

APPENDIX A GENERAL UNIT
EFFECTIVE July 5, 2026

<u>Title</u>	<u>Grade</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
	E 05	\$26.388	\$27.708	\$29.092	\$30.548	\$32.075
	E 06	\$26.961	\$28.312	\$29.724	\$31.212	\$32.774
	E 07	\$27.577	\$28.956	\$30.405	\$31.924	\$33.519
Water Quality Aide	E 08	\$28.210	\$29.623	\$31.099	\$32.655	\$34.291
	E 09	\$28.881	\$30.327	\$31.840	\$33.431	\$35.103
	E 10	\$29.527	\$31.004	\$32.556	\$34.183	\$35.892
	E 11	\$30.215	\$31.726	\$33.314	\$34.976	\$36.728
	E 12	\$30.918	\$32.464	\$34.089	\$35.790	\$37.583
Maintenance Worker I	E 13	\$31.665	\$33.247	\$34.913	\$36.658	\$38.489
Fisheries Aid	E 13	\$31.665	\$33.247	\$34.913	\$36.658	\$38.489
Utility Worker I	E 13	\$31.665	\$33.247	\$34.913	\$36.658	\$38.489
	E 14	\$32.374	\$33.992	\$35.696	\$37.480	\$39.353
	E 15	\$33.122	\$34.778	\$36.520	\$38.343	\$40.260
Customer Service/Accounting Technician	E 16	\$33.944	\$35.640	\$37.420	\$39.295	\$41.261
Water Conservation Technician	E 16	\$33.944	\$35.640	\$37.420	\$39.295	\$41.261
Maintenance Worker II	E 17	\$34.736	\$36.472	\$38.297	\$40.212	\$42.222
Fisheries Technician I	E 18	\$35.550	\$37.327	\$39.194	\$41.155	\$43.211
Plant Maintenance Tech I	E 18	\$35.550	\$37.327	\$39.194	\$41.155	\$43.211
Distribution Operator II	E 19	\$36.385	\$38.205	\$40.112	\$42.120	\$44.227
Utility Worker II	E 19	\$36.385	\$38.205	\$40.112	\$42.120	\$44.227
Fisheries Technician II	E 19	\$36.385	\$38.205	\$40.112	\$42.120	\$44.227
	E 20	\$37.246	\$39.108	\$41.063	\$43.115	\$45.271
	E 21	\$38.083	\$39.987	\$41.986	\$44.085	\$46.289
Chief Mechanic	E 22	\$39.023	\$40.976	\$43.025	\$45.176	\$47.436
Water Treatment Operator in Training	E 22	\$39.023	\$40.976	\$43.025	\$45.176	\$47.436
Plant Maintenance Technician II	E 22	\$39.023	\$40.976	\$43.025	\$45.176	\$47.436
Accountant	E 23	\$39.945	\$41.939	\$44.035	\$46.239	\$48.550
Buyer	E 23	\$39.945	\$41.939	\$44.035	\$46.239	\$48.550
Distribution Operator III	E 23	\$39.945	\$41.939	\$44.035	\$46.239	\$48.550
Maintenance Worker III	E 23	\$39.945	\$41.939	\$44.035	\$46.239	\$48.550
Payroll/Accounting Technician	E 23	\$39.945	\$41.939	\$44.035	\$46.239	\$48.550
Utility Worker III	E 23	\$39.945	\$41.939	\$44.035	\$46.239	\$48.550
Water Quality Aide/Cross Connection Spec	E 23	\$39.945	\$41.939	\$44.035	\$46.239	\$48.550
Electrical Mechanical Systems Tech I	E 24	\$40.885	\$42.931	\$45.079	\$47.332	\$49.699
Welder / Fabricator	E 24	\$40.885	\$42.931	\$45.079	\$47.332	\$49.699
Administrative Assistant	E 25	\$41.861	\$43.955	\$46.152	\$48.459	\$50.883
Information Technician	E 25	\$41.861	\$43.955	\$46.152	\$48.459	\$50.883
	E 26	\$42.812	\$44.951	\$47.200	\$49.559	\$52.040
Damtender / TP OP III	E 27	\$43.872	\$46.066	\$48.368	\$50.788	\$53.326
Junior Engineer	E 27	\$43.872	\$46.066	\$48.368	\$50.788	\$53.326
Maintenance Worker IV	E 27	\$43.872	\$46.066	\$48.368	\$50.788	\$53.326
Production Operator	E 27	\$43.872	\$46.066	\$48.368	\$50.788	\$53.326
Water Conservation Analyst	E 27	\$43.872	\$46.066	\$48.368	\$50.788	\$53.326
Water Conservation Specialist	E 27	\$43.872	\$46.066	\$48.368	\$50.788	\$53.326
Water Quality Laboratory Technician	E 27	\$43.872	\$46.066	\$48.368	\$50.788	\$53.326
Water Treatment Operator III	E 27	\$43.872	\$46.066	\$48.368	\$50.788	\$53.326
Electrical Mechanical Systems Tech II	E 28	\$44.919	\$47.165	\$49.523	\$51.999	\$54.598

Engineering Tech	E 28	\$44.919	\$47.165	\$49.523	\$51.999	\$54.598
GIS Tech	E 28	\$44.919	\$47.165	\$49.523	\$51.999	\$54.598
Utility Worker IV	E 28	\$44.919	\$47.165	\$49.523	\$51.999	\$54.598
Water Quality Specialist	E 30	\$47.083	\$49.437	\$51.910	\$54.503	\$57.229
GIS Coordinator	E 30	\$47.083	\$49.437	\$51.910	\$54.503	\$57.229
Associate Fisheries Biologist	E 31	\$48.218	\$50.627	\$53.161	\$55.816	\$58.609
Distribution Operator IV	E 31	\$48.218	\$50.627	\$53.161	\$55.816	\$58.609
Maintenance V	E 31	\$48.218	\$50.627	\$53.161	\$55.816	\$58.609
Operations Coordinator	E 31	\$48.218	\$50.627	\$53.161	\$55.816	\$58.609
Electrical Mechanical Systems Tech III	E 32	\$49.362	\$51.833	\$54.422	\$57.143	\$60.002
Utility Worker V	E 32	\$49.362	\$51.833	\$54.422	\$57.143	\$60.002
Water Treatment Operator IV	E 34	\$51.775	\$54.361	\$57.083	\$59.938	\$62.932
	E 35	\$52.968	\$55.620	\$58.399	\$61.316	\$64.383
Electrical Mechanical Systems Tech IV	E 36	\$54.299	\$57.012	\$59.866	\$62.857	\$66.001
	E 37	\$55.548	\$58.324	\$61.241	\$64.302	\$67.517
	E 38	\$56.883	\$59.729	\$62.714	\$65.847	\$69.140
	E 39	\$58.259	\$61.172	\$64.231	\$67.443	\$70.816
	E 40	\$59.661	\$62.645	\$65.776	\$69.065	\$72.518
Distribution Operator V	E 41	\$61.169	\$64.228	\$67.440	\$70.809	\$74.353
Lead Electrical & Instrumentation Wkr	E 41	\$61.169	\$64.228	\$67.440	\$70.809	\$74.353
	E 41	\$61.169	\$64.228	\$67.440	\$70.809	\$74.353
Water Treatment Operator V	E 41	\$61.169	\$64.228	\$67.440	\$70.809	\$74.353
	E 42	\$62.569	\$65.699	\$68.985	\$72.433	\$76.054
Scada & Communications Technician	E 43	\$64.090	\$67.295	\$70.659	\$74.193	\$77.900
	E 44	\$65.635	\$68.914	\$72.363	\$75.980	\$79.781
	E 45	\$67.227	\$70.590	\$74.118	\$77.825	\$81.716
	E 46	\$68.847	\$72.286	\$75.901	\$79.694	\$83.676