

**APPENDIX A-1**

**2023-2024 Salary Schedule WWTP Teamsters Local 856 Effective First Full pay period after Council Ratification  
Increase 2% + Equity Adj 1% to Operators/Elec Tech, 2% for Lab Tech, 3% for Lab Analyst, 4% Lab Supervisor**

SALARY RANGES FOR WWTP EMPLOYEES HIRED ON OR BEFORE JUNE 30, 2008	Salary Range		Hours per
	Minimum	Maximum	Week
Laboratory Technician - No Certification (base)	\$ 6,007	\$ 7,531	40
Laboratory Technician - Grade II Cert 4% above base (over-certification pay)	\$ 6,248	\$ 7,832	40
Laboratory Technician - Grade III Cert 8% above base (over-certification pay)	\$ 6,488	\$ 8,133	40
Laboratory Technician - Grade IV Cert 9% above base (over-certification pay)	\$ 6,548	\$ 8,209	40
Laboratory Technician - Grade V Cert 11% above base (over-certification pay)	\$ 6,668	\$ 8,359	40
Laboratory Supervisor - includes mandatory grade III certificate (base)	\$ 7,548	\$ 9,597	40
Laboratory Supervisor - Grade IV Cert 9% above base (over-certification pay)	\$ 8,227	\$ 10,460	40
Laboratory Supervisor - Grade V Cert 11% above base (over-certification pay)	\$ 8,378	\$ 10,652	40
Electrical Instrumentation Tech I - No certification (base)	\$ 5,950	\$ 7,458	40
Electrical Instrumentation Tech I - Grade II Cert 4% above base (over-certification pay)	\$ 6,188	\$ 7,757	40
Electrical Instrumentation Tech I - Grade III Cert 8% above base (over-certification pa	\$ 6,426	\$ 8,055	40
Electrical Instrumentation Tech I - Grade IV Cert 9% above base (over-certification pa	\$ 6,485	\$ 8,130	40
Electrical Instrumentation Tech I - Grade V Cert 11% above base (over-certification pa	\$ 6,604	\$ 8,279	40
Electrical Instrumentation Tech II - Includes mandatory grade II certificate (base)	\$ 6,524	\$ 8,296	40
Electrical Instrumentation Tech II - Grade III Cert 8% above base (over-certification pa	\$ 7,046	\$ 8,960	40
Electrical Instrumentation Tech II - Grade IV Cert 9% above base (over-certification p	\$ 7,111	\$ 9,043	40
Electrical Instrumentation Tech II - Grade V Cert 11% above base (over-certification pa	\$ 7,242	\$ 9,209	40
Electrical Instrumentation Tech III - Includes mandatory grade III certificate (base)	\$ 7,334	\$ 9,325	40
Electrical Instrumentation Tech III - Grade IV Cert 9% above base (over-certification pa	\$ 7,994	\$ 10,164	40
Electrical Instrumentation Tech III - Grade V Cert 11% above base (over-certification p	\$ 8,141	\$ 10,351	40
Operator I - No certification	\$ 5,950	\$ 7,458	40
Operator I - Grade II Cert - 4% above base (over-certification pay)	\$ 6,188	\$ 7,757	40
Operator I - Grade III Cert - 8% above base (over-certification pay)	\$ 6,426	\$ 8,055	40
Operator I - Grade IV Cert - 9% above base (over-certification pay)	\$ 6,485	\$ 8,130	40
Operator I - Grade V Cert - 11% above base (over-certification pay)	\$ 6,604	\$ 8,279	40
Operator II - Includes mandatory grade II certificate (base)	\$ 6,524	\$ 8,296	40
Operator II - Grade III Cert - 8% above base (over-certification pay)	\$ 7,046	\$ 8,960	40
Operator II - Grade IV Cert - 9% above base (over-certification pay)	\$ 7,111	\$ 9,043	40
Operator II - Grade V Cert - 11% above base (over-certification pay)	\$ 7,242	\$ 9,209	40
Operator III - Includes mandatory grade III certificate (base)	\$ 7,334	\$ 9,325	40
Operator III - Grade IV Cert - 9% above base (over-certification pay)	\$ 7,994	\$ 10,164	40
Operator III - Grade V Cert 11% above base (over-certification pay)	\$ 8,141	\$ 10,351	40

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Increase 2% + Equity Adj 1% to Operators/Elec Tech, 2% for Lab Tech, 3% for Lab Analyst, 4% Lab Supervisor**

<b>SALARY RANGES FOR WWTP EMPLOYEES HIRED ON OR AFTER JULY 1, 2008</b>	<b>Salary Range</b>		<b>Hours per</b>
	<b>Minimum</b>	<b>Maximum</b>	<b>Week</b>
Laboratory Technician - No Certification (base)	\$ 6,007	\$ 7,531	40
Laboratory Technician - Grade II Cert 4% above base (over-certification pay)	\$ 6,248	\$ 7,832	40
Laboratory Technician - Grade III Cert 9% above base (over-certification pay)	\$ 6,548	\$ 8,209	40
Laboratory Technician - Grade IV Cert 12% above base (over-certification pay)	\$ 6,728	\$ 8,435	40
Laboratory Technician - Grade V Cert 14% above base (over-certification pay)	\$ 6,848	\$ 8,585	40
Lab Analyst-Includes mandatory grade II certificate (base)	\$ 6,651	\$ 8,456	40
Lab Analyst - Grade III Cert 5% above base (over-certification pa	\$ 6,983	\$ 8,879	40
Lab Analyst- Grade IV Cert 8% above base (over-certification pa	\$ 7,183	\$ 9,133	40
Lab Analyst- Grade V Cert 10% above base (over-certification pay	\$ 7,316	\$ 9,302	40
Laboratory Supervisor - includes mandatory grade III certificate (base)	\$ 7,548	\$ 9,597	40
Laboratory Supervisor - Grade IV Cert 5% above base (over-certification pay)	\$ 7,925	\$ 10,077	40
Laboratory Supervisor - Grade V Cert 7% above base (over-certification pay)	\$ 8,076	\$ 10,269	40
Electrical Instrumentation Tech I - No certification (base)	\$ 5,950	\$ 7,458	40
Electrical Instrumentation Tech I - Grade II Cert 4% above base (over-certification pay)	\$ 6,188	\$ 7,757	40
Electrical Instrumentation Tech I - Grade III Cert 9% above base (over-certification pay)	\$ 6,485	\$ 8,130	40
Electrical Instrumentation Tech I - Grade IV Cert 12% above base (over-certification pa	\$ 6,664	\$ 8,353	40
Electrical Instrumentation Tech I - Grade V Cert 14% above base (over-certification pa	\$ 6,783	\$ 8,503	40
Electrical Instrumentation Tech II - Includes mandatory grade II certificate (base)	\$ 6,524	\$ 8,133	40
Electrical Instrumentation Tech II - Grade III Cert 5% above base (over-certification pa	\$ 6,850	\$ 8,539	40
Electrical Instrumentation Tech II - Grade IV Cert 8% above base (over-certification pa	\$ 7,046	\$ 8,783	40
Electrical Instrumentation Tech II - Grade V Cert 10% above base (over-certification pay	\$ 7,176	\$ 8,946	40
Electrical Instrumentation Tech III - Includes mandatory grade III certificate (base)	\$ 7,334	\$ 9,325	40
Electrical Instrumentation Tech III - Grade IV Cert 5% above base (over-certification pa	\$ 7,701	\$ 9,791	40
Electrical Instrumentation Tech III - Grade V Cert 7% above base (over-certification pa	\$ 7,848	\$ 9,978	40
Operator I - Must obtain Grade I certification in first year of employment (base)	\$ 5,950	\$ 7,458	40
Operator I - Grade II Cert - 4% above base (over-certification pay)	\$ 6,188	\$ 7,757	40
Operator I - Grade III Cert - 9% above base (over-certification pay)	\$ 6,485	\$ 8,130	40
Operator I - Grade IV Cert - 12% above base (over-certification pay)	\$ 6,664	\$ 8,353	40
Operator I - Grade V Cert - 14% above base (over-certification pay)	\$ 6,783	\$ 8,503	40
Operator II - Includes mandatory grade II certificate (base)	\$ 6,524	\$ 8,295	40
Operator II - Grade III Cert - 5% above base (over-certification pay)	\$ 6,850	\$ 8,710	40
Operator II - Grade IV Cert - 8% above base (over-certification pay)	\$ 7,046	\$ 8,959	40
Operator II - Grade V Cert - 10% above base (over-certification pay)	\$ 7,176	\$ 9,125	40
Operator III - Includes mandatory grade III certificate (base)	\$ 7,334	\$ 9,325	40
Operator III - Grade IV Cert - 5% above base (over-certification pay)	\$ 7,701	\$ 9,791	40
Operator III - Grade V Cert 7% above base (over-certification pay)	\$ 7,848	\$ 9,978	40