

**APPENDIX A  
TEAMSTERS 2026**

**EFFECTIVE JANUARY 1, 2026  
2.70% General Wage Adjustment**

		12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.	12 Mos.
Hours Worked Per Year: 2088		Step A	Step B	Step C	Step D	Step E	Step F	Step G
<b>Grade 4</b>	Annual	46,876	48,097	49,298	50,634	51,949	53,348	55,123
	Monthly	3,906	4,008	4,108	4,220	4,329	4,446	4,594
	Semi-Monthly	1,953	2,004	2,054	2,110	2,165	2,223	2,297
	Hourly	22.45	23.04	23.61	24.25	24.88	25.55	26.40
	OT Hourly	33.68	34.55	35.42	36.38	37.32	38.33	39.60
	Base +1%	22.67	23.27	23.85	24.49	25.13	25.81	26.66
	Base +2%	22.90	23.50	24.08	24.74	25.38	26.06	26.93
	Base +3%	23.12	23.73	24.32	24.98	25.63	26.32	27.19
	Base +4%	23.35	23.96	24.55	25.22	25.88	26.57	27.46
<b>Grade 5</b>	Annual	49,298	50,634	51,949	53,348	55,123	56,105	57,691
<b>Office Assistant I</b>	Monthly	4,108	4,220	4,329	4,446	4,594	4,675	4,808
	Semi-Monthly	2,054	2,110	2,165	2,223	2,297	2,338	2,404
	Hourly	23.61	24.25	24.88	25.55	26.40	26.87	27.63
	OT Hourly	35.42	36.38	37.32	38.33	39.60	40.31	41.45
	Base +1%	23.85	24.49	25.13	25.81	26.66	27.14	27.91
	Base +2%	24.08	24.74	25.38	26.06	26.93	27.41	28.18
	Base +3%	24.32	24.98	25.63	26.32	27.19	27.68	28.46
	Base +4%	24.55	25.22	25.88	26.57	27.46	27.94	28.74
<b>Grade 6</b>	Annual	51,949	53,348	55,123	56,105	57,691	59,237	60,865
<b>Office Assistant II</b>	Monthly	4,329	4,446	4,594	4,675	4,808	4,936	5,072
<b>Laborer - WWTP</b>	Semi-Monthly	2,165	2,223	2,297	2,338	2,404	2,468	2,536
<b>Laborer - Parks</b>	Hourly	24.88	25.55	26.40	26.87	27.63	28.37	29.15
<b>Laborer - Utilities</b>	OT Hourly	37.32	38.33	39.60	40.31	41.45	42.56	43.73
	Base +1%	25.13	25.81	26.66	27.14	27.91	28.65	29.44
	Base +2%	25.38	26.06	26.93	27.41	28.18	28.94	29.73
	Base +3%	25.63	26.32	27.19	27.68	28.46	29.22	30.02
	Base +4%	25.88	26.57	27.46	27.94	28.74	29.50	30.32
<b>Grade 7</b>	Annual	55,123	56,105	57,691	59,237	60,865	62,410	64,102
<b>Customer Service Representative</b>	Monthly	4,594	4,675	4,808	4,936	5,072	5,201	5,342
<b>Office Assistant III</b>	Semi-Monthly	2,297	2,338	2,404	2,468	2,536	2,601	2,671
<b>Police Records Specialist I</b>	Hourly	26.40	26.87	27.63	28.37	29.15	29.89	30.70
	OT Hourly	39.60	40.31	41.45	42.56	43.73	44.84	46.05
	Base +1%	26.66	27.14	27.91	28.65	29.44	30.19	31.01
	Base +2%	26.93	27.41	28.18	28.94	29.73	30.49	31.31
	Base +3%	27.19	27.68	28.46	29.22	30.02	30.79	31.62
	Base +4%	27.46	27.94	28.74	29.50	30.32	31.09	31.93
<b>Grade 8</b>	Annual	57,691	59,237	60,865	62,410	64,102	65,856	67,651
<b>Accounting Assistant II</b>	Monthly	4,808	4,936	5,072	5,201	5,342	5,488	5,638
<b>Automotive Tech Assistant</b>	Semi-Monthly	2,404	2,468	2,536	2,601	2,671	2,744	2,819
<b>Building Monitor</b>	Hourly	27.63	28.37	29.15	29.89	30.70	31.54	32.40
<b>Human Resource Assistant</b>	OT Hourly	41.45	42.56	43.73	44.84	46.05	47.31	48.60
<b>Recreation Program Coordinator I</b>	Base +1%	27.91	28.65	29.44	30.19	31.01	31.86	32.72
<b>Tax &amp; License Specialist</b>	Base +2%	28.18	28.94	29.73	30.49	31.31	32.17	33.05
	Base +3%	28.46	29.22	30.02	30.79	31.62	32.49	33.37
	Base +4%	28.74	29.50	30.32	31.09	31.93	32.80	33.70
<b>Grade 9</b>	Annual	60,865	62,410	64,102	65,856	67,651	69,426	71,389
<b>Accounting Assistant III</b>	Monthly	5,072	5,201	5,342	5,488	5,638	5,786	5,949

<b>Legal Technician I</b>	Semi-Monthly	2,536	2,601	2,671	2,744	2,819	2,893	2,975
<b>Office Assistant Senior</b>	Hourly	29.15	29.89	30.70	31.54	32.40	33.25	34.19
<b>Police Records Specialist II</b>	OT Hourly	43.73	44.84	46.05	47.31	48.60	49.88	51.29
<b>Utility Service Specialist Trainee</b>	Base +1%	29.44	30.19	31.01	31.86	32.72	33.58	34.53
<b>Water Resources Assistant</b>	Base +2%	29.73	30.49	31.31	32.17	33.05	33.92	34.87
	Base +3%	30.02	30.79	31.62	32.49	33.37	34.25	35.22
	Base +4%	30.32	31.09	31.93	32.80	33.70	34.58	35.56
<b>Grade 10</b>	Annual	64,102	65,856	67,651	69,426	71,389	73,393	75,398
<b>Accounting Assistant Senior</b>	Monthly	5,342	5,488	5,638	5,786	5,949	6,116	6,283
	Semi-Monthly	2,671	2,744	2,819	2,893	2,975	3,058	3,142
<b>Tax and License Specialist Senior</b>	Hourly	30.70	31.54	32.40	33.25	34.19	35.15	36.11
<b>Therapeutic Court Coordinator</b>	OT Hourly	46.05	47.31	48.60	49.88	51.29	52.73	54.17
<b>WWTP Industrial Mechanic Trainee</b>	Base +1%	31.01	31.86	32.72	33.58	34.53	35.50	36.47
<b>Asset Management Technician</b>	Base +2%	31.31	32.17	33.05	33.92	34.87	35.85	36.83
	Base +3%	31.62	32.49	33.37	34.25	35.22	36.20	37.19
	Base +4%	31.93	32.80	33.70	34.58	35.56	36.56	37.55
<b>Grade 11</b>	Annual	67,651	69,426	71,389	73,393	75,398	77,569	79,636
<b>Accounts Payable Specialist</b>	Monthly	5,638	5,786	5,949	6,116	6,283	6,464	6,636
<b>Administrative Assistant</b>	Semi-Monthly	2,819	2,893	2,975	3,058	3,142	3,232	3,318
<b>Code Enforcement Specialist</b>	Hourly	32.40	33.25	34.19	35.15	36.11	37.15	38.14
<b>Engineering Technician II</b>	OT Hourly	48.60	49.88	51.29	52.73	54.17	55.73	57.21
<b>Legal Technician II</b>	Base +1%	32.72	33.58	34.53	35.50	36.47	37.52	38.52
<b>Parks Service Specialist</b>	Base +2%	33.05	33.92	34.87	35.85	36.83	37.89	38.90
<b>Payroll Specialist</b>	Base +3%	33.37	34.25	35.22	36.20	37.19	38.26	39.28
<b>Permit Specialist</b>	Base +4%	33.70	34.58	35.56	36.56	37.55	38.64	39.67
<b>Permit Technician</b>								
<b>Police Records Lead</b>								
<b>Sign Shop Service Specialist</b>								
<b>Street Service Specialist</b>								
<b>Utilities Service Specialist</b>								
<b>WWTP Operator Trainee</b>								
<b>Forest Service Specialist</b>								
<b>Grade 12</b>	Annual	71,389	73,393	75,398	77,569	79,636	81,766	84,042
<b>Court Security Home Detention Spec.</b>	Monthly	5,949	6,116	6,283	6,464	6,636	6,814	7,004
<b>Evidence/Crime Scene Technician</b>	Semi-Monthly	2,975	3,058	3,142	3,232	3,318	3,407	3,502
<b>DCD Project Assistant</b>	Hourly	34.19	35.15	36.11	37.15	38.14	39.16	40.25
<b>Deputy City Clerk</b>	OT Hourly	51.29	52.73	54.17	55.73	57.21	58.74	60.38
<b>Engineering Project Assistant</b>	Base +1%	34.53	35.50	36.47	37.52	38.52	39.55	40.65
<b>Recreation Program Coordinator II</b>	Base +2%	34.87	35.85	36.83	37.89	38.90	39.94	41.06
<b>Technology Communications Specialist</b>	Base +3%	35.22	36.20	37.19	38.26	39.28	40.33	41.46
<b>Utilities Service Specialist - Compliance</b>	Base +4%	35.56	36.56	37.55	38.64	39.67	40.73	41.86
<b>Warrant Officer</b>								
<b>Water Operator</b>								
<b>WWTP Industrial Mechanic</b>								
<b>Grade 13</b>	Annual	75,398	77,569	79,636	81,766	84,042	86,422	88,656
<b>Automotive Equipment Technician</b>	Monthly	6,283	6,464	6,636	6,814	7,004	7,202	7,388
<b>Crime Scene Analyst</b>	Semi-Monthly	3,142	3,232	3,318	3,407	3,502	3,601	3,694
<b>Engineering Technician III</b>	Hourly	36.11	37.15	38.14	39.16	40.25	41.39	42.46
<b>IT Specialist</b>	OT Hourly	54.17	55.73	57.21	58.74	60.38	62.09	63.69
<b>Parks Service Specialist Senior</b>	Base +1%	36.47	37.52	38.52	39.55	40.65	41.80	42.88
<b>Recreation Program Coordinator III</b>	Base +2%	36.83	37.89	38.90	39.94	41.06	42.22	43.31
<b>Sign Shop Service Specialist Senior</b>	Base +3%	37.19	38.26	39.28	40.33	41.46	42.63	43.73
<b>Streets Service Specialist Senior</b>	Base +4%	37.55	38.64	39.67	40.73	41.86	43.05	44.16

<b>Utilities Service Specialist Senior</b>									
<b>WWTP Lab Technician</b>									
<b>Forestry Service Specialist Senior</b>									
<b>Grade 14</b>	Annual	79,636	81,766	84,042	86,422	88,656	91,141	93,793	
<b>Accountant</b>	Monthly	6,636	6,814	7,004	7,202	7,388	7,595	7,816	
<b>Behavioral Health Navigator</b>	Semi-Monthly	3,318	3,407	3,502	3,601	3,694	3,798	3,908	
<b>Building Inspector/Plans Examiner I</b>	Hourly	38.14	39.16	40.25	41.39	42.46	43.65	44.92	
<b>Community Resource Specialist</b>	OT Hourly	57.21	58.74	60.38	62.09	63.69	65.48	67.38	
<b>Facilities Building Senior Specialist</b>	Base +1%	38.52	39.55	40.65	41.80	42.88	44.09	45.37	
<b>Legal Technician Senior</b>	Base +2%	38.90	39.94	41.06	42.22	43.31	44.52	45.82	
<b>Planner I</b>	Base +3%	39.28	40.33	41.46	42.63	43.73	44.96	46.27	
<b>Water Operator Senior</b>	Base +4%	39.67	40.73	41.86	43.05	44.16	45.40	46.72	
<b>WWTP Operator I</b>									
<b>Grade 15</b>	Annual	84,042	86,422	88,656	91,141	93,793	96,319	99,159	
<b>Assistant Network Administrator</b>	Monthly	7,004	7,202	7,388	7,595	7,816	8,027	8,263	
<b>Customer Service/PC Technician</b>	Semi-Monthly	3,502	3,601	3,694	3,798	3,908	4,014	4,132	
<b>Electronics Technician</b>	Hourly	40.25	41.39	42.46	43.65	44.92	46.13	47.49	
<b>Engineering Technician IV</b>	OT Hourly	60.38	62.09	63.69	65.48	67.38	69.20	71.24	
<b>Environmental Technician</b>	Base +1%	40.65	41.80	42.88	44.09	45.37	46.59	47.96	
<b>Journey Level Electrician</b>	Base +2%	41.06	42.22	43.31	44.52	45.82	47.05	48.44	
<b>Lead Automotive Equipment Tech.</b>	Base +3%	41.46	42.63	43.73	44.96	46.27	47.51	48.91	
<b>Lead Facilities Service Specialist</b>	Base +4%	41.86	43.05	44.16	45.40	46.72	47.98	49.39	
<b>Lead Forestry Service Specialist</b>									
<b>Lead Street Service Specialist</b>									
<b>Lead Utilities Service Specialist</b>									
<b>Parks Facilities Specialist</b>									
<b>Parks Lead Service Specialist</b>									
<b>Police Records Specialist Supvr.</b>									
<b>Service Support Specialist</b>									
<b>Utilities Accounts Supervisor</b>									
<b>Utility Instrumentation and Control Specialist</b>									
<b>WWTP Industrial Mechanic Lead</b>									
<b>WWTP Instrumentation &amp; Control Spec.</b>									
<b>WWTP Operator II</b>									
<b>Grade 16</b>	Annual	88,656	91,141	93,793	96,319	99,159	101,978	104,818	
<b>Building Inspector/Plans Examiner II</b>	Monthly	7,388	7,595	7,816	8,027	8,263	8,498	8,735	
<b>Civil Engineer I</b>	Semi-Monthly	3,694	3,798	3,908	4,014	4,132	4,249	4,368	
<b>Code Enforcement Officer</b>	Hourly	42.46	43.65	44.92	46.13	47.49	48.84	50.20	
<b>IT Programmer Analyst</b>	OT Hourly	63.69	65.48	67.38	69.20	71.24	73.26	75.30	
<b>Lead Water Operator</b>	Base +1%	42.88	44.09	45.37	46.59	47.96	49.33	50.70	
<b>Planner II</b>	Base +2%	43.31	44.52	45.82	47.05	48.44	49.82	51.20	
<b>System Administrator</b>	Base +3%	43.73	44.96	46.27	47.51	48.91	50.31	51.71	
<b>Utilities Compliance Specialist</b>	Base +4%	44.16	45.40	46.72	47.98	49.39	50.79	52.21	
<b>Grade 17</b>	Annual	93,793	96,319	99,159	101,978	104,818	107,824	110,748	
<b>Accountant / Financial Analyst</b>	Monthly	7,816	8,027	8,263	8,498	8,735	8,985	9,229	
<b>Auto Equipment Technician Supvr.</b>	Semi-Monthly	3,908	4,014	4,132	4,249	4,368	4,493	4,615	
<b>Electronics Supervisor</b>	Hourly	44.92	46.13	47.49	48.84	50.20	51.64	53.04	
<b>NPDES Stormwater Permit Coord.</b>	OT Hourly	67.38	69.20	71.24	73.26	75.30	77.46	79.56	
<b>Parks Maintenance Supervisor</b>	Base +1%	45.37	46.59	47.96	49.33	50.70	52.16	53.57	
<b>Sign Shop Serv. Spec. Supervisor</b>	Base +2%	45.82	47.05	48.44	49.82	51.20	52.67	54.10	
<b>Streets Service Spec. Supervisor</b>	Base +3%	46.27	47.51	48.91	50.31	51.71	53.19	54.63	
<b>WWTP Maintenance Supervisor</b>	Base +4%	46.72	47.98	49.39	50.79	52.21	53.71	55.16	
<b>Grade 18</b>	Annual	99,159	101,978	104,818	107,824	110,748	113,880	116,928	

<b>Civil Engineer II</b>	Monthly	8,263	8,498	8,735	8,985	9,229	9,490	9,744
<b>Engineering Technician Senior</b>	Semi-Monthly	4,132	4,249	4,368	4,493	4,615	4,745	4,872
<b>Facilities/Inventory Supervisor</b>	Hourly	47.49	48.84	50.20	51.64	53.04	54.54	56.00
<b>Forestry Service Spec. Supervisor</b>	OT Hourly	71.24	73.26	75.30	77.46	79.56	81.81	84.00
<b>GIS/Application Development Engineer</b>	Base +1%	47.96	49.33	50.70	52.16	53.57	55.09	56.56
<b>IT Systems Engineer</b>	Base +2%	48.44	49.82	51.20	52.67	54.10	55.63	57.12
<b>Sanitary/Storm Collection Supervisor</b>	Base +3%	48.91	50.31	51.71	53.19	54.63	56.18	57.68
<b>Water Distribution Supervisor</b>	Base +4%	49.39	50.79	52.21	53.71	55.16	56.72	58.24
<b>Water Resources Operations Supervisor</b>								
<b>WWTP Operations Supervisor</b>								
<b>Grade 19</b>	Annual	104,818	107,824	110,748	113,880	116,928	120,018	122,962
<b>Civil Engineer III</b>	Monthly	8,735	8,985	9,229	9,490	9,744	10,002	10,247
	Semi-Monthly	4,368	4,493	4,615	4,745	4,872	5,001	5,124
	Hourly	50.20	51.64	53.04	54.54	56.00	57.48	58.89
	OT Hourly	75.30	77.46	79.56	81.81	84.00	86.22	88.34
	Base +1%	50.70	52.16	53.57	55.09	56.56	58.05	59.48
	Base +2%	51.20	52.67	54.10	55.63	57.12	58.63	60.07
	Base +3%	51.71	53.19	54.63	56.18	57.68	59.20	60.66
	Base +4%	52.21	53.71	55.16	56.72	58.24	59.78	61.25