

WATER AND WASTEWATER FY24														
6% increase over FY23														
Pay Band A														
2.25% Between Each Step; 10% Between Each Grade; and a 35% Range Spread														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
Annual Hourly	1	39,233	40,116	41,019	41,942	42,885	43,850	44,837	45,846	46,877	47,932	49,010	51,241	52,393
		18.86	19.29	19.72	20.16	20.62	21.08	21.56	22.04	22.54	23.04	23.56	24.09	24.63
Annual Hourly	2	43,157	44,128	45,120	46,136	47,174	48,235	49,320	50,430	51,565	52,725	53,911	55,124	56,365
		\$20.75	\$21.22	\$21.69	\$22.18	\$22.68	\$23.19	\$23.71	\$24.25	\$24.79	\$25.35	\$25.92	\$26.50	\$27.10
Annual Hourly	3	47,472	48,540	49,633	50,749	51,891	53,059	54,252	55,473	56,721	57,998	59,302	60,637	62,001
		\$22.82	\$23.34	\$23.86	\$24.40	\$24.95	\$25.51	\$26.08	\$26.67	\$27.27	\$27.88	\$28.51	\$29.15	\$29.81
Pay Band B														
2.25% Between Each Step; 11% Between Each Grade; and a 35% Range Spread														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
Annual Hourly	4	51,003	52,151	53,324	54,524	55,751	57,005	58,288	59,599	60,940	62,311	63,713	65,147	66,613
		\$24.52	\$25.07	\$25.64	\$26.21	\$26.80	\$27.41	\$28.02	\$28.65	\$29.30	\$29.96	\$30.63	\$31.32	\$32.03
Annual Hourly	5	56,614	57,887	59,190	60,522	61,883	63,276	64,699	66,155	67,644	69,166	70,722	72,313	73,940
		\$27.22	\$27.83	\$28.46	\$29.10	\$29.75	\$30.42	\$31.11	\$31.81	\$32.52	\$33.25	\$34.00	\$34.77	\$35.55
Pay Band C														
2.25% Between Each Step; 15% Between Each Grade and a 35% Range Spread														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
Annual Hourly	6	63,334	64,759	66,216	67,706	69,229	70,787	72,379	74,008	75,673	77,376	79,117	80,897	82,717
		\$30.45	\$31.13	\$31.83	\$32.55	\$33.28	\$34.03	\$34.80	\$35.58	\$36.38	\$37.20	\$38.04	\$38.89	\$39.77
Annual Hourly	7	72,834	74,472	76,148	77,861	79,613	81,405	83,236	85,109	87,024	88,982	90,984	93,031	95,124
		\$35.02	\$35.80	\$36.61	\$37.43	\$38.28	\$39.14	\$40.02	\$40.92	\$41.84	\$42.78	\$43.74	\$44.73	\$45.73
Pay Band D														
2.25% Between Each Step; 5% Between and a 35% Range Spread														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
Annual Hourly	8	76,785	78,513	80,279	82,086	83,932	85,821	87,752	89,726	91,745	93,809	95,920	98,078	100,285
		\$36.92	\$37.75	\$38.60	\$39.46	\$40.35	\$41.26	\$42.19	\$43.14	\$44.11	\$45.10	\$46.12	\$47.15	\$48.21
Annual Hourly	9	80,624	82,438	84,293	86,190	88,129	90,112	92,140	94,213	96,332	98,500	100,716	102,982	105,299
		\$38.76	\$39.63	\$40.53	\$41.44	\$42.37	\$43.32	\$44.30	\$45.29	\$46.31	\$47.36	\$48.42	\$49.51	\$50.62
Pay Band E														
2.25% Between Each Step and a 35% Range Spread														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
Annual Hourly	10	87,995	89,974	91,999	94,069	96,185	98,350	100,562	102,825	105,139	107,504	109,923	112,396	114,925
		\$42.31	\$43.26	\$44.23	\$45.23	\$46.24	\$47.28	\$48.35	\$49.44	\$50.55	\$51.68	\$52.85	\$54.04	\$55.25

Longevity - One-Time Increase at Time of Implementation:

- (1) Individuals with 5 - 9 years of service with the Town should be at least at Step C.
- (2) Individuals with 10 - 14 years of service with the Town should be at a least at Step F.
- (3) Individuals with 15 - 19 years of service with the Town should be at least at Step I.
- (4) Individuals with 20 - 24 years of service with the Town should be at least at Step L.
- (5) Individuals with 25+ years of service with the Town should at least be at Step N.

Certified Flood Plain Manager (CFM)

Town Planner and Zoning Administrative Officer are eligible for a two (2) step increase

Heavy Equipment Operators:

Individual with no CDL should be brought in at Step A.

Individual with a CDL should be brought in at Step D.

If a current employee obtains a CDL while employed should receive a two (2) step increase.

Lead Process Operator and Lead Mechanical Operator:

Lead Process/Mechanical Operator with no certifications should be brought in at Step A.

Lead Process/Mechanical Operator with a Water 3 or Wastewater 1 should be at Step B.

Lead Process/Mechanical Operator with a Water 3 and Wastewater 1 should be at Step C.

Lead Process/Mechanical Operator with a Water 3 and Wastewater 2 should be at Step D.

Lead Process/Mechanical Operator with a Water 3 and Wastewater 3 should be at Step E.

Lead Process/Mechanical Operator with a Water 3 and Wastewater 4 should be at Step F.

Lead Process/Mechanical Operator with a Water 3 and Wastewater 5 should be at Step G.

If current employee obtains a certification while employed, they should receive a one (1) step increase.

Operator in Training:

Operators in Training start at Step A in Grade 3.

Operators in Training receive a \$0.50 increase every six (6) months during their training program.

After two (2) years of successfully completing the training program they are eligible to move to Grade 6, Step A.