

LOCAL 1 - 7/1/2026 Adopted December 18, 2024					
Job Title	Step A	Step B	Step C	Step D	Step E
Administrative Aid 1	\$ 26.47	\$ 27.78	\$ 29.20	\$ 30.64	\$ 32.18
Administrative Aid 2	\$ 29.15	\$ 30.60	\$ 32.15	\$ 33.75	\$ 35.43
Administrative Aid 3	\$ 32.93	\$ 34.55	\$ 36.29	\$ 38.09	\$ 40.01
Executive Assistant	\$ 42.15	\$ 44.58	\$ 46.81	\$ 49.15	\$ 51.61
HR/IT Specialist	\$ 34.92	\$ 36.46	\$ 38.29	\$ 40.22	\$ 42.22
Office/Finance Manager	\$ 55.56	\$ 58.35	\$ 61.78	\$ 64.86	\$ 68.12
Operations Manager	\$ 67.92	\$ 71.33	\$ 74.89	\$ 78.63	\$ 82.26
Water Resource Manager	\$ 54.80	\$ 57.55	\$ 60.71	\$ 63.74	\$ 66.93

LOCAL 39 - 7/1/2026 Adopted March, 7 2024					
Job Title	Step A	Step B	Step C	Step D	Step E
Maintenance Worker I	\$ 26.87	\$ 28.21	\$ 29.62	\$ 31.10	\$ 32.66
Maintenance Worker II	\$ 31.10	\$ 32.66	\$ 34.29	\$ 36.01	\$ 37.81
Wastewater Technician I	\$ 28.72	\$ 30.15	\$ 31.66	\$ 33.24	\$ 34.91
Wastewater Technician II	\$ 33.28	\$ 34.94	\$ 36.69	\$ 38.52	\$ 40.45
Canal Operator I	\$ 28.47	\$ 29.90	\$ 31.39	\$ 32.96	\$ 34.61
Canal Operator II	\$ 32.16	\$ 33.77	\$ 35.46	\$ 37.23	\$ 39.09
Distribution Operator I	\$ 27.38	\$ 28.75	\$ 30.19	\$ 31.70	\$ 33.28
Distribution Operator II	\$ 33.59	\$ 35.27	\$ 37.03	\$ 38.88	\$ 40.83
Water Treatment Plant Operator II	\$ 34.09	\$ 35.80	\$ 37.59	\$ 39.47	\$ 41.44
Water Treatment Plant Operator III	\$ 39.13	\$ 41.08	\$ 43.14	\$ 45.30	\$ 47.56
Maintenance Operator Lead	\$ 40.20	\$ 42.22	\$ 44.33	\$ 46.53	\$ 48.87
Distribution Operator Lead	\$ 41.15	\$ 43.21	\$ 45.37	\$ 47.64	\$ 50.02
Water Treatment Plant Operator Lead	\$ 43.03	\$ 45.18	\$ 47.44	\$ 49.81	\$ 52.30