

2021 - 6-Step Wage Schedule
Effective January 1, 2021 - December 31, 2021

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Accounting Assistant II	Monthly	\$ 4,254.21	\$ 4,466.93	\$ 4,679.64	\$ 4,892.34	\$ 5,105.05	\$ 5,317.76
	Hourly	\$ 24.544	\$ 25.771	\$ 26.998	\$ 28.225	\$ 29.452	\$ 30.679
	Annual	\$ 51,050.52	\$ 53,603.16	\$ 56,155.68	\$ 58,708.08	\$ 61,260.60	\$ 63,813.12
Accounting Assistant I	Monthly	\$ 3,828.80	\$ 4,020.25	\$ 4,211.68	\$ 4,403.12	\$ 4,594.56	\$ 4,786.01
	Hourly	\$ 22.089	\$ 23.194	\$ 24.298	\$ 25.403	\$ 26.507	\$ 27.612
	Annual	\$ 45,945.60	\$ 48,243.00	\$ 50,540.16	\$ 52,837.44	\$ 55,134.72	\$ 57,432.12
Office Assistant II	Monthly	\$ 3,218.21	\$ 3,379.12	\$ 3,540.02	\$ 3,700.94	\$ 3,861.85	\$ 4,022.77
	Hourly	\$ 18.567	\$ 19.495	\$ 20.423	\$ 21.352	\$ 22.280	\$ 23.208
	Annual	\$ 38,618.52	\$ 40,549.44	\$ 42,480.24	\$ 44,411.28	\$ 46,342.20	\$ 48,273.24
Office Assistant I	Monthly	\$ 2,925.64	\$ 3,071.93	\$ 3,218.21	\$ 3,364.50	\$ 3,510.77	\$ 3,657.06
	Hourly	\$ 16.879	\$ 17.723	\$ 18.567	\$ 19.411	\$ 20.254	\$ 21.098
	Annual	\$ 35,107.68	\$ 36,863.16	\$ 38,618.52	\$ 40,374.00	\$ 42,129.24	\$ 43,884.72
Equipment Mechanic	Monthly	\$ 5,136.40	\$ 5,393.22	\$ 5,650.03	\$ 5,906.87	\$ 6,163.68	\$ 6,420.51
	Hourly	\$ 29.633	\$ 31.115	\$ 32.596	\$ 34.078	\$ 35.560	\$ 37.041
	Annual	\$ 61,636.80	\$ 64,718.64	\$ 67,800.36	\$ 70,882.44	\$ 73,964.16	\$ 77,046.12
Plant Operator III	Monthly	\$ 5,573.97	\$ 5,852.66	\$ 6,131.37	\$ 6,410.07	\$ 6,688.75	\$ 6,967.46
	Hourly	\$ 32.158	\$ 33.765	\$ 35.373	\$ 36.981	\$ 38.589	\$ 40.197
	Annual	\$ 66,887.64	\$ 70,231.92	\$ 73,576.44	\$ 76,920.84	\$ 80,265.00	\$ 83,609.52
Plant Operator II	Monthly	\$ 5,085.14	\$ 5,339.40	\$ 5,593.66	\$ 5,847.92	\$ 6,102.18	\$ 6,356.43
	Hourly	\$ 29.337	\$ 30.804	\$ 32.271	\$ 33.738	\$ 35.205	\$ 36.672
	Annual	\$ 61,021.68	\$ 64,072.80	\$ 67,123.92	\$ 70,175.04	\$ 73,226.16	\$ 76,277.16
Plant Operator I	Monthly	\$ 4,366.25	\$ 4,584.55	\$ 4,802.88	\$ 5,021.18	\$ 5,239.50	\$ 5,457.80
	Hourly	\$ 25.190	\$ 26.449	\$ 27.709	\$ 28.968	\$ 30.228	\$ 31.487
	Annual	\$ 52,395.00	\$ 55,014.60	\$ 57,634.56	\$ 60,254.16	\$ 62,874.00	\$ 65,493.60
Operator in Training	Monthly	\$ 3,804.08	\$ 3,994.28	\$ 4,184.49	\$ 4,374.68	\$ 4,564.88	\$ 4,755.09
	Hourly	\$ 21.947	\$ 23.044	\$ 24.141	\$ 25.239	\$ 26.336	\$ 27.433
	Annual	\$ 45,648.96	\$ 47,931.36	\$ 50,213.88	\$ 52,496.16	\$ 54,778.56	\$ 57,061.08
Utility Worker III	Monthly	\$ 4,595.63	\$ 4,825.41	\$ 5,055.18	\$ 5,284.97	\$ 5,514.75	\$ 5,744.53
	Hourly	\$ 26.513	\$ 27.839	\$ 29.165	\$ 30.490	\$ 31.816	\$ 33.142
	Annual	\$ 55,147.56	\$ 57,904.92	\$ 60,662.16	\$ 63,419.64	\$ 66,177.00	\$ 68,934.36
Utility Worker II	Monthly	\$ 4,177.83	\$ 4,386.72	\$ 4,595.63	\$ 4,804.51	\$ 5,013.41	\$ 5,222.29
	Hourly	\$ 24.103	\$ 25.308	\$ 26.513	\$ 27.718	\$ 28.924	\$ 30.129
	Annual	\$ 50,133.96	\$ 52,640.64	\$ 55,147.56	\$ 57,654.12	\$ 60,160.92	\$ 62,667.48
Utility Worker I	Monthly	\$ 3,619.84	\$ 3,800.83	\$ 3,981.82	\$ 4,162.81	\$ 4,343.80	\$ 4,524.80
	Hourly	\$ 20.884	\$ 21.928	\$ 22.972	\$ 24.016	\$ 25.060	\$ 26.105
	Annual	\$ 43,438.08	\$ 45,609.96	\$ 47,781.84	\$ 49,953.72	\$ 52,125.60	\$ 54,297.60

2021 - 5-Step Wage Schedule
Effective January 1, 2021 - December 31, 2021

		Step 1	Step 2	Step 3	Step 4	Step 5
Patrol	Monthly	\$ 3,165.14	\$ 3,362.96	\$ 3,560.78	\$ 3,758.59	\$ 3,956.42
	Hourly	\$ 18.260	\$ 19.402	\$ 20.543	\$ 21.684	\$ 22.826
	Annual	\$ 37,981.68	\$ 40,355.52	\$ 42,729.36	\$ 45,103.08	\$ 47,477.04
Gate Officer	Monthly	\$ 2,510.20	\$ 2,667.08	\$ 2,823.96	\$ 2,980.85	\$ 3,137.75
	Hourly	\$ 14.482	\$ 15.387	\$ 16.292	\$ 17.197	\$ 18.102
	Annual	\$ 30,122.40	\$ 32,004.96	\$ 33,887.52	\$ 35,770.20	\$ 37,653.00

2022 - 6-Step Wage Schedule
Effective January 1, 2022 - December 31, 2022

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Accounting Assistant II	Monthly	\$ 4,403.11	\$ 4,623.27	\$ 4,843.43	\$ 5,063.57	\$ 5,283.73	\$ 5,503.88
	Hourly	\$ 25.403	\$ 26.673	\$ 27.943	\$ 29.213	\$ 30.483	\$ 31.753
	Annual	\$ 52,837.32	\$ 55,479.24	\$ 58,121.16	\$ 60,762.84	\$ 63,404.76	\$ 66,046.56
Accounting Assistant I	Monthly	\$ 3,962.81	\$ 4,160.96	\$ 4,359.09	\$ 4,557.23	\$ 4,755.37	\$ 4,953.52
	Hourly	\$ 22.862	\$ 24.006	\$ 25.149	\$ 26.292	\$ 27.435	\$ 28.578
	Annual	\$ 47,553.72	\$ 49,931.52	\$ 52,309.08	\$ 54,686.76	\$ 57,064.44	\$ 59,442.24
Office Assistant II	Monthly	\$ 3,330.85	\$ 3,497.39	\$ 3,663.92	\$ 3,830.47	\$ 3,997.01	\$ 4,163.57
	Hourly	\$ 19.216	\$ 20.177	\$ 21.138	\$ 22.099	\$ 23.060	\$ 24.021
	Annual	\$ 39,970.20	\$ 41,968.68	\$ 43,967.04	\$ 45,965.64	\$ 47,964.12	\$ 49,962.84
Office Assistant I	Monthly	\$ 3,028.04	\$ 3,179.45	\$ 3,330.85	\$ 3,482.26	\$ 3,633.65	\$ 3,785.06
	Hourly	\$ 17.469	\$ 18.343	\$ 19.216	\$ 20.090	\$ 20.963	\$ 21.837
	Annual	\$ 36,336.48	\$ 38,153.40	\$ 39,970.20	\$ 41,787.12	\$ 43,603.80	\$ 45,420.72
Equipment Mechanic	Monthly	\$ 5,316.17	\$ 5,581.98	\$ 5,847.78	\$ 6,113.61	\$ 6,379.41	\$ 6,645.23
	Hourly	\$ 30.670	\$ 32.204	\$ 33.737	\$ 35.271	\$ 36.804	\$ 38.338
	Annual	\$ 63,794.04	\$ 66,983.76	\$ 70,173.36	\$ 73,363.32	\$ 76,552.92	\$ 79,742.76
Plant Operator III	Monthly	\$ 5,769.06	\$ 6,057.50	\$ 6,345.97	\$ 6,634.42	\$ 6,922.86	\$ 7,211.32
	Hourly	\$ 33.283	\$ 34.947	\$ 36.611	\$ 38.276	\$ 39.940	\$ 41.604
	Annual	\$ 69,228.72	\$ 72,690.00	\$ 76,151.64	\$ 79,613.04	\$ 83,074.32	\$ 86,535.84
Plant Operator II	Monthly	\$ 5,263.12	\$ 5,526.28	\$ 5,789.44	\$ 6,052.60	\$ 6,315.76	\$ 6,578.91
	Hourly	\$ 30.364	\$ 31.882	\$ 33.401	\$ 34.919	\$ 36.437	\$ 37.955
	Annual	\$ 63,157.44	\$ 66,315.36	\$ 69,473.28	\$ 72,631.20	\$ 75,789.12	\$ 78,946.92
Plant Operator I	Monthly	\$ 4,519.07	\$ 4,745.01	\$ 4,970.98	\$ 5,196.92	\$ 5,422.88	\$ 5,648.82
	Hourly	\$ 26.072	\$ 27.375	\$ 28.679	\$ 29.982	\$ 31.286	\$ 32.589
	Annual	\$ 54,228.84	\$ 56,940.12	\$ 59,651.76	\$ 62,363.04	\$ 65,074.56	\$ 67,785.84
Operator in Training	Monthly	\$ 3,937.22	\$ 4,134.08	\$ 4,330.95	\$ 4,527.79	\$ 4,724.65	\$ 4,921.52
	Hourly	\$ 22.715	\$ 23.850	\$ 24.986	\$ 26.122	\$ 27.258	\$ 28.393
	Annual	\$ 47,246.64	\$ 49,608.96	\$ 51,971.40	\$ 54,333.48	\$ 56,695.80	\$ 59,058.24
Utility Worker III	Monthly	\$ 4,756.48	\$ 4,994.30	\$ 5,232.11	\$ 5,469.94	\$ 5,707.77	\$ 5,945.59
	Hourly	\$ 27.441	\$ 28.813	\$ 30.185	\$ 31.557	\$ 32.929	\$ 34.301
	Annual	\$ 57,077.76	\$ 59,931.60	\$ 62,785.32	\$ 65,639.28	\$ 68,493.24	\$ 71,347.08
Utility Worker II	Monthly	\$ 4,324.05	\$ 4,540.26	\$ 4,756.48	\$ 4,972.67	\$ 5,188.88	\$ 5,405.07
	Hourly	\$ 24.946	\$ 26.194	\$ 27.441	\$ 28.688	\$ 29.936	\$ 31.183
	Annual	\$ 51,888.60	\$ 54,483.12	\$ 57,077.76	\$ 59,672.04	\$ 62,266.56	\$ 64,860.84
Utility Worker I	Monthly	\$ 3,746.53	\$ 3,933.86	\$ 4,121.18	\$ 4,308.51	\$ 4,495.83	\$ 4,683.17
	Hourly	\$ 21.615	\$ 22.695	\$ 23.776	\$ 24.857	\$ 25.937	\$ 27.018
	Annual	\$ 44,958.36	\$ 47,206.32	\$ 49,454.16	\$ 51,702.12	\$ 53,949.96	\$ 56,198.04

2022 - 5-Step Wage Schedule
Effective January 1, 2022 - December 31, 2022

	Step 1	Step 2	Step 3	Step 4	Step 5	
Patrol	Monthly	\$ 3,275.92	\$ 3,480.66	\$ 3,685.41	\$ 3,890.14	\$ 4,094.89
	Hourly	\$ 18.900	\$ 20.081	\$ 21.262	\$ 22.443	\$ 23.624
	Annual	\$ 39,311.04	\$ 41,767.92	\$ 44,224.92	\$ 46,681.68	\$ 49,138.68
Gate Officer	Monthly	\$ 2,598.06	\$ 2,760.43	\$ 2,922.80	\$ 3,085.18	\$ 3,247.57
	Hourly	\$ 14.989	\$ 15.926	\$ 16.862	\$ 17.799	\$ 18.736
	Annual	\$ 31,176.72	\$ 33,125.16	\$ 35,073.60	\$ 37,022.16	\$ 38,970.84

2023 - 6-Step Wage Schedule
Effective January 1, 2023- December 31, 2023

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Accounting Assistant II	Monthly	\$ 4,557.22	\$ 4,785.08	\$ 5,012.95	\$ 5,240.79	\$ 5,468.66	\$ 5,696.52
	Hourly	\$ 26.292	\$ 27.606	\$ 28.921	\$ 30.235	\$ 31.550	\$ 32.865
	Annual	\$ 54,686.64	\$ 57,420.96	\$ 60,155.40	\$ 62,889.48	\$ 65,623.92	\$ 68,358.24
Accounting Assistant I	Monthly	\$ 4,101.51	\$ 4,306.59	\$ 4,511.66	\$ 4,716.73	\$ 4,921.81	\$ 5,126.89
	Hourly	\$ 23.663	\$ 24.846	\$ 26.029	\$ 27.212	\$ 28.395	\$ 29.578
	Annual	\$ 49,218.12	\$ 51,679.08	\$ 54,139.92	\$ 56,600.76	\$ 59,061.72	\$ 61,522.68
Office Assistant II	Monthly	\$ 3,447.43	\$ 3,619.80	\$ 3,792.16	\$ 3,964.54	\$ 4,136.91	\$ 4,309.29
	Hourly	\$ 19.889	\$ 20.883	\$ 21.878	\$ 22.872	\$ 23.867	\$ 24.861
	Annual	\$ 41,369.16	\$ 43,437.60	\$ 45,505.92	\$ 47,574.48	\$ 49,642.92	\$ 51,711.48
Office Assistant I	Monthly	\$ 3,134.02	\$ 3,290.73	\$ 3,447.43	\$ 3,604.14	\$ 3,760.83	\$ 3,917.54
	Hourly	\$ 18.081	\$ 18.985	\$ 19.889	\$ 20.793	\$ 21.697	\$ 22.601
	Annual	\$ 37,608.24	\$ 39,488.76	\$ 41,369.16	\$ 43,249.68	\$ 45,129.96	\$ 47,010.48
Equipment Mechanic	Monthly	\$ 5,502.24	\$ 5,777.35	\$ 6,052.45	\$ 6,327.59	\$ 6,602.69	\$ 6,877.81
	Hourly	\$ 31.744	\$ 33.331	\$ 34.918	\$ 36.505	\$ 38.092	\$ 39.680
	Annual	\$ 66,026.88	\$ 69,328.20	\$ 72,629.40	\$ 75,931.08	\$ 79,232.28	\$ 82,533.72
Plant Operator III	Monthly	\$ 5,970.98	\$ 6,269.51	\$ 6,568.08	\$ 6,866.62	\$ 7,165.16	\$ 7,463.72
	Hourly	\$ 34.448	\$ 36.170	\$ 37.893	\$ 39.615	\$ 41.337	\$ 43.060
	Annual	\$ 71,651.76	\$ 75,234.12	\$ 78,816.96	\$ 82,399.44	\$ 85,981.92	\$ 89,564.64
Plant Operator II	Monthly	\$ 5,447.33	\$ 5,719.70	\$ 5,992.07	\$ 6,264.44	\$ 6,536.81	\$ 6,809.17
	Hourly	\$ 31.427	\$ 32.998	\$ 34.570	\$ 36.141	\$ 37.712	\$ 39.284
	Annual	\$ 65,367.96	\$ 68,636.40	\$ 71,904.84	\$ 75,173.28	\$ 78,441.72	\$ 81,710.04
Plant Operator I	Monthly	\$ 4,677.24	\$ 4,911.09	\$ 5,144.96	\$ 5,378.81	\$ 5,612.68	\$ 5,846.53
	Hourly	\$ 26.984	\$ 28.333	\$ 29.682	\$ 31.032	\$ 32.381	\$ 33.730
	Annual	\$ 56,126.88	\$ 58,933.08	\$ 61,739.52	\$ 64,545.72	\$ 67,352.16	\$ 70,158.36
Operator in Training	Monthly	\$ 4,075.02	\$ 4,278.77	\$ 4,482.53	\$ 4,686.26	\$ 4,890.01	\$ 5,093.77
	Hourly	\$ 23.510	\$ 24.685	\$ 25.861	\$ 27.036	\$ 28.212	\$ 29.387
	Annual	\$ 48,900.24	\$ 51,345.24	\$ 53,790.36	\$ 56,235.12	\$ 58,680.12	\$ 61,125.24
Utility Worker III	Monthly	\$ 4,922.96	\$ 5,169.10	\$ 5,415.23	\$ 5,661.39	\$ 5,907.54	\$ 6,153.69
	Hourly	\$ 28.402	\$ 29.822	\$ 31.242	\$ 32.662	\$ 34.082	\$ 35.502
	Annual	\$ 59,075.52	\$ 62,029.20	\$ 64,982.76	\$ 67,936.68	\$ 70,890.48	\$ 73,844.28
Utility Worker II	Monthly	\$ 4,475.39	\$ 4,699.17	\$ 4,922.96	\$ 5,146.71	\$ 5,370.49	\$ 5,594.25
	Hourly	\$ 25.820	\$ 27.111	\$ 28.402	\$ 29.693	\$ 30.984	\$ 32.275
	Annual	\$ 53,704.68	\$ 56,390.04	\$ 59,075.52	\$ 61,760.52	\$ 64,445.88	\$ 67,131.00
Utility Worker I	Monthly	\$ 3,877.66	\$ 4,071.55	\$ 4,265.42	\$ 4,459.31	\$ 4,653.18	\$ 4,847.08
	Hourly	\$ 22.371	\$ 23.490	\$ 24.608	\$ 25.727	\$ 26.845	\$ 27.964
	Annual	\$ 46,531.92	\$ 48,858.60	\$ 51,185.04	\$ 53,511.72	\$ 55,838.16	\$ 58,164.96

2023 - 5-Step Wage Schedule
Effective January 1, 2023- December 31, 2023

	Step 1	Step 2	Step 3	Step 4	Step 5	
Patrol	Monthly	\$ 3,390.58	\$ 3,602.48	\$ 3,814.40	\$ 4,026.29	\$ 4,238.21
	Hourly	\$ 19.561	\$ 20.784	\$ 22.006	\$ 23.229	\$ 24.451
	Annual	\$ 40,686.96	\$ 43,229.76	\$ 45,772.80	\$ 48,315.48	\$ 50,858.52
Gate Officer	Monthly	\$ 2,688.99	\$ 2,857.05	\$ 3,025.10	\$ 3,193.16	\$ 3,361.23
	Hourly	\$ 15.513	\$ 16.483	\$ 17.453	\$ 18.422	\$ 19.392
	Annual	\$ 32,267.88	\$ 34,284.60	\$ 36,301.20	\$ 38,317.92	\$ 40,334.76