

AFSCME Salary Schedules (July 1, 2021 – June 30, 2025)

ATTACHMENT A – UNIT 1 Effective January 1, 2022 (Pending Adoption)

| | Min. | | | | | | Max. |
|------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> | <u>STEP 5</u> | <u>STEP 6</u> | <u>STEP 7</u> |
| Library Assistant I | 3,493 | 3,668 | 3,851 | 4,044 | 4,246 | 4,458 | 4,681 |
| Library Assistant II | 3,881 | 4,075 | 4,279 | 4,493 | 4,718 | 4,954 | 5,202 |
| Librarian I | 4,761 | 4,999 | 5,249 | 5,511 | 5,787 | 6,076 | 6,380 |
| Librarian II | 5,290 | 5,554 | 5,832 | 6,124 | 6,430 | 6,751 | 7,089 |
| Maintenance Worker I | 2,978 | 3,127 | 3,283 | 3,447 | 3,619 | 3,800 | 3,990 |
| Maintenance Worker II | 4,254 | 4,467 | 4,690 | 4,924 | 5,170 | 5,428 | 5,699 |
| Lead Maintenance Worker | 4,677 | 4,911 | 5,157 | 5,415 | 5,686 | 5,970 | 6,269 |
| Public Works Mechanic I | 4,022 | 4,223 | 4,434 | 4,656 | 4,889 | 5,133 | 5,390 |
| Public Works Mechanic II | 5,362 | 5,630 | 5,912 | 6,208 | 6,518 | 6,844 | 7,186 |
| WWTP Maintenance Mechanic I | 4,417 | 4,638 | 4,870 | 5,113 | 5,369 | 5,637 | 5,919 |
| WWTP Maintenance Mechanic II | 6,310 | 6,625 | 6,956 | 7,304 | 7,669 | 8,052 | 8,455 |
| WWTP Lead Mechanic | 6,939 | 7,286 | 7,650 | 8,033 | 8,435 | 8,857 | 9,300 |
| WWTP Operator II | 6,626 | 6,957 | 7,305 | 7,670 | 8,053 | 8,456 | 8,879 |
| WWTPO Operator III | 7,288 | 7,652 | 8,035 | 8,437 | 8,859 | 9,302 | 9,767 |
| Lab Analyst | 7,111 | 7,467 | 7,840 | 8,232 | 8,644 | 9,076 | 9,530 |

Note: salary ranges include internal/external adjustments with the 1.00% COLA applied

AFSCME Salary Schedules (July 1, 2021 – June 30, 2025)

2.00% COLA effective first full pay period after July 1, 2022

| | Min. | | | | | | Max. |
|---------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> | <u>STEP 5</u> | <u>STEP 6</u> | <u>STEP 7</u> |
| Library Assistant I | 3,564 | 3,742 | 3,929 | 4,125 | 4,331 | 4,548 | 4,775 |
| Library Assistant II | 3,959 | 4,157 | 4,365 | 4,583 | 4,812 | 5,053 | 5,306 |
| Librarian I | 4,856 | 5,099 | 5,354 | 5,622 | 5,903 | 6,198 | 6,508 |
| Librarian II | 5,397 | 5,667 | 5,950 | 6,247 | 6,559 | 6,887 | 7,231 |
| Maintenance Worker I | 3,037 | 3,189 | 3,348 | 3,515 | 3,691 | 3,876 | 4,070 |
| Maintenance Worker II | 4,337 | 4,554 | 4,782 | 5,021 | 5,272 | 5,536 | 5,813 |
| Lead Maintenance Worker | 4,771 | 5,010 | 5,261 | 5,524 | 5,800 | 6,090 | 6,394 |
| Public Works Mechanic I | 4,104 | 4,309 | 4,524 | 4,750 | 4,987 | 5,236 | 5,498 |
| Public Works Mechanic II | 5,470 | 5,743 | 6,030 | 6,332 | 6,649 | 6,981 | 7,330 |
| WWTP Maintenance Mechanic I | 4,505 | 4,730 | 4,967 | 5,215 | 5,476 | 5,750 | 6,037 |
| WWTP Maintenance Mechanic II | 6,435 | 6,757 | 7,095 | 7,450 | 7,822 | 8,213 | 8,624 |
| WWTP Lead Mechanic | 7,078 | 7,432 | 7,804 | 8,194 | 8,604 | 9,034 | 9,486 |
| WWTP Operator II | 6,758 | 7,096 | 7,451 | 7,824 | 8,215 | 8,626 | 9,057 |
| WWTPO Operator III | 7,434 | 7,806 | 8,196 | 8,606 | 9,036 | 9,488 | 9,962 |
| Lab Analyst | 7,253 | 7,616 | 7,997 | 8,397 | 8,817 | 9,258 | 9,721 |

AFSCME Salary Schedules (July 1, 2021 – June 30, 2025)

2.25% COLA effective first full pay period after July 1, 2023

| | Min. | | | | | | Max. |
|---------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> | <u>STEP 5</u> | <u>STEP 6</u> | <u>STEP 7</u> |
| Library Assistant I | 3,644 | 3,826 | 4,017 | 4,218 | 4,429 | 4,650 | 4,882 |
| Library Assistant II | 4,049 | 4,251 | 4,464 | 4,687 | 4,921 | 5,167 | 5,425 |
| Librarian I | 4,965 | 5,213 | 5,474 | 5,748 | 6,035 | 6,337 | 6,654 |
| Librarian II | 5,518 | 5,794 | 6,084 | 6,388 | 6,707 | 7,042 | 7,394 |
| Maintenance Worker I | 3,106 | 3,261 | 3,424 | 3,595 | 3,775 | 3,964 | 4,162 |
| Maintenance Worker II | 4,435 | 4,657 | 4,890 | 5,134 | 5,391 | 5,661 | 5,944 |
| Lead Maintenance Worker | 4,879 | 5,123 | 5,379 | 5,648 | 5,930 | 6,227 | 6,538 |
| Public Works Mechanic I | 4,195 | 4,405 | 4,625 | 4,856 | 5,099 | 5,354 | 5,622 |
| Public Works Mechanic II | 5,592 | 5,872 | 6,166 | 6,474 | 6,798 | 7,138 | 7,495 |
| WWTP Maintenance Mechanic I | 4,606 | 4,836 | 5,078 | 5,332 | 5,599 | 5,879 | 6,173 |
| WWTP Maintenance Mechanic II | 6,580 | 6,909 | 7,254 | 7,617 | 7,998 | 8,398 | 8,818 |
| WWTP Lead Mechanic | 7,237 | 7,599 | 7,979 | 8,378 | 8,797 | 9,237 | 9,699 |
| WWTP Operator II | 6,910 | 7,256 | 7,619 | 8,000 | 8,400 | 8,820 | 9,261 |
| WWTPO Operator III | 7,601 | 7,981 | 8,380 | 8,799 | 9,239 | 9,701 | 10,186 |
| Lab Analyst | 7,418 | 7,789 | 8,178 | 8,587 | 9,016 | 9,467 | 9,940 |

AFSCME Salary Schedules (July 1, 2021 – June 30, 2025)

2.25% COLA effective first full pay period after July 1, 2024

| | Min. | | | | | | Max. |
|---------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> | <u>STEP 5</u> | <u>STEP 6</u> | <u>STEP 7</u> |
| Library Assistant I | 3,725 | 3,911 | 4,107 | 4,312 | 4,528 | 4,754 | 4,992 |
| Library Assistant II | 4,139 | 4,346 | 4,563 | 4,791 | 5,031 | 5,283 | 5,547 |
| Librarian I | 5,076 | 5,330 | 5,597 | 5,877 | 6,171 | 6,480 | 6,804 |
| Librarian II | 5,641 | 5,923 | 6,219 | 6,530 | 6,857 | 7,200 | 7,560 |
| Maintenance Worker I | 3,175 | 3,334 | 3,501 | 3,676 | 3,860 | 4,053 | 4,256 |
| Maintenance Worker II | 4,535 | 4,762 | 5,000 | 5,250 | 5,513 | 5,789 | 6,078 |
| Lead Maintenance Worker | 4,989 | 5,238 | 5,500 | 5,775 | 6,064 | 6,367 | 6,685 |
| Public Works Mechanic I | 4,290 | 4,504 | 4,729 | 4,965 | 5,213 | 5,474 | 5,748 |
| Public Works Mechanic II | 5,719 | 6,005 | 6,305 | 6,620 | 6,951 | 7,299 | 7,664 |
| WWTP Maintenance Mechanic I | 4,710 | 4,945 | 5,192 | 5,452 | 5,725 | 6,011 | 6,312 |
| WWTP Maintenance Mechanic II | 6,729 | 7,065 | 7,418 | 7,789 | 8,178 | 8,587 | 9,016 |
| WWTP Lead Mechanic | 7,400 | 7,770 | 8,159 | 8,567 | 8,995 | 9,445 | 9,917 |
| WWTP Operator II | 7,066 | 7,419 | 7,790 | 8,180 | 8,589 | 9,018 | 9,469 |
| WWTPO Operator III | 7,772 | 8,161 | 8,569 | 8,997 | 9,447 | 9,919 | 10,415 |
| Lab Analyst | 7,585 | 7,964 | 8,362 | 8,780 | 9,219 | 9,680 | 10,164 |