

FY2019 SALARY SCHEDULE

Salary Range	Title	Hourly		Annual	
		Minimum	Maximum	Minimum	Maximum
1	Vacant	\$ 15.588	\$ 21.044	\$ 32,423	\$ 43,771
2	Vacant	\$ 16.367	\$ 22.096	\$ 34,044	\$ 45,959
3	Vacant	\$ 17.186	\$ 23.201	\$ 35,746	\$ 48,257
4	Vacant	\$ 18.045	\$ 24.361	\$ 37,533	\$ 50,670
5	Vacant	\$ 18.947	\$ 25.579	\$ 39,410	\$ 53,204
6	Vacant	\$ 19.895	\$ 26.858	\$ 41,381	\$ 55,864
7	Vacant	\$ 20.889	\$ 28.201	\$ 43,450	\$ 58,657
8	Vacant	\$ 21.934	\$ 29.611	\$ 45,622	\$ 61,590
9	Vacant	\$ 23.030	\$ 31.091	\$ 47,903	\$ 64,669
10	Accounting Technician I Administrative Assistant I	\$ 24.182	\$ 32.646	\$ 50,298	\$ 67,903
11	IWCI-in-Training Mechanical Technician-in-Training Operator-in-Training	\$ 25.391	\$ 34.278	\$ 52,813	\$ 71,298
12	Accounting Technician II	\$ 26.661	\$ 35.992	\$ 55,454	\$ 74,863
13	IWCI I Mechanical Technician I Operator I	\$ 27.994	\$ 37.791	\$ 58,227	\$ 78,606
14	Accounting Technician III Inventory Control Specialist Jr. Chemist	\$ 29.393	\$ 39.681	\$ 61,138	\$ 82,536
15	Vacant	\$ 30.863	\$ 41.665	\$ 64,195	\$ 86,663
16	Assistant Chemist IWCI II Mechanical Technician II Operator II	\$ 32.406	\$ 43.748	\$ 67,405	\$ 90,996
17	Cogeneration Specialist Electrician Instrument Specialist	\$ 34.026	\$ 45.936	\$ 70,775	\$ 95,546
18	Administrative Assistant IV	\$ 35.728	\$ 48.232	\$ 74,314	\$ 100,324
19	Application Specialist Associate Chemist	\$ 37.514	\$ 50.644	\$ 78,029	\$ 105,340
20	CMMS Administrator	\$ 39.390	\$ 53.176	\$ 81,931	\$ 110,607
21	Vacant	\$ 41.359	\$ 55.835	\$ 86,027	\$ 116,137

Salary Range	Title	Hourly		Annual	
		Minimum	Maximum	Minimum	Maximum
22	Cogeneration Supervisor Heat Dryer Supervisor Network Administrator Remote Facilities Supervisor Shift Supervisor Systems Specialist	\$ 43.427	\$ 58.627	\$ 90,329	\$ 121,944
23	Vacant	\$ 45.599	\$ 61.558	\$ 94,845	\$ 128,041
24	Vacant	\$ 47.879	\$ 64.636	\$ 99,587	\$ 134,443
25	Sr. Management Analyst	\$ 50.273	\$ 67.868	\$ 104,567	\$ 141,165
26	Administrative Services Manager Lab Manager Maintenance Manager Operations Manager Project Manager Safety and Training Manager Source Control Manager Systems Manager	\$ 52.786	\$ 71.261	\$ 109,795	\$ 148,224
27	Vacant	\$ 55.425	\$ 74.824	\$ 115,285	\$ 155,635
28	Engineering Services Manager Human Resources Manager	\$ 58.197	\$ 78.566	\$ 121,049	\$ 163,416
29	Vacant	\$ 61.107	\$ 82.494	\$ 127,102	\$ 171,587
30	Vacant	\$ 66.087	\$ 89.217	\$ 137,460	\$ 185,572
31	Vacant	\$ 69.391	\$ 93.678	\$ 144,333	\$ 194,850
32	Director, Environmental Compliance Director, General Services Director, Operations	\$ 70.738	\$ 95.497	\$ 147,136	\$ 198,634
33	Vacant	\$74.28	\$100.27	\$154,493	\$208,565
34	Vacant	\$ 77.989	\$ 105.285	\$ 162,218	\$ 218,994
35	Assistant General Manager	\$81.89	\$110.55	\$170,328	\$229,943
36	Vacant	\$ 85.983	\$ 116.077	\$ 178,845	\$ 241,440
37	Vacant	\$ 90.282	\$ 121.881	\$ 187,787	\$ 253,513
38	Vacant	\$ 94.796	\$ 127.975	\$ 197,176	\$ 266,188
39	Vacant	\$ 99.536	\$ 134.374	\$ 207,035	\$ 279,498
40	Vacant General Manager	\$ 104.513	\$ 141.093	\$ 217,387	\$ 293,472 \$ 256,113

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1	\$ 15.588	\$ 21.044	\$ 32,423	\$ 43,771	21	\$ 41.359	\$ 55.835	\$ 86,027	\$ 116,137
2	\$ 16.367	\$ 22.096	\$ 34,044	\$ 45,959	22	\$ 43.427	\$ 58.627	\$ 90,329	\$ 121,944
3	\$ 17.186	\$ 23.201	\$ 35,746	\$ 48,257	23	\$ 45.599	\$ 61.558	\$ 94,845	\$ 128,041
4	\$ 18.045	\$ 24.361	\$ 37,533	\$ 50,670	24	\$ 47.879	\$ 64.636	\$ 99,587	\$ 134,443
5	\$ 18.947	\$ 25.579	\$ 39,410	\$ 53,204	25	\$ 50.273	\$ 67.868	\$ 104,567	\$ 141,165
6	\$ 19.895	\$ 26.858	\$ 41,381	\$ 55,864	26	\$ 52.786	\$ 71.261	\$ 109,795	\$ 148,224
7	\$ 20.889	\$ 28.201	\$ 43,450	\$ 58,657	27	\$ 55.425	\$ 74.824	\$ 115,285	\$ 155,635
8	\$ 21.934	\$ 29.611	\$ 45,622	\$ 61,590	28	\$ 58.197	\$ 78.566	\$ 121,049	\$ 163,416
9	\$ 23.030	\$ 31.091	\$ 47,903	\$ 64,669	29	\$ 61.107	\$ 82.494	\$ 127,102	\$ 171,587
10	\$ 24.182	\$ 32.646	\$ 50,298	\$ 67,903	30	\$ 64.162	\$ 86.619	\$ 133,457	\$ 180,167
11	\$ 25.391	\$ 34.278	\$ 52,813	\$ 71,298	31	\$ 67.370	\$ 90.949	\$ 140,130	\$ 189,175
12	\$ 26.661	\$ 35.992	\$ 55,454	\$ 74,863	32	\$ 70.738	\$ 95.497	\$ 147,136	\$ 198,634
13	\$ 27.994	\$ 37.791	\$ 58,227	\$ 78,606	33	\$ 74.275	\$ 100.272	\$ 154,493	\$ 208,565
14	\$ 29.393	\$ 39.681	\$ 61,138	\$ 82,536	34	\$ 77.989	\$ 105.285	\$ 162,218	\$ 218,994
15	\$ 30.863	\$ 41.665	\$ 64,195	\$ 86,663	35	\$ 81.889	\$ 110.550	\$ 170,328	\$ 229,943
16	\$ 32.406	\$ 43.748	\$ 67,405	\$ 90,996	36	\$ 85.983	\$ 116.077	\$ 178,845	\$ 241,440
17	\$ 34.026	\$ 45.936	\$ 70,775	\$ 95,546	37	\$ 90.282	\$ 121.881	\$ 187,787	\$ 253,513
18	\$ 35.728	\$ 48.232	\$ 74,314	\$ 100,324	38	\$ 94.796	\$ 127.975	\$ 197,176	\$ 266,188
19	\$ 37.514	\$ 50.644	\$ 78,029	\$ 105,340	39	\$ 99.536	\$ 134.374	\$ 207,035	\$ 279,498
20	\$ 39.390	\$ 53.176	\$ 81,931	\$ 110,607	40	\$ 104.513	\$ 141.093	\$ 217,387	\$ 293,472
					General Manager				\$ 256,113

**Labor Relations Resolution # 2018-02**

Standby Duty: \$1.50 / hour

Shift Differential: \$2.50 / hour

Lead Operator Pay: \$2.50 / hour when in absence of Shift Supervisor

Certification Stipend: \$60 / pay period for Class B Drivers License, Crane Operator Certificate or Welding Certificate

Meal Allowance: \$15 / meal for 2+ hours of overtime

Safety Boot Allowance: \$150 - \$300 / year depending on job classification

Safety Prescription Eyewear Allowance: \$400 / year

FY2020 SALARY SCHEDULE

Salary Range	Title	Hourly		Annual	
		Minimum	Maximum	Minimum	Maximum
0	Intern	\$ 12.420			
1	Vacant	\$ 16.133	\$ 21.780	\$ 33,558	\$ 45,303
2	Vacant	\$ 16.940	\$ 22.869	\$ 35,236	\$ 47,568
3	Vacant	\$ 17.787	\$ 24.013	\$ 36,997	\$ 49,946
4	Vacant	\$ 18.677	\$ 25.213	\$ 38,847	\$ 52,444
5	Vacant	\$ 19.610	\$ 26.474	\$ 40,790	\$ 55,066
6	Vacant	\$ 20.591	\$ 27.798	\$ 42,829	\$ 57,819
7	Sampling Technician	\$ 21.620	\$ 29.188	\$ 44,970	\$ 60,710
8	Vacant	\$ 22.701	\$ 30.647	\$ 47,219	\$ 63,746
9	Vacant	\$ 23.836	\$ 32.179	\$ 49,580	\$ 66,933
10	Accounting Technician I Administrative Assistant I	\$ 25.028	\$ 33.788	\$ 52,059	\$ 70,280
11	IWCI-in-Training Mechanical Technician-in-Training Operator-in-Training	\$ 26.280	\$ 35.478	\$ 54,662	\$ 73,793
12	Accounting Technician II Administrative Assistant II	\$ 27.594	\$ 37.252	\$ 57,395	\$ 77,483
13	IWCI I Mechanical Technician I Operator I	\$ 28.973	\$ 39.114	\$ 60,265	\$ 81,357
14	Accounting Technician III Administrative Assistant III Inventory Control Specialist Jr. Chemist	\$ 30.422	\$ 41.070	\$ 63,278	\$ 85,425
15	Vacant	\$ 31.943	\$ 43.123	\$ 66,442	\$ 89,696
16	Assistant Chemist IWCI II Mechanical Technician II Operator II	\$ 33.540	\$ 45.279	\$ 69,764	\$ 94,181
17	Cogeneration Specialist Electrical Instrumentation Specialist	\$ 35.217	\$ 47.543	\$ 73,252	\$ 98,890
18	Administrative Assistant IV	\$ 36.978	\$ 49.921	\$ 76,915	\$ 103,835
19	Application Specialist Associate Chemist	\$ 38.827	\$ 52.417	\$ 80,760	\$ 109,027
20	CMMS Administrator Lead Electrical Instrumentation Specialist Lead Mechanical Technician Lead Operator	\$ 40.768	\$ 55.037	\$ 84,798	\$ 114,478

Salary Range	Title	Hourly		Annual	
		Minimum	Maximum	Minimum	Maximum
21	Vacant	\$ 42.807	\$ 57.789	\$ 89,038	\$ 120,202
22	Cogeneration Supervisor Heat Dryer Supervisor Network Administrator Remote Facilities Supervisor Shift Supervisor Systems Specialist	\$ 44.947	\$ 60.679	\$ 93,490	\$ 126,212
23	Vacant	\$ 47.195	\$ 63.713	\$ 98,165	\$ 132,522
24	Vacant	\$ 49.554	\$ 66.898	\$ 103,073	\$ 139,149
25	Sr. Management Analyst	\$ 52.032	\$ 70.243	\$ 108,227	\$ 146,106
26	Administrative Services Manager Lab Manager Maintenance Manager Operations Manager – EWPCF Operations Manager – Remote Facilities Operations Manager – Resource Recovery Project Manager Safety and Training Manager Source Control Manager Systems Manager	\$ 54.634	\$ 73.755	\$ 113,638	\$ 153,411
27	Vacant	\$ 57.365	\$ 77.443	\$ 119,320	\$ 161,082
28	Engineering Services Manager Human Resources Manager	\$ 60.234	\$ 81.315	\$ 125,286	\$ 169,136
29	Vacant	\$ 63.245	\$ 85.381	\$ 131,550	\$ 177,593
30	Vacant	\$ 66.408	\$ 89.650	\$ 138,128	\$ 186,472
31	Vacant	\$ 69.728	\$ 94.133	\$ 145,034	\$ 195,796
32	Director, Environmental Compliance Director, Operations Director, Technical Services	\$ 73.214	\$ 98.839	\$ 152,286	\$ 205,586
33	Vacant	\$ 76.88	\$ 103.78	\$ 159,900	\$ 215,865
34	Vacant	\$ 80.719	\$ 108.970	\$ 167,895	\$ 226,658
35	Assistant General Manager	\$ 84.75	\$ 114.42	\$ 176,290	\$ 237,991
36	Vacant	\$ 88.992	\$ 120.140	\$ 185,104	\$ 249,891
37	Vacant	\$ 93.442	\$ 126.147	\$ 194,360	\$ 262,385
38	Vacant	\$ 98.114	\$ 132.454	\$ 204,078	\$ 275,505
39	Vacant	\$ 103.020	\$ 139.077	\$ 214,281	\$ 289,280
40	Vacant General Manager	\$ 108.171	\$ 146.031	\$ 224,996	\$ 303,744
				\$ 270,299	

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1	\$ 16.133	\$ 21.780	\$ 33,558	\$ 45,303
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4	\$ 18.677	\$ 25.213	\$ 38,847	\$ 52,444
5	\$ 19.610	\$ 26.474	\$ 40,790	\$ 55,066
6	\$ 20.591	\$ 27.798	\$ 42,829	\$ 57,819
7	\$ 21.620	\$ 29.188	\$ 44,970	\$ 60,710
8	\$ 22.701	\$ 30.647	\$ 47,219	\$ 63,746
9	\$ 23.836	\$ 32.179	\$ 49,580	\$ 66,933
10	\$ 25.028	\$ 33.788	\$ 52,059	\$ 70,280
11	\$ 26.280	\$ 35.478	\$ 54,662	\$ 73,793
12	\$ 27.594	\$ 37.252	\$ 57,395	\$ 77,483
13	\$ 28.973	\$ 39.114	\$ 60,265	\$ 81,357
14	\$ 30.422	\$ 41.070	\$ 63,278	\$ 85,425
15	\$ 31.943	\$ 43.123	\$ 66,442	\$ 89,696
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21	\$ 42.807	\$ 57.789	\$ 89,038	\$ 120,202
22	\$ 44.947	\$ 60.679	\$ 93,490	\$ 126,212
23	\$ 47.195	\$ 63.713	\$ 98,165	\$ 132,522
24	\$ 49.554	\$ 66.898	\$ 103,073	\$ 139,149
25	\$ 52.032	\$ 70.243	\$ 108,227	\$ 146,106
26	\$ 54.634	\$ 73.755	\$ 113,638	\$ 153,411
27	\$ 57.365	\$ 77.443	\$ 119,320	\$ 161,082
28	\$ 60.234	\$ 81.315	\$ 125,286	\$ 169,136
29	\$ 63.245	\$ 85.381	\$ 131,550	\$ 177,593
30	\$ 66.408	\$ 89.650	\$ 138,128	\$ 186,472
31	\$ 69.728	\$ 94.133	\$ 145,034	\$ 195,796
32	\$ 73.214	\$ 98.839	\$ 152,286	\$ 205,586
33	\$ 76.875	\$ 103.781	\$ 159,900	\$ 215,865
34	\$ 80.719	\$ 108.970	\$ 167,895	\$ 226,658
35	\$ 84.755	\$ 114.419	\$ 176,290	\$ 237,991
36	\$ 88.992	\$ 120.140	\$ 185,104	\$ 249,891
37	\$ 93.442	\$ 126.147	\$ 194,360	\$ 262,385
38	\$ 98.114	\$ 132.454	\$ 204,078	\$ 275,505
39	\$ 103.020	\$ 139.077	\$ 214,281	\$ 289,280
40	\$ 108.171	\$ 146.031	\$ 224,996	\$ 303,744

General Manager

\$270,299

**Labor Relations Resolution # 2018-02**

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Certification Stipend: \$60 / pay period for Class B Drivers License, Crane Operator Certificate or Welding Certificate

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1	Vacant	\$ 16.451	\$ 22.209	\$ 34,219	\$ 46,195
2	Vacant	\$ 17.274	\$ 23.320	\$ 35,930	\$ 48,505
3	Vacant	\$ 18.138	\$ 24.486	\$ 37,726	\$ 50,930
4	Vacant	\$ 19.044	\$ 25.710	\$ 39,612	\$ 53,477
5	Vacant	\$ 19.997	\$ 26.995	\$ 41,593	\$ 56,151
6	Vacant	\$ 20.996	\$ 28.345	\$ 43,673	\$ 58,958
7	Sampling Technician	\$ 22.046	\$ 29.763	\$ 45,856	\$ 61,906
8	Vacant	\$ 23.149	\$ 31.251	\$ 48,149	\$ 65,001
9	Vacant	\$ 24.306	\$ 32.813	\$ 50,557	\$ 68,251
10	Accounting Technician I Administrative Assistant I	\$ 25.521	\$ 34.454	\$ 53,084	\$ 71,664
11	IWCI-in-Training Mechanical Technician-in-Training Operator-in-Training	\$ 26.797	\$ 36.177	\$ 55,739	\$ 75,247
12	Accounting Technician II Administrative Assistant II	\$ 28.137	\$ 37.985	\$ 58,526	\$ 79,010
13	IWCI I Mechanical Technician I Operator I	\$ 29.544	\$ 39.885	\$ 61,452	\$ 82,960
14	Accounting Technician III Administrative Assistant III Inventory Control Specialist Jr. Chemist	\$ 31.021	\$ 41.879	\$ 64,524	\$ 87,108
15	Vacant	\$ 32.572	\$ 43.973	\$ 67,751	\$ 91,463
16	Assistant Chemist IWCI II Mechanical Technician II Operator II	\$ 34.201	\$ 46.171	\$ 71,138	\$ 96,037
17	Cogeneration Specialist Electrical Instrumentation Specialist	\$ 35.911	\$ 48.480	\$ 74,695	\$ 100,838
18	Administrative Assistant IV	\$ 37.707	\$ 50.904	\$ 78,430	\$ 105,880
19	Application Specialist Associate Chemist	\$ 39.592	\$ 53.449	\$ 82,351	\$ 111,174
20	CMMS Administrator Lead Electrical Instrumentation Specialist Lead Mechanical Technician Lead Operator	\$ 41.572	\$ 56.122	\$ 86,469	\$ 116,733

Salary Range	Title	Hourly		Annual	
		Minimum	Maximum	Minimum	Maximum
21	Vacant	\$ 43.650	\$ 58.928	\$ 90,792	\$ 122,570
22	Cogeneration Supervisor Heat Dryer Supervisor Network Administrator Remote Facilities Supervisor Shift Supervisor Systems Specialist	\$ 45.833	\$ 61.874	\$ 95,332	\$ 128,698
23	Vacant	\$ 48.124	\$ 64.968	\$ 100,099	\$ 135,133
24	Vacant	\$ 50.531	\$ 68.216	\$ 105,104	\$ 141,890
25	Sr. Management Analyst	\$ 53.057	\$ 71.627	\$ 110,359	\$ 148,984
26	Assistant to the General Manager Lab Manager Maintenance Manager Operations Manager – EWPCF Operations Manager – Remote Facilities Operations Manager – Resource Recovery Project Manager Safety and Training Manager Source Control Manager Systems Manager	\$ 55.710	\$ 75.208	\$ 115,877	\$ 156,434
27	Vacant	\$ 58.495	\$ 78.969	\$ 121,671	\$ 164,255
28	Engineering Services Manager Human Resources Manager	\$ 61.420	\$ 82.917	\$ 127,754	\$ 172,468
29	Vacant	\$ 64.491	\$ 87.063	\$ 134,142	\$ 181,091
30	Vacant	\$ 67.716	\$ 91.416	\$ 140,849	\$ 190,146
31	Vacant	\$ 71.102	\$ 95.987	\$ 147,891	\$ 199,653
32	Director, Environmental Compliance Director, Operations Director, Technical Services	\$ 74.657	\$ 100.786	\$ 155,286	\$ 209,636
33	Vacant	\$ 78.39	\$ 105.83	\$ 163,050	\$ 220,118
34	Vacant	\$ 82.309	\$ 111.117	\$ 171,203	\$ 231,124
35	Assistant General Manager	\$ 86.42	\$ 116.67	\$ 179,763	\$ 242,680
36	Vacant	\$ 90.746	\$ 122.507	\$ 188,751	\$ 254,814
37	Vacant	\$ 95.283	\$ 128.632	\$ 198,188	\$ 267,554
38	Vacant	\$ 100.047	\$ 135.064	\$ 208,098	\$ 280,932
39	Vacant	\$ 105.049	\$ 141.817	\$ 218,503	\$ 294,979
40	Vacant General Manager	\$ 110.302	\$ 148.908	\$ 229,428	\$ 309,728
				\$ 279,760	

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5	\$ 19.997	\$ 26.995	\$ 41,593	\$ 56,151
6	\$ 20.996	\$ 28.345	\$ 43,673	\$ 58,958
7	\$ 22.046	\$ 29.763	\$ 45,856	\$ 61,906
8	\$ 23.149	\$ 31.251	\$ 48,149	\$ 65,001
9	\$ 24.306	\$ 32.813	\$ 50,557	\$ 68,251
10	\$ 25.521	\$ 34.454	\$ 53,084	\$ 71,664
11	\$ 26.797	\$ 36.177	\$ 55,739	\$ 75,247
12	\$ 28.137	\$ 37.985	\$ 58,526	\$ 79,010
13	\$ 29.544	\$ 39.885	\$ 61,452	\$ 82,960
14	\$ 31.021	\$ 41.879	\$ 64,524	\$ 87,108
15	\$ 32.572	\$ 43.973	\$ 67,751	\$ 91,463
16	\$ 34.201	\$ 46.171	\$ 71,138	\$ 96,037
17	\$ 35.911	\$ 48.480	\$ 74,695	\$ 100,838
18	\$ 37.707	\$ 50.904	\$ 78,430	\$ 105,880
19	\$ 39.592	\$ 53.449	\$ 82,351	\$ 111,174
20	\$ 41.572	\$ 56.122	\$ 86,469	\$ 116,733

Salary Range	Hourly		Annual	
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21	\$ 43.650	\$ 58.928	\$ 90,792	\$ 122,570
22	\$ 45.833	\$ 61.874	\$ 95,332	\$ 128,698
23	\$ 48.124	\$ 64.968	\$ 100,099	\$ 135,133
24	\$ 50.531	\$ 68.216	\$ 105,104	\$ 141,890
25	\$ 53.057	\$ 71.627	\$ 110,359	\$ 148,984
26	\$ 55.710	\$ 75.208	\$ 115,877	\$ 156,434
27	\$ 58.495	\$ 78.969	\$ 121,671	\$ 164,255
28	\$ 61.420	\$ 82.917	\$ 127,754	\$ 172,468
29	\$ 64.491	\$ 87.063	\$ 134,142	\$ 181,091
30	\$ 67.716	\$ 91.416	\$ 140,849	\$ 190,146
31	\$ 71.102	\$ 95.987	\$ 147,891	\$ 199,653
32	\$ 74.657	\$ 100.786	\$ 155,286	\$ 209,636
33	\$ 78.389	\$ 105.826	\$ 163,050	\$ 220,118
34	\$ 82.309	\$ 111.117	\$ 171,203	\$ 231,124
35	\$ 86.424	\$ 116.673	\$ 179,763	\$ 242,680
36	\$ 90.746	\$ 122.507	\$ 188,751	\$ 254,814
37	\$ 95.283	\$ 128.632	\$ 198,188	\$ 267,554
38	\$ 100.047	\$ 135.064	\$ 208,098	\$ 280,932
39	\$ 105.049	\$ 141.817	\$ 218,503	\$ 294,979
40	\$ 110.302	\$ 148.908	\$ 229,428	\$ 309,728

General Manager

\$279,760

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