

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS – MAINTENANCE EMPLOYEES**  
**EXHIBIT A-2 SCHEDULE OF WAGE RATES**

Effective: July 12, 2020

	Hourly Pay Rate - Salary Step					Step 5 Monthly
	1	2	3	4	5	
590 Solid Waste Worker			\$13.36	\$14.03	\$14.73	\$2,553
588 Custodian			\$16.92	\$17.77	\$18.65	\$3,233
587 Utility Field Worker	\$15.59	\$16.37	\$17.18	\$18.04	\$18.95	\$3,284
586 Custodial Lead Worker				\$19.45	\$20.42	\$3,539
510 Parts Attendant	\$17.76	\$18.64	\$19.58	\$20.55	\$21.59	\$3,742
585 Resource Recovery Worker				\$20.77	\$21.81	\$3,781
584 Solid Waste Truck Driver I		\$15.92 *	\$18.05 *	\$22.96	\$24.11	\$4,179
581 Airport Operations and Maintenance Worker I		\$15.92 *	\$18.05 *	\$23.39	\$24.56	\$4,258
591 Convention Center Maintenance Worker		\$15.92 *	\$18.05 *	\$23.39	\$24.56	\$4,258
582 Public Works Maintenance Worker		\$15.92 *	\$18.05 *	\$23.44	\$24.61	\$4,266
560 P/W Maintenance Worker - Water -Grade I				\$23.96	\$25.15	\$4,360
561 P/W Maintenance Worker - WasteWater -Grade II				\$24.01	\$25.21	\$4,370
580 Meter Reader		\$15.92 *	\$18.05 *	\$24.51	\$25.73	\$4,460
583 Mechanic I		\$15.66 *	\$17.75 *	\$24.53	\$25.75	\$4,464
562 Equipment Operator				\$25.02	\$26.28	\$4,554
564 Gardener					\$26.28	\$4,554
563 Solid Waste Truck Driver II					\$26.28	\$4,554
568 Street Sweeper Operator				\$25.02	\$26.28	\$4,554
570 Tree Trimmer					\$26.28	\$4,554
574 Wastewater Collection Maintenance Worker - Grade II				\$25.67	\$26.95	\$4,672
546 Water Maintenance Worker - D1				\$25.67	\$26.95	\$4,672
559 Water Maintenance Worker - D2				\$26.24	\$27.56	\$4,776
543 Baler Operator					\$27.59	\$4,782
558 Wastewater Collection Maintenance Worker - Grade III				\$26.88	\$28.22	\$4,892
541 Airport Operations and Maintenance Worker II				\$26.92	\$28.26	\$4,899
554 Arborist Lead Worker					\$28.26	\$4,899
540 Building & Facilities Mechanic I				\$26.92	\$28.26	\$4,899
544 Heavy Equipment Operator					\$28.26	\$4,899
557 Lead Meter Reader					\$28.26	\$4,899
548 Parking Meter Service Worker					\$28.26	\$4,899
549 Parks Lead Worker					\$28.26	\$4,899
550 Public Works Lead Worker					\$28.26	\$4,899
542 Solid Waste Maintenance Worker					\$28.26	\$4,899
578 Transfer Station Operator					\$28.26	\$4,899
537 Welder					\$28.93	\$5,015

	Hourly Pay Rate - Salary Step					Step 5
	1	2	3	4	5	Monthly
547 Water Lead Worker - D2					\$29.63	\$5,136
536 Building & Facilities Mechanic II					\$29.70	\$5,147
535 Mechanic II					\$29.70	\$5,147
538 Plant Mechanic					\$29.70	\$5,147
556 Water Lead Worker - D3					\$30.34	\$5,260
545 Wastewater Collection Lead Worker - Grade III					\$30.35	\$5,260
511 Warehouse Worker Water - D2					\$30.71	\$5,323
539 HVAC Technician					\$31.07	\$5,386
555 Wastewater Collection Lead Worker - Grade IV					\$31.08	\$5,387
508 Water Lead Worker - D4					\$31.10	\$5,391
512 Warehouse Worker Water - D3					\$31.48	\$5,457
551 Working Supervisor - Arborist					\$31.78	\$5,509
521 Working Supervisor-Airports Operations and Maintenance					\$31.78	\$5,509
522 Working Supervisor-Buildings					\$31.78	\$5,509
523 Working Supervisor-Landfill					\$31.78	\$5,509
524 Working Supervisor-Parks					\$31.78	\$5,509
526 Working Supervisor-Public Works					\$31.78	\$5,509
528 Working Supervisor-Shop					\$31.78	\$5,509
509 Water Lead Worker - D5					\$31.88	\$5,526
530 Electric Utility Field Services Technician					\$32.63	\$5,655
529 Working Supervisor-Water Distribution - D3					\$33.32	\$5,776
527 Working Supervisor-Wastewater Collection - Grade III					\$34.13	\$5,916
531 Working Supervisor-Wastewater Collection - Grade IV					\$34.96	\$6,060
532 Working Supervisor-Water Distribution - D4					\$34.96	\$6,060
533 Working Supervisor-Water Distribution - D5					\$35.81	\$6,207
519 Working Supervisor-Electric Utility Field Services					\$35.86	\$6,216
515 Electrical Technician			\$43.67	\$45.85	\$48.15	\$8,345

\* Temporary and Full-time Temporary employees only

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.

Note: Distribution certification stipends per contract language dated 9/15/02 have been rolled into wage rates.

J/C Classification	Hourly Pay Rate - Salary Step					
	1	2	3	4	5	6
338 Hazardous Waste Technician	\$24.21	\$25.42	\$26.69	\$28.03	\$29.43	\$30.90
336 Hazardous Waste Specialist I	\$26.29	\$27.61	\$28.99	\$30.44	\$31.96	\$33.56
337 Hazardous Waste Specialist II **	\$27.53	\$28.90	\$30.35	\$31.87	\$33.46	\$35.13
326 Utility Specialist I	\$23.64	\$24.82	\$26.06	\$27.36	\$28.73	\$30.17
327 Utility Specialist II	\$25.65	\$26.93	\$28.27	\$29.69	\$31.17	\$32.73

\* Classification subject to six and one-half percent (6.5%) differential for work performed at a hazardous waste incident or when this classification conducts training for the City's Hazardous Materials Response Team or SCHMRT.