

SALARY ADJUSTMENT BASED ON PROPOSED LIUNA LABORER CBA

*As of January 2025

INITIAL PLACEMENT

ADDITIONAL STEP IF LESS THAN 2.5%

July 1, 2026 - 2%

July 1, 2027 - 2%

Recommended Title	Pay Grade	Step	Hourly	Annual Salary	% Increase	Additional Step if less than 3%	% Increase	Annual Salary	Amount increased per hour	\$ Difference	Amount increased per hour	Annual Difference	Amount increased per hour	Annual Difference
	315													
Water Treatment Plant Operator II	315 Laborer	5	\$35.38	\$73,590.40	0.8%	\$36.44	3.8%	\$75,795.20	\$1.33	\$2,764.32	\$0.73	\$1,515.90	\$0.74	\$1,546.22
Water Treatment Plant Operator II	315 Laborer	5	\$35.38	\$73,590.40	0.8%	\$36.44	3.8%	\$75,795.20	\$1.33	\$2,764.32	\$0.73	\$1,515.90	\$0.74	\$1,546.22
Meter Reader/Repair Tech	315 Laborer	2	\$32.38	\$67,350.40	1.7%	\$33.35	4.7%	\$69,368.00	\$1.50	\$3,126.76	\$0.67	\$1,387.36	\$0.68	\$1,415.11
Cemetery Sexton	315 Laborer	7	\$37.53	\$78,062.40	1.8%	\$38.66	4.9%	\$80,412.80	\$1.79	\$3,730.48	\$0.77	\$1,608.26	\$0.79	\$1,640.42
WW Treatment Plant Operator II	315 Laborer	4	\$34.35	\$71,448.00	2.7%				\$0.91	\$1,894.88	\$0.69	\$1,428.96	\$0.70	\$1,457.54
Water Treatment Plant Operator II	315 Laborer				VACANT									
	320													
Utility Technician IV	320 Laborer	4	\$37.10	\$77,168.00	0.6%	\$38.21	3.6%	\$79,476.80	\$1.34	\$2,794.48	\$0.76	\$1,589.54	\$0.78	\$1,621.33
Utility Technician IV	320 Laborer	4	\$37.10	\$77,168.00	0.6%	\$38.21	3.6%	\$79,476.80	\$1.34	\$2,794.48	\$0.76	\$1,589.54	\$0.78	\$1,621.33
WW Treatment Plant Operator III	320 Laborer	4	\$37.10	\$77,168.00	0.6%	\$38.21	3.6%	\$79,476.80	\$1.34	\$2,794.48	\$0.76	\$1,589.54	\$0.78	\$1,621.33
	325													
Water Quality Technician	325 Laborer	3	\$38.90	\$80,912.00	0.5%	\$40.07	3.5%	\$83,339.58	\$1.36	\$2,823.04	\$0.80	\$1,672.93	\$0.82	\$1,700.25
Water Quality Technician	325 Laborer	3	\$38.90	\$80,912.00	0.5%	\$40.07	3.5%	\$83,339.58	\$1.36	\$2,823.04	\$0.80	\$1,672.93	\$0.82	\$1,700.25
Water Treatment Plant Operator IV	325 Laborer	3	\$38.90	\$80,912.00	0.5%	\$40.07	3.5%	\$83,339.58	\$1.36	\$2,823.04	\$0.80	\$1,672.93	\$0.82	\$1,700.25
WW Treatment Plant Operator IV	325 Laborer	3	\$38.90	\$80,912.00	0.5%	\$40.07	3.5%	\$83,339.58	\$1.36	\$2,823.04	\$0.80	\$1,672.93	\$0.82	\$1,700.25

	Average % increase	Average increase per hour	Average Annual Difference
2025	3.9%	\$1.21	\$2,521.48
2026	2.0%	\$0.65	\$1,359.46
2027	2.0%	\$0.67	\$1,386.06