

APPENDIX A1  
 American Federation of State, County and Municipal Employees (AFSCME)  
 Pay Scale Schedule  
 Employees Hired Before January 1, 2012

		(1) Start	(2) 6 Mo	(3) 1 Yr	(4) 2 Yrs	(5) 3 Yrs	(6) 4 Yrs	(7) 5 Yrs	(8) 6 Yrs	(9) 7 Yrs	(10) 8 Yrs
<u>H-16</u>											
Custodian I	9/12/2011	13.38	14.05	14.70	14.81	15.06	15.13	15.38	15.45	15.73	15.84
Custodian I(part-time)	10/2/2015	13.51	14.19	14.85	14.96	15.21	15.28	15.53	15.60	15.89	16.00
<u>H-22</u>											
Laborer I	9/12/2011	14.38	15.09	15.81	15.98	16.18	16.33	16.63	16.81	17.00	17.20
	10/2/2015	14.52	15.24	15.97	16.14	16.34	16.49	16.80	16.98	17.17	17.37
<u>H-24</u>											
Appr WW Oper/Maintainer	9/12/2011	16.54	16.66	17.00	17.13	17.33	17.52	17.75	17.91		
Appr Water Oper/Maintainer	10/2/2015	16.71	16.83	17.17	17.30	17.50	17.70	17.93	18.09		
Custodian II											
Laborer II											
<b>Appr. Municipal Worker</b>											
<u>H-26</u>											
Labor Foreperson I	9/12/2011	17.00	17.13	17.33	17.52	17.75	17.91	18.17	18.36		
Market Servicer (8 month)	10/2/2015	17.17	17.30	17.50	17.70	17.93	18.09	18.35	18.54		
Vehicle Mechanic I											
<u>H-28</u>											
Mason	9/12/2011	17.36	17.63	17.86	18.11	18.36	18.57	18.81	19.03		
	10/2/2015	17.53	17.81	18.04	18.29	18.54	18.76	19.00	19.22		
<u>H-30</u>											
Distribution Servicer II	9/12/2011	17.91	18.17	18.40	18.65	18.89	19.10	19.36	19.56		
Equipment Operator II	10/2/2015	18.09	18.35	18.58	18.84	19.08	19.29	19.55	19.76		
Lead Field & Maint Operator											
<b>Landscape Coordinator (8 month)</b>											
<b>Lead Field and Parks Maint. Oper.</b>											
<b>Parks Coordinator</b>											
Vehicle Mechanic II											
WW Oper/Maintainer I											
Water Oper/Maintainer I											
Water Well Driller I											
<b>Municipal Worker I</b>											

		(1) Start	(2) 6 Mo	(3) 1 Yr	(4) 2 Yrs	(5) 3 Yrs	(6) 4 Yrs	(7) 5 Yrs	(8) 6 Yrs	(9) 7 Yrs	(10) 8 Yrs
<u>H-32</u>											
Lead Distribution Servicer	9/12/2011	18.36	18.65	18.91	19.23	19.45	19.76	20.01	20.34		
Tree Trimmer	10/2/2015	18.54	18.84	19.10	19.42	19.64	19.96	20.21	20.54		
<u>H-34</u>											
Maintenance Mechanic	9/12/2011	18.89	19.14	19.41	19.73	19.98	20.22	20.50	20.80		
Vactor Jet Operator	10/2/2015	19.08	19.33	19.60	19.93	20.18	20.42	20.71	21.01		
Vehicle Mechanic III											
<u>H-35</u>											
Equipment Operator III	9/12/2011	19.14	19.45	19.75	20.00	20.25	20.51	20.80	21.10		
<b>Municipal Worker II</b>	10/2/2015	19.33	19.64	19.95	20.20	20.45	20.72	21.01	21.31		
<u>H-36</u>											
Sewer Surveyor	9/12/2011	19.41	19.76	20.03	20.39	20.72	21.02	21.21	21.53		
WW Oper/Maintainer II	10/2/2015	19.60	19.96	20.23	20.59	20.93	21.23	21.42	21.75		
Water Oper/Maintainer II											
<u>H-38</u>											
Lead Equipment Operator III	9/12/2011	19.99	20.25	20.53	20.84	21.17	21.46	21.80	22.12		
Lead Maintenance Mechanic	10/2/2015	20.19	20.45	20.74	21.05	21.38	21.67	22.02	22.34		
Lead Tree Trimmer											
Master Mechanic											
Water Well Driller II											
<u>H-40</u>											
Lead Master Mechanic	9/12/2011	20.54	20.81	21.10	21.42	21.76	22.06	22.41	22.74		
<b>Municipal Worker III</b>	10/2/2015	20.75	21.02	21.31	21.63	21.98	22.28	22.63	22.97		
<b>Parks &amp; Rec Build.&amp; Gds. Tech.</b>											
<u>H-42</u>											
WW Oper/Maintainer III	9/12/2011	21.10	21.39	21.68	22.01	22.36	22.66	23.03	23.37		
Water Oper/Maintainer III	10/2/2015	21.31	21.60	21.90	22.23	22.58	22.89	23.26	23.60		

APPENDIX A2  
American Federation of State, County and Municipal Employees (AFSCME)  
Pay Scale Schedule  
Employees Hired January 1, 2012 and Later

		(1) Start	(2) 6 Mo	(3) 1 Yr	(4) 2 Yrs	(5) 3 Yrs	(6) 4 Yrs	(7) 5 Yrs	(8) 6 Yrs	(9) 7 Yrs	(10) 8 Yrs
<u>H-16</u>											
Custodian I	1/1/2012	12.71	13.35	13.97	14.07	14.31	14.38	14.61	14.68	14.94	15.05
Custodian I(part-time)	10/2/2015	12.84	13.48	14.11	14.21	14.45	14.52	14.76	14.83	15.09	15.20
<u>H-22</u>											
Laborer I	1/1/2012	13.66	14.34	15.02	15.18	15.38	15.51	15.80	15.97	16.15	16.34
	10/2/2015	13.80	14.48	15.17	15.33	15.53	15.67	15.96	16.13	16.31	16.50
<u>H-24</u>											
Appr WW Oper/Maintainer	1/1/2012	15.71	15.83	16.15	16.28	16.46	16.65	16.86	17.01		
Appr Water Oper/Maintainer	10/2/2015	15.87	15.99	16.31	16.44	16.62	16.82	17.03	17.18		
Custodian II											
Laborer II											
<b>Appr. Municipal Worker</b>											
<u>H-26</u>											
Labor Foreperson I	1/1/2012	16.15	16.28	16.46	16.65	16.86	17.01	17.26	17.44		
Market Servicer (8 month)	10/2/2015	16.31	16.44	16.62	16.82	17.03	17.18	17.43	17.61		
Vehicle Mechanic I											
<u>H-28</u>											
Mason	1/1/2012	16.49	16.75	16.97	17.21	17.44	17.65	17.87	18.08		
	10/2/2015	16.65	16.92	17.14	17.38	17.61	17.83	18.05	18.26		
<u>H-30</u>											
Distribution Servicer II	1/1/2012	17.01	17.26	17.48	17.71	17.95	18.15	18.39	18.59		
Equipment Operator II	10/2/2015	17.18	17.43	17.65	17.89	18.13	18.33	18.57	18.78		
Lead Field & Maint Operator											
<b>Landscape Coordinator (8 month)</b>											
<b>Lead Field and Parks Maint. Oper.</b>											
<b>Parks Coordinator</b>											
Vehicle Mechanic II											
WW Oper/Maintainer I											
Water Oper/Maintainer I											
Water Well Driller I											
<b>Municipal Worker I</b>											

		(1) Start	(2) 6 Mo	(3) 1 Yr	(4) 2 Yrs	(5) 3 Yrs	(6) 4 Yrs	(7) 5 Yrs	(8) 6 Yrs	(9) 7 Yrs	(10) 8 Yrs
<u>H-32</u>											
Lead Distribution Servicer	1/1/2012	17.44	17.71	17.97	18.27	18.48	18.77	19.01	19.32		
Tree Trimmer	10/2/2015	17.61	17.89	18.15	18.45	18.66	18.96	19.20	19.51		
<u>H-34</u>											
Maintenance Mechanic	1/1/2012	17.95	18.18	18.44	18.74	18.96	19.21	19.48	19.76		
Vactor Jet Operator	10/2/2015	18.13	18.36	18.62	18.93	19.15	19.40	19.67	19.96		
Vehicle Mechanic III											
<u>H-35</u>											
Equipment Operator III	1/1/2012	18.18	18.48	18.76	19.00	19.24	19.49	19.76	20.04		
<b>Municipal Worker II</b>	10/2/2015	18.36	18.66	18.95	19.19	19.43	19.68	19.96	20.24		
<u>H-36</u>											
Sewer Surveyor	1/1/2012	18.44	18.77	19.03	19.37	19.68	19.97	20.15	20.46		
WW Oper/Maintainer II	10/2/2015	18.62	18.96	19.22	19.56	19.88	20.17	20.35	20.66		
Water Oper/Maintainer II											
<u>H-38</u>											
Lead Equipment Operator III	1/1/2012	18.99	19.24	19.51	19.80	20.11	20.39	20.71	21.01		
Lead Maintenance Mechanic	1/1/2012	19.18	19.43	19.71	20.00	20.31	20.59	20.92	21.22		
Lead Tree Trimmer											
Master Mechanic											
Water Well Driller II											
<u>H-40</u>											
Lead Master Mechanic	1/1/2012	19.52	19.77	20.04	20.35	20.67	20.95	21.29	21.60		
<b>Municipal Worker III</b>	10/2/2015	19.72	19.97	20.24	20.55	20.88	21.26	21.50	21.82		
<b>Parks &amp; Rec Build.&amp; Gds. Tech.</b>											
<u>H-42</u>											
WW Oper/Maintainer III	1/1/2012	20.04	20.32	20.59	20.91	21.24	21.53	21.87	22.20		
Water Oper/Maintainer III	10/2/2015	20.24	20.52	20.80	21.12	21.45	21.75	22.09	22.42		