

**SALARY SCHEDULE
OPERATING ENGINEERS
January 1, 2016**

POSITION TITLE	A	B	C	D	E	F	G	Annotations
Seasonal Maintenance	\$ 9.47	\$ 9.50	\$ 10.00	\$ 10.50	\$ 11.00	\$ 11.50	\$ 12.00	
Utility Worker	14.20	15.29	16.38	17.47				No CDL or certification required.
Maintenance & Construction (M&C) Craftworker I	21.48	22.61	23.75	24.90	26.12			CDL or approved certification(s) required per job description.
Maintenance & Construction (M&C) Craftworker II	21.51	22.64	23.78	24.94	26.16	26.46		CDL and approved certification(s) required per job description.
General Craftworker (GC) I	26.34	26.87	27.41					CDL required. [Current warehouse person, Equipment Operator w/o 2 pieces of equipment / 40 hours.]
General Craftworker (GC) II	26.34	26.87	27.41	28.19				CDL/endorsements and certification(s) required per job description. [Carpenter w/o Journeyman, Equipment Operator w/2 pieces of equipment / 40 hours.]
General Craftworker (GC) III	26.34	26.87	27.41	28.19	29.02			CDL/endorsements and certification(s) required per job description. [Signs & Markings, Irrigation/Herbicide/Pesticide Specialist, Plumber/Aquatic Facility Operator, Carpenter w/ Journeyman.]
W/S M&C	-	-	-	-	-	26.78		[Plants Level I, Water Distribution I, Wastewater Collection I - CDL for Field Crews. Grandfathered - August 2012.]
W/S GC - Operator	26.34	26.87	27.41	28.19	29.02			CDL/endorsements and certification(s) required per job description. [Plants Level II, Water Distributions II, Wastewater Collection II, Pump Maintenance.]
Water/Wastewater Division GC/Operator holding Level III	26.84	27.37	27.91	28.69	29.52			Extra \$0.50/hour for level III WTP or WWTP level III certification. Extra \$1.00/hour for Level IV WTP or WWTP IV certification.
Water/Wastewater Division GC/Operator holding Level IV	27.34	27.87	28.41	29.19	30.02			
Mechanic I	26.34	26.87	27.68	28.44	29.28			1 Certification within 24 months: ASE Master (Auto A series), Med/Heavy Duty Truck (T series), EVT Master Level 3 Fire or Ambulance.
Mechanic II	26.85	27.37	27.94	28.69	29.53			2 Certifications: ASE Master (Auto A series), Med/Heavy Duty Truck (T series), EVT Master Level 3 Fire or Ambulance.
Mechanic III	27.10	27.62	28.19	28.95	29.78			3 Certifications: ASE Master (Auto A series), Med/Heavy Duty Truck (T series), EVT Master Level 3 Fire or Ambulance.
Crewleader	29.28	29.58	30.17	30.64	31.08	32.01		CDL/endorsements and certification(s) required per job description.

SALARY SCHEDULE - CONTINUED
OPERATING ENGINEERS
January 1, 2016

POSITION TITLE	A	B	C	D	E	F	Annotations
Mechanic Crewleader	\$ 29.55	\$ 29.85	\$ 30.44	\$ 30.90	\$ 31.35	\$ 32.29	If no certification upon entry/promotion to position, step A & B of crewleader. Must obtain 1 certification within 24 months.
2 certifications	29.80	30.10	30.69	31.15	31.60	32.54	
3 certifications	30.05	30.35	30.94	31.40	31.85	32.79	
W/S Crewleader I	29.81	30.11	30.69	31.17	31.60	32.53	Crewleader holding either Water Treatment Plant III or WWTP III (Water Distribution III, Wastewater Collection III) - \$.50/hour increase for level III certification per MOU.
W/S Crewleader II	30.31	30.61	31.20	31.67	32.11	33.04	Crewleader holding either Water Treatment Plant Plant IV or WWTP IV (Water Distribution IV, Wastewater Collection IV) - \$1.00/hour increase for level IV certification per MOU.
Automated Control & Telemetry (ACT) Specialist	29.28	30.16	31.06	31.99	32.95	33.96	Certification(s) required per job description. [CCST Level I Certification, WA Level II Water Treatment Plant Operator.]
Electrician, Signal Electrician	29.28	30.16	31.06	31.99	32.95	33.96	Certification(s) required per job description. [WA State Journeyman Electrician License, IMSA Level I Traffic Signal, IMSA Traffic Signal
Sr. Signal Electrician	32.79	33.78	34.76	35.83	36.91	-	Class B CDL and certifications required per job description. [IMSA Level II, WA State Journeyman's License.]

All annotations are illustrative and for reference only. See job descriptions for certification and CDL requirements (including endorsements) for each position.

After completion of six (6) months of employment, the City will contribute 5.0% of deferred compensation based upon a maximum of 173.3 regular

Pursuant to the CBA, Utility Workers, Mechanics and Mechanic Crewleader progress through the pay steps on an annual basis (hire/promotion

Mechanic I, II, & III are a series and advancement to the higher classification occurs automatically upon acquiring additional certifications. No

Per the CBA, advancement through the steps while serving in an upgraded capacity occurs on an annual basis, from the anniversary date of the