

Field 2022 +2%						
Title	Starting	Step 1	Step 2	Step 3	Step 4	Step 5
Laborer	\$ 17.3253	\$ 17.6622	\$ 18.3871	\$ 18.4620	\$ 18.8409	\$ 21.0574
Clerk I	\$ 17.6622	\$ 18.0624	\$ 18.7867	\$ 18.8409	\$ 19.2410	\$ 21.3793
Equipment Operator Trainee	\$ 18.6399	\$ 19.0047	\$ 19.6948	\$ 19.7990	\$ 20.1437	\$ 22.3778
Equipment Operator I	\$ 18.6399	\$ 19.0047	\$ 19.6948	\$ 19.7990	\$ 20.1437	\$ 22.3778
Equipment Operator II	\$ 19.2800	\$ 19.4876	\$ 20.1261	\$ 20.3421	\$ 20.7767	\$ 23.0387
Equipment Operator Instructor	\$ 19.9085	\$ 20.2591	\$ 20.9998	\$ 21.0919	\$ 21.4420	\$ 23.6887
Aerial Tower Operator 40	\$ 19.9085	\$ 20.2591	\$ 20.9998	\$ 21.0919	\$ 21.4420	\$ 23.6887
Sign Shop Fabricator	\$ 19.9085	\$ 20.2591	\$ 20.9998	\$ 21.0919	\$ 21.4420	\$ 23.6887
Equipment Operator III	\$ 19.9085	\$ 20.2591	\$ 20.9998	\$ 21.0919	\$ 21.4420	\$ 23.6887
Labor Foreman	\$ 21.6307	\$ 21.9623	\$ 22.3977	\$ 22.5151	\$ 23.1125	\$ 25.3653
Utility Laborer	\$ 17.8934	\$ 18.2730	\$ 18.9547	\$ 18.9884	\$ 19.4093	\$ 21.5692
Field 2023 + \$1.25 + 2%						
Title	Starting	Step 1	Step 2	Step 3	Step 4	Step 5
Laborer	\$ 18.9468	\$ 19.2905	\$ 20.0299	\$ 20.1062	\$ 20.4927	\$ 22.7535
Clerk I	\$ 19.2905	\$ 19.6986	\$ 20.4374	\$ 20.4927	\$ 20.9008	\$ 23.0819
Equipment Operator Trainee	\$ 20.2877	\$ 20.6598	\$ 21.3637	\$ 21.4700	\$ 21.8215	\$ 24.1003
Equipment Operator I	\$ 20.2877	\$ 20.6598	\$ 21.3637	\$ 21.4700	\$ 21.8215	\$ 24.1003
Equipment Operator II	\$ 20.9406	\$ 21.1524	\$ 21.8037	\$ 22.0239	\$ 22.4672	\$ 24.7745
Equipment Operator Instructor	\$ 21.5816	\$ 21.9393	\$ 22.6948	\$ 22.7887	\$ 23.1459	\$ 25.4375
Aerial Tower Operator 40	\$ 21.5816	\$ 21.9393	\$ 22.6948	\$ 22.7887	\$ 23.1459	\$ 25.4375
Sign Shop Fabricator	\$ 21.5816	\$ 21.9393	\$ 22.6948	\$ 22.7887	\$ 23.1459	\$ 25.4375
Equipment Operator III	\$ 21.5816	\$ 21.9393	\$ 22.6948	\$ 22.7887	\$ 23.1459	\$ 25.4375
Labor Foreman	\$ 23.3383	\$ 23.6766	\$ 24.1206	\$ 24.2404	\$ 24.8497	\$ 27.1476
Utility Laborer	\$ 19.5262	\$ 19.9135	\$ 20.6088	\$ 20.6432	\$ 21.0725	\$ 23.2756
Field 2024 +3%						
Title	Starting	Step 1	Step 2	Step 3	Step 4	Step 5
Laborer	\$ 19.5152	\$ 19.8692	\$ 20.6308	\$ 20.7094	\$ 21.1075	\$ 23.4361
Clerk I	\$ 19.8692	\$ 20.2896	\$ 21.0505	\$ 21.1075	\$ 21.5278	\$ 23.7743
Equipment Operator Trainee	\$ 20.8963	\$ 21.2796	\$ 22.0046	\$ 22.1141	\$ 22.4762	\$ 24.8233
Equipment Operator I	\$ 20.8963	\$ 21.2796	\$ 22.0046	\$ 22.1141	\$ 22.4762	\$ 24.8233
Equipment Operator II	\$ 21.5689	\$ 21.7869	\$ 22.4578	\$ 22.6846	\$ 23.1412	\$ 25.5178
Equipment Operator Instructor	\$ 22.2291	\$ 22.5975	\$ 23.3756	\$ 23.4724	\$ 23.8402	\$ 26.2006
Aerial Tower Operator 40	\$ 22.2291	\$ 22.5975	\$ 23.3756	\$ 23.4724	\$ 23.8402	\$ 26.2006
Sign Shop Fabricator	\$ 22.2291	\$ 22.5975	\$ 23.3756	\$ 23.4724	\$ 23.8402	\$ 26.2006
Equipment Operator III	\$ 22.2291	\$ 22.5975	\$ 23.3756	\$ 23.4724	\$ 23.8402	\$ 26.2006
Labor Foreman	\$ 24.0385	\$ 24.3869	\$ 24.8442	\$ 24.9676	\$ 25.5952	\$ 27.9620
Utility Laborer	\$ 20.1120	\$ 20.5109	\$ 21.2270	\$ 21.2625	\$ 21.7046	\$ 23.9739
Field 2025 +3%						
Title	Starting	Step 1	Step 2	Step 3	Step 4	Step 5
Laborer	\$ 20.1007	\$ 20.4653	\$ 21.2497	\$ 21.3307	\$ 21.7408	\$ 24.1392
Clerk I	\$ 20.4653	\$ 20.8983	\$ 21.6820	\$ 21.7408	\$ 22.1737	\$ 24.4876
Equipment Operator Trainee	\$ 21.5232	\$ 21.9180	\$ 22.6647	\$ 22.7775	\$ 23.1505	\$ 25.5680
Equipment Operator I	\$ 21.5232	\$ 21.9180	\$ 22.6647	\$ 22.7775	\$ 23.1505	\$ 25.5680
Equipment Operator II	\$ 22.2159	\$ 22.4405	\$ 23.1315	\$ 23.3652	\$ 23.8355	\$ 26.2833
Equipment Operator Instructor	\$ 22.8960	\$ 23.2754	\$ 24.0769	\$ 24.1765	\$ 24.5555	\$ 26.9866
Aerial Tower Operator 40	\$ 22.8960	\$ 23.2754	\$ 24.0769	\$ 24.1765	\$ 24.5555	\$ 26.9866
Sign Shop Fabricator	\$ 22.8960	\$ 23.2754	\$ 24.0769	\$ 24.1765	\$ 24.5555	\$ 26.9866
Equipment Operator III	\$ 22.8960	\$ 23.2754	\$ 24.0769	\$ 24.1765	\$ 24.5555	\$ 26.9866
Labor Foreman	\$ 24.7597	\$ 25.1185	\$ 25.5896	\$ 25.7166	\$ 26.3631	\$ 28.8008
Utility Laborer	\$ 20.7154	\$ 21.1262	\$ 21.8638	\$ 21.9004	\$ 22.3558	\$ 24.6931
Field 2026 +3%						
Title	Starting	Step 1	Step 2	Step 3	Step 4	Step 5
Laborer	\$ 20.7037	\$ 21.0792	\$ 21.8872	\$ 21.9706	\$ 22.3930	\$ 24.8634
Clerk I	\$ 21.0792	\$ 21.5252	\$ 22.3325	\$ 22.3930	\$ 22.8389	\$ 25.2222
Equipment Operator Trainee	\$ 22.1689	\$ 22.5756	\$ 23.3447	\$ 23.4608	\$ 23.8450	\$ 26.3351
Equipment Operator I	\$ 22.1689	\$ 22.5756	\$ 23.3447	\$ 23.4608	\$ 23.8450	\$ 26.3351
Equipment Operator II	\$ 22.8824	\$ 23.1138	\$ 23.8254	\$ 24.0661	\$ 24.5505	\$ 27.0718
Equipment Operator Instructor	\$ 23.5828	\$ 23.9737	\$ 24.7992	\$ 24.9018	\$ 25.2921	\$ 27.7962
Aerial Tower Operator 40	\$ 23.5828	\$ 23.9737	\$ 24.7992	\$ 24.9018	\$ 25.2921	\$ 27.7962
Sign Shop Fabricator	\$ 23.5828	\$ 23.9737	\$ 24.7992	\$ 24.9018	\$ 25.2921	\$ 27.7962
Equipment Operator III	\$ 23.5828	\$ 23.9737	\$ 24.7992	\$ 24.9018	\$ 25.2921	\$ 27.7962
Labor Foreman	\$ 25.5024	\$ 25.8720	\$ 26.3573	\$ 26.4881	\$ 27.1540	\$ 29.6649
Utility Laborer	\$ 21.3368	\$ 21.7600	\$ 22.5197	\$ 22.5574	\$ 23.0264	\$ 25.4339
Field 2027 +3%						
Title	Starting	Step 1	Step 2	Step 3	Step 4	Step 5
Laborer	\$ 21.3248	\$ 21.7116	\$ 22.5438	\$ 22.6298	\$ 23.0648	\$ 25.6093
Clerk I	\$ 21.7116	\$ 22.1710	\$ 23.0025	\$ 23.0648	\$ 23.5240	\$ 25.9789
Equipment Operator Trainee	\$ 22.8340	\$ 23.2528	\$ 24.0450	\$ 24.1647	\$ 24.5603	\$ 27.1251
Equipment Operator I	\$ 22.8340	\$ 23.2528	\$ 24.0450	\$ 24.1647	\$ 24.5603	\$ 27.1251
Equipment Operator II	\$ 23.5689	\$ 23.8072	\$ 24.5402	\$ 24.7881	\$ 25.2871	\$ 27.8839
Equipment Operator Instructor	\$ 24.2903	\$ 24.6929	\$ 25.5431	\$ 25.6489	\$ 26.0509	\$ 28.6301
Aerial Tower Operator 40	\$ 24.2903	\$ 24.6929	\$ 25.5431	\$ 25.6489	\$ 26.0509	\$ 28.6301
Sign Shop Fabricator	\$ 24.2903	\$ 24.6929	\$ 25.5431	\$ 25.6489	\$ 26.0509	\$ 28.6301
Equipment Operator III	\$ 24.2903	\$ 24.6929	\$ 25.5431	\$ 25.6489	\$ 26.0509	\$ 28.6301
Labor Foreman	\$ 26.2675	\$ 26.6482	\$ 27.1480	\$ 27.2828	\$ 27.9686	\$ 30.5548
Utility Laborer	\$ 21.9769	\$ 22.4128	\$ 23.1953	\$ 23.2341	\$ 23.7172	\$ 26.1969

Shop 2022 +2%						
Title	Starting	Step 1	Step 2	Step 3	Step 4	Step 5
Shop Laborer	\$ 17.3253	\$ 17.6622	\$ 18.3871	\$ 18.4620	\$ 18.8409	\$ 20.8123
Utilityman	\$ 19.8724	\$ 20.1675	\$ 20.9130	\$ 21.0095	\$ 21.3043	\$ 23.5479
Auto Mechanic	\$ 20.9909	\$ 21.3416	\$ 22.0822	\$ 22.1743	\$ 22.5245	\$ 24.7711
Auto Body Mechanic	\$ 20.9909	\$ 21.3416	\$ 22.0822	\$ 22.1743	\$ 22.5245	\$ 24.7711
Welder	\$ 20.9909	\$ 21.3416	\$ 22.0822	\$ 22.1743	\$ 22.5245	\$ 24.7711
Painter	\$ 20.9909	\$ 21.3416	\$ 22.0822	\$ 22.1743	\$ 22.5245	\$ 24.7711
Auto Serviceman	\$ 20.9909	\$ 21.3416	\$ 22.0822	\$ 22.1743	\$ 22.5245	\$ 24.7711
Auto Mechanic Helper	\$ 18.6399	\$ 19.0047	\$ 19.6948	\$ 19.7990	\$ 20.1437	\$ 22.3778
Electrician	\$ 18.6399	\$ 19.0047	\$ 19.6948	\$ 19.7990	\$ 20.1437	\$ 22.3778
Store Clerk	\$ 19.9085	\$ 20.2591	\$ 20.9998	\$ 21.0919	\$ 21.4420	\$ 23.6887
Custodial Worker	\$ 16.9254	\$ 17.3262	\$ 17.9869	\$ 18.0624	\$ 18.4620	\$ 20.6632
Shop 2023 + \$1.25 + 2%						
Title	Starting	Step 1	Step 2	Step 3	Step 4	Step 5
Shop Laborer	\$ 18.9468	\$ 19.2905	\$ 20.0299	\$ 20.1062	\$ 20.4927	\$ 22.5035
Utilityman	\$ 21.5448	\$ 21.8459	\$ 22.6062	\$ 22.7046	\$ 23.0054	\$ 25.2939
Auto Mechanic	\$ 22.6857	\$ 23.0434	\$ 23.7988	\$ 23.8928	\$ 24.2499	\$ 26.5415
Auto Body Mechanic	\$ 22.6857	\$ 23.0434	\$ 23.7988	\$ 23.8928	\$ 24.2499	\$ 26.5415
Welder	\$ 22.6857	\$ 23.0434	\$ 23.7988	\$ 23.8928	\$ 24.2499	\$ 26.5415
Painter	\$ 22.6857	\$ 23.0434	\$ 23.7988	\$ 23.8928	\$ 24.2499	\$ 26.5415
Auto Serviceman	\$ 22.6857	\$ 23.0434	\$ 23.7988	\$ 23.8928	\$ 24.2499	\$ 26.5415
Auto Mechanic Helper	\$ 20.2877	\$ 20.6598	\$ 21.3637	\$ 21.4700	\$ 21.8215	\$ 24.1003
Electrician	\$ 20.2877	\$ 20.6598	\$ 21.3637	\$ 21.4700	\$ 21.8215	\$ 24.1003
Store Clerk	\$ 21.5816	\$ 21.9393	\$ 22.6948	\$ 22.7887	\$ 23.1459	\$ 25.4375
Custodial Worker	\$ 18.5389	\$ 18.9478	\$ 19.6216	\$ 19.6986	\$ 20.1062	\$ 22.3514
Shop 2024 +3%						
Title	Starting	Step 1	Step 2	Step 3	Step 4	Step 5
Shop Laborer	\$ 19.5152	\$ 19.8692	\$ 20.6308	\$ 20.7094	\$ 21.1075	\$ 23.1786
Utilityman	\$ 22.1911	\$ 22.5013	\$ 23.2844	\$ 23.3858	\$ 23.6956	\$ 26.0527
Auto Mechanic	\$ 23.3663	\$ 23.7347	\$ 24.5128	\$ 24.6096	\$ 24.9774	\$ 27.3378
Auto Body Mechanic	\$ 23.3663	\$ 23.7347	\$ 24.5128	\$ 24.6096	\$ 24.9774	\$ 27.3378
Welder	\$ 23.3663	\$ 23.7347	\$ 24.5128	\$ 24.6096	\$ 24.9774	\$ 27.3378
Painter	\$ 23.3663	\$ 23.7347	\$ 24.5128	\$ 24.6096	\$ 24.9774	\$ 27.3378
Auto Serviceman	\$ 23.3663	\$ 23.7347	\$ 24.5128	\$ 24.6096	\$ 24.9774	\$ 27.3378
Auto Mechanic Helper	\$ 20.8963	\$ 21.2796	\$ 22.0046	\$ 22.1141	\$ 22.4762	\$ 24.8233
Electrician	\$ 20.8963	\$ 21.2796	\$ 22.0046	\$ 22.1141	\$ 22.4762	\$ 24.8233
Store Clerk	\$ 22.2291	\$ 22.5975	\$ 23.3756	\$ 23.4724	\$ 23.8402	\$ 26.2006
Custodial Worker	\$ 19.0950	\$ 19.5162	\$ 20.2103	\$ 20.2896	\$ 20.7094	\$ 23.0220
Shop 2025 +3%						
Title	Starting	Step 1	Step 2	Step 3	Step 4	Step 5
Shop Laborer	\$ 20.1007	\$ 20.4653	\$ 21.2497	\$ 21.3307	\$ 21.7408	\$ 23.8740
Utilityman	\$ 22.8569	\$ 23.1763	\$ 23.9829	\$ 24.0874	\$ 24.4064	\$ 26.8343
Auto Mechanic	\$ 24.0673	\$ 24.4467	\$ 25.2482	\$ 25.3478	\$ 25.7268	\$ 28.1579
Auto Body Mechanic	\$ 24.0673	\$ 24.4467	\$ 25.2482	\$ 25.3478	\$ 25.7268	\$ 28.1579
Welder	\$ 24.0673	\$ 24.4467	\$ 25.2482	\$ 25.3478	\$ 25.7268	\$ 28.1579
Painter	\$ 24.0673	\$ 24.4467	\$ 25.2482	\$ 25.3478	\$ 25.7268	\$ 28.1579
Auto Serviceman	\$ 24.0673	\$ 24.4467	\$ 25.2482	\$ 25.3478	\$ 25.7268	\$ 28.1579
Auto Mechanic Helper	\$ 21.5232	\$ 21.9180	\$ 22.6647	\$ 22.7775	\$ 23.1505	\$ 25.5680
Electrician	\$ 21.5232	\$ 21.9180	\$ 22.6647	\$ 22.7775	\$ 23.1505	\$ 25.5680
Store Clerk	\$ 22.8960	\$ 23.2754	\$ 24.0769	\$ 24.1765	\$ 24.5555	\$ 26.9866
Custodial Worker	\$ 19.6679	\$ 20.1017	\$ 20.8166	\$ 20.8983	\$ 21.3307	\$ 23.7126
Shop 2026 +3%						
Title	Starting	Step 1	Step 2	Step 3	Step 4	Step 5
Shop Laborer	\$ 20.7037	\$ 21.0792	\$ 21.8872	\$ 21.9706	\$ 22.3930	\$ 24.5902
Utilityman	\$ 23.5426	\$ 23.8716	\$ 24.7024	\$ 24.8100	\$ 25.1386	\$ 27.6393
Auto Mechanic	\$ 24.7893	\$ 25.1801	\$ 26.0056	\$ 26.1083	\$ 26.4986	\$ 29.0026
Auto Body Mechanic	\$ 24.7893	\$ 25.1801	\$ 26.0056	\$ 26.1083	\$ 26.4986	\$ 29.0026
Welder	\$ 24.7893	\$ 25.1801	\$ 26.0056	\$ 26.1083	\$ 26.4986	\$ 29.0026
Painter	\$ 24.7893	\$ 25.1801	\$ 26.0056	\$ 26.1083	\$ 26.4986	\$ 29.0026
Auto Serviceman	\$ 24.7893	\$ 25.1801	\$ 26.0056	\$ 26.1083	\$ 26.4986	\$ 29.0026
Auto Mechanic Helper	\$ 22.1689	\$ 22.5756	\$ 23.3447	\$ 23.4608	\$ 23.8450	\$ 26.3351
Electrician	\$ 22.1689	\$ 22.5756	\$ 23.3447	\$ 23.4608	\$ 23.8450	\$ 26.3351
Store Clerk	\$ 23.5828	\$ 23.9737	\$ 24.7992	\$ 24.9018	\$ 25.2921	\$ 27.7962
Custodial Worker	\$ 20.2579	\$ 20.7047	\$ 21.4411	\$ 21.5252	\$ 21.9706	\$ 24.4240
Shop 2027 +3%						
Title	Starting	Step 1	Step 2	Step 3	Step 4	Step 5
Shop Laborer	\$ 21.3248	\$ 21.7116	\$ 22.5438	\$ 22.6298	\$ 23.0648	\$ 25.3279
Utilityman	\$ 24.2489	\$ 24.5877	\$ 25.4435	\$ 25.5543	\$ 25.8928	\$ 28.4685
Auto Mechanic	\$ 25.5330	\$ 25.9355	\$ 26.7858	\$ 26.8915	\$ 27.2935	\$ 29.8727
Auto Body Mechanic	\$ 25.5330	\$ 25.9355	\$ 26.7858	\$ 26.8915	\$ 27.2935	\$ 29.8727
Welder	\$ 25.5330	\$ 25.9355	\$ 26.7858	\$ 26.8915	\$ 27.2935	\$ 29.8727
Painter	\$ 25.5330	\$ 25.9355	\$ 26.7858	\$ 26.8915	\$ 27.2935	\$ 29.8727
Auto Serviceman	\$ 25.5330	\$ 25.9355	\$ 26.7858	\$ 26.8915	\$ 27.2935	\$ 29.8727
Auto Mechanic Helper	\$ 22.8340	\$ 23.2528	\$ 24.0450	\$ 24.1647	\$ 24.5603	\$ 27.1251
Electrician	\$ 22.8340	\$ 23.2528	\$ 24.0450	\$ 24.1647	\$ 24.5603	\$ 27.1251
Store Clerk	\$ 24.2903	\$ 24.6929	\$ 25.5431	\$ 25.6489	\$ 26.0509	\$ 28.6301
Custodial Worker	\$ 20.8657	\$ 21.3259	\$ 22.0843	\$ 22.1710	\$ 22.6298	\$ 25.1567