

Vacation Sell Back	Up to 80 hours of accrued vacation time may be sold back to the District once during the payroll year, before the last pay period of the payroll year.
Sick Leave Buyback	Up to 16 hours of sick leave may be converted to vacation or cash payment of up to 16 hours of sick leave, if the employee has not used more than 18 hours of sick leave in 6 months
Domestic Partners	Employees who register their domestic partner are eligible for all family emergency leaves
Transportation Subsidy	Eligible for Transportation Subsidy Program at 100% of the agreed upon amount for full time employees

28.1.3. Definition of Less Than Full-Time (Intermittent) Employees.

Less than full-time (Intermittent) employees are employees who work less than full-time but one-half or more of a standard workday or workweek, or more than 1040 aggregate hours in a payroll year.

28.1.4. Less Than Full-Time Employee Benefits. Less than full-time (intermittent) employees are entitled to the following benefits:

Holiday	6 hours of paid time for each District holiday, provided that the employee works or is in an authorized leave status the day before and the day after the holiday and works a minimum of 16 hours in the pay period in which the holiday falls
Birthday Floater Holiday	6 hours paid time
Vacation	Prorated accruals based on hours worked in accordance with Article 15
Sick Leave	Prorated accruals based on hours worked in accordance with Article 16
Job Injury	360 hours
Special Leave	Prorated at 75%; <u>Jury Duty</u> : based on hours scheduled; <u>Voting Time</u> : not to exceed 2 hours, and <u>Blood Donation</u> : granted 2 hours.
State Disability Insurance (SDI)	As prescribed by State

Health Insurance	The District will contribute 75% of the District's contribution for full-time employees for less than full-time employees and their eligible dependents who participate in an approved District health plan, provided that the employees pay the remaining premium cost by payroll deduction.
Dental and Vision Insurance	District pays 75% of premium provided employees pay 25% of the composite rates by payroll deduction
Long-term Disability Insurance (LTD)	Benefit based on salary
Life Insurance	Benefit based on salary
401k, 457 Deferred Compensation Plan	Eligible to participate (401k, 457 upon plan modification)
Work Out of Class	Eligible to work 360 hours per payroll year
Vacation Sell Back	Up to 80 hours of accrued vacation time may be sold back to the District once during the payroll year, before the last pay period of the payroll year.
Sick Leave Buyback	Up to 16 hours of sick leave may be converted to vacation or cash payment of up to 16 hours of sick leave, if the employee has not used more than 18 hours of sick leave in 6 months.
Domestic Partners	Employees who register their domestic partner are eligible for all family emergency leaves and may cover their domestic partner for medical insurance, dental and vision care.
Transportation Subsidy	Eligible for participation in the Transportation Subsidy Program at the agreed upon amount for full time employees
Medical Plan Non-Dual Enrollment Incentive	Employees who receive medical insurance coverage through their spouse or partner will receive \$112.50 a month, if they elect not to be covered under the District's medical plan
Supplemental Life Insurance	Employees may purchase additional life insurance in addition to what the District offers.

Tuition Refund	Eligible to be reimbursed 75% of the tuition reimbursement benefit per fiscal year, for classes and supplies required for job-related education classes.
Supplemental Benefits Program	Eligible to participate in and receive full benefits.

28.2. Job Share Program. Job sharing occurs when two (2) employees equally share the work responsibilities of one (1) full-time position on a voluntary basis. The procedural guidelines, salaries, benefits, and other terms and conditions of employment governing employees who have been approved to participate in a job share agreement are set forth in the February, 1991, Job Sharing Report to the General Manager.

28.3. Six (6) month temporary employees (Temp6) without civil service status

28.3.1. Definition. An appointment of no longer than six (6) months in a twelve (12) month period.

28.3.2. Seniority. Temp6 employees accrue District seniority as described in section 5.11 of this MOU.

28.3.3. Civil Service Exempt Status. Temp6 employees are exempt from the civil service and do not accrue service credit. However, if an employee with civil service status is appointed to a Temp6 position such employee shall not lose their civil service status and will continue to accrue service credit.

28.3.4. At Will Employment. Temp6 employees without civil service status are at will employees.

28. 3.5. Reduction in Force. Temp6 employees shall be the first separated from District employment in a reduction in force (Article 12), starting with the most recently hired (the highest employee ID number shall be used in the event of a tie). Separated Temp6 employees shall not be placed on the reinstatement list.

28.3.6. Retirement Service Credit. Six (6) month temporary employees without civil service status do not accrue service credit in the Retirement System but may buy service credit in accordance with the EBMUD Retirement System Ordinance.

28.3.7. Benefits and Leaves.

28.3.7.1 Eligible Special Pays, Benefits and Leaves. The complete and exhaustive list of eligible special pay, benefits, and leaves for Temp6 employees without civil service status, as described in this MOU, is as follows:

Health Plan Enrollment	• Health Insurance (18.1) • Vision Insurance (18.7) • Dental Insurance (18.3)
Paid Absence	• Holiday Pay (section 14.3). • Sick Leave (section 16.1).
Special Pay	• Continuous operations double-back pay (section 7.3.2) when assigned to an eligible position. • Rest periods (section 7.5). • Meal periods (section 7.6). • Fatigue time (section 7.10) • Overtime, but not as compensatory time (Article 8). • Call Time (Article 10). • Shift differentials (section 11.1).
Safety Shoes	• Eligible for one safety shoes allotment (section 29.2).

28. 4. Temporary Employees

28.4.1. This section 28.4., shall apply to newly hired (not employees with civil service status) LT/TC, and Temp6 employees for this section hereafter known as temporary employees. For the purposes of this MOU, 'temporary employees' are defined as individuals hired for a defined term, without expectation of permanent employment. Temporary employees shall not be considered regular employees unless they are hired into a permanent regular status position.

28.4.2. Onboarding and Information.

28.4.2.1. The District will ensure that temporary employees will attend New Employee Orientation within the first two months. During the first six months of temporary assignments, temporary employees will be allowed to attend trainings for interviews, job applications, and career paths to enhance their skills, gain knowledge about the District, improve their marketability, and improve their understanding of the recruitment processes.

28.4.2.2. Temporary employees shall receive information as required by law including their classification description, salary, anticipated length of employment, and procedures on how to apply for open regular status positions.

28.4.3. Training and Preparedness.

28.4.3.1 New Employee Orientation. Within the first two (2) months of employment temporary

employees shall attend New Employee Orientation to further their knowledge of the District.

28.4.3.2. Temporary employees shall be eligible to take EBMUD Learn classes to enhance their skills, marketability, and success in the recruitment process.

28.4.4. Career Development and Mobility.

28.4.4.1. Between the fourth and sixth month of employment temporary employees will have access to information and may attend workshops to discuss career ladders and ask questions about the recruitment process.

28.4.5. Opportunities for Permanent Employment

28.4.5.1. Conversion to permanent status employment is not automatic and is subject to the District's hiring process under the MUD Act and Civil Service Rules.

ARTICLE 29. SAFETY SHOES

29.1. Uniform Program. The District shall determine the provision of uniforms.

29.2 Safety Shoes. The District shall provide a safety shoe allotment annually (effective the first day of each fiscal year) for employees in classes included in the District's safety shoe program.

29.2.1 Employees shall, when possible, procure their District provided safety shoes at District-identified vendors. Employees can visit the selected vendors and select their shoes from the vendors provided that:

- 1) The shoes meet the ASTM-F2412-05 or ASTM-F2413-05 safety standards.
- 2) The after-tax cost for the shoes (and other shoe related items: boot inserts/insoles, toe caps, laces, socks, and/or shoe care products.) does not exceed two hundred and eighty-five dollars (\$285.00). Costs for shoes in excess of this amount shall be paid by the employee. Safety shoes may be purchased from District-identified vendors on District work time with supervisory approval and an employee identification badge must be shown to the contract supplier to verify District employment.

In the event that it is not possible for employees to purchase safety shoes from a District-identified vendor, they may use another vendor of the employee's choice. Employees obtaining safety shoes from other vendors shall not do so on District work time. Reimbursement requests shall include the brand and model number of the safety shoes on the receipt to ensure they meet the required safety standards. No employee shall submit more than two safety shoes reimbursement requests per fiscal year. All purchases and reimbursements are subject to verification.

29.2.2. The District-provided safety shoes for employees in the Wastewater

Department shall not be allowed to be removed from the District's property because of health, safety and department work rules.

29.2.3. Employees in the Paving Raker classifications, and Water Distribution Plumbers and Utility Laborers assigned to the Pipeline Construction Division (PCD) shall be granted a double allotment for safety shoes per year subject to the above conditions.

29.2.4 Meter Readers must purchase District approved safety walking shoes (as delineated in the work rules), in accordance with the maximum cost ceiling terms in Article 29.2.1.

ARTICLE 30. JOB SITE REPORTING

30.1. General District-Wide. The District shall have the right to assign and reassign employees to work locations, including direct reporting to such locations, in accordance with its operational requirements.

30.1.1. The District shall continue its past practice relating to Union represented employees of accommodating individuals where possible, reasonable, economical, and operationally feasible. If a reasonable accommodation cannot be made, then the District shall provide daily job site reporting payments in accordance with Section 30.2.3 below.

30.1.2 All employees shall have a regular assigned report site. All other circumstances shall be considered job site reporting, with the following exceptions:

- a. all day training workshops or seminars;
- b. assignment to an established District reporting facility for more than 30 consecutive working days;
- c. employee-requested accommodation, in writing, to report to a site other than the employee's regular reporting location.

This does not change the existing practices in the Pipeline Construction Division, except for (a).

30.2. Distribution Maintenance and Pipeline Construction Divisions.

30.2.1. The District intends to use job site reporting for pre-scheduled pipeline installation, construction, paving projects, tract service work, and other construction installation work. In addition, other maintenance and repair work may be determined to be appropriate by the District for job site reporting. Specific projects and jobs that management has determined to be appropriate for job site reporting will be posted on appropriate District bulletin boards as soon as is reasonable and practical to do so.

30.2.2. In the Distribution Maintenance Division, crews may be assigned to job site report. Job site reporting will be rotated among crews within a Service Center as equitably as possible. Crewmembers may trade job site reporting assignments with supervisory approval.

30.2.3. The District will pay \$30.00 per workday for each employee who is authorized or required to report directly to a District job site.

30.2.4. The District will make reasonable efforts to assign crews or individuals to job sites that are adjacent to their current reporting assignments. The District will also consider individual preferences for job site location and individual hardships in any job site reporting situation.

30.2.5. Employees authorized to drive District vehicles from their houses to District job sites shall not be eligible for the above job site reporting premiums. Job site reporting premiums shall be exclusive of shift differentials and other benefits; and such premium shall not be used for computing overtime, retirement, life insurance or any other District benefit.

30.2.6. When employees drive their personal vehicle to job sites and are subsequently assigned to another work location that necessitates the employee driving their vehicle, the District will reimburse the employee in accordance with Section 7.9, for transportation from job site to job site. Employees will not be reimbursed mileage from home to a job site or from a job site to home.

30.2.7. The Union agrees to maintain records of jobs that they consider inappropriate for job site reporting and submit them to the Personnel Department on a quarterly basis. The parties agree to consult on an annual basis regarding job site reporting in order to improve the system and eliminate practices that the parties agree should be corrected.

30.2.8. There shall be no loss of time or pay while job site reporting due to inclement weather, equipment failure, or other reasons which may cause the cancellation of a job site reporting project.

ARTICLE 31. OTHER TERMS AND CONDITIONS

31.1. Term. This Memorandum shall not be effective until acted upon by the District Board of Directors and shall remain in effect from 12:01 a.m., April 21, 2025 through April 16, 2028. If at least ninety (90) days prior to the expiration date either party shall not have served written notice upon the other that it desires revision or modification of any designated provision or provisions contained herein, or termination of all such provisions, it shall be automatically renewed for successive periods of one (1) year.

31.2. No Implied Waiver. If at any time the Union or the District shall not elect to assert its rights under any provisions of this Memorandum in the event of a breach thereof, such lack of action in this respect shall not be construed as a continued waiver of any rights under the provisions of this Memorandum.

31.3. Construction. Except as otherwise expressly provided in this Memorandum, this Memorandum shall be interpreted in a manner consistent with the District's Employer-

Employee Relations Resolution and with all written District policies and procedures.

31.3.1. It is understood and agreed that where provisions of this Memorandum make necessary the adoption, amendment or revision of District Civil Service Rules, Policy & Procedure Statements or other rules or regulations, the District will prepare proposed amendments and revisions to rules, policies or procedures to conform with the provisions of this Memorandum.

31.4. Savings Clause and Future Negotiations. Should any part of this Memorandum, or any provision contained herein, be rendered or declared invalid by reason of any existing or subsequently enacted legislation, or by any decree of any court of competent jurisdiction, such invalidation of such part or portion of this Memorandum shall not invalidate the remaining portions thereof. The remaining portions or parts shall remain in full force and effect. It is mutually agreed that upon any such invalidation, the District and the Union will meet and confer with reference to the parts and provisions thus invalidated.

31.5. Future Negotiations and Amendment of Agreement.

31.5.1. The right to present any demands or proposals, whether discussed or not in the negotiations which led to this Memorandum, is hereby waived by the District and the Union, except as provided in this Memorandum.

31.5.2. The District and the Union agree that amendment or supplement to this Memorandum may be accomplished, insofar as permitted by law, by mutual agreement of the parties.

31.5.3. During the term of this contract, the parties will exclude from this provision (31.5 "Zipper Clause") and separately negotiate any revisions to the Civil Service Rules and District Policies and Procedures not contained in this MOU.

31.6. Successor Clause. In the event Local 444 elects to merge with Local 2019, American Federation of State, County, and Municipal Employees, AFL-CIO during the term of this Memorandum, the District agrees to recognize the surviving union as the exclusive bargaining representative as specified in Article 1 for each of the bargaining units listed in Appendix A of this

Memorandum. Further, the terms and conditions of this Memorandum shall continue to apply only to those employees in the bargaining units formerly represented by Local 444 as specified in Appendix A and shall not be applied to employees formerly represented separately by Local 2019. Similarly, none of the terms and conditions of the Memorandum of Understanding separately negotiated between the District and Local 2019 for the bargaining units formerly represented separately by Local 2019 shall be applicable to any of the bargaining units formerly represented by Local 444.

31.7 Transit Subsidy. The District will provide a transportation subsidy up to a value of \$105 per month to subsidize the cost of an employee's regular commute between

work and home. Public Transportation commuters receive the subsidy by Commuter Check Voucher, Commuter Check Prepaid MasterCard, Clipper or Chariot SF. Effective July 1, 2018 the transportation subsidy value will increase by the following schedule:

- July 1, 2018 to \$125 per month
- July 1, 2019 to \$135 per month
- July 1, 2020 to \$145 per month

31.8 The District will provide employees interest-free loans up to thirty-five hundred (\$3,500) dollars for the purchase of personal computers. Employee loans will be subject to the District's Employee Computer Financial Assistance Program Guidelines. The program guidelines and administration of the computer loan program are not subject to the meet and confer process, nor the Union's grievance procedure.

31.9 **Memorandum of Understanding Printing.** The District and the Union will pay equal amounts toward the cost of printing copies of the MOUs. The District will prepare the MOU document for printing.

IN WITNESS WHEREOF, the parties hereto by their duly authorized representatives have executed this Contract dated, on this _____ day of _____ 2025.

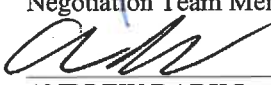
**EAST BAY
MUNICIPAL UTILITY DISTRICT**

**LOCAL 444
AMERICAN FEDERATION OF STATE, COUNTY
AND MUNICIPAL EMPLOYEES**

 9/30/25
STACEY CUE Date
Chief Negotiator

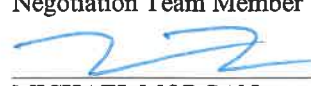
 9/16/2025
CRYSTAL YEZMAN Date
Negotiation Team Member

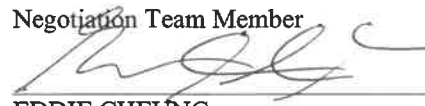
 9/16/25
ROBERTO CORTEZ Date
Negotiation Team Member

 9/16/2025
ANDREW DADKO Date
Negotiation Team Member

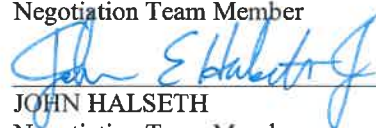
 9/16/25
ERIC LARSEN Date
Chief Negotiator

 10-1-25
GILBERT LOREDO Date
Negotiation Team Member

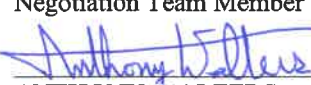
 9/16/25
MICHAEL MORGAN Date
Negotiation Team Member

 9/16/25
EDDIE CHEUNG Date
Negotiation Team Member

 9/16/25
DAVID GONZALEZ Date
Negotiation Team Member

 9/16/25
JOHN HALSETH Date
Negotiation Team Member

 9/16/2025
KEVIN AMDAHL Date
Negotiation Team Member

 9-16-2025
ANTHONY WALTERS Date
Union Representative

SUPPLEMENTAL AGREEMENT NO. 1
ELECTRONIC METER READING (EMR)

Recognizing the need to maintain the efficiency of District operations and to implement new technology to perform its mission, the District and Union agree that the operation of Electronic Meter Reading shall be done in a manner as to improve work quality and provide for a harmonious work environment.

- A. The District will advise and consult the Union prior to:
 - (a) Using any timing stamp, devices or code to measure the speed and/or accuracy of meter reads of any one employee or group of employees.
 - (b) Implementing revised or new standards for the safe, efficient and effective reading of meters by District employees.
- B. The District agrees to solicit and consider the comments from the Meter Reading staff during the operation of the EMR and will provide necessary training on the EMR system to insure that meter reading employees are trained and qualified to efficiently and effectively operate this equipment.
- C. Both the District and Union encourage Meter Reading employees to work in a safe manner consistent with the requirements of the work to be performed in compliance with all Federal and State health and safety laws.

ATTACHMENT #1

CERTIFICATION OF SECRETARY OF UNION

I certify that the membership dues or service charge for employees in all bargaining units is
\$_____per_____.

Date:_____

Signature: _____

Secretary of Union

Date of Delivery to District

APPENDIX A**UNITS/CLASS TITLES****AFSCME, LOCAL 444**

These lists of classifications include all Limited Term and Temporary Construction classes that are related to Local 444 represented classifications

PARDEE/AQUEDUCT UNIT

CARPENTRY WORKER I
CARPENTRY WORKER II
CARPENTRY WORKER III
CARPENTER
ELECTRICAL WORKER I
ELECTRICAL WORKER II
ELECTRICAL WORKER III
ELECTRICAL TECHNICIAN
GENERAL EQUIPMENT MECHANIC
HYDROELECTRIC POWER PLANT MECHANIC
HYDROELECTRIC POWER PLANT OPERATOR I
HYDROELECTRIC POWER PLANT OPERATOR II
INSTRUMENT WORKER I
INSTRUMENT WORKER II
INSTRUMENT WORKER III
INSTRUMENT TECHNICIAN
MAINTENANCE MACHINIST
MAINTENANCE SPECIALIST I
MAINTENANCE SPECIALIST II
MAINTENANCE SPECIALIST III
MATERIALS SPECIALIST
STOREKEEPER I
STOREKEEPER II
TREATMENT PLANT SPECIALIST

WATER POLLUTION CONTROL OPERATING UNIT

ELECTRICAL WORKER I
ELECTRICAL WORKER II
ELECTRICAL WORKER III

WATER POLLUTION CONTROL OPERATING UNIT – continued

ELECTRICAL TECHNICIAN
GROUNDS MAINTENANCE SPECIALIST I
GROUNDS MAINTENANCE SPECIALIST II
HEAVY EQUIPMENT OPERATOR
HEAVY TRANSPORT OPERATOR
INSTRUMENT WORKER I
INSTRUMENT WORKER II
INSTRUMENT WORKER III
INSTRUMENT TECHNICIAN
JANITOR
MATERIALS SPECIALIST
PLANT MAINTENANCE MECHANIC
PLANT MAINTENANCE WORKER I
PLANT MAINTENANCE WORKER II
PLANT MAINTENANCE WORKER III
STOREKEEPER I
STOREKEEPER II
WASTEWATER PLANT OPERATOR TRAINEE
WASTEWATER PLANT OPERATOR I
WASTEWATER PLANT OPERATOR II

METER READING UNIT

METER READER

OPERATIONS AND MAINTENANCE DIVISION UNIT

AUTOMOTIVE MAINTENANCE WORKER I
AUTOMOTIVE MAINTENANCE WORKER II
AUTOMOTIVE MAINTENANCE WORKER III
AUTOMOTIVE MECHANIC A
AUTOMOTIVE MECHANIC B
AUTOMOTIVE SERVICES ATTENDANT I
AUTOMOTIVE SERVICES ATTENDANT II
CARPENTER
CARPENTRY WORKER I
CARPENTRY WORKER II
CARPENTRY WORKER III
CONCRETE FINISHER I
CONCRETE FINISHER II
CRANE OPERATOR

OPERATIONS AND MAINTENANCE DIVISION UNIT – continued

ELECTRICAL WORKER I
ELECTRICAL WORKER II
ELECTRICAL WORKER III
ELECTRICAL TECHNICIAN
ELECTRONIC TECHNICIAN
FACILITY SPECIALIST I
FACILITY SPECIALIST II
FACILITY TECHNICIAN
FACILITY FOREMAN
HEAVY EQUIPMENT MAINTENANCE WORKER I
HEAVY EQUIPMENT MAINTENANCE WORKER II
HEAVY EQUIPMENT MAINTENANCE WORKER III
HEAVY EQUIPMENT MECHANIC
HEAVY EQUIPMENT OPERATOR
HEAVY FORKLIFT OPERATOR
HEAVY TRANSPORT OPERATOR
INSTRUMENT WORKER I
INSTRUMENT WORKER II
INSTRUMENT WORKER III
INSTRUMENT TECHNICIAN
JANITOR
JANITOR FOREMAN
MACHINING AND MAINTENANCE WORKER I
MACHINING AND MAINTENANCE WORKER II
MACHINING AND MAINTENANCE WORKER III
MAINTENANCE MACHINIST
METER MECHANIC I
METER MECHANIC II
CROSS CONNECTION SPECIALIST
METER READER/MECHANIC
METER READER/MECHANIC FOREMAN
PAINTER
PAINTER FOREMAN
PAINTING WORKER I
PAINTING WORKER II
PAINTER WORKER III
PAVING CREW FOREMAN
PAVING RAKER A
PAVING RAKER B
PAVING RAKER C
PIPELINE WELDER I
PIPELINE WELDER II
PIPELINE WELDER III

OPERATIONS AND MAINTENANCE DIVISION UNIT (cont'd)

PLANT MAINTENANCE MECHANIC
PLANT MAINTENANCE WORKER I
PLANT MAINTENANCE WORKER II
PLANT MAINTENANCE WORKER III
POWER PLANT MECHANIC/OPERATOR
SENIOR MECHANIC
SENIOR CROSS CONNECTION SPECIALIST
STOREKEEPER I
STOREKEEPER II
TRUCK DRIVER II
UTILITY LABORER
WATER DISTRIBUTION CREW FOREMAN
WATER DISTRIBUTION PLUMBER I
WATER DISTRIBUTION PLUMBER II
WATER DISTRIBUTION PLUMBER III
WATER DISTRIBUTION PLUMBER IV

LAND RESOURCES UNIT

GROUNDS MAINTENANCE SPECIALIST I
GROUNDS MAINTENANCE SPECIALIST II
GROUNDS MAINTENANCE FOREMAN

EBMUD
ALPHABETICAL SALARY SCHEDULE
Effective April 21, 2025

Includes Board approved changes adopted July 8, 2025, effective April 21, 2025.
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Probation Period*	Class Code	Class Title	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
12	8570	Automotive Maintenance Worker I	53	0	0	7,644	8,026	8,427	8,848
12	8572	Automotive Maintenance Worker II	56	0	0	8,231	8,643	9,075	9,529
12	8568	Automotive Maintenance Worker III	58	0	0	8,644	9,076	9,530	10,007
12	8565	Automotive Mechanic A	60	0	0	9,077	9,531	10,008	10,508
12	8564	Automotive Mechanic B	62	0	0	9,543	10,020	10,521	11,047
6	8983	Automotive Services Attendant I	48	0	0	6,753	7,091	7,446	7,818
6	8981	Automotive Services Attendant II	52	0	0	7,454	7,827	8,218	8,629
12	8616	Carpenter	62	0	0	9,543	10,020	10,521	11,047
12	8615	Carpentry Worker I	50	0	0	7,090	7,445	7,817	8,208
12	8614	Carpentry Worker II	54	0	0	7,834	8,226	8,637	9,069
12	8618	Carpentry Worker III	58	0	0	8,644	9,076	9,530	10,007
6	8974	Concrete Finisher I	54	0	0	7,834	8,226	8,637	9,069
6	8836	Concrete Finisher II	58	0	0	8,644	9,076	9,530	10,007
12	8314	Crane Operator	62	0	0	9,543	10,020	10,521	11,047
12	8582	Cross-Connection Specialist	61	0	0	9,312	9,778	10,267	10,780
12	8636	Electrical Technician	67	0	0	10,793	11,333	11,900	12,495
12	8640	Electrical Worker I	51	0	0	7,268	7,631	8,013	8,414
12	8639	Electrical Worker II	55	0	0	8,028	8,429	8,850	9,293
12	8638	Electrical Worker III	59	0	0	8,862	9,305	9,770	10,258
12	8632	Electronic Technician	61	0	0	9,312	9,778	10,267	10,780
12	8707	Facility Foreman	67	0	0	10,793	11,333	11,900	12,495
12	8701	Facility Specialist I	55	0	0	8,028	8,429	8,850	9,293
12	8705	Facility Specialist II	61	0	0	9,312	9,778	10,267	10,780
6	8704	Facility Technician	59	0	0	8,862	9,305	9,770	10,258
12	8530	General Equipment Mechanic	62	0	0	9,543	10,020	10,521	11,047
6	7517	Grounds Maintenance Foreman	64	0	0	10,026	10,527	11,053	11,606
6	7522	Grounds Maintenance Specialist I	48	0	0	6,753	7,091	7,446	7,818
6	7520	Grounds Maintenance Specialist II	52	0	0	7,454	7,827	8,218	8,629
6	8534	Heavy Equipment Maintenance Worker I	53	0	0	7,644	8,026	8,427	8,848
6	8536	Heavy Equipment Maintenance Worker II	56	0	0	8,231	8,643	9,075	9,529
12	8538	Heavy Equipment Maintenance Worker III	58	0	0	8,644	9,076	9,530	10,007
12	8526	Heavy Equipment Mechanic	62	0	0	9,543	10,020	10,521	11,047
12	8324	Heavy Equipment Operator	61	0	0	9,312	9,778	10,267	10,780
12	8315	Heavy Forklift Operator	57	0	0	8,435	8,857	9,300	9,765
12	8328	Heavy Transport Operator	58	0	0	8,644	9,076	9,530	10,007
12	8117	Hydroelectric Power Plant Mechanic	67	0	0	10,793	11,333	11,900	12,495

Probation Period*	Class Code	Class Title	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
12	8119	Hydroelectric Power Plant Operator I	59	0	0	8,862	9,305	9,770	10,258
12	8118	Hydroelectric Power Plant Operator II	65	0	0	10,276	10,790	11,330	11,896
12	8838	Instrument Technician	66	0	0	10,532	11,059	11,612	12,193
12	8842	Instrument Worker I	53	0	0	7,644	8,026	8,427	8,848
12	8841	Instrument Worker II	57	0	0	8,435	8,857	9,300	9,765
12	8840	Instrument Worker III	61	0	0	9,312	9,778	10,267	10,780
6	7736	Janitor	44	0	0	6,119	6,425	6,746	7,083
6	7734	Janitor Foreman	52	0	0	7,454	7,827	8,218	8,629
NA	8994	LT Technical Trades Apprentice	44A**	0	0	6,482	6,806	7,146	0
12	8642	Machining & Maintenance Worker I	53	0	0	7,644	8,026	8,427	8,848
12	8569	Machining & Maintenance Worker II	56	0	0	8,231	8,643	9,075	9,529
12	8529	Machining & Maintenance Worker III	59	0	0	8,862	9,305	9,770	10,258
12	8527	Maintenance Machinist	66	0	0	10,532	11,059	11,612	12,193
12	8964	Maintenance Specialist I	52	0	0	7,454	7,827	8,218	8,629
12	8963	Maintenance Specialist II	56	0	0	8,231	8,643	9,075	9,529
12	8962	Maintenance Specialist III	62	0	0	9,543	10,020	10,521	11,047
12	8453	Materials Specialist	57	0	0	8,435	8,857	9,300	9,765
12	8585	Meter Mechanic I	49	0	0	6,923	7,269	7,632	8,014
12	8583	Meter Mechanic II	57	0	0	8,435	8,857	9,300	9,765
6	5945	Meter Reader	52	6,761	7,099	7,454	7,827	8,218	8,629
6	8580	Meter Reader/Mechanic	54	0	0	7,834	8,226	8,637	9,069
12	8579	Meter Reader/Mechanic Foreman	64	0	0	10,026	10,527	11,053	11,606
12	8626	Painter	60	0	0	9,077	9,531	10,008	10,508
12	8621	Painter Foreman	67	0	0	10,793	11,333	11,900	12,495
12	8630	Painting Worker I	50	0	0	7,090	7,445	7,817	8,208
12	8629	Painting Worker II	54	0	0	7,834	8,226	8,637	9,069
12	8628	Painting Worker III	58	0	0	8,644	9,076	9,530	10,007
12	8255	Paving Crew Foreman	68	0	0	11,068	11,621	12,202	12,812
6	8973	Paving Raker A	56	0	0	8,231	8,643	9,075	9,529
6	8991	Paving Raker B	59	0	0	8,862	9,305	9,770	10,258
6	8995	Paving Raker C	60	0	0	9,077	9,531	10,008	10,508
12	8557	Pipeline Welder I	53	0	0	7,644	8,026	8,427	8,848
12	8555	Pipeline Welder II	57	0	0	8,435	8,857	9,300	9,765
12	8553	Pipeline Welder III	63	0	0	9,785	10,274	10,788	11,327
12	8540	Plant Maintenance Mechanic	64	0	0	10,026	10,527	11,053	11,606
6	8544	Plant Maintenance Worker I	53	0	0	7,644	8,026	8,427	8,848
12	8546	Plant Maintenance Worker II	56	0	0	8,231	8,643	9,075	9,529
12	8542	Plant Maintenance Worker III	59	0	0	8,862	9,305	9,770	10,258
12	8125	Power Plant Mechanic/Operator	65	0	0	10,276	10,790	11,330	11,896
12	8587	Senior Cross Connection Specialist	65	0	0	10,276	10,790	11,330	11,896
12	8566	Senior Mechanic	67	0	0	10,793	11,333	11,900	12,495
6	8456	Storekeeper I	48	0	0	6,753	7,091	7,446	7,818
6	8455	Storekeeper II	54	0	0	7,834	8,226	8,637	9,069

Probation Period*	Class Code	Class Title	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
12	8130	Treatment Plant Specialist	62	0	0	9,543	10,020	10,521	11,047
12	8334	Truck Driver II	57	0	0	8,435	8,857	9,300	9,765
6	8980	Utility Laborer	51	0	0	7,268	7,631	8,013	8,414
12	8141	Wastewater Plant Operator I	60	0	0	9,077	9,531	10,008	10,508
12	8140	Wastewater Plant Operator II	64	0	0	10,026	10,527	11,053	11,606
12	8143	Wastewater Plant Operator Trainee	56	0	0	8,231	8,643	9,075	9,529
6	8220	Water Distribution Crew Foreman	68	0	0	11,068	11,621	12,202	12,812
12	8971	Water Distribution Plumber I	51	0	0	7,268	7,631	8,013	8,414
12	8969	Water Distribution Plumber II	55	0	0	8,028	8,429	8,850	9,293
12	8970	Water Distribution Plumber III	59	0	0	8,862	9,305	9,770	10,258
12	8968	Water Distribution Plumber IV	63	0	0	9,785	10,274	10,788	11,327
12	8142	Water Reclamation Operator	66	0	0	10,532	11,059	11,612	12,193