

APPENDIX A-2

**2024-2025 Salary Schedule WWTP Teamsters Local 856 Effective First Full pay period in July 2024
Increase 2% + Equity Adj 1% to Operators/Elec Tech, 2% for Lab Tech, 3% for Lab Analyst, 4% Lab Supervisor**

SALARY RANGES FOR WWTP EMPLOYEES HIRED ON OR BEFORE JUNE 30, 2008	Salary Range		Hours Week
	Minimum	Maximum	
Laboratory Technician - No Certification (base)	\$ 6,248	\$ 7,832	40
Laboratory Technician - Grade II Cert 4% above base (over-certification pay)	\$ 6,498	\$ 8,145	40
Laboratory Technician - Grade III Cert 8% above base (over-certification pay)	\$ 6,747	\$ 8,459	40
Laboratory Technician - Grade IV Cert 9% above base (over-certification pay)	\$ 6,810	\$ 8,537	40
Laboratory Technician - Grade V Cert 11% above base (over-certification pay)	\$ 6,935	\$ 8,694	40
Laboratory Supervisor - includes mandatory grade III certificate (base)	\$ 8,001	\$ 10,173	40
Laboratory Supervisor - Grade IV Cert 9% above base (over-certification pay)	\$ 8,721	\$ 11,088	40
Laboratory Supervisor - Grade V Cert 11% above base (over-certification pay)	\$ 8,881	\$ 11,292	40
Electrical Instrumentation Tech I - No certification (base)	\$ 6,128	\$ 7,682	40
Electrical Instrumentation Tech I - Grade II Cert 4% above base (over-certification pay)	\$ 6,373	\$ 7,989	40
Electrical Instrumentation Tech I - Grade III Cert 8% above base (over-certification pa	\$ 6,618	\$ 8,297	40
Electrical Instrumentation Tech I - Grade IV Cert 9% above base (over-certification pa	\$ 6,680	\$ 8,374	40
Electrical Instrumentation Tech I - Grade V Cert 11% above base (over-certification pa	\$ 6,802	\$ 8,527	40
Electrical Instrumentation Tech II - Includes mandatory grade II certificate (base)	\$ 6,720	\$ 8,545	40
Electrical Instrumentation Tech II - Grade III Cert 8% above base (over-certification pa	\$ 7,257	\$ 9,229	40
Electrical Instrumentation Tech II - Grade IV Cert 9% above base (over-certification p	\$ 7,324	\$ 9,314	40
Electrical Instrumentation Tech II - Grade V Cert 11% above base (over-certification pa	\$ 7,459	\$ 9,485	40
Electrical Instrumentation Tech III - Includes mandatory grade III certificate (base)	\$ 7,554	\$ 9,605	40
Electrical Instrumentation Tech III - Grade IV Cert 9% above base (over-certification pa	\$ 8,234	\$ 10,469	40
Electrical Instrumentation Tech III - Grade V Cert 11% above base (over-certification p	\$ 8,385	\$ 10,661	40
Operator I - No certification	\$ 6,128	\$ 7,682	40
Operator I - Grade II Cert - 4% above base (over-certification pay)	\$ 6,373	\$ 7,989	40
Operator I - Grade III Cert - 8% above base (over-certification pay)	\$ 6,618	\$ 8,297	40
Operator I - Grade IV Cert - 9% above base (over-certification pay)	\$ 6,680	\$ 8,374	40
Operator I - Grade V Cert - 11% above base (over-certification pay)	\$ 6,802	\$ 8,527	40
Operator II - Includes mandatory grade II certificate (base)	\$ 6,720	\$ 8,545	40
Operator II - Grade III Cert - 8% above base (over-certification pay)	\$ 7,257	\$ 9,229	40
Operator II - Grade IV Cert - 9% above base (over-certification pay)	\$ 7,324	\$ 9,314	40
Operator II - Grade V Cert - 11% above base (over-certification pay)	\$ 7,459	\$ 9,485	40
Operator III - Includes mandatory grade III certificate (base)	\$ 7,554	\$ 9,605	40
Operator III - Grade IV Cert - 9% above base (over-certification pay)	\$ 8,234	\$ 10,469	40
Operator III - Grade V Cert 11% above base (over-certification pay)	\$ 8,385	\$ 10,661	40

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Increase 2% + Equity Adj 1% to Operators/Elec Tech, 2% for Lab Tech, 3% for Lab Analyst, 4% Lab Supervisor

SALARY RANGES FOR WWTP EMPLOYEES HIRED ON OR AFTER JULY 1, 2008	Salary Range		Hours
	Minimum	Maximum	Week
Laboratory Technician - No Certification (base)	\$ 6,248	\$ 7,832	40
Laboratory Technician - Grade II Cert 4% above base (over-certification pay)	\$ 6,498	\$ 8,145	40
Laboratory Technician - Grade III Cert 9% above base (over-certification pay)	\$ 6,810	\$ 8,537	40
Laboratory Technician - Grade IV Cert 12% above base (over-certification pay)	\$ 6,997	\$ 8,772	40
Laboratory Technician - Grade V Cert 14% above base (over-certification pay)	\$ 7,122	\$ 8,929	40
Lab Analyst-Includes mandatory grade II certificate (base)			
Lab Analyst - Grade III Cert 5% above base (over-certification pa	\$ 7,332	\$ 9,323	40
Lab Analyst- Grade IV Cert 8% above base (over-certification pa	\$ 7,542	\$ 9,590	40
Lab Analyst- Grade V Cert 10% above base (over-certification pay)	\$ 7,682	\$ 9,767	40
Laboratory Supervisor - includes mandatory grade III certificate (base)			
Laboratory Supervisor - Grade IV Cert 5% above base (over-certification pay)	\$ 8,401	\$ 10,681	40
Laboratory Supervisor - Grade V Cert 7% above base (over-certification pay)	\$ 8,561	\$ 10,885	40
Electrical Instrumentation Tech I - No certification (base)			
Electrical Instrumentation Tech I - Grade II Cert 4% above base (over-certification pay)	\$ 6,373	\$ 7,989	40
Electrical Instrumentation Tech I - Grade III Cert 9% above base (over-certification pay)	\$ 6,680	\$ 8,374	40
Electrical Instrumentation Tech I - Grade IV Cert 12% above base (over-certification pa	\$ 6,863	\$ 8,604	40
Electrical Instrumentation Tech I - Grade V Cert 14% above base (over-certification pa	\$ 6,986	\$ 8,758	40
Electrical Instrumentation Tech II - Includes mandatory grade II certificate (base)			
Electrical Instrumentation Tech II - Grade III Cert 5% above base (over-certification pa	\$ 7,056	\$ 8,796	40
Electrical Instrumentation Tech II - Grade IV Cert 8% above base (over-certification pa	\$ 7,257	\$ 9,047	40
Electrical Instrumentation Tech II - Grade V Cert 10% above base (over-certification pay)	\$ 7,392	\$ 9,214	40
Electrical Instrumentation Tech III - Includes mandatory grade III certificate (base)			
Electrical Instrumentation Tech III - Grade IV Cert 5% above base (over-certification pa	\$ 7,932	\$ 10,085	40
Electrical Instrumentation Tech III - Grade V Cert 7% above base (over-certification pa	\$ 8,083	\$ 10,277	40
Operator I - Must obtain Grade I certification in first year of employment (base)			
Operator I - Grade II Cert - 4% above base (over-certification pay)	\$ 6,373	\$ 7,989	40
Operator I - Grade III Cert - 9% above base (over-certification pay)	\$ 6,680	\$ 8,374	40
Operator I - Grade IV Cert - 12% above base (over-certification pay)	\$ 6,863	\$ 8,604	40
Operator I - Grade V Cert - 14% above base (over-certification pay)	\$ 6,986	\$ 8,758	40
Operator II - Includes mandatory grade II certificate (base)			
Operator II - Grade III Cert - 5% above base (over-certification pay)	\$ 7,056	\$ 8,971	40
Operator II - Grade IV Cert - 8% above base (over-certification pay)	\$ 7,257	\$ 9,228	40
Operator II - Grade V Cert - 10% above base (over-certification pay)	\$ 7,392	\$ 9,399	40
Operator III - Includes mandatory grade III certificate (base)			
Operator III - Grade IV Cert - 5% above base (over-certification pay)	\$ 7,932	\$ 10,085	40
Operator III - Grade V Cert 7% above base (over-certification pay)	\$ 8,083	\$ 10,277	40