DATE: September 6, 2017

TO: Mayor and City Council

APPROVED BY: Armando G. Villa, City Manager

PREPARED BY: David Dale, Public Works Director/Engineer
Rosalind Guerrero, HR/RM Manager

SUBJECT: Request City Council approval of the recommended job classifications and include in the adopted FY 2017-18 position allocation list.

Recommendation:

Approve the recommended job classifications and include in the adopted FY 2017-18 position allocation list as shown on Table 1.

Background:

A Sanitary Survey of the City of Calexico water system was conducted on December 20 and 27, 2016 by the State Water Resources Control Board. In the Sanitary Survey report dated June 5, 2017, it is required that the City create a valve exercising program and have a D-3 Shift Operator on staff. To comply with these requirements, (2) new "Distribution Operator I" (1) new "Distribution Operator II" and (1) new "Distribution Operator III" are required. These are new positions, since the City has only a description for Distribution Operator. The Distribution Operator I, II and III require Distribution Operator licenses (D-1, D-2 and D-3) in the State of California.

Additionally, Public Works is reviewing department staffing and positions to identify ways in which the department may be reorganized to improve efficiencies. The evaluation identified salaries and benefits that can be distributed amongst General Fund and Enterprise Funds, where in the past this has not been done. For example, Mechanics on any given day will perform work on Enterprise Fund vehicles as well as General Fund vehicles. General Fund was charged 100% salaries and benefits and as of July 1, 2017, an adjustment has been made to charge a percentage to General Fund and Enterprise Funds. The evaluation is on-going and additional recommended changes will be on future agenda(s).

Other areas reviewed reflected a need to reorganize staff and make use of their education, licenses and experience to fill gaps in staffing. The current adopted staffing allocation list requires additional classifications be added and will allow for employees to promote from within to a higher classification.
Discussion & Analysis:

Water Treatment Plant (WTP) – Increase the WTP Maintenance Worker from (1) position to (2) positions;

Water Distribution System – Rename the Water Distribution Operator title and change to Water Distribution Operator I. Add Water Distribution Operator II and III. This is due to the requirements from the State;

Building & Code Enforcement – Revise the Executive Assistant classification to an Administrative Assistant.

Fleet – Add a new position of Mechanic I/Service Advisor and increase the Mechanic II classification from 1 to 3.

The proposed changes increase staffing by one (1) new position. Other requested changes are filled by in-house personnel. Additional changes have been identified and will be presented to your board in future meeting(s).

TABLE 1

<table>
<thead>
<tr>
<th>FULL TIME POSITIONS BY FUND</th>
<th>EMPLOYEE GROUP</th>
<th>ADOPTED FY 2017-18</th>
<th>RECOMMENDED FY 2017-18</th>
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<td>MECHANIC II CMEA</td>
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Fiscal Impact:

Reorganization has allowed for the promotion within the City and the fiscal impact to the General Fund is estimated to be -$201,786 (savings per year). The impact to the Water Enterprise fund is $310,874 per year and the impact to the Wastewater Enterprise fund is $137,832 per year.
Coordinated With:

City Manager’s office, Public Works, Building & Code Enforcement, and Human Resources/Risk Management Office.

Attachments:

Job descriptions:
- Water Distribution Operator I
- Water Distribution Operator II
- Water Distribution Operator III
- Mechanic I/Service Advisor

Salary Schedule:
- Water Distribution Operator I, II, III
- Mechanic I/Service Advisor
CITY OF CALEXICO

CLASS TITLE: WATER DISTRIBUTION OPERATOR I

HOURLY: $22.96 - $27.91

BASIC FUNCTION:

Under the direction of the Chief Water Plant Operator-Distribution, perform a variety of activities involved in the installation, maintenance and repair of City water distribution systems, lines and equipment.

REPRESENTATIVE DUTIES:

ESSENTIAL DUTIES:
Perform a variety of activities involved in the installation, maintenance and repair of City water distribution systems, lines and equipment; participate in a variety of activities involved in assuring smooth, efficient, healthy and safe water flow, operations and services.

Inspect water distribution systems, lines and equipment; maintain and repair main water lines; troubleshoot, diagnose and repair malfunctions; replace system components and install new equipment as needed.

Install, fit and replace pipes; inspect and repair leaks, obstructions and general system failures; install service lines for new houses or businesses; install, maintain and service fire hydrants and valves as necessary; flush water mains as necessary; utilize appropriate storing and safety equipment.

Test water systems and lines to assure proper water pressure levels; make necessary adjustments.

Communicate with City personnel and outside agencies to exchange information and resolve issues or concerns.

Operate a variety of equipment including dump trucks, backhoes, jack hammers, asphalt cutters, skip loaders, water pumps, generators and hand and power tools; drive a vehicle to conduct work.

Dig and excavate holes and trenches to access water lines, systems and equipment.

Install, inspect and repair sewer lines as necessary.

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Perform routine or emergency work as necessary; shut down valves and reroute water and sewer flows as necessary.

Estimate and assure adequate labor, equipment and material levels to meet project needs; order supplies as needed; work from sketches, diagrams, schematics and manuals.

Turn on and off water services as directed; disconnect and reconnect water services as needed; identify and report unauthorized water usage.

Maintain various records related to maintenance, repairs, inventory and work performed.

Maintain assigned areas, equipment and tools in a safe, clean and orderly condition.

OTHER DUTIES:
Perform related duties as assigned.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:
Methods, materials and equipment used in the installation, operation, maintenance and repair of City water distribution systems, lines and equipment.
Preventive maintenance practices.
Mechanical and piping systems including valves, hydrants, mains and water lines.
Operation of equipment used in system maintenance and repair such as dump trucks, backhoes, jack hammers, asphalt cutters, skip loaders, water pumps, generators and hand and power tools.
Basic record-keeping techniques.
Technical aspects of field of specialty.
Oral and written communication skills.
Health and safety regulations and procedures.
Proper lifting techniques.

ABILITY TO:
Perform a variety of activities involved in the installation, maintenance and repair of City water distribution systems, lines and equipment.
Inspect systems, lines and equipment for maintenance and repair needs.
Inspect, troubleshoot, diagnose and repair malfunctions.
Maintain routine records related to work performed.
Observe health and safety regulations and procedures.
Understand and follow oral and written instructions.
Work from sketches, diagrams, schematics and manuals.
Communicate effectively both orally and in writing.
Work cooperatively with others.
Perform heavy physical labor.

EDUCATION AND EXPERIENCE:

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Any combination equivalent to: graduation from high school and three years’ experience working with equipment maintenance and repairs. One year of water distribution system operation and maintenance experience is required.

LICENSES AND OTHER REQUIREMENTS:

Valid Class I Water Distribution Operator certification issued by the State of California Water Resources Control Board.
Valid California driver’s license.

WORKING CONDITIONS:

ENVIRONMENT:
Indoor and outdoor work environment.
Regular exposure to fumes and odors.
Driving a vehicle to conduct work.
Adverse and extreme weather conditions.

PHYSICAL DEMANDS:
Dexterity of hands to operate assigned tools and equipment.
Sitting or standing for extended periods of time.
Seeing to inspect systems and read a variety of materials.
Lifting, carrying, pushing or pulling heavy objects as assigned by the position.
Bending at the waist, kneeling or crouching.
Reaching overhead, above the shoulders and horizontally.
Hearing and speaking to exchange information.
Climbing ladders.
Walking.

HAZARDS:
Working around and with machinery having moving parts.
Working in a cramped or restrictive work chamber.
Working at heights.
Chemical fumes.
CITY OF CALEXICO

CLASS TITLE: WATER DISTRIBUTION OPERATOR II

HOURLY: $24.12 - $29.32

BASIC FUNCTION:

Under the direction of the Chief Water Plant Operator-Distribution, perform a variety of activities involved in the installation, maintenance and repair of City water distribution systems, lines and equipment.

REPRESENTATIVE DUTIES:

ESSENTIAL DUTIES:
Perform a variety of activities involved in the installation, maintenance and repair of City water distribution systems, lines and equipment; participate in a variety of activities involved in assuring smooth, efficient, healthy and safe water flow, operations and services.

Inspect water distribution systems, lines and equipment; maintain and repair main water lines; troubleshoot, diagnose and repair malfunctions; replace system components and install new equipment as needed.

Install, fit and replace pipes; inspect and repair leaks, obstructions and general system failures; install service lines for new houses or businesses; install, maintain and service fire hydrants and valves as necessary; flush water mains as necessary; utilize appropriate storing and safety equipment.

Test water systems and lines to assure proper water pressure levels; make necessary adjustments.

Communicate with City personnel and outside agencies to exchange information and resolve issues or concerns.

Operate a variety of equipment including dump trucks, backhoes, jack hammers, asphalt cutters, skip loaders, water pumps, generators and hand and power tools; drive a vehicle to conduct work.

Dig and excavate holes and trenches to access water lines, systems and equipment.

Install, inspect and repair sewer lines as necessary.

Perform routine or emergency work as necessary; shut down valves and reroute water and sewer flows as necessary.

Revised August
Ewing Consulting Services
Estimate and assure adequate labor, equipment and material levels to meet project needs; order supplies as needed; work from sketches, diagrams, schematics and manuals.

Turn on and off water services as directed; disconnect and reconnect water services as needed; identify and report unauthorized water usage.

Maintain various records related to maintenance, repairs, inventory and work performed.

Maintain assigned areas, equipment and tools in a safe, clean and orderly condition.

OTHER DUTIES:
Perform related duties as assigned.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:
Methods, materials and equipment used in the installation, operation, maintenance and repair of City water distribution systems, lines and equipment.
Preventive maintenance practices.
Mechanical and piping systems including valves, hydrants, mains and water lines.
Operation of equipment used in system maintenance and repair such as dump trucks, backhoes, jack hammers, asphalt cutters, skip loaders, water pumps, generators and hand and power tools.
Basic record-keeping techniques.
Technical aspects of field of specialty.
Oral and written communication skills.
Health and safety regulations and procedures.
Proper lifting techniques.

ABILITY TO:
Perform a variety of activities involved in the installation, maintenance and repair of City water distribution systems, lines and equipment.
Inspect systems, lines and equipment for maintenance and repair needs.
Inspect, troubleshoot, diagnose and repair malfunctions.
Maintain routine records related to work performed.
Observe health and safety regulations and procedures.
Understand and follow oral and written instructions.
Work from sketches, diagrams, schematics and manuals.
Communicate effectively both orally and in writing.
Work cooperatively with others.
Perform heavy physical labor.

EDUCATION AND EXPERIENCE:

Any combination equivalent to: graduation from high school and three years’ experience working with equipment maintenance and repairs.

Revised August 2017
Ewing Consulting Services
Two years of water distribution system operation and maintenance experience is required.

**LICENSES AND OTHER REQUIREMENTS:**

Valid Class II Water Distribution Operator certification issued by the State of California Water Resources Control Board.
Valid California driver's license.

**WORKING CONDITIONS:**

**ENVIRONMENT:**
Indoor and outdoor work environment.
Regular exposure to fumes and odors.
Driving a vehicle to conduct work.
Adverse and extreme weather conditions.

**PHYSICAL DEMANDS:**
Dexterity of hands to operate assigned tools and equipment.
Sitting or standing for extended periods of time.
Seeing to inspect systems and read a variety of materials.
Lifting, carrying, pushing or pulling heavy objects as assigned by the position.
Bending at the waist, kneeling or crouching.
Reaching overhead, above the shoulders and horizontally.
Hearing and speaking to exchange information.
Climbing ladders.
Walking.

**HAZARDS:**
Working around and with machinery having moving parts.
Working in a cramped or restrictive work chamber.
Working at heights.
Chemical fumes.
CITY OF CALEXICO

CLASS TITLE: WATER DISTRIBUTION OPERATOR III

HOURLY: $25.34 - $30.80

BASIC FUNCTION:

Under the direction of the Chief Water Plant Operator-Distribution, perform a variety of activities involved in the installation, maintenance and repair of City water distribution systems, lines and equipment.

REPRESENTATIVE DUTIES:

ESSENTIAL DUTIES:
Perform a variety of activities involved in the installation, maintenance and repair of City water distribution systems, lines and equipment; participate in a variety of activities involved in assuring smooth, efficient, healthy and safe water flow, operations and services.

Inspect water distribution systems, lines and equipment; maintain and repair main water lines; troubleshoot, diagnose and repair malfunctions; replace system components and install new equipment as needed.

Install, fit and replace pipes; inspect and repair leaks, obstructions and general system failures; install service lines for new houses or businesses; install, maintain and service fire hydrants and valves as necessary; flush water mains as necessary; utilize appropriate storing and safety equipment.

Test water systems and lines to assure proper water pressure levels; make necessary adjustments.

Communicate with City personnel and outside agencies to exchange information and resolve issues or concerns.

Operate a variety of equipment including dump trucks, backhoes, jack hammers, asphalt cutters, skip loaders, water pumps, generators and hand and power tools; drive a vehicle to conduct work.

Dig and excavate holes and trenches to access water lines, systems and equipment.

Install, inspect and repair sewer lines as necessary.

Perform routine or emergency work as necessary; shut down valves and reroute water and sewer flows as necessary.

Revised August 2017
Ewing Consulting Services
Estimate and assure adequate labor, equipment and material levels to meet project needs; order supplies as needed; work from sketches, diagrams, schematics and manuals.

Turn on and off water services as directed; disconnect and reconnect water services as needed; identify and report unauthorized water usage.

Maintain various records related to maintenance, repairs, inventory and work performed.

Maintain assigned areas, equipment and tools in a safe, clean and orderly condition.

OTHER DUTIES:
Perform related duties as assigned.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:
Methods, materials and equipment used in the installation, operation, maintenance and repair of City water distribution systems, lines and equipment.
Preventive maintenance practices.
Mechanical and piping systems including valves, hydrants, mains and water lines.
Operation of equipment used in system maintenance and repair such as dump trucks, backhoes, jack hammers, asphalt cutters, skip loaders, water pumps, generators and hand and power tools.
Basic record-keeping techniques.
Technical aspects of field of specialty.
Oral and written communication skills.
Health and safety regulations and procedures.
Proper lifting techniques.

ABILITY TO:
Perform a variety of activities involved in the installation, maintenance and repair of City water distribution systems, lines and equipment.
Inspect systems, lines and equipment for maintenance and repair needs.
Inspect, troubleshoot, diagnose and repair malfunctions.
Maintain routine records related to work performed.
Observe health and safety regulations and procedures.
Understand and follow oral and written instructions.
Work from sketches, diagrams, schematics and manuals.
Communicate effectively both orally and in writing.
Work cooperatively with others.
Perform heavy physical labor.

EDUCATION AND EXPERIENCE:

Any combination equivalent to: graduation from high school and three years' experience working with equipment maintenance and repairs.

Revised August 2017
Ewing Consulting Services
Three years of water distribution system operation and maintenance experience is required.

LICENSES AND OTHER REQUIREMENTS:

Valid Class III Water Distribution Operator certification issued by the State of California Water Resources Control Board.
Valid California driver’s license.

WORKING CONDITIONS:

ENVIRONMENT:
Indoor and outdoor work environment.
Regular exposure to fumes and odors.
Driving a vehicle to conduct work.
Adverse and extreme weather conditions.

PHYSICAL DEMANDS:
Dexterity of hands to operate assigned tools and equipment.
Sitting or standing for extended periods of time.
Seeing to inspect systems and read a variety of materials.
Lifting, carrying, pushing or pulling heavy objects as assigned by the position.
Bending at the waist, kneeling or crouching.
Reaching overhead, above the shoulders and horizontally.
Hearing and speaking to exchange information.
Climbing ladders.
Walking.

HAZARDS:
Working around and with machinery having moving parts.
Working in a cramped or restrictive work chamber.
Working at heights.
Chemical fumes.

Revised August 2017
Ewing Consulting Services
CITY OF CALEXICO

CLASS TITLE: MECHANIC I / SERVICE ADVISOR

HOURLY:  $17.85 - $21.69

BASIC FUNCTION:

Under the direction of the Shop Supervisor, perform journey-level mechanical work in the overhaul, inspection, repair and maintenance of automotive and heavy equipment including gasoline and diesel powered vehicles and equipment and grounds maintenance equipment.

DISTINGUISHING CHARACTERISTICS:

This is the entry level of the Mechanic classification series. Individuals normally are promoted or employed from related classifications and should have basic automotive repair experience and knowledge. Supervision is direct, and work is checked quite closely. Progression to the next level will depend on vacant positions at the higher levels.

REPRESENTATIVE DUTIES:

ESSENTIAL DUTIES:
Perform beginning and journey-level mechanical work in the overhaul, inspection, diagnosis, repair and maintenance of automotive and heavy equipment including gasoline and diesel-powered vehicles and equipment and grounds maintenance equipment.

Repair and perform preventive maintenance on grounds maintenance equipment including tractors, weed eaters and lawn mowers.

Evaluate maintenance, servicing and repair needs; inspect and diagnose basic mechanical malfunctions; maintain records of work performed and materials used.

Adjust and reline brakes; maintain and replace anti-lock, air and hydraulic brake system components; install bearings; align front worn parts; change and balance tires.

Diagnose and repair engine electrical and ignition systems, such as distributors, coils, alternators, starters and related systems; install and repair communications equipment.

Repair and adjust standard transmissions, drive shafts, differentials, clutches, gears and valves; tune engines and carburetors; repair fuel injection systems.

Revised August 2017
Ewing Consulting Services
Maintain shop area, equipment and tools in a safe, clean and orderly condition; dispose of hazardous materials in accordance with established guidelines.

Evacuate and recharge air conditioning systems; replace system components and hoses as needed.

Operate a variety of diagnosis equipment and machinery utilized in the maintenance and repair of vehicles and heavy equipment; operate a computer and assigned software.

Communicate with other departments, outside agencies and personnel regarding vehicle repairs; communicate with vendors concerning parts; respond to emergency field calls as needed. Work with customers to schedule service and handle administrative aspects of customer service with all City departments. Prioritize emergency vehicles for repairs as necessary. Write service orders. Keep records and logs of all repairs and maintenance. Catalogue, receive, document and resolve complaints. Estimate time for repairs and keep the vehicle operator and/or department up to date with regard to the status of the vehicles.

Perform a variety of repairs to vehicles and equipment such as oil changes, changing light bulbs, installing light bars, window glass and removing dents.

OTHER DUTIES:
Install decals on patrol units as directed.

Perform related duties as assigned.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:
Techniques and practices of maintenance and repair of heavy and light automotive vehicles.
Safe operation of related tools, equipment and procedures in the overhaul, repair and adjustment of engines and of fuel, ignition, electrical and cooling systems.
Operation, theory and principles of gasoline and diesel-powered engines.
Methods, equipment, tools and materials used in the repair and maintenance of vehicles.
Diagnostic procedures for vehicles and equipment.
Preventative maintenance practices.
Applicable laws, codes, rules and regulations related to assigned activities.
Technical aspects of field of specialty.
Shop math applicable to vehicle maintenance.
Health and safety regulations.
Safe driving techniques.

ABILITY TO:
Diagnose, repair and maintain a wide variety of large and small gasoline and diesel-powered engines and heavy equipment.
Diagnose and repair mechanical, electrical and computerized malfunctions.
Operate specialized equipment used in repairing or servicing of vehicles.

Revised August 2017
Ewing Consulting Services
Read and apply technical and mechanical diagrams, schematics and repair manuals. 
Maintain records related to work performed. 
Observe legal and defensive driving practices. 
Operate, service and make minor repairs on equipment. 
Prioritize and schedule work. 
Estimate materials and supply needs. 
Interpret and apply applicable laws, codes, rules and regulations. 
Observe health and safety regulations. 
Proper lifting techniques. 
Communicate effectively both orally and in writing. 
Establish and maintain cooperative and effective working relationships with others. 
Understand and follow oral and written instructions.

EDUCATION AND EXPERIENCE:

Any combination equivalent to: graduation from high school supplemented by successful completion of an apprentice program in automotive repair and two years journey-level automotive or diesel maintenance and repair.

LICENSES AND OTHER REQUIREMENTS:

Valid California driver’s license.
Valid EPA Refrigerant and Reclamation certification.
Incumbents must obtain a California commercial driver’s license with air brake endorsement within designated probationary period.

WORKING CONDITIONS:

ENVIRONMENT:
Adverse weather conditions.
Vehicle and equipment repair shop environment.
Driving a vehicle to conduct work.
Regular exposure to fumes, dust and odors.

PHYSICAL DEMANDS:
Pulling, pushing, lifting and carrying heavy objects.
Walking or standing for extended periods of time.
Bending at the waist, kneeling or crouching.
Reaching overhead, above the shoulders and horizontally.
Dexterity of hands and fingers to operate power tools and equipment.
Hearing and speaking to exchange information.

Revised August 2017 
Ewing Consulting Services
HAZARDS:
Subject to loud noise and fumes from equipment operation.
Exposure to chemical fumes and vapors such as gasoline and diesel fuel.
Working in a cramped or restrictive work chamber.
Working around and with machinery having moving parts.
Working around moving objects or vehicles.
Traffic hazards.
# GENERAL SALARY SCHEDULE

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<td>Monthly</td>
<td>2,945</td>
<td>3,092</td>
<td>3,247</td>
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<td>35,342</td>
<td>37,109</td>
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<td>40,913</td>
<td>42,958</td>
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<td>1,463</td>
<td>1,536</td>
<td>1,613</td>
<td>1,694</td>
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<td>G-24</td>
<td>Monthly</td>
<td>3,019</td>
<td>3,170</td>
<td>3,328</td>
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<td>36,225</td>
<td>38,037</td>
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<td>3,411</td>
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<tr>
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<td>38,987</td>
<td>40,937</td>
<td>42,984</td>
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Effective 7/1/2013
<table>
<thead>
<tr>
<th>RANGE</th>
<th>STEP (Increase by 5%)</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-10</td>
<td>18.84582</td>
<td>19.78811</td>
<td>20.77752</td>
<td>21.81640</td>
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<tr>
<td>O-11</td>
<td>19.317</td>
<td>20.283</td>
<td>21.297</td>
<td>22.362</td>
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<tr>
<td>O-12</td>
<td>19.800</td>
<td>20.790</td>
<td>21.829</td>
<td>22.921</td>
<td>24.067</td>
<td>1,584</td>
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<tr>
<td>O-13</td>
<td>20.29489</td>
<td>21.30963</td>
<td>22.37512</td>
<td>23.49387</td>
<td>24.66857</td>
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<tr>
<td>O-16</td>
<td>21.895</td>
<td>22.948</td>
<td>24.096</td>
<td>25.300</td>
<td>26.565</td>
<td>1,748</td>
</tr>
<tr>
<td>O-17</td>
<td>22.402</td>
<td>23.522</td>
<td>24.698</td>
<td>25.933</td>
<td>27.229</td>
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Effective 7/1/2013
**WATER/WASTEWATER GENERAL SALARY SCHEDULE 80 HOURS**

<table>
<thead>
<tr>
<th>RANGE</th>
<th>STEP  (Increase by 5%)</th>
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<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-19</td>
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<td>24.713</td>
<td>25.948</td>
<td>27.246</td>
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</table>

Water Distribution Operator II

| O-20  | Hourly                 | 24.12425 | 25.33046 | 26.59698 | 27.92683 | 29.32317 |
|       | Pay Period             | 1.930    | 2.026    | 2.128    | 2.234    | 2.346    |
|       | Monthly                | 4.182    | 4.391    | 4.610    | 4.841    | 5.083    |
|       | Annual                 | 50.178   | 52.687   | 55.322   | 58.088   | 60.992   |

| O-21  | Hourly                 | 24.727   | 25.964   | 27.262   | 28.625   | 30.056   |
|       | Pay Period             | 1.978    | 2.077    | 2.181    | 2.290    | 2.405    |
|       | Monthly                | 4.286    | 4.500    | 4.725    | 4.962    | 5.210    |
|       | Annual                 | 51.433   | 54.005   | 56.705   | 59.640   | 62.517   |

| O-22  | Hourly                 | 25.34554 | 26.61281 | 27.94345 | 29.34063 | 30.80796 |
|       | Pay Period             | 2.028    | 2.129    | 2.235    | 2.347    | 2.465    |
|       | Monthly                | 4.393    | 4.613    | 4.844    | 5.086    | 5.340    |
|       | Annual                 | 52.719   | 55.355   | 58.122   | 61.029   | 64.060   |

Operator: Water Distribution III

**WATER/WASTE GENERAL SALARY SCHEDULE 84 HOURS**

<table>
<thead>
<tr>
<th>RANGE</th>
<th>STEP  (Increase by 5%)</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
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<tbody>
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<td>O-10-84</td>
<td>Hourly</td>
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<td>25.34554</td>
<td>26.61281</td>
<td>27.94345</td>
<td>29.34063</td>
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<tr>
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<td>Pay Period</td>
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<td>2.129</td>
<td>2.235</td>
<td>2.347</td>
<td>2.465</td>
</tr>
<tr>
<td></td>
<td>Monthly</td>
<td>4.393</td>
<td>4.613</td>
<td>4.844</td>
<td>5.086</td>
<td>5.340</td>
</tr>
<tr>
<td></td>
<td>Annual</td>
<td>52.719</td>
<td>55.355</td>
<td>58.122</td>
<td>61.029</td>
<td>64.080</td>
</tr>
</tbody>
</table>

| O-11-84 | Hourly                 | 24.742   | 25.579   | 27.278   | 28.642   | 30.074   |
|         | Pay Period             | 2.076    | 2.182    | 2.291    | 2.406    | 2.526    |
|         | Monthly                | 4.503    | 4.728    | 4.965    | 5.213    | 5.473    |
|         | Annual                 | 54.037   | 56.739   | 59.575   | 62.554   | 65.662   |

Effective 7/1/2013