD FLEET MAINTENANCE MECHANIC (Supervisor) BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR	\$TEP 1 2,358.40 5,109.87 61,318.40 \$29.48 30.36 30.82 31.13 31.44 \$TEP 1 2,092.00 4,532.67 54,392.00 \$26.15 26.93 27.34 27.61 27.89 \$TEP 1 2,589.60 5,610.80 67,329.60 \$32.37	\$TEP 2 2,453.60 5,316.13 63,793.60 \$30.67 31.59 32.06 32.38 32.71 \$TEP 2 2,188.00 4,740.67 56,888.00 \$27.35 28.17 28.59 28.88 29.17 \$TEP 2 2,685.60 5,818.80 69,825.60 \$33.57	\$TEP 3 2,548.80 5,522.40 66,268.80 \$31.86 32.82 33.31 33.64 33.98 STEP 3 2,284.80 4,950.40 59,404.80 \$29.42 29.86 30.16 30.46 STEP 3 2,783.20 6,030.27 72,363.20 \$34.79	\$TEP 4 2,645.60 5,732.13 68,785.60 \$33.07 34.96 34.97 35.27 \$TEP 4 2,377.60 5,151.47 61,817.60 \$29.72 30.61 31.07 31.38 31.70 \$TEP 4 2,932.00 6,352.67 76,232.00 \$36.65	\$TEP 5 2,749.60 5,957.47 71,489.60 \$34.37 35.40 35.93 36.29 36.65 \$TEP 5 2,472.80 \$35.773 64,292.80 \$30.91 31.84 32.31 32.64 32.96 \$TEP 5 3,085.60 6,685.47 80,225.60 \$38.57	\$TEP 6 2,838.40 6,149.87 73,798.40 \$35.48 37.98 37.46 37.84 STEP 6 2,570.40 5,569.20 66,830.40 6,332.13 33.09 33.59 33.93 34.27 STEP 6 3,247.20 7,035.60 84,427.20 \$40.59	\$1EP 7 2,931.20 6,350.93 76,211.20 \$36.64 37.74 38.69 39.08 \$1EP 7 2,664.80 \$43.31 34.31 34.82 35.17 35.52 \$1EP 7 3,417.60 7,404.80 88,857.60 \$42.72	\$1EP 8 3,023.20 6,550.27 78,603.20 \$37.79 38.92 39.91 40.30 \$1EP 8 2,758.40 5,976.53 71,718.40 \$34.48 35.51 36.05 36.41 36.77 \$1EP 8 3,589.60 7,777.47 93,329.60 \$44.87
MONTHLY 5,109.87 5,316.13 5,522.40 5,732.13 5,957.47 6,151.60 6,350.93 6,550.27 ANNUAL 61,318.40 63,793.60 66,268.80 68,785.60 71,489.60 73,819.20 76,211.20 78,603.20 BASE PAY RATE PER HOUR \$29.48 \$30.67 \$31.86 \$33.07 \$34.37 \$35.49 \$36.64 \$37.79	PUMP STATION MECHANIC BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 3 Cert. +1% with CWEA Grade 4 Cert. +1% SEWER MAINTENANCE WORKER BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 3 Cert. +1% LEAD FLEET MAINTENANCE MECHANIC (Supervisor) BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 4 Cert. +1%	\$TEP 1 2,358.40 5,109.87 61,318.40 \$29.48 30.36 30.82 31.13 31.44 STEP 1 2,092.00 4,532.67 54,392.00 \$26.93 27.34 27.61 27.89 STEP 1 2,589.60 5,610.80 67,329.60 \$32.37 33.34	\$TEP 2 2,453.60 5,316.13 63,793.60 \$30.67 31.59 32.06 32.38 32.71 \$TEP 2 2,188.00 4,740.67 56,888.00 5,27.35 28.17 28.59 28.88 29.17 \$TEP 2 2,685.60 5,818.80 69,825.60 \$33.57 34.58	\$12P 3 2,548.80 5,522.40 66,268.80 \$31.86 32.82 33.31 33.64 33.98 \$12P 3 2,284.80 4,950.40 59,404.80 \$28.56 29.42 29.86 30.16 30.46 \$1EP 3 2,783.20 6,030.27 72,363.20 \$34.79 35.83	\$TEP 4 2,645.60 5,732.13 68,785.60 \$33.07 34.06 34.57 34.92 35.27 \$TEP 4 2,377.60 5,151.47 61,817.60 \$29.72 30.61 31.07 31.38 31.70 \$TEP 4 2,932.00 6,352.67 76,232.00 \$36.65 37.75	\$TEP 5 2,749.60 5,957.47 71,489.60 \$34.37 35.40 35.93 36.29 36.65 \$TEP 5 2,472.80 5,357.73 64,292.80 31.84 32.31 32.64 32.96 \$TEP 5 3,085.60 6,685.47 80,225.60 \$38.57 39.73	\$TEP 6 2,838.40 6,149.87 73,798.40 \$35.48 36.54 37.09 37.46 37.84 \$TEP 6 2,570.40 5,569.20 66,830.40 33.09 33.59 33.93 34.27 \$TEP 6 3,247.20 7,035.60 84,427.20 \$40.59 41.81	\$TEP 7 2,931.20 6,350.93 76,211.20 \$36.64 37.74 38.31 38.69 39.08 \$TEP 7 2,664.80 5,773.73 69,284.80 \$33.31 34.82 35.17 35.52 \$TEP 7 3,417.60 7,404.80 88,857.60 \$42.72 44.00	\$TEP 8 3,023.20 6,550.27 78,603.20 \$37.79 38.92 39.51 39.90 40.30 \$TEP 8 2,758.40 5,976.53 71,718.40 \$34.48 35.51 36.05 36.41 36.77 \$TEP 8 3,589.60 7,777.47 93,329.60 \$44.87 46.22
ANNUAL 61,318.40 63,793.60 66,268.80 68,785.60 71,489.60 73,819.20 76,211.20 78,603.20 BASE PAY RATE PER HOUR \$29.48 \$30.67 \$31.86 \$33.07 \$34.37 \$35.49 \$36.64 \$37.79	PUMP STATION MECHANIC BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 3 Cert. +1% with CWEA Grade 4 Cert. +1% SEWER MAINTENANCE WORKER BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 3 Cert. +1% LEAD FLEET MAINTENANCE MECHANIC (Supervisor) BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3%	\$TEP 1 2,358.40 5,109.87 61,318.40 \$29.48 30.36 30.82 31.13 31.44 \$TEP 1 2,092.00 4,532.67 54,392.00 \$26.15 26.93 27.34 27.61 27.89 \$TEP 1 2,589.60 5,610.80 67,329.60 \$32.37 33.34	\$TEP 2 2,453.60 5,316.13 63,793.60 \$30.67 31.59 32.06 32.38 32.71 \$TEP 2 2,188.00 4,740.67 56,882.03 227.35 28.17 28.59 28.88 29.17 \$TEP 2 2,685.60 5,818.80 69,825.60 \$33.57 34.58	\$TEP 3 2,548.80 5,522.40 66,268.80 \$31.86 32.82 33.31 33.64 33.98 \$TEP 3 2,284.80 4,950.40 59,404.80 \$28.56 29.42 29.86 30.16 30.46 \$TEP 3 2,783.20 6,030.27 72,363.20 \$34.79 35.83	\$TEP 4 2,645.60 5,732.13 68,785.60 \$33.07 34.06 34.57 34.92 35.27 \$TEP 4 2,377.60 5,151.47 61,817.60 \$29.72 31.38 31.70 \$TEP 4 2,932.00 6,352.67 76,232.00 \$36.65 37.75	\$TEP 5 2,749.60 5,957.47 71,489.60 \$34.37 35.40 35.93 36.29 36.65 \$TEP 5 2,472.80 5,357.73 64,292.80 \$30.91 31.84 32.31 32.64 32.96 \$TEP 5 3,085.60 6,685.47 80,225.60 \$38.57 39.73	\$TEP 6 2,838.40 6,149.87 73,798.40 \$35.48 36.54 37.09 37.46 37.84 \$TEP 6 2,570.40 5,569.20 66,830.40 \$32.13 33.09 33.59 33.93 34.27 \$TEP 6 3,247.20 7,035.60 84,427.20 \$40.59 41.81	\$12.00 (6.350.93) 76,211.20 (6.350.93) 76,211.20 (8.36.64) 37.74 (38.34) 38.69 (39.08) \$12.00 (5.773.73) (6.264.80) (5.773.73) (6.264.80) (3.34.31) 34.31 (3.35.52) \$12.00 (7.404.80) (8.88.57.60) (8.88.57.60) (8.42.72) (44.00) \$12.00 (6.350.93) (6.350.93	\$10,000 \$10,00
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	PUMP STATION MECHANIC BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 3 Cert. +1% with CWEA Grade 4 Cert. +1% SEWER MAINTENANCE WORKER BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% with CWEA Grade 2 Cert. +1.5% with CWEA Grade 3 Cert. +1% EEAD FLEET MAINTENANCE MECHANIC (Supervisor) BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 4 Cert. +1% LEAD FLEET MAINTENANCE MECHANIC (Supervisor) BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR with CWEA Grade 1 Cert. +3% MECHANIC BI-WEEKLY MONTHLY ANNUAL BASE PAY RATE PER HOUR	\$TEP 1 2,358.40 5,109.87 61,318.40 \$29.48 30.36 30.82 31.13 31.44 STEP 1 2,092.00 4,532.67 54,392.00 \$26.15 26.93 27.34 27.61 27.89 STEP 1 2,589.60 5,610.80 67,329.60 \$32.37 33.34 STEP 1 2,358.40 5,109.87 61,318.40 \$29.48	\$TEP 2 2,453.60 5,316.13 63,793.60 \$30.67 31.59 32.06 32.38 32.71 STEP 2 2,188.00 4,740.67 56,888.00 5,818.80 69,825.60 \$33.57 34.58 STEP 2 2,453.60 5,316.13 63,793.60 \$30.67	\$TEP 3 2,548.80 5,522.40 66,268.80 \$31.86 32.82 33.31 33.64 33.98 STEP 3 2,284.80 4,950.40 59,404.80 59,404.80 29.42 29.86 30.16 30.46 STEP 3 2,783.20 6,030.27 72,363.20 \$34.79 35.83 STEP 3 2,548.80 5,522.40 66,268.80 \$31.86	\$TEP 4 2,645.60 5,732.13 68,785.60 \$33.07 34.92 35.27 \$TEP 4 2,377.60 5,151.47 61,817.60 \$29.72 30.61 31.07 31.38 31.70 \$TEP 4 2,932.00 6,352.67 76,232.00 \$36.65 37.75 \$TEP 4 2,645.60 5,732.13 68,785.60 \$33.07	\$TEP 5 2,749.60 5,957.47 71,489.60 \$34.37 35.40 35.93 36.29 36.65 \$TEP 5 2,472.80 \$33.91 31.84 32.31 32.64 32.96 \$TEP 5 3,085.60 6,685.47 80,225.60 \$38.57 39.73 \$TEP 5 2,749.60 5,957.47 71,489.60 \$34.37	\$TEP 6 2,838.40 6,149.87 73,798.40 \$35.48 36.54 37.09 37.46 37.84 STEP 6 2,570.40 5,569.20 66,830.40 633.39 33.59 33.93 34.27 STEP 6 3,247.20 7,035.60 84,427.20 \$40.59 41.81 STEP 6 2,839.20 6,151.60 73,819.20 \$35.49	\$TEP 7 2,931.20 6,350.93 76,211.20 \$36.64 37.74 38.31 38.69 39.08 STEP 7 2,664.80 5,773.73 69,284.80 \$33.31 34.31 34.82 35.17 35.52 STEP 7 3,417.60 7,404.80 88,857.60 \$42.72 44.00 STEP 7 2,931.20 6,350.93 76,211.20 \$36.64	\$1EP 8 3,023.20 6,550.27 78,603.20 \$37.79 38.92 39.51 39.90 40.30 \$1EP 8 2,758.40 5,976.53 71,718.40 \$35.51 36.05 36.41 36.77 \$1EP 8 3,589.60 7,777.47 93,329.60 \$44.87 46.22 \$1EP 8 3,023.20 6,550.27 78,603.20 \$37.79

RESOLUTION NO. 2023-05

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE MIDWAY CITY SANITARY DISTRICT OF ORANGE COUNTY, CALIFORNIA, ADOPTING THE 2023-2024 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, 2023 – June 30, 2024, 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 7th day of March, 2023.

Tyler Diep, President

ATTEST:

Andrew Nguyen, Secretary

CERTIFICATION

I, Andrew Nguyen, Secretary of the MIDWAY CITY SANITARY DISTRICT of Orange County, California, do hereby certify that the foregoing Resolution No. 2023-05 was duly adopted at a meeting of the Governing Board of said District held on the 7 th day of March, 2023 by the following vote of the members of the Board:
AYES: NOES: ABSENT:
and I further certify that Tyler Diep, as President, and Andrew Nguyen, as Secretary, signed and approved said Resolution No. 2023-05 on the 7 th day of March, 2023. Andrew Nguyen, Secretary
(District Seal)
STATE OF CALIFORNIA)) ss. COUNTY OF ORANGE)
I, Andrew Nguyen, 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

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official Seal of said District this 7th day of March, 2023.

Resolution No 2023-05 passed and adopted by the Board of Directors of said District at a

meeting thereof held on the 7th day of March, 2023.

Andrew Nguyen, Secretary