

MOU Exhibit A: Wage Schedule - 2024 Update

Effective Dates: 2021-1/1/2021, 2022-1/1/2022, 2023-1/1/2023, 2024-1/1/2024  
Print Date: 11/27/2023

CPI-W - MOU section 20.4: CPI-W SF/OK/HW - Max 5.0 Min 2.0%

2.00%                      5.00%                      5.00%                      2.00%

**Water**

Position	Range	2020 Wage	CPI-W 2021 Wage	CPI-W 2022 Wage	CPI-W 2023 Wage	CPI-W (-1%) 2024 Wage
Water Utility Motor Control & SCADA Technician	Step 5 Step 4 Step 3 Step 2 Step 1	\$ 59.25	\$ 60.43	\$ 63.45	\$ 66.62	\$ 67.95
Planner Estimator Inspector (Water) Lead Inspector	Step 5 Step 4 Step 3 Step 2 Step 1	\$ 57.84	\$ 59.00	\$ 61.95	\$ 65.05	\$ 66.35
Senior Water Quality Technician/Inspector Water Distribution Foreman Water Operations Foreman Meter Maintenance & Water Loss Coordinator	Step 5 Step 4 Step 3 Step 2 Step 1	\$ 56.43	\$ 57.56	\$ 60.44	\$ 63.46	\$ 64.73
Inspector for Pipeline Construction	Step 5 Step 4 Step 3 Step 2 Step 1	\$ 52.46 \$ 49.97 \$ 47.58 \$ 45.32 \$ 43.16	\$ 53.51 \$ 50.97 \$ 48.53 \$ 46.23 \$ 44.03	\$ 56.19 \$ 53.52 \$ 50.96 \$ 48.54 \$ 46.23	\$ 59.00 \$ 56.20 \$ 53.51 \$ 50.97 \$ 48.54	\$ 60.18 \$ 57.32 \$ 54.58 \$ 51.99 \$ 49.51
Water Distribution Leadman Water Operations Leadman Water Quality Technician	Step 5 Step 4 Step 3 Step 2 Step 1	\$ 49.97	\$ 50.97	\$ 53.52	\$ 56.20	\$ 57.32
Water Service Technician	Step 5 Step 4 Step 3 Step 2 Step 1	\$ 46.42	\$ 47.35	\$ 49.72	\$ 52.21	\$ 53.25
Water Technician-in-Training/Mechanic	Step 5 Step 4 Step 3 Step 2 Step 1	\$ 46.42 \$ 44.21 \$ 42.11 \$ 40.10 \$ 38.20	\$ 47.35 \$ 45.09 \$ 42.95 \$ 40.90 \$ 38.96	\$ 49.72 \$ 47.35 \$ 45.10 \$ 42.95 \$ 40.91	\$ 52.21 \$ 49.72 \$ 47.36 \$ 45.10 \$ 42.96	\$ 53.25 \$ 50.71 \$ 48.31 \$ 46.00 \$ 43.82
Contract Administrator	Step 5 Step 4 Step 3 Step 2 Step 1	\$ 43.16 \$ 41.11 \$ 39.15 \$ 37.29 \$ 35.51	\$ 44.03 \$ 41.93 \$ 39.93 \$ 38.04 \$ 36.22	\$ 46.23 \$ 44.03 \$ 41.93 \$ 39.94 \$ 38.03	\$ 48.54 \$ 46.23 \$ 44.03 \$ 41.94 \$ 39.93	\$ 49.51 \$ 47.15 \$ 44.91 \$ 42.78 \$ 40.73
Water Service Technician-In-Training <small>(Wage steps are based on module completion. Module 1 and 2 are at wage step 1)</small>	Step 5 Step 4 Step 3 Step 2 Step 1	\$ 42.11 \$ 40.10 \$ 38.20 \$ 36.37 \$ 34.64	\$ 42.95 \$ 40.90 \$ 38.96 \$ 37.10 \$ 35.33	\$ 45.10 \$ 42.95 \$ 40.91 \$ 38.96 \$ 37.10	\$ 47.36 \$ 45.10 \$ 42.96 \$ 40.91 \$ 38.96	\$ 48.31 \$ 46.00 \$ 43.82 \$ 41.73 \$ 39.74
Helper II	Step 5 Step 4 Step 3 Step 2 Step 1	\$ 37.27 \$ 35.49 \$ 33.80 \$ 32.18 \$ 30.66	\$ 38.01 \$ 36.20 \$ 34.48 \$ 32.83 \$ 31.27	\$ 39.91 \$ 38.01 \$ 36.20 \$ 34.48 \$ 32.83	\$ 41.91 \$ 39.91 \$ 38.01 \$ 36.20 \$ 34.47	\$ 42.75 \$ 40.71 \$ 38.77 \$ 36.92 \$ 35.16
Helper I	Step 5 Step 4 Step 3 Step 2 Step 1	\$ 35.49 \$ 33.80 \$ 32.18 \$ 30.66 \$ 29.20	\$ 36.20 \$ 34.48 \$ 32.83 \$ 31.27 \$ 29.78	\$ 38.01 \$ 36.20 \$ 34.48 \$ 32.83 \$ 31.27	\$ 39.91 \$ 38.01 \$ 36.20 \$ 34.47 \$ 32.83	\$ 40.71 \$ 38.77 \$ 36.92 \$ 35.16 \$ 33.49

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**Electric**

Position		Range	2020 Wage	CPI-W 2021 Wage	CPI-W 2022 Wage	CPI-W 2023 Wage	CPI-W (-1%) 2024 Wage
Electric Foreman Electrician/Meter Technician Foreman Troubleman	Step 5	37	\$ 63.77	\$ 65.04	\$ 68.29	\$ 71.70	\$ 73.13
	Step 4						
	Step 3						
	Step 2						
	Step 1						
Lead Inspector Substation Lineman/Inspector	Step 5	36	\$ 62.21	\$ 63.45	\$ 66.62	\$ 69.95	\$ 71.35
	Step 4						
	Step 3						
	Step 2						
	Step 1						
Lead Lineman	Step 5	35	\$ 60.73	\$ 61.95	\$ 65.04	\$ 68.29	\$ 69.66
	Step 4						
	Step 3						
	Step 2						
	Step 1						
Substation Lineman	Step 5	34	\$ 59.25	\$ 60.43	\$ 63.45	\$ 66.62	\$ 67.95
	Step 4						
	Step 3						
	Step 2						
	Step 1						
Electrician/Meter Technician Construction and Maintenance Inspector (Electric)	Step 5	34	\$ 59.25	\$ 60.43	\$ 63.45	\$ 66.62	\$ 67.95
	Step 4		\$ 56.43	\$ 57.56	\$ 60.44	\$ 63.46	\$ 64.73
	Step 3		\$ 53.74	\$ 54.82	\$ 57.56	\$ 60.44	\$ 61.65
	Step 2		\$ 51.18	\$ 52.21	\$ 54.82	\$ 57.56	\$ 58.71
	Step 1		\$ 48.74	\$ 49.71	\$ 52.20	\$ 54.81	\$ 55.91
Journeyman Lineman	Step 5	33	\$ 57.84	\$ 59.00	\$ 61.95	\$ 65.05	\$ 66.35
	Step 4						
	Step 3						
	Step 2						
	Step 1						
Meter Reader Coordinator / Utility Worker	Step 5	29	\$ 52.46	\$ 53.51	\$ 56.19	\$ 59.00	\$ 60.18
	Step 4		\$ 49.97	\$ 50.97	\$ 53.52	\$ 56.20	\$ 57.32
	Step 3		\$ 47.58	\$ 48.53	\$ 50.96	\$ 53.51	\$ 54.58
	Step 2		\$ 45.32	\$ 46.23	\$ 48.54	\$ 50.97	\$ 51.99
	Step 1		\$ 43.16	\$ 44.03	\$ 46.23	\$ 48.54	\$ 49.51
Apprentice Lineman <small>(Wage steps are based on completion of apprentice program steps. Step 1 and 2 of program are wage step 1)</small>	Step 5	27	\$ 49.97	\$ 50.97	\$ 53.52	\$ 56.20	\$ 57.32
	Step 4		\$ 47.58	\$ 48.53	\$ 50.96	\$ 53.51	\$ 54.58
	Step 3		\$ 45.32	\$ 46.23	\$ 48.54	\$ 50.97	\$ 51.99
	Step 2		\$ 43.16	\$ 44.03	\$ 46.23	\$ 48.54	\$ 49.51
	Step 1		\$ 41.11	\$ 41.93	\$ 44.03	\$ 46.23	\$ 47.15
Groundman	Step 5	17	\$ 39.13	\$ 39.91	\$ 41.91	\$ 44.01	\$ 44.89
	Step 4		\$ 37.27	\$ 38.01	\$ 39.91	\$ 41.91	\$ 42.75
	Step 3		\$ 35.49	\$ 36.20	\$ 38.01	\$ 39.91	\$ 40.71
	Step 2		\$ 33.80	\$ 34.48	\$ 36.20	\$ 38.01	\$ 38.77
	Step 1		\$ 32.18	\$ 32.83	\$ 34.48	\$ 36.20	\$ 36.92

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2.00%                      5.00%                      5.00%                      2.00%

**Admin Services**

Position	Range	2020 Wage	CPI-W 2021 Wage	CPI-W 2022 Wage	CPI-W 2023 Wage	CPI-W (-1%) 2024 Wage
Billing/Customer Service Supervisor	Step 5	\$ 47.58	\$ 48.53	\$ 50.96	\$ 53.51	\$ 54.58
	Step 4	\$ 45.32	\$ 46.23	\$ 48.54	\$ 50.97	\$ 51.99
	Step 3	\$ 43.16	\$ 44.03	\$ 46.23	\$ 48.54	\$ 49.51
	Step 2	\$ 41.11	\$ 41.93	\$ 44.03	\$ 46.23	\$ 47.15
	Step 1	\$ 39.15	\$ 39.93	\$ 41.93	\$ 44.03	\$ 44.91
Accounting Supervisor Meter Reader Coordinator Work Order Accounting Supervisor	Step 5	\$ 43.16	\$ 44.03	\$ 46.23	\$ 48.54	\$ 49.51
	Step 4	\$ 41.11	\$ 41.93	\$ 44.03	\$ 46.23	\$ 47.15
	Step 3	\$ 39.15	\$ 39.93	\$ 41.93	\$ 44.03	\$ 44.91
	Step 2	\$ 37.29	\$ 38.04	\$ 39.93	\$ 41.93	\$ 42.78
	Step 1	\$ 35.51	\$ 36.22	\$ 38.04	\$ 39.94	\$ 40.73
Accounting Specialist Lead Customer Service/Collection Supervisor	Step 5	\$ 40.10	\$ 40.90	\$ 42.95	\$ 45.10	\$ 46.00
	Step 4	\$ 38.20	\$ 38.96	\$ 40.91	\$ 42.96	\$ 43.82
	Step 3	\$ 36.37	\$ 37.10	\$ 38.96	\$ 40.91	\$ 41.73
	Step 2	\$ 34.64	\$ 35.33	\$ 37.10	\$ 38.96	\$ 39.74
	Step 1	\$ 33.00	\$ 33.66	\$ 35.34	\$ 37.11	\$ 37.85
Billing Specialist	Step 5	\$ 38.19	\$ 38.95	\$ 40.91	\$ 42.96	\$ 43.82
	Step 4	\$ 36.37	\$ 37.10	\$ 38.96	\$ 40.91	\$ 41.73
	Step 3	\$ 34.64	\$ 35.33	\$ 37.10	\$ 38.96	\$ 39.74
	Step 2	\$ 32.98	\$ 33.64	\$ 35.32	\$ 37.11	\$ 37.85
	Step 1	\$ 31.42	\$ 32.05	\$ 33.65	\$ 35.33	\$ 36.04
Administrative / Community Outreach Coord. Conservation Specialist Administrative Records Tech	Step 5	\$ 37.26	\$ 38.01	\$ 39.91	\$ 41.91	\$ 42.75
	Step 4	\$ 35.49	\$ 36.20	\$ 38.01	\$ 39.91	\$ 40.71
	Step 3	\$ 33.80	\$ 34.48	\$ 36.20	\$ 38.01	\$ 38.77
	Step 2	\$ 32.18	\$ 32.83	\$ 34.48	\$ 36.20	\$ 36.92
	Step 1	\$ 30.66	\$ 31.27	\$ 32.83	\$ 34.47	\$ 35.16
Meter Reader/Collector/Service Technician	Step 5	\$ 36.37	\$ 37.10	\$ 38.96	\$ 40.91	\$ 41.73
	Step 4	\$ 34.64	\$ 35.33	\$ 37.10	\$ 38.96	\$ 39.74
	Step 3	\$ 33.00	\$ 33.66	\$ 35.33	\$ 37.10	\$ 37.84
	Step 2	\$ 31.43	\$ 32.05	\$ 33.66	\$ 35.34	\$ 36.05
	Step 1	\$ 29.92	\$ 30.52	\$ 32.05	\$ 33.65	\$ 34.32
Senior Clerk Accounting Specialist Billing Specialist Work Order Specialist Meter Reader/CSR	Step 5	\$ 35.49	\$ 36.20	\$ 38.01	\$ 39.91	\$ 40.71
	Step 4	\$ 33.80	\$ 34.48	\$ 36.20	\$ 38.01	\$ 38.77
	Step 3	\$ 32.18	\$ 32.83	\$ 34.48	\$ 36.20	\$ 36.92
	Step 2	\$ 30.66	\$ 31.27	\$ 32.83	\$ 34.47	\$ 35.16
	Step 1	\$ 29.20	\$ 29.78	\$ 31.27	\$ 32.83	\$ 33.49
Customer Services Representative III	Step 5	\$ 33.80	\$ 34.48	\$ 36.21	\$ 38.01	\$ 38.77
	Step 4	\$ 32.19	\$ 32.83	\$ 34.48	\$ 36.20	\$ 36.92
	Step 3	\$ 30.66	\$ 31.27	\$ 32.83	\$ 34.47	\$ 35.16
	Step 2	\$ 29.20	\$ 29.78	\$ 31.27	\$ 32.83	\$ 33.49
	Step 1	\$ 27.81	\$ 28.36	\$ 29.78	\$ 31.27	\$ 31.90
Customer Services Representative II	Step 5	\$ 32.18	\$ 32.83	\$ 34.48	\$ 36.20	\$ 36.92
	Step 4	\$ 30.66	\$ 31.27	\$ 32.83	\$ 34.47	\$ 35.16
	Step 3	\$ 29.20	\$ 29.78	\$ 31.27	\$ 32.83	\$ 33.49
	Step 2	\$ 27.80	\$ 28.36	\$ 29.78	\$ 31.27	\$ 31.90
	Step 1	\$ 26.48	\$ 27.01	\$ 28.36	\$ 29.78	\$ 30.38
Customer Services Representative	Step 5	\$ 31.43	\$ 32.05	\$ 33.66	\$ 35.34	\$ 36.05
	Step 4	\$ 29.92	\$ 30.52	\$ 32.05	\$ 33.65	\$ 34.32
	Step 3	\$ 28.50	\$ 29.07	\$ 30.52	\$ 32.05	\$ 32.69
	Step 2	\$ 27.15	\$ 27.69	\$ 29.07	\$ 30.52	\$ 31.13
	Step 1	\$ 25.85	\$ 26.37	\$ 27.69	\$ 29.07	\$ 29.65

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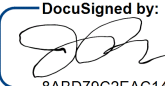
2.00%                      5.00%                      5.00%                      2.00%

**Support Services**

Position	Range	2020 Wage	CPI-W 2021 Wage	CPI-W 2022 Wage	CPI-W 2023 Wage	CPI-W (-1%) 2024 Wage
Vehicle Maintenance Foreman Facilities Maintenance Foreman	Step 5 Step 4 Step 3 Step 2 Step 1	\$ 29 \$ 52.46	\$ 53.51	\$ 56.19	\$ 59.00	\$ 60.18
Mechanic	Step 5 Step 4 Step 3 Step 2 Step 1	\$ 24 \$ 46.42 \$ 44.21 \$ 42.11 \$ 40.10 \$ 38.20	\$ 47.35 \$ 45.09 \$ 42.95 \$ 40.90 \$ 38.96	\$ 49.72 \$ 47.35 \$ 45.10 \$ 42.95 \$ 40.91	\$ 52.21 \$ 49.72 \$ 47.36 \$ 45.10 \$ 42.96	\$ 53.25 \$ 50.71 \$ 48.31 \$ 46.00 \$ 43.82
Buyer	Step 5 Step 4 Step 3 Step 2 Step 1	\$ 21 \$ 43.16 \$ 41.11 \$ 39.15 \$ 37.29 \$ 35.51	\$ 44.03 \$ 41.93 \$ 39.93 \$ 38.04 \$ 36.22	\$ 46.23 \$ 44.03 \$ 41.93 \$ 39.93 \$ 38.04	\$ 48.54 \$ 46.23 \$ 44.03 \$ 41.93 \$ 39.94	\$ 49.51 \$ 47.15 \$ 44.91 \$ 42.78 \$ 40.73
Assistant Mechanic-in-training <small>(Wages steps are based on module completion. Module 1 and 2 are at wage step 1)</small>	Step 5 Step 4 Step 3 Step 2 Step 1	\$ 17 \$ 39.13 \$ 37.27 \$ 35.49 \$ 33.80 \$ 32.18	\$ 39.91 \$ 38.01 \$ 36.20 \$ 34.48 \$ 32.83	\$ 41.91 \$ 39.91 \$ 38.01 \$ 36.20 \$ 34.48	\$ 44.01 \$ 41.91 \$ 39.91 \$ 38.01 \$ 36.20	\$ 44.89 \$ 42.75 \$ 40.71 \$ 38.77 \$ 36.92
Facility Maintenance Technician	Step 5 Step 4 Step 3 Step 2 Step 1	\$ 16 \$ 38.20 \$ 36.37 \$ 34.64 \$ 33.00 \$ 31.43	\$ 38.96 \$ 37.10 \$ 35.33 \$ 33.66 \$ 32.05	\$ 40.91 \$ 38.96 \$ 37.10 \$ 35.33 \$ 33.66	\$ 42.96 \$ 40.91 \$ 38.96 \$ 37.10 \$ 35.34	\$ 43.82 \$ 41.73 \$ 39.74 \$ 37.84 \$ 36.04
Warehouse/Utility Worker	Step 5 Step 4 Step 3 Step 2 Step 1	\$ 14 \$ 36.37 \$ 34.64 \$ 33.00 \$ 31.43 \$ 29.92	\$ 37.10 \$ 35.33 \$ 33.66 \$ 32.05 \$ 30.52	\$ 38.96 \$ 37.10 \$ 35.33 \$ 33.66 \$ 32.05	\$ 40.91 \$ 38.96 \$ 37.10 \$ 35.34 \$ 33.65	\$ 41.73 \$ 39.74 \$ 37.84 \$ 36.05 \$ 34.32
Engineer Intern	Step 1	\$ 1 \$ 21.79	\$ 22.22	\$ 23.33	\$ 24.50	\$ 24.99

**Conservation**

Position	Range	2020 Wage	CPI-W 2021 Wage	CPI-W 2022 Wage	CPI-W 2023 Wage	CPI-W (-1%) 2024 Wage
Conservator Programs Specialist	Step 5 Step 4 Step 3 Step 2 Step 1	\$ 15 \$ 37.27 \$ 35.49 \$ 33.79 \$ 32.18 \$ 30.66	\$ 38.01 \$ 36.20 \$ 34.48 \$ 32.83 \$ 31.27	\$ 39.91 \$ 38.01 \$ 36.20 \$ 34.48 \$ 32.83	\$ 41.91 \$ 39.91 \$ 38.01 \$ 36.20 \$ 34.47	\$ 42.75 \$ 40.71 \$ 38.77 \$ 36.92 \$ 35.16
Customer Service Representative	Step 5 Step 4 Step 3 Step 2 Step 1	\$ 8 \$ 31.43 \$ 29.92 \$ 28.50 \$ 27.15 \$ 25.85	\$ 32.05 \$ 30.52 \$ 29.07 \$ 27.69 \$ 26.37	\$ 33.66 \$ 32.05 \$ 30.52 \$ 29.07 \$ 27.69	\$ 35.34 \$ 33.65 \$ 32.05 \$ 30.52 \$ 29.07	\$ 36.05 \$ 34.32 \$ 32.69 \$ 31.13 \$ 29.65

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