

**APPENDIX A**  
**2025 AFSCME CLASSIFICATION AND WAGE SCALE**

Work 40 hours per week; 2080 hours per year

<b>2025 COLA</b>	4.2%
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<b>PUBLIC WORKS EMPLOYEES</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>
<b>Job Title</b>	<b>Entry Level</b>	<b>12 mos</b>	<b>24 mos</b>	<b>36 mos</b>	<b>48 mos</b>
Team Member   Water Service Specialist	\$ 37.91	\$ 39.79	\$ 41.36	\$ 43.03	\$ 44.73
CRT Technician	\$ 39.38	\$ 41.36	\$ 43.02	\$ 44.73	\$ 46.54
Fleet Mechanic	\$ 41.35	\$ 43.44	\$ 45.19	\$ 46.98	\$ 48.85
Crew Lead	\$ 43.45	\$ 45.62	\$ 47.43	\$ 49.34	\$ 51.32
Foreman	\$ 46.93	\$ 49.26	\$ 51.24	\$ 53.28	\$ 55.40

<b>ADMINISTRATIVE EMPLOYEES</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>
<b>Job Title</b>	<b>Entry Level</b>	<b>12 mos</b>	<b>24 mos</b>	<b>36 mos</b>	<b>48 mos</b>
Customer Service Representative	\$ 33.14	\$ 34.45	\$ 35.84	\$ 36.54	\$ 37.28
Administrative Assistant   Accounting Specialist	\$ 36.08	\$ 37.55	\$ 39.03	\$ 39.81	\$ 40.62
Utility Billing Lead	\$ 43.45	\$ 45.62	\$ 47.43	\$ 49.34	\$ 51.32

<b>TECHNICIAN EMPLOYEES</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>
<b>Job Title</b>	<b>Entry Level</b>	<b>12 mos</b>	<b>24 mos</b>	<b>36 mos</b>	<b>48 mos</b>
Custodian	\$ 28.23	\$ 29.41	\$ 30.63	\$ 31.25	\$ 31.91
Permit Technician	\$ 36.07	\$ 37.55	\$ 39.03	\$ 39.81	\$ 40.62
Permit Coordinator	\$ 38.97	\$ 40.51	\$ 42.13	\$ 42.99	\$ 43.83
Building Inspector	\$ 45.40	\$ 47.22	\$ 49.11	\$ 50.07	\$ 51.08
Electrical Inspector	\$ 46.96	\$ 48.84	\$ 50.79	\$ 51.80	\$ 52.83
Utilities Inspector   Water/Stormwater Quality Technician	\$ 47.50	\$ 49.40	\$ 51.38	\$ 52.43	\$ 53.45
Electrical/Building Inspector	\$ 48.45	\$ 50.39	\$ 52.39	\$ 53.43	\$ 54.50
Plans Examiner & Building Inspector	\$ 49.63	\$ 51.64	\$ 53.70	\$ 54.77	\$ 55.86
Senior Electrical/Building Inspector	\$ 52.81	\$ 54.94	\$ 57.13	\$ 58.25	\$ 59.43

*Employees move through the pay scale every 12 months by "meeting" performance expectations.*