

2015 6-Step Wage Schedule
Effective January 1, 2015 - December 31, 2015

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Accounting Assistant II	Monthly	\$ 3,554.26	\$ 3,731.97	\$ 3,909.69	\$ 4,087.40	\$ 4,265.11	\$ 4,442.82
	Hourly	\$ 20.505	\$ 21.531	\$ 22.556	\$ 23.581	\$ 24.606	\$ 25.632
	Annual	\$ 42,651.12	\$ 44,783.67	\$ 46,916.23	\$ 49,048.79	\$ 51,181.34	\$ 53,313.90
Accounting Assistant I	Monthly	\$ 3,198.83	\$ 3,358.77	\$ 3,518.72	\$ 3,678.66	\$ 3,838.60	\$ 3,998.54
	Hourly	\$ 18.455	\$ 19.378	\$ 20.300	\$ 21.223	\$ 22.146	\$ 23.069
	Annual	\$ 38,385.98	\$ 40,305.28	\$ 42,224.58	\$ 44,143.88	\$ 46,063.18	\$ 47,982.48
Office Assistant II	Monthly	\$ 2,688.71	\$ 2,823.14	\$ 2,957.58	\$ 3,092.01	\$ 3,226.45	\$ 3,360.88
	Hourly	\$ 15.512	\$ 16.287	\$ 17.063	\$ 17.839	\$ 18.614	\$ 19.390
	Annual	\$ 32,264.49	\$ 33,877.71	\$ 35,490.94	\$ 37,104.16	\$ 38,717.38	\$ 40,330.61
Office Assistant I	Monthly	\$ 2,444.28	\$ 2,566.49	\$ 2,688.71	\$ 2,810.92	\$ 2,933.14	\$ 3,055.35
	Hourly	\$ 14.102	\$ 14.807	\$ 15.512	\$ 16.217	\$ 16.922	\$ 17.627
	Annual	\$ 29,331.36	\$ 30,797.93	\$ 32,264.50	\$ 33,731.07	\$ 35,197.63	\$ 36,664.20
Equipment Mechanic	Monthly	\$ 4,291.30	\$ 4,505.86	\$ 4,720.43	\$ 4,934.99	\$ 5,149.56	\$ 5,364.12
	Hourly	\$ 24.757	\$ 25.995	\$ 27.233	\$ 28.471	\$ 29.709	\$ 30.947
	Annual	\$ 51,495.59	\$ 54,070.37	\$ 56,645.15	\$ 59,219.93	\$ 61,794.71	\$ 64,369.49
Plant Operator III	Monthly	\$ 4,656.87	\$ 4,889.71	\$ 5,122.55	\$ 5,355.40	\$ 5,588.24	\$ 5,821.08
	Hourly	\$ 26.867	\$ 28.210	\$ 29.553	\$ 30.897	\$ 32.240	\$ 33.583
	Annual	\$ 55,882.39	\$ 58,676.51	\$ 61,470.63	\$ 64,264.74	\$ 67,058.86	\$ 69,852.98
Plant Operator II	Monthly	\$ 4,248.46	\$ 4,460.88	\$ 4,673.31	\$ 4,885.73	\$ 5,098.15	\$ 5,310.58
	Hourly	\$ 24.510	\$ 25.736	\$ 26.961	\$ 28.187	\$ 29.412	\$ 30.638
	Annual	\$ 50,981.52	\$ 53,530.60	\$ 56,079.67	\$ 58,628.75	\$ 61,177.83	\$ 63,726.90
Plant Operator I	Monthly	\$ 3,647.86	\$ 3,830.25	\$ 4,012.64	\$ 4,195.04	\$ 4,377.43	\$ 4,559.82
	Hourly	\$ 21.045	\$ 22.098	\$ 23.150	\$ 24.202	\$ 25.254	\$ 26.307
	Annual	\$ 43,774.28	\$ 45,963.00	\$ 48,151.71	\$ 50,340.42	\$ 52,529.14	\$ 54,717.85
Operator in Training	Monthly	\$ 3,178.17	\$ 3,337.08	\$ 3,495.99	\$ 3,654.90	\$ 3,813.81	\$ 3,972.72
	Hourly	\$ 18.336	\$ 19.252	\$ 20.169	\$ 21.086	\$ 22.003	\$ 22.920
	Annual	\$ 38,138.08	\$ 40,044.99	\$ 41,951.89	\$ 43,858.79	\$ 45,765.70	\$ 47,672.60
Utility Worker III	Monthly	\$ 3,839.49	\$ 4,031.46	\$ 4,223.43	\$ 4,415.41	\$ 4,607.38	\$ 4,799.36
	Hourly	\$ 22.151	\$ 23.258	\$ 24.366	\$ 25.474	\$ 26.581	\$ 27.689
	Annual	\$ 46,073.82	\$ 48,377.52	\$ 50,681.21	\$ 52,984.90	\$ 55,288.59	\$ 57,592.28
Utility Worker II	Monthly	\$ 3,490.44	\$ 3,664.96	\$ 3,839.48	\$ 4,014.00	\$ 4,188.53	\$ 4,363.05
	Hourly	\$ 20.137	\$ 21.144	\$ 22.151	\$ 23.158	\$ 24.165	\$ 25.171
	Annual	\$ 41,885.26	\$ 43,979.53	\$ 46,073.79	\$ 48,168.05	\$ 50,262.32	\$ 52,356.58
Utility Worker I	Monthly	\$ 3,024.24	\$ 3,175.46	\$ 3,326.67	\$ 3,477.88	\$ 3,629.09	\$ 3,780.31
	Hourly	\$ 17.448	\$ 18.320	\$ 19.192	\$ 20.065	\$ 20.937	\$ 21.809
	Annual	\$ 36,290.93	\$ 38,105.48	\$ 39,920.03	\$ 41,734.57	\$ 43,549.12	\$ 45,363.67

2015 5-Step Wage Schedule
Effective January 1, 2015 - December 31, 2015

		Step 1	Step 2	Step 3	Step 4	Step 5
Patrol	Monthly	\$ 2,644.37	\$ 2,809.64	\$ 2,974.91	\$ 3,140.19	\$ 3,305.46
	Hourly	\$ 15.256	\$ 16.209	\$ 17.163	\$ 18.116	\$ 19.070
	Annual	\$ 31,732.42	\$ 33,715.70	\$ 35,698.97	\$ 37,682.25	\$ 39,665.52
Gate Officer	Monthly	\$ 2,097.19	\$ 2,228.26	\$ 2,359.34	\$ 2,490.41	\$ 2,621.48
	Hourly	\$ 12.099	\$ 12.855	\$ 13.612	\$ 14.368	\$ 15.124
	Annual	\$ 25,166.25	\$ 26,739.14	\$ 28,312.03	\$ 29,884.92	\$ 31,457.81

2016 6-Step Wage Schedule
Effective January 1, 2016 - December 31, 2016

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Accounting Assistant II	Monthly	\$ 3,660.88	\$ 3,843.93	\$ 4,026.97	\$ 4,210.02	\$ 4,393.06	\$ 4,576.10
	Hourly	\$ 21.120	\$ 22.177	\$ 23.233	\$ 24.289	\$ 25.345	\$ 26.401
	Annual	\$ 43,930.60	\$ 46,127.13	\$ 48,323.66	\$ 50,520.19	\$ 52,716.72	\$ 54,913.26
Accounting Assistant I	Monthly	\$ 3,294.80	\$ 3,459.54	\$ 3,624.28	\$ 3,789.02	\$ 3,953.76	\$ 4,118.50
	Hourly	\$ 19.008	\$ 19.959	\$ 20.909	\$ 21.860	\$ 22.810	\$ 23.761
	Annual	\$ 39,537.56	\$ 41,514.44	\$ 43,491.32	\$ 45,468.20	\$ 47,445.08	\$ 49,421.95
Office Assistant II	Monthly	\$ 2,769.37	\$ 2,907.83	\$ 3,046.30	\$ 3,184.77	\$ 3,323.24	\$ 3,461.71
	Hourly	\$ 15.977	\$ 16.776	\$ 17.575	\$ 18.374	\$ 19.173	\$ 19.971
	Annual	\$ 33,232.38	\$ 34,894.00	\$ 36,555.62	\$ 38,217.24	\$ 39,878.86	\$ 41,540.48
Office Assistant I	Monthly	\$ 2,517.61	\$ 2,643.49	\$ 2,769.37	\$ 2,895.25	\$ 3,021.13	\$ 3,147.01
	Hourly	\$ 14.525	\$ 15.251	\$ 15.977	\$ 16.703	\$ 17.430	\$ 18.156
	Annual	\$ 30,211.30	\$ 31,721.87	\$ 33,232.43	\$ 34,743.00	\$ 36,253.56	\$ 37,764.13
Equipment Mechanic	Monthly	\$ 4,420.03	\$ 4,641.04	\$ 4,862.04	\$ 5,083.04	\$ 5,304.04	\$ 5,525.04
	Hourly	\$ 25.500	\$ 26.775	\$ 28.050	\$ 29.325	\$ 30.600	\$ 31.875
	Annual	\$ 53,040.42	\$ 55,692.44	\$ 58,344.46	\$ 60,996.48	\$ 63,648.50	\$ 66,300.52
Plant Operator III	Monthly	\$ 4,796.57	\$ 5,036.40	\$ 5,276.23	\$ 5,516.06	\$ 5,755.88	\$ 5,995.71
	Hourly	\$ 27.673	\$ 29.056	\$ 30.440	\$ 31.823	\$ 33.207	\$ 34.591
	Annual	\$ 57,558.84	\$ 60,436.78	\$ 63,314.72	\$ 66,192.66	\$ 69,070.61	\$ 71,948.55
Plant Operator II	Monthly	\$ 4,375.92	\$ 4,594.71	\$ 4,813.51	\$ 5,032.31	\$ 5,251.10	\$ 5,469.90
	Hourly	\$ 25.246	\$ 26.508	\$ 27.770	\$ 29.033	\$ 30.295	\$ 31.557
	Annual	\$ 52,511.02	\$ 55,136.57	\$ 57,762.12	\$ 60,387.67	\$ 63,013.22	\$ 65,638.77
Plant Operator I	Monthly	\$ 3,757.29	\$ 3,945.16	\$ 4,133.02	\$ 4,320.89	\$ 4,508.75	\$ 4,696.61
	Hourly	\$ 21.677	\$ 22.761	\$ 23.844	\$ 24.928	\$ 26.012	\$ 27.096
	Annual	\$ 45,087.50	\$ 47,341.88	\$ 49,596.25	\$ 51,850.63	\$ 54,105.00	\$ 56,359.38
Operator in Training	Monthly	\$ 3,273.52	\$ 3,437.20	\$ 3,600.87	\$ 3,764.55	\$ 3,928.23	\$ 4,091.90
	Hourly	\$ 18.886	\$ 19.830	\$ 20.774	\$ 21.719	\$ 22.663	\$ 23.607
	Annual	\$ 39,282.26	\$ 41,246.37	\$ 43,210.48	\$ 45,174.59	\$ 47,138.71	\$ 49,102.82
Utility Worker III	Monthly	\$ 3,954.67	\$ 4,152.41	\$ 4,350.14	\$ 4,547.87	\$ 4,745.61	\$ 4,943.34
	Hourly	\$ 22.815	\$ 23.956	\$ 25.097	\$ 26.238	\$ 27.379	\$ 28.519
	Annual	\$ 47,456.07	\$ 49,828.88	\$ 52,201.68	\$ 54,574.48	\$ 56,947.29	\$ 59,320.09
Utility Worker II	Monthly	\$ 3,595.15	\$ 3,774.91	\$ 3,954.67	\$ 4,134.43	\$ 4,314.18	\$ 4,493.94
	Hourly	\$ 20.741	\$ 21.778	\$ 22.815	\$ 23.852	\$ 24.890	\$ 25.927
	Annual	\$ 43,141.84	\$ 45,298.93	\$ 47,456.02	\$ 49,613.11	\$ 51,770.21	\$ 53,927.30
Utility Worker I	Monthly	\$ 3,114.98	\$ 3,270.72	\$ 3,426.47	\$ 3,582.22	\$ 3,737.97	\$ 3,893.72
	Hourly	\$ 17.971	\$ 18.870	\$ 19.768	\$ 20.667	\$ 21.565	\$ 22.464
	Annual	\$ 37,379.71	\$ 39,248.69	\$ 41,117.68	\$ 42,986.66	\$ 44,855.65	\$ 46,724.63

2016 5-Step Wage Schedule
Effective January 1, 2016 - December 31, 2016

		Step 1	Step 2	Step 3	Step 4	Step 5
Patrol	Monthly	\$ 2,723.70	\$ 2,893.93	\$ 3,064.16	\$ 3,234.39	\$ 3,404.62
	Hourly	\$ 15.714	\$ 16.696	\$ 17.678	\$ 18.660	\$ 19.642
	Annual	\$ 32,684.39	\$ 34,727.16	\$ 36,769.94	\$ 38,812.71	\$ 40,855.49
Gate Officer	Monthly	\$ 2,160.10	\$ 2,295.11	\$ 2,430.11	\$ 2,565.12	\$ 2,700.12
	Hourly	\$ 12.462	\$ 13.241	\$ 14.020	\$ 14.799	\$ 15.578
	Annual	\$ 25,921.19	\$ 27,541.27	\$ 29,161.34	\$ 30,781.42	\$ 32,401.49

2017 6-Step Wage Schedule
Effective January 1, 2017 - December 31, 2017

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Accounting Assistant II	Monthly	\$ 3,770.71	\$ 3,959.24	\$ 4,147.78	\$ 4,336.31	\$ 4,524.85	\$ 4,713.38
	Hourly	\$ 21.754	\$ 22.842	\$ 23.929	\$ 25.017	\$ 26.105	\$ 27.193
	Annual	\$ 45,248.48	\$ 47,510.90	\$ 49,773.32	\$ 52,035.75	\$ 54,298.17	\$ 56,560.60
Accounting Assistant I	Monthly	\$ 3,393.64	\$ 3,563.33	\$ 3,733.01	\$ 3,902.69	\$ 4,072.37	\$ 4,242.06
	Hourly	\$ 19.579	\$ 20.558	\$ 21.537	\$ 22.516	\$ 23.494	\$ 24.473
	Annual	\$ 40,723.73	\$ 42,759.91	\$ 44,796.10	\$ 46,832.29	\$ 48,868.47	\$ 50,904.66
Office Assistant II	Monthly	\$ 2,852.45	\$ 2,995.07	\$ 3,137.69	\$ 3,280.32	\$ 3,422.94	\$ 3,565.56
	Hourly	\$ 16.456	\$ 17.279	\$ 18.102	\$ 18.925	\$ 19.748	\$ 20.571
	Annual	\$ 34,229.39	\$ 35,940.86	\$ 37,652.33	\$ 39,363.80	\$ 41,075.27	\$ 42,786.74
Office Assistant I	Monthly	\$ 2,593.14	\$ 2,722.79	\$ 2,852.45	\$ 2,982.11	\$ 3,111.76	\$ 3,241.42
	Hourly	\$ 14.960	\$ 15.708	\$ 16.456	\$ 17.204	\$ 17.952	\$ 18.701
	Annual	\$ 31,117.63	\$ 32,673.52	\$ 34,229.40	\$ 35,785.28	\$ 37,341.16	\$ 38,897.04
Equipment Mechanic	Monthly	\$ 4,552.63	\$ 4,780.26	\$ 5,007.90	\$ 5,235.53	\$ 5,463.16	\$ 5,690.79
	Hourly	\$ 26.265	\$ 27.578	\$ 28.892	\$ 30.205	\$ 31.518	\$ 32.831
	Annual	\$ 54,631.60	\$ 57,363.18	\$ 60,094.76	\$ 62,826.33	\$ 65,557.91	\$ 68,289.49
Plant Operator III	Monthly	\$ 4,940.47	\$ 5,187.49	\$ 5,434.51	\$ 5,681.53	\$ 5,928.56	\$ 6,175.58
	Hourly	\$ 28.503	\$ 29.928	\$ 31.353	\$ 32.778	\$ 34.203	\$ 35.628
	Annual	\$ 59,285.58	\$ 62,249.86	\$ 65,214.14	\$ 68,178.42	\$ 71,142.70	\$ 74,106.98
Plant Operator II	Monthly	\$ 4,507.20	\$ 4,732.56	\$ 4,957.92	\$ 5,183.28	\$ 5,408.64	\$ 5,634.00
	Hourly	\$ 26.003	\$ 27.303	\$ 28.603	\$ 29.904	\$ 31.204	\$ 32.504
	Annual	\$ 54,086.37	\$ 56,790.69	\$ 59,495.01	\$ 62,199.33	\$ 64,903.65	\$ 67,607.96
Plant Operator I	Monthly	\$ 3,870.01	\$ 4,063.51	\$ 4,257.01	\$ 4,450.51	\$ 4,644.01	\$ 4,837.51
	Hourly	\$ 22.327	\$ 23.443	\$ 24.560	\$ 25.676	\$ 26.792	\$ 27.909
	Annual	\$ 46,440.08	\$ 48,762.08	\$ 51,084.09	\$ 53,406.09	\$ 55,728.10	\$ 58,050.10
Operator in Training	Monthly	\$ 3,371.73	\$ 3,540.31	\$ 3,708.90	\$ 3,877.48	\$ 4,046.07	\$ 4,214.66
	Hourly	\$ 19.452	\$ 20.425	\$ 21.397	\$ 22.370	\$ 23.343	\$ 24.315
	Annual	\$ 40,460.71	\$ 42,483.74	\$ 44,506.78	\$ 46,529.81	\$ 48,552.85	\$ 50,575.88
Utility Worker III	Monthly	\$ 4,073.31	\$ 4,276.98	\$ 4,480.64	\$ 4,684.31	\$ 4,887.97	\$ 5,091.64
	Hourly	\$ 23.500	\$ 24.675	\$ 25.850	\$ 27.025	\$ 28.200	\$ 29.375
	Annual	\$ 48,879.75	\$ 51,323.73	\$ 53,767.72	\$ 56,211.71	\$ 58,655.70	\$ 61,099.68
Utility Worker II	Monthly	\$ 3,703.01	\$ 3,888.16	\$ 4,073.31	\$ 4,258.46	\$ 4,443.61	\$ 4,628.76
	Hourly	\$ 21.363	\$ 22.432	\$ 23.500	\$ 24.568	\$ 25.636	\$ 26.704
	Annual	\$ 44,436.08	\$ 46,657.88	\$ 48,879.69	\$ 51,101.49	\$ 53,323.29	\$ 55,545.10
Utility Worker I	Monthly	\$ 3,208.43	\$ 3,368.85	\$ 3,529.27	\$ 3,689.69	\$ 3,850.11	\$ 4,010.53
	Hourly	\$ 18.510	\$ 19.436	\$ 20.361	\$ 21.287	\$ 22.212	\$ 23.138
	Annual	\$ 38,501.10	\$ 40,426.16	\$ 42,351.21	\$ 44,276.27	\$ 46,201.32	\$ 48,126.38

2017 5-Step Wage Schedule
Effective January 1, 2017 - December 31, 2017

		Step 1	Step 2	Step 3	Step 4	Step 5
Patrol	Monthly	\$ 2,805.41	\$ 2,980.74	\$ 3,156.08	\$ 3,331.42	\$ 3,506.76
	Hourly	\$ 16.185	\$ 17.197	\$ 18.208	\$ 19.220	\$ 20.231
	Annual	\$ 33,664.88	\$ 35,768.94	\$ 37,872.99	\$ 39,977.05	\$ 42,081.10
Gate Officer	Monthly	\$ 2,224.90	\$ 2,363.96	\$ 2,503.01	\$ 2,642.07	\$ 2,781.12
	Hourly	\$ 12.836	\$ 13.638	\$ 14.440	\$ 15.243	\$ 16.045
	Annual	\$ 26,698.79	\$ 28,367.46	\$ 30,036.13	\$ 31,704.81	\$ 33,373.48