

| APPENDIX A - WAGES | | | CDL | S1&S2 | S3&S4 | Tools | WW A | WW B | WW C | 3% | CDL w/3% | 7/01/16 to 6/30/17 CDL,Licensing,Tools | 7/01/17 to 6/31/18 | 7/01/18 to 6/30/19 |
|---|------------|----------|----------|-------|---------|---------|------|------|------|----------|-----------|---|-----------------------|-----------------------|
| | | | | | | | | | | 3% | 3% | 3.0% | 2.5% | 3.0% |
| Job Classification | Class Code | 7/1/2015 | | | | | | | | | | | | |
| Utility Locator (effective 10.3.16) | 82 | Start | N/A | | | | | | | | | \$ | 18.205 | \$ 19.306 |
| | | 1 yr | N/A | | | | | | | | | \$ | 18.808 | \$ 19.942 |
| | | 2yr | N/A | | | | | | | | | \$ | 18.875 | \$ 20.013 |
| Parking Meter Collector | 145 | Start | \$18.577 | | | | | | | \$19.134 | \$ 19.134 | \$ | 19.134 | \$ 20.201 |
| | | 1 yr | \$19.137 | | | | | | | \$19.711 | \$ 19.711 | \$ | 19.711 | \$ 20.810 |
| | | 2yr | \$19.250 | | | | | | | \$19.828 | \$ 19.828 | \$ | 19.828 | \$ 20.933 |
| Traffic Maintenance Person | 246 | Start | \$18.894 | 1 | \$ 0.10 | | | | | \$19.461 | \$ 19.564 | \$ | 19.564 | \$ 20.655 |
| | | 1 yr | \$19.453 | 1 | \$ 0.10 | | | | | \$20.037 | \$ 20.140 | \$ | 20.140 | \$ 21.262 |
| | | 2yr | \$19.645 | 1 | \$ 0.10 | | | | | \$20.234 | \$ 20.337 | \$ | 20.337 | \$ 21.471 |
| Lead Traffic Maintenance Person | 247 | Start | \$19.949 | 1 | \$ 0.10 | | | | | \$20.547 | \$ 20.650 | \$ | 20.650 | \$ 21.802 |
| | | 1 yr | \$20.520 | 1 | \$ 0.10 | | | | | \$21.136 | \$ 21.239 | \$ | 21.239 | \$ 22.423 |
| | | 2yr | \$20.863 | 1 | \$ 0.10 | | | | | \$21.489 | \$ 21.592 | \$ | 21.592 | \$ 22.796 |
| Traffic Maintenance Person/Electrician | 248 | Start | \$0.000 | | | | | | | \$0.000 | \$ - | \$ | - | \$ - |
| | | 1 yr | \$0.000 | | | | | | | \$0.000 | \$ - | \$ | - | \$ - |
| Journeyman | | Start | \$20.444 | | | | | | | \$21.057 | \$ 21.057 | \$ | 21.057 | \$ 22.231 |
| | | 1 yr | \$21.042 | | | | | | | \$21.673 | \$ 21.673 | \$ | 21.673 | \$ 22.882 |
| | | 2yr | \$22.756 | | | | | | | \$23.439 | \$ 23.439 | \$ | 23.439 | \$ 24.745 |
| Master | | Start | \$20.444 | | | | | | | \$21.057 | \$ 21.057 | \$ | 21.057 | \$ 22.231 |
| | | 1 yr | \$21.042 | | | | | | | \$21.673 | \$ 21.673 | \$ | 21.673 | \$ 22.882 |
| | | 2yr | \$23.939 | | | | | | | \$24.657 | \$ 24.657 | \$ | 24.657 | \$ 26.032 |
| Water Service Person | 370 | Start | \$18.894 | 1,2 | \$ 0.10 | | | | | \$19.461 | \$ 19.564 | \$ | 19.729 | \$ 20.828 |
| | | 1 yr | \$19.453 | 1,2 | \$ 0.10 | | | | | \$20.037 | \$ 20.140 | \$ | 20.304 | \$ 21.436 |
| | | 2yr | \$19.645 | 1,2 | \$ 0.10 | | | | | \$20.234 | \$ 20.337 | \$ | 20.502 | \$ 21.645 |
| Water Service Person | 370 | Start | \$18.894 | 1,2 | \$ 0.10 | \$ 0.20 | | | | \$19.461 | \$ 19.564 | \$ | 19.770 | \$ 20.872 |
| | | 1 yr | \$19.453 | 1,2 | \$ 0.10 | \$ 0.20 | | | | \$20.037 | \$ 20.140 | \$ | 20.346 | \$ 21.480 |
| | | 2yr | \$19.645 | 1,2 | \$ 0.10 | \$ 0.20 | | | | \$20.234 | \$ 20.337 | \$ | 20.543 | \$ 21.689 |
| Mason & Tile Layer | 375 | Start | \$18.894 | 1 | \$ 0.10 | | | | | \$19.461 | \$ 19.564 | \$ | 19.564 | \$ 20.655 |
| | | 1 yr | \$19.453 | 1 | \$ 0.10 | | | | | \$20.037 | \$ 20.140 | \$ | 20.140 | \$ 21.262 |
| | | 2yr | \$19.645 | 1 | \$ 0.10 | | | | | \$20.234 | \$ 20.337 | \$ | 20.337 | \$ 21.471 |
| Meter Repair Person | 380 | Start | \$19.173 | | | | | | | \$19.748 | \$ 19.748 | \$ | 19.748 | \$ 20.849 |
| | | 1 yr | \$19.758 | | | | | | | \$20.351 | \$ 20.351 | \$ | 20.351 | \$ 21.485 |
| | | 2yr | \$19.823 | | | | | | | \$20.418 | \$ 20.418 | \$ | 20.418 | \$ 21.556 |
| Parking Coordinator | 381 | Start | \$19.936 | | | | | | | \$20.534 | \$ 20.534 | \$ | 20.534 | \$ 21.679 |
| | | 1 yr | \$20.520 | | | | | | | \$21.136 | \$ 21.136 | \$ | 21.136 | \$ 22.314 |
| | | 2yr | \$20.863 | | | | | | | \$21.489 | \$ 21.489 | \$ | 21.489 | \$ 22.687 |
| Senior Meter Service Person | 385 | Start | \$19.173 | | | | | | | \$19.748 | \$ 19.748 | \$ | 19.748 | \$ 20.849 |
| | | 1 yr | \$19.758 | | | | | | | \$20.351 | \$ 20.351 | \$ | 20.351 | \$ 21.485 |
| | | 2yr | \$19.823 | | | | | | | \$20.418 | \$ 20.418 | \$ | 20.418 | \$ 21.556 |
| Water Meter Service Person | 390 | Start | \$18.894 | 1 | \$ 0.10 | | | | | \$19.461 | \$ 19.564 | \$ | 19.564 | \$ 20.655 |
| | | 1 yr | \$19.453 | 1 | \$ 0.10 | | | | | \$20.037 | \$ 20.140 | \$ | 20.140 | \$ 21.262 |
| | | 2yr | \$19.645 | 1 | \$ 0.10 | | | | | \$20.234 | \$ 20.337 | \$ | 20.337 | \$ 21.471 |
| Water Meter Reader | 391 | Start | \$18.894 | | | | | | | \$19.461 | \$ 19.461 | \$ | 19.461 | \$ 20.546 |
| | | 1 yr | \$19.453 | | | | | | | \$20.037 | \$ 20.037 | \$ | 20.037 | \$ 21.154 |
| | | 2yr | \$19.645 | | | | | | | \$20.234 | \$ 20.234 | \$ | 20.234 | \$ 21.362 |
| Equipment Operator III | 395 | Start | \$19.655 | 1,2 | \$ 0.10 | | | | | \$20.245 | \$ 20.348 | \$ | 20.348 | \$ 21.482 |
| | | 1 yr | \$20.267 | 1,2 | \$ 0.10 | | | | | \$20.875 | \$ 20.978 | \$ | 20.978 | \$ 22.148 |
| | | 2yr | \$20.380 | 1,2 | \$ 0.10 | | | | | \$20.991 | \$ 21.094 | \$ | 21.094 | \$ 22.270 |
| Equipment Operator III | 395 | Start | \$19.655 | 1,2 | \$ 0.10 | | | | | \$20.245 | \$ 20.348 | \$ | 20.512 | \$ 21.656 |
| | | 1 yr | \$20.267 | 1,2 | \$ 0.10 | | | | | \$20.875 | \$ 20.978 | \$ | 21.143 | \$ 22.322 |
| | | 2yr | \$20.380 | 1,2 | \$ 0.10 | | | | | \$20.991 | \$ 21.094 | \$ | 21.259 | \$ 22.444 |

| APPENDIX A - WAGES | | | CDL | S1&S2 | S3&S4 | Tools | WW A | WW B | WW C | 3% | CDL w/3% | 7/01/16 to 6/30/17 CDL,Licensing,Tools | 7/01/17 to 6/31/18 | 7/01/18 to 6/30/19 |
|----------------------------|------------|----------|----------|-------|---------|---------|------|------|------|----------|-----------|---|-----------------------|-----------------------|
| | | | | | | | | | | 3% | 3% | 3.0% | 2.5% | 3.0% |
| Job Classification | Class Code | 7/1/2015 | | | | | | | | | | | | |
| Equipment Operator III | 395 | Start | \$19.655 | 1,2 | \$ 0.10 | \$ 0.20 | | | | \$20.245 | \$ 20.348 | \$ 20.554 | \$ 21.067 | \$ 21.700 |
| | | 1 yr | \$20.267 | 1,2 | \$ 0.10 | \$ 0.20 | | | | \$20.875 | \$ 20.978 | \$ 21.184 | \$ 21.714 | \$ 22.365 |
| | | 2yr | \$20.380 | 1,2 | \$ 0.10 | \$ 0.20 | | | | \$20.991 | \$ 21.094 | \$ 21.300 | \$ 21.833 | \$ 22.488 |
| Equipment Operator II | 400 | Start | \$19.390 | 1,2 | \$ 0.10 | | | | | \$19.972 | \$ 20.075 | \$ 20.075 | \$ 20.577 | \$ 21.194 |
| | | 1 yr | \$19.974 | 1,2 | \$ 0.10 | | | | | \$20.573 | \$ 20.676 | \$ 20.676 | \$ 21.193 | \$ 21.829 |
| | | 2yr | \$20.267 | 1,2 | \$ 0.10 | | | | | \$20.875 | \$ 20.978 | \$ 20.978 | \$ 21.502 | \$ 22.148 |
| NO - License | 400 | Start | \$19.390 | 1,2 | \$ 0.10 | | | | | \$19.972 | \$ 20.075 | \$ 20.240 | \$ 20.745 | \$ 21.368 |
| | | 1 yr | \$19.974 | 1,2 | \$ 0.10 | | | | | \$20.573 | \$ 20.676 | \$ 20.841 | \$ 21.362 | \$ 22.003 |
| | | 2yr | \$20.267 | 1,2 | \$ 0.10 | | | | | \$20.875 | \$ 20.978 | \$ 21.143 | \$ 21.671 | \$ 22.322 |
| Equipment Operator II | 400 | Start | \$19.390 | 1,2 | \$ 0.10 | \$ 0.20 | | | | \$19.972 | \$ 20.075 | \$ 20.281 | \$ 20.788 | \$ 21.411 |
| | | 1 yr | \$19.974 | 1,2 | \$ 0.10 | \$ 0.20 | | | | \$20.573 | \$ 20.676 | \$ 20.882 | \$ 21.404 | \$ 22.046 |
| | | 2yr | \$20.267 | 1,2 | \$ 0.10 | \$ 0.20 | | | | \$20.875 | \$ 20.978 | \$ 21.184 | \$ 21.714 | \$ 22.365 |
| License 1 & 2 | 401 | Start | \$18.894 | 1 | \$ 0.10 | | | | | \$19.461 | \$ 19.564 | \$ 19.564 | \$ 20.053 | \$ 20.655 |
| | | 1 yr | \$19.453 | 1 | \$ 0.10 | | | | | \$20.037 | \$ 20.140 | \$ 20.140 | \$ 20.643 | \$ 21.262 |
| | | 2yr | \$19.645 | 1 | \$ 0.10 | | | | | \$20.234 | \$ 20.337 | \$ 20.337 | \$ 20.846 | \$ 21.471 |
| Equipment Operator | 402 | Start | \$19.390 | 1,2 | \$ 0.10 | | | | | \$19.972 | \$ 20.075 | \$ 20.075 | \$ 20.577 | \$ 21.194 |
| | | 1 yr | \$19.974 | 1,2 | \$ 0.10 | | | | | \$20.573 | \$ 20.676 | \$ 20.676 | \$ 21.193 | \$ 21.829 |
| | | 2yr | \$20.267 | 1,2 | \$ 0.10 | | | | | \$20.875 | \$ 20.978 | \$ 20.978 | \$ 21.502 | \$ 22.148 |
| NO - License | 402 | Start | \$19.390 | 1,2 | \$ 0.10 | | | | | \$19.972 | \$ 20.075 | \$ 20.240 | \$ 20.745 | \$ 21.368 |
| | | 1 yr | \$19.974 | 1,2 | \$ 0.10 | | | | | \$20.573 | \$ 20.676 | \$ 20.841 | \$ 21.362 | \$ 22.003 |
| | | 2yr | \$20.267 | 1,2 | \$ 0.10 | | | | | \$20.875 | \$ 20.978 | \$ 21.143 | \$ 21.671 | \$ 22.322 |
| Equipment Operator | 402 | Start | \$19.390 | 1,2 | \$ 0.10 | \$ 0.20 | | | | \$19.972 | \$ 20.075 | \$ 20.281 | \$ 20.788 | \$ 21.411 |
| | | 1 yr | \$19.974 | 1,2 | \$ 0.10 | \$ 0.20 | | | | \$20.573 | \$ 20.676 | \$ 20.882 | \$ 21.404 | \$ 22.046 |
| | | 2yr | \$20.267 | 1,2 | \$ 0.10 | \$ 0.20 | | | | \$20.875 | \$ 20.978 | \$ 21.184 | \$ 21.714 | \$ 22.365 |
| License 1 & 2 | 403 | Start | \$19.745 | 1 | \$ 0.10 | | | | | \$20.337 | \$ 20.440 | \$ 20.440 | \$ 20.951 | \$ 0.629 |
| | | 1 yr | \$20.342 | 1 | \$ 0.10 | | | | | \$20.952 | \$ 21.055 | \$ 21.055 | \$ 21.582 | \$ 22.229 |
| | | 2yr | \$20.444 | 1 | \$ 0.10 | | | | | \$21.057 | \$ 21.160 | \$ 21.160 | \$ 21.689 | \$ 22.340 |
| Equipment Operator | 405 | Start | \$18.894 | 1,2 | \$ 0.10 | | | | | \$19.461 | \$ 19.564 | \$ 19.564 | \$ 20.053 | \$ 20.655 |
| | | 1 yr | \$19.453 | 1,2 | \$ 0.10 | | | | | \$20.037 | \$ 20.140 | \$ 20.140 | \$ 20.643 | \$ 21.262 |
| | | 2yr | \$19.645 | 1,2 | \$ 0.10 | | | | | \$20.234 | \$ 20.337 | \$ 20.337 | \$ 20.846 | \$ 21.471 |
| NO - License | 405 | Start | \$18.894 | 1,2 | \$ 0.10 | | | | | \$19.461 | \$ 19.564 | \$ 19.729 | \$ 20.222 | \$ 20.828 |
| | | 1 yr | \$19.453 | 1,2 | \$ 0.10 | | | | | \$20.037 | \$ 20.140 | \$ 20.304 | \$ 20.812 | \$ 21.436 |
| | | 2yr | \$19.645 | 1,2 | \$ 0.10 | | | | | \$20.234 | \$ 20.337 | \$ 20.502 | \$ 21.015 | \$ 21.645 |
| License 3 & 4 | 405 | Start | \$18.894 | 1,2 | \$ 0.10 | \$ 0.20 | | | | \$19.461 | \$ 19.564 | \$ 19.770 | \$ 20.264 | \$ 20.872 |
| | | 1 yr | \$19.453 | 1,2 | \$ 0.10 | \$ 0.20 | | | | \$20.037 | \$ 20.140 | \$ 20.346 | \$ 20.854 | \$ 21.480 |
| | | 2yr | \$19.645 | 1,2 | \$ 0.10 | \$ 0.20 | | | | \$20.234 | \$ 20.337 | \$ 20.543 | \$ 21.057 | \$ 21.689 |
| Equipment Operator | 407 | Start | \$19.390 | 1 | \$ 0.10 | | | | | \$19.972 | \$ 20.075 | \$ 20.075 | \$ 20.577 | \$ 21.194 |
| | | 1 yr | \$19.974 | 1 | \$ 0.10 | | | | | \$20.573 | \$ 20.676 | \$ 20.676 | \$ 21.193 | \$ 21.829 |
| | | 2yr | \$20.267 | 1 | \$ 0.10 | | | | | \$20.875 | \$ 20.978 | \$ 20.978 | \$ 21.502 | \$ 22.148 |
| Vactor Operator | 409 | Start | \$17.851 | | | | | | | \$18.387 | \$ 18.387 | \$ 18.387 | \$ 18.846 | \$ 19.412 |
| | | 1 yr | \$18.399 | | | | | | | \$18.951 | \$ 18.951 | \$ 18.951 | \$ 19.425 | \$ 20.007 |
| | | 2yr | \$19.925 | | | | | | | \$20.523 | \$ 20.523 | \$ 20.523 | \$ 21.036 | \$ 21.667 |
| Equip Ctr Svs / Parts Tech | 420 | Start | \$18.894 | | | | | | | \$19.461 | \$ 19.461 | \$ 19.461 | \$ 19.947 | \$ 20.546 |
| | | 1 yr | \$19.453 | | | | | | | \$20.037 | \$ 20.037 | \$ 20.037 | \$ 20.538 | \$ 21.154 |
| | | 2yr | \$19.645 | | | | | | | \$20.234 | \$ 20.234 | \$ 20.234 | \$ 20.740 | \$ 21.362 |
| Radio Dispatcher | 440 | Start | \$18.017 | | | | | | | \$18.558 | \$ 18.558 | \$ 18.558 | \$ 19.021 | \$ 19.592 |
| | | 1 yr | \$18.539 | | | | | | | \$19.095 | \$ 19.095 | \$ 19.095 | \$ 19.573 | \$ 20.160 |
| | | 2yr | \$19.059 | | | | | | | \$19.631 | \$ 19.631 | \$ 19.631 | \$ 20.122 | \$ 20.725 |

| APPENDIX A - WAGES | | | CDL | S1&S2 | S3&S4 | Tools | WW A | WW B | WW C | 3% | CDL w/3% | 7/01/16 to 6/30/17 CDL,Licensing,Tools | 7/01/17 to 6/31/18 | 7/01/18 to 6/30/19 |
|--|------------|----------|----------|-------|---------|---------|------|------|------|----------|-----------|---|-----------------------|-----------------------|
| | | | | | | | | | | 3% | 3% | 3.0% | 2.5% | 3.0% |
| Job Classification | Class Code | 7/1/2015 | | | | | | | | | | | | |
| Airport Maintenance Person I | 460 | Start | \$19.390 | | | | | | | \$19.972 | \$ 19.972 | \$ 19.972 | \$ 20.471 | \$ 21.085 |
| | | 1 yr | \$19.974 | | | | | | | \$20.573 | \$ 20.573 | \$ 20.573 | \$ 21.088 | \$ 21.720 |
| | | 2yr | \$20.267 | | | | | | | \$20.875 | \$ 20.875 | \$ 20.875 | \$ 21.397 | \$ 22.039 |
| Airport Maintenance Person II | 461 | Start | \$19.655 | 1 | \$ 0.10 | | | | | \$20.245 | \$ 20.348 | \$ 20.348 | \$ 20.856 | \$ 21.482 |
| | | 1 yr | \$20.267 | 1 | \$ 0.10 | | | | | \$20.875 | \$ 20.978 | \$ 20.978 | \$ 21.502 | \$ 22.148 |
| | | 2yr | \$20.380 | 1 | \$ 0.10 | | | | | \$20.991 | \$ 21.094 | \$ 21.094 | \$ 21.622 | \$ 22.270 |
| Operations/Maintenance Specialist - Mechanic I | 462 | Start | \$20.584 | 1,3 | \$ 0.10 | \$ 0.70 | | | | \$21.202 | \$ 21.305 | \$ 22.026 | \$ 22.576 | \$ 23.253 |
| | | 1 yr | \$21.207 | 1,3 | \$ 0.10 | \$ 0.70 | | | | \$21.843 | \$ 21.946 | \$ 22.667 | \$ 23.234 | \$ 23.931 |
| | | 2yr | \$22.059 | 1,3 | \$ 0.10 | \$ 0.70 | | | | \$22.721 | \$ 22.824 | \$ 23.545 | \$ 24.133 | \$ 24.857 |
| Operations/Maintenance Specialist | 463 | Start | \$19.655 | 1 | \$ 0.10 | | | | | \$20.245 | \$ 20.348 | \$ 20.348 | \$ 20.856 | \$ 21.482 |
| | | 1 yr | \$20.267 | 1 | \$ 0.10 | | | | | \$20.875 | \$ 20.978 | \$ 20.978 | \$ 21.502 | \$ 22.148 |
| | | 2yr | \$21.118 | 1 | \$ 0.10 | | | | | \$21.752 | \$ 21.855 | \$ 21.855 | \$ 22.401 | \$ 23.073 |
| Airport Maintenance Person IV | 464 | Start | \$21.029 | 1 | \$ 0.10 | | | | | \$21.660 | \$ 21.763 | \$ 21.763 | \$ 22.307 | \$ 22.976 |
| | | 1 yr | \$21.677 | 1 | \$ 0.10 | | | | | \$22.327 | \$ 22.430 | \$ 22.430 | \$ 22.991 | \$ 23.681 |
| | | 2yr | \$23.037 | 1 | \$ 0.10 | | | | | \$23.728 | \$ 23.831 | \$ 23.831 | \$ 24.427 | \$ 25.160 |
| Airport Maintenance Person III (Elec) | 465 | Start | \$0.000 | | | | | | | \$0.000 | \$ - | \$ - | \$ - | \$ - |
| | | 1 yr | \$0.000 | | | | | | | \$0.000 | \$ - | \$ - | \$ - | \$ - |
| | | 2yr | \$0.000 | | | | | | | \$0.000 | \$ - | \$ - | \$ - | \$ - |
| Journeyman | | Start | \$20.444 | 1 | \$ 0.10 | | | | | \$21.057 | \$ 21.160 | \$ 21.160 | \$ 21.689 | \$ 22.340 |
| | | 1 yr | \$21.042 | 1 | \$ 0.10 | | | | | \$21.673 | \$ 21.776 | \$ 21.776 | \$ 22.321 | \$ 22.990 |
| | | 2yr | \$22.756 | 1 | \$ 0.10 | | | | | \$23.439 | \$ 23.542 | \$ 23.542 | \$ 24.130 | \$ 24.854 |
| Master | | Start | \$20.444 | 1 | \$ 0.10 | | | | | \$21.057 | \$ 21.160 | \$ 21.160 | \$ 21.689 | \$ 22.340 |
| | | 1 yr | \$21.042 | 1 | \$ 0.10 | | | | | \$21.673 | \$ 21.776 | \$ 21.776 | \$ 22.321 | \$ 22.990 |
| | | 2yr | \$23.939 | 1 | \$ 0.10 | | | | | \$24.657 | \$ 24.760 | \$ 24.760 | \$ 25.379 | \$ 26.141 |
| Mechanical Repair Person III | 466 | Start | \$20.584 | | | | | | | \$21.202 | \$ 21.202 | \$ 21.202 | \$ 21.732 | \$ 22.384 |
| | | 1 yr | \$21.207 | | | | | | | \$21.843 | \$ 21.843 | \$ 21.843 | \$ 22.389 | \$ 23.061 |
| | | 2yr | \$22.059 | | | | | | | \$22.721 | \$ 22.721 | \$ 22.721 | \$ 23.289 | \$ 23.987 |
| Lead Mechanic | 520 | Start | \$20.584 | 1,3 | \$ 0.10 | \$ 0.70 | | | | \$21.202 | \$ 21.305 | \$ 23.633 | \$ 24.224 | \$ 24.951 |
| | | 1 yr | \$21.207 | 1,3 | \$ 0.10 | \$ 0.70 | | | | \$21.843 | \$ 21.946 | \$ 24.210 | \$ 24.815 | \$ 25.560 |
| | | 2yr | \$22.059 | 1,3 | \$ 0.10 | \$ 0.70 | | | | \$22.721 | \$ 22.824 | \$ 24.787 | \$ 25.407 | \$ 26.169 |
| (ASE) Mechanic I | 521 | Start | \$18.207 | 1,3 | \$ 0.10 | \$ 0.70 | | | | \$18.753 | \$ 18.856 | \$ 19.577 | \$ 20.067 | \$ 20.669 |
| | | 1 yr | \$18.767 | 1,3 | \$ 0.10 | \$ 0.70 | | | | \$19.330 | \$ 19.433 | \$ 20.154 | \$ 20.658 | \$ 21.278 |
| | | 2yr | \$20.204 | 1,3 | \$ 0.10 | \$ 0.70 | | | | \$20.810 | \$ 20.913 | \$ 21.634 | \$ 22.175 | \$ 22.840 |
| (ASE) Mechanic II | 522 | Start | \$19.173 | 1,3 | \$ 0.10 | \$ 0.70 | | | | \$19.748 | \$ 19.851 | \$ 20.572 | \$ 21.086 | \$ 21.719 |
| | | 1 yr | \$19.758 | 1,3 | \$ 0.10 | \$ 0.70 | | | | \$20.351 | \$ 20.454 | \$ 21.175 | \$ 21.704 | \$ 22.355 |
| | | 2yr | \$20.648 | 1,3 | \$ 0.10 | \$ 0.70 | | | | \$21.267 | \$ 21.370 | \$ 22.091 | \$ 22.644 | \$ 23.323 |
| Mechanic II with State License | 522 | Start | \$19.173 | 1,3 | \$ 0.10 | \$ 0.70 | | | | \$19.748 | \$ 19.851 | \$ 20.572 | \$ 21.086 | \$ 21.719 |
| | | 1 yr | \$19.758 | 1,3 | \$ 0.10 | \$ 0.70 | | | | \$20.351 | \$ 20.454 | \$ 21.175 | \$ 21.704 | \$ 22.355 |
| | | 2yr | \$21.118 | 1,3 | \$ 0.10 | \$ 0.70 | | | | \$21.752 | \$ 21.855 | \$ 22.576 | \$ 23.140 | \$ 23.834 |
| (ASE) Mechanic III (effective 10.26.16) | 523 | Start | \$19.173 | 1,3 | \$ 0.10 | \$ 0.70 | | | | \$19.748 | \$ 19.851 | \$ 21.046 | \$ 21.572 | \$ 22.219 |
| | | 1 yr | \$19.758 | 1,3 | \$ 0.10 | \$ 0.70 | | | | \$20.351 | \$ 20.454 | \$ 21.623 | \$ 22.164 | \$ 22.828 |
| | | 2yr | \$21.690 | 1,3 | \$ 0.10 | \$ 0.70 | | | | \$22.341 | \$ 22.444 | \$ 23.622 | \$ 24.213 | \$ 24.939 |
| Industrial Electrician | 524 | Start | \$20.139 | | | | | | | \$20.743 | \$ 20.743 | \$ 20.743 | \$ 21.262 | \$ 21.900 |
| | | 1 yr | \$20.736 | | | | | | | \$21.358 | \$ 21.358 | \$ 21.358 | \$ 21.892 | \$ 22.549 |
| | | 2yr | \$23.582 | | | | | | | \$24.289 | \$ 24.289 | \$ 24.289 | \$ 24.897 | \$ 25.644 |

| APPENDIX A - WAGES | | | CDL | S1&S2 | S3&S4 | Tools | WW A | WW B | WW C | 3% | CDL w/3% | 7/01/16 to 6/30/17 CDL,Licensing,Tools | 7/01/17 to 6/31/18 | 7/01/18 to 6/30/19 |
|--------------------------------|------------|----------|----------|-------|-------|-------|---------|---------|---------|----------|-----------|---|-----------------------|-----------------------|
| | | | | | | | | | | 3% | 3% | 3.0% | 2.5% | 3.0% |
| Job Classification | Class Code | 7/1/2015 | | | | | | | | | | | | |
| Electrician | 525 | | | | | | | | | \$0.000 | \$ - | \$ - | \$ - | \$ - |
| Journeyman | | Start | \$20.444 | | | | | | | \$21.057 | \$ 21.057 | \$ 21.057 | \$ 21.584 | \$ 22.231 |
| | | 1 yr | \$21.042 | | | | | | | \$21.673 | \$ 21.673 | \$ 21.673 | \$ 22.215 | \$ 22.882 |
| | | 2yr | \$22.756 | | | | | | | \$23.439 | \$ 23.439 | \$ 23.439 | \$ 24.025 | \$ 24.745 |
| Master | | Start | \$20.444 | | | | | | | \$21.057 | \$ 21.057 | \$ 21.057 | \$ 21.584 | \$ 22.231 |
| | | 1 yr | \$21.042 | | | | | | | \$21.673 | \$ 21.673 | \$ 21.673 | \$ 22.215 | \$ 22.882 |
| | | 2yr | \$23.939 | | | | | | | \$24.657 | \$ 24.657 | \$ 24.657 | \$ 25.274 | \$ 26.032 |
| Contractor | | Start | \$20.444 | | | | | | | \$21.057 | \$ 21.057 | \$ 21.057 | \$ 21.584 | \$ 22.231 |
| | | 1 yr | \$21.042 | | | | | | | \$21.673 | \$ 21.673 | \$ 21.673 | \$ 22.215 | \$ 22.882 |
| | | 2yr | \$23.939 | | | | | | | \$24.657 | \$ 24.657 | \$ 24.657 | \$ 25.274 | \$ 26.032 |
| Master Electrician | 528 | Start | \$21.104 | | | | | | | \$21.737 | \$ 21.737 | \$ 21.737 | \$ 22.281 | \$ 22.949 |
| | | 1 yr | \$21.740 | | | | | | | \$22.392 | \$ 22.392 | \$ 22.392 | \$ 22.952 | \$ 23.641 |
| | | 2yr | \$24.726 | | | | | | | \$25.468 | \$ 25.468 | \$ 25.468 | \$ 26.104 | \$ 26.888 |
| Electrician's Helper | 530 | Start | \$18.804 | | | | | | | \$19.368 | \$ 19.368 | \$ 19.368 | \$ 19.852 | \$ 20.448 |
| | | 1 yr | \$19.364 | | | | | | | \$19.945 | \$ 19.945 | \$ 19.945 | \$ 20.444 | \$ 21.057 |
| | | 2yr | \$19.645 | | | | | | | \$20.234 | \$ 20.234 | \$ 20.234 | \$ 20.740 | \$ 21.362 |
| Carpenter | 545 | Start | \$19.655 | | | | | | | \$20.245 | \$ 20.245 | \$ 20.245 | \$ 20.751 | \$ 21.373 |
| | | 1 yr | \$20.267 | | | | | | | \$20.875 | \$ 20.875 | \$ 20.875 | \$ 21.397 | \$ 22.039 |
| | | 2yr | \$20.380 | | | | | | | \$20.991 | \$ 20.991 | \$ 20.991 | \$ 21.516 | \$ 22.162 |
| Lead Mechanic | 549 | Start | \$20.584 | | | | | | | \$21.202 | \$ 21.202 | \$ 21.202 | \$ 21.732 | \$ 22.384 |
| | | 1 yr | \$21.207 | | | | | | | \$21.843 | \$ 21.843 | \$ 21.843 | \$ 22.389 | \$ 23.061 |
| | | 2yr | \$22.059 | | | | | | | \$22.721 | \$ 22.721 | \$ 22.721 | \$ 23.289 | \$ 23.987 |
| Mechanical Repair Person | 550 | Start | \$19.655 | | | | | | | \$20.245 | \$ 20.245 | \$ 20.245 | \$ 20.751 | \$ 21.373 |
| | | 1 yr | \$20.267 | | | | | | | \$20.875 | \$ 20.875 | \$ 20.875 | \$ 21.397 | \$ 22.039 |
| | | 2yr | \$21.118 | | | | | | | \$21.752 | \$ 21.752 | \$ 21.752 | \$ 22.295 | \$ 22.964 |
| Maintenance Specialist | 566 | Start | \$19.085 | | | | | | | \$19.658 | \$ 19.658 | \$ 19.658 | \$ 20.149 | \$ 20.753 |
| | | 1 yr | \$19.645 | | | | | | | \$20.234 | \$ 20.234 | \$ 20.234 | \$ 20.740 | \$ 21.362 |
| | | 2yr | \$19.848 | | | | | | | \$20.443 | \$ 20.443 | \$ 20.443 | \$ 20.955 | \$ 21.583 |
| Lift Station Operator | 567 | Start | \$18.804 | | | | | | | \$19.368 | \$ 19.368 | \$ 19.368 | \$ 19.852 | \$ 20.448 |
| | | 1 yr | \$19.364 | | | | | | | \$19.945 | \$ 19.945 | \$ 19.945 | \$ 20.444 | \$ 21.057 |
| | | 2yr | \$19.645 | | | | | | | \$20.234 | \$ 20.234 | \$ 20.234 | \$ 20.740 | \$ 21.362 |
| Plant Operator A License | 568 | Start | \$17.713 | 4 | | | \$2.000 | | | \$18.244 | \$ 18.244 | \$ 20.304 | \$ 20.812 | \$ 21.436 |
| | | 1 yr | \$19.758 | 4 | | | \$2.000 | | | \$20.351 | \$ 20.351 | \$ 22.411 | \$ 22.971 | \$ 23.660 |
| | | 2yr | \$20.267 | 4 | | | \$2.000 | | | \$20.875 | \$ 20.875 | \$ 22.935 | \$ 23.508 | \$ 24.214 |
| Plant Operator B License | 568 | Start | \$17.713 | 4 | | | | \$1.500 | | \$18.244 | \$ 18.244 | \$ 19.789 | \$ 20.284 | \$ 20.893 |
| | | 1 yr | \$19.758 | 4 | | | | \$1.500 | | \$20.351 | \$ 20.351 | \$ 21.896 | \$ 22.443 | \$ 23.116 |
| | | 2yr | \$20.267 | 4 | | | | \$1.500 | | \$20.875 | \$ 20.875 | \$ 22.420 | \$ 22.981 | \$ 23.670 |
| Plant Operator C License | 568 | Start | \$17.713 | 4 | | | | | \$1.000 | \$18.244 | \$ 18.244 | \$ 19.274 | \$ 19.756 | \$ 20.349 |
| | | 1 yr | \$19.758 | 4 | | | | | \$1.000 | \$20.351 | \$ 20.351 | \$ 21.381 | \$ 21.915 | \$ 22.573 |
| | | 2yr | \$20.267 | 4 | | | | | \$1.000 | \$20.875 | \$ 20.875 | \$ 21.905 | \$ 22.453 | \$ 23.126 |
| Plant Operator D License | 568 | Start | \$17.713 | 4 | | | | | | \$18.244 | \$ 18.244 | \$ 18.244 | \$ 18.700 | \$ 19.262 |
| | | 1 yr | \$19.758 | 4 | | | | | | \$20.351 | \$ 20.351 | \$ 20.351 | \$ 20.860 | \$ 21.485 |
| | | 2yr | \$20.267 | 4 | | | | | | \$20.875 | \$ 20.875 | \$ 20.875 | \$ 21.397 | \$ 22.039 |
| Lift Station Operator/Mechanic | 569 | Start | \$19.173 | | | | | | | \$19.748 | \$ 19.748 | \$ 19.748 | \$ 20.242 | \$ 20.849 |
| | | 1 yr | \$19.757 | | | | | | | \$20.350 | \$ 20.350 | \$ 20.350 | \$ 20.858 | \$ 21.484 |
| | | 2yr | \$19.823 | | | | | | | \$20.418 | \$ 20.418 | \$ 20.418 | \$ 20.928 | \$ 21.556 |
| Operator I | 571 | Start | \$17.713 | | | | | | | \$18.244 | \$ 18.244 | \$ 18.244 | \$ 18.700 | \$ 19.262 |
| | | 1 yr | \$18.246 | | | | | | | \$18.793 | \$ 18.793 | \$ 18.793 | \$ 19.263 | \$ 19.841 |
| | | 2yr | \$18.741 | | | | | | | \$19.303 | \$ 19.303 | \$ 19.303 | \$ 19.786 | \$ 20.379 |

| APPENDIX A - WAGES | | | CDL | S1&S2 | S3&S4 | Tools | WW A | WW B | WW C | 3% | CDL w/3% | 7/01/16 to 6/30/17 CDL,Licensing,Tools | 7/01/17 to 6/31/18 | 7/01/18 to 6/30/19 |
|-------------------------------|-------------|----------|---------|---------|-------|-------|------|------|------|----------|-----------|---|-----------------------|-----------------------|
| | | | | | | | | | | 3% | 3% | 3.0% | 2.5% | 3.0% |
| Job Classification | Class Code | 7/1/2015 | | | | | | | | | | | | |
| Pumping Station Operator II | 594 | Start | | | | | | | | \$21.660 | \$ 21.660 | \$ 21.660 | \$ 22.201 | \$ 22.867 |
| | | 1 yr | | | | | | | | \$22.327 | \$ 22.327 | \$ 22.327 | \$ 22.885 | \$ 23.572 |
| | | 2yr | | | | | | | | \$23.728 | \$ 23.728 | \$ 23.728 | \$ 24.321 | \$ 25.051 |
| Pumping Station Operator | 595 | Start | | | | | | | | \$19.748 | \$ 19.748 | \$ 19.748 | \$ 20.242 | \$ 20.849 |
| | | 1 yr | | | | | | | | \$20.350 | \$ 20.350 | \$ 20.350 | \$ 20.858 | \$ 21.484 |
| | | 2yr | | | | | | | | \$20.875 | \$ 20.875 | \$ 20.875 | \$ 21.397 | \$ 22.039 |
| | D-3 | Start | | | | | | | | \$19.748 | \$ 19.748 | \$ 19.748 | \$ 20.242 | \$ 20.849 |
| | | 1 yr | | | | | | | | \$20.351 | \$ 20.351 | \$ 20.351 | \$ 20.860 | \$ 21.485 |
| | | 2yr | | | | | | | | \$21.057 | \$ 21.057 | \$ 21.057 | \$ 21.584 | \$ 22.231 |
| | D-2 | Start | | | | | | | | \$19.748 | \$ 19.748 | \$ 19.748 | \$ 20.242 | \$ 20.849 |
| | | 1 yr | | | | | | | | \$20.351 | \$ 20.351 | \$ 20.351 | \$ 20.860 | \$ 21.485 |
| | | 2yr | | | | | | | | \$21.333 | \$ 21.333 | \$ 21.333 | \$ 21.867 | \$ 22.523 |
| | D-1 License | Start | | | | | | | | \$19.748 | \$ 19.748 | \$ 19.748 | \$ 20.242 | \$ 20.849 |
| | | 1 yr | | | | | | | | \$20.351 | \$ 20.351 | \$ 20.351 | \$ 20.860 | \$ 21.485 |
| | | 2yr | | | | | | | | \$21.633 | \$ 21.633 | \$ 21.633 | \$ 22.174 | \$ 22.839 |
| Downtown Maint. Person | 617 | Start | | | | | | | | \$17.357 | \$ 17.357 | \$ 17.357 | \$ 17.790 | \$ 18.324 |
| | | 1 yr | | | | | | | | \$17.894 | \$ 17.894 | \$ 17.894 | \$ 18.342 | \$ 18.892 |
| | | 2yr | | | | | | | | \$18.167 | \$ 18.167 | \$ 18.167 | \$ 18.621 | \$ 19.180 |
| Field Maintenance Recorder | 618 | Start | | | | | | | | \$19.972 | \$ 19.972 | \$ 19.972 | \$ 20.471 | \$ 21.085 |
| | | 1 yr | | | | | | | | \$20.573 | \$ 20.573 | \$ 20.573 | \$ 21.088 | \$ 21.720 |
| | | 2yr | | | | | | | | \$20.875 | \$ 20.875 | \$ 20.875 | \$ 21.397 | \$ 22.039 |
| PT Groundskeeper Maint/Person | 619 | Start | | | | | | | | \$19.972 | \$ 19.972 | \$ 19.972 | \$ 20.471 | \$ 21.085 |
| | | 1 yr | | | | | | | | \$20.573 | \$ 20.573 | \$ 20.573 | \$ 21.088 | \$ 21.720 |
| | | 2yr | | | | | | | | \$20.875 | \$ 20.875 | \$ 20.875 | \$ 21.397 | \$ 22.039 |
| Groundskeeper Maint/Person | 620 | Start | \$ 0.10 | | | | | | | \$19.972 | \$ 20.075 | \$ 20.075 | \$ 20.577 | \$ 21.194 |
| | | 1 yr | \$ 0.10 | | | | | | | \$20.573 | \$ 20.676 | \$ 20.676 | \$ 21.193 | \$ 21.829 |
| | | 2yr | \$ 0.10 | | | | | | | \$20.875 | \$ 20.978 | \$ 20.978 | \$ 21.502 | \$ 22.148 |
| Risk Maintenance Person | 621 | Start | | | | | | | | \$19.461 | \$ 19.461 | \$ 19.461 | \$ 19.947 | \$ 20.546 |
| | | 1 yr | | | | | | | | \$20.037 | \$ 20.037 | \$ 20.037 | \$ 20.538 | \$ 21.154 |
| | | 2yr | | | | | | | | \$20.835 | \$ 20.835 | \$ 20.835 | \$ 21.356 | \$ 21.996 |
| Maintenance | 622 | Start | | | | | | | | \$19.134 | \$ 19.134 | \$ 19.134 | \$ 19.613 | \$ 20.201 |
| | | 1 yr | | | | | | | | \$19.711 | \$ 19.711 | \$ 19.711 | \$ 20.204 | \$ 20.810 |
| | | 2yr | | | | | | | | \$19.828 | \$ 19.828 | \$ 19.828 | \$ 20.323 | \$ 20.933 |
| Facilities Maintenance Person | 624 | Start | | | | | | | | \$19.461 | \$ 19.461 | \$ 19.461 | \$ 19.947 | \$ 20.546 |
| | | 1 yr | | | | | | | | \$20.037 | \$ 20.037 | \$ 20.037 | \$ 20.538 | \$ 21.154 |
| | | 2yr | | | | | | | | \$20.234 | \$ 20.234 | \$ 20.234 | \$ 20.740 | \$ 21.362 |
| Maintenance Person | 626 | Start | | | | | | | | \$19.461 | \$ 19.461 | \$ 19.461 | \$ 19.947 | \$ 20.546 |
| | | 1 yr | | | | | | | | \$20.037 | \$ 20.037 | \$ 20.037 | \$ 20.538 | \$ 21.154 |
| | | 2yr | | | | | | | | \$20.234 | \$ 20.234 | \$ 20.234 | \$ 20.740 | \$ 21.362 |
| Public Service Maint/Repair | 628 | Start | 1 | \$ 0.10 | | | | | | \$20.245 | \$ 20.348 | \$ 20.348 | \$ 20.856 | \$ 21.482 |
| | | 1 yr | 1 | \$ 0.10 | | | | | | \$20.875 | \$ 20.978 | \$ 20.978 | \$ 21.502 | \$ 22.148 |
| | | 2yr | 1 | \$ 0.10 | | | | | | \$20.991 | \$ 21.094 | \$ 21.094 | \$ 21.622 | \$ 22.270 |
| Tree Trimmer | 630 | Start | | | | | | | | \$19.972 | \$ 19.972 | \$ 19.972 | \$ 20.471 | \$ 21.085 |
| | | 1 yr | | | | | | | | \$20.573 | \$ 20.573 | \$ 20.573 | \$ 21.088 | \$ 21.720 |
| | | 2yr | | | | | | | | \$20.875 | \$ 20.875 | \$ 20.875 | \$ 21.397 | \$ 22.039 |
| Custodian | 655 | Start | | | | | | | | \$17.720 | \$ 17.720 | \$ 17.720 | \$ 18.163 | \$ 18.708 |
| | | 1 yr | | | | | | | | \$18.258 | \$ 18.258 | \$ 18.258 | \$ 18.714 | \$ 19.276 |
| | | 2yr | | | | | | | | \$19.330 | \$ 19.330 | \$ 19.330 | \$ 19.813 | \$ 20.408 |