

EXHIBIT A - SALARY SCHEDULE
EFFECTIVE JULY 1, 2024

POSITION	STATUS	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
Maintenance Craftworker I	Non-Exempt	Hourly	24.84	25.09	25.34	25.59	25.85	26.11	26.37	26.63	26.90	27.17	27.44	27.71	27.99	28.27	28.55	28.84	29.12	29.42	29.71	30.01
		Monthly	4,090.32	4,131.49	4,172.65	4,213.82	4,256.63	4,299.45	4,342.26	4,385.07	4,429.53	4,473.99	4,518.45	4,562.91	4,609.02	4,655.13	4,701.23	4,748.99	4,795.09	4,844.49	4,892.25	4,941.65
Maintenance Craftworker II	Non-Exempt	Hourly	26.77	27.04	27.31	27.58	27.86	28.13	28.42	28.70	28.99	29.28	29.57	29.87	30.16	30.47	30.77	31.08	31.39	31.70	32.02	32.34
		Monthly	4,408.13	4,452.59	4,497.05	4,541.51	4,587.61	4,632.07	4,679.83	4,725.93	4,773.69	4,821.44	4,869.19	4,918.59	4,966.35	5,017.39	5,066.79	5,117.84	5,168.89	5,219.93	5,272.63	5,325.32
Mechanic	Non-Exempt	Hourly	28.43	28.71	29.00	29.29	29.58	29.88	30.18	30.48	30.78	31.09	31.40	31.72	32.03	32.35	32.68	33.00	33.33	33.67	34.00	34.34
		Monthly	4,681.47	4,727.58	4,775.33	4,823.09	4,870.84	4,920.24	4,969.64	5,019.04	5,068.44	5,119.49	5,170.53	5,223.23	5,274.27	5,326.97	5,381.31	5,434.00	5,488.34	5,544.33	5,598.67	5,654.65
Sanitation Maintenance Worker I	Non-Exempt	Hourly	22.49	22.71	22.94	23.17	23.40	23.63	23.87	24.11	24.35	24.59	24.84	25.09	25.34	25.59	25.85	26.11	26.37	26.63	26.90	27.17
		Monthly	3,703.35	3,739.58	3,777.45	3,815.33	3,853.20	3,891.07	3,930.59	3,970.11	4,009.63	4,049.15	4,090.32	4,131.49	4,172.65	4,213.82	4,256.63	4,299.45	4,342.26	4,385.07	4,429.53	4,473.99
Sanitation Maintenance Worker II	Non-Exempt	Hourly	25.09	25.34	25.60	25.85	26.11	26.37	26.64	26.90	27.17	27.44	27.72	28.00	28.28	28.56	28.84	29.13	29.42	29.72	30.02	30.32
		Monthly	4,131.49	4,172.65	4,215.47	4,256.63	4,299.45	4,342.26	4,386.72	4,429.53	4,473.99	4,518.45	4,564.56	4,610.67	4,656.77	4,702.88	4,748.99	4,796.74	4,844.49	4,893.89	4,943.29	4,992.69
Senior Mechanic	Non-Exempt	Hourly	31.55	31.87	32.19	32.51	32.84	33.16	33.50	33.83	34.17	34.51	34.86	35.20	35.56	35.91	36.27	36.63	37.00	37.37	37.74	38.12
		Monthly	5,195.23	5,247.93	5,300.62	5,353.31	5,407.65	5,460.35	5,516.33	5,570.67	5,626.66	5,682.65	5,740.28	5,796.27	5,855.55	5,913.18	5,972.46	6,031.74	6,092.67	6,153.59	6,214.52	6,277.09
Senior Solid Waste Operator	Non-Exempt	Hourly	27.86	28.14	28.42	28.71	28.99	29.28	29.58	29.87	30.17	30.47	30.78	31.09	31.40	31.71	32.03	32.35	32.67	33.00	33.33	33.66
		Monthly	4,587.61	4,633.72	4,679.83	4,727.58	4,773.69	4,821.44	4,870.84	4,918.59	4,967.99	5,017.39	5,068.44	5,119.49	5,170.53	5,221.58	5,274.27	5,326.97	5,379.66	5,434.00	5,488.34	5,542.68
Solid Waste Operator	Non-Exempt	Hourly	26.24	26.50	26.77	27.04	27.31	27.58	27.86	28.13	28.42	28.70	28.99	29.28	29.57	29.86	30.16	30.46	30.77	31.08	31.39	31.70
		Monthly	4,320.85	4,363.67	4,408.13	4,452.59	4,497.05	4,541.51	4,587.61	4,632.07	4,679.83	4,725.93	4,773.69	4,821.44	4,869.19	4,916.95	4,966.35	5,015.75	5,066.79	5,117.84	5,168.89	5,219.93

EXHIBIT A - SALARY SCHEDULE
EFFECTIVE JULY 1, 2025

POSITION	STATUS	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
Maintenance Craftworker I	Non-Exempt	Hourly	25.59	25.85	26.11	26.37	26.63	26.90	27.17	27.44	27.71	27.99	28.27	28.55	28.84	29.13	29.42	29.71	30.01	30.31	30.61	30.92
		Monthly	4,213.82	4,256.63	4,299.45	4,342.26	4,385.07	4,429.53	4,473.99	4,518.45	4,562.91	4,609.02	4,655.13	4,701.23	4,748.99	4,796.74	4,844.49	4,892.25	4,941.65	4,991.05	5,040.45	5,091.49
Maintenance Craftworker II	Non-Exempt	Hourly	27.58	27.86	28.14	28.42	28.70	28.99	29.28	29.57	29.87	30.17	30.47	30.77	31.08	31.39	31.71	32.02	32.34	32.67	32.99	33.32
		Monthly	4,541.51	4,587.61	4,633.72	4,679.83	4,725.93	4,773.69	4,821.44	4,869.19	4,918.59	4,967.99	5,017.39	5,066.79	5,117.84	5,168.89	5,221.58	5,272.63	5,325.32	5,379.66	5,432.35	5,486.69
Mechanic	Non-Exempt	Hourly	29.29	29.58	29.88	30.18	30.48	30.78	31.09	31.40	31.72	32.03	32.35	32.68	33.00	33.33	33.67	34.00	34.34	34.69	35.03	35.38
		Monthly	4,823.09	4,870.84	4,920.24	4,969.64	5,019.04	5,068.44	5,119.49	5,170.53	5,223.23	5,274.27	5,326.97	5,381.31	5,434.00	5,488.34	5,544.33	5,598.67	5,654.65	5,712.29	5,768.27	5,825.91
Sanitation Maintenance Worker I	Non-Exempt	Hourly	23.17	23.40	23.64	23.87	24.11	24.35	24.59	24.84	25.08	25.34	25.59	25.85	26.11	26.37	26.63	26.89	27.17	27.44	27.71	27.99
		Monthly	3,815.33	3,853.20	3,892.72	3,930.59	3,970.11	4,009.63	4,049.15	4,090.32	4,129.84	4,172.65	4,213.82	4,256.63	4,299.45	4,342.26	4,385.07	4,427.89	4,473.99	4,518.45	4,562.91	4,609.02
Sanitation Maintenance Worker II	Non-Exempt	Hourly	25.85	26.11	26.37	26.64	26.90	27.17	27.44	27.72	27.99	28.27	28.56	28.84	29.13	29.42	29.72	30.01	30.31	30.62	30.92	31.23
		Monthly	4,256.63	4,299.45	4,342.26	4,386.72	4,429.53	4,473.99	4,518.45	4,564.56	4,609.02	4,655.13	4,702.88	4,748.99	4,796.74	4,844.49	4,893.89	4,941.65	4,991.05	5,042.09	5,091.49	5,142.54
Senior Mechanic	Non-Exempt	Hourly	32.51	32.84	33.17	33.50	33.83	34.17	34.51	34.86	35.21	35.56	35.92	36.27	36.64	37.00	37.37	37.75	38.13	38.51	38.89	39.28
		Monthly	5,353.31	5,407.65	5,461.99	5,516.33	5,570.67	5,626.66	5,682.65	5,740.28	5,797.91	5,855.55	5,914.83	5,972.46	6,033.39	6,092.67	6,153.59	6,216.17	6,278.74	6,341.31	6,403.89	6,468.11
Senior Solid Waste Operator	Non-Exempt	Hourly	28.70	28.99	29.28	29.57	29.87	30.16	30.47	30.77	31.08	31.39	31.70	32.02	32.34	32.66	32.99	33.32	33.65	33.99	34.33	34.67
		Monthly	4,725.93	4,773.69	4,821.44	4,869.19	4,918.59	4,966.35	5,017.39	5,066.79	5,117.84	5,168.89	5,219.93	5,272.63	5,325.32	5,378.01	5,432.35	5,486.69	5,541.03	5,597.02	5,653.01	5,708.99
Solid Waste Operator	Non-Exempt	Hourly	27.04	27.31	27.59	27.86	28.14	28.42	28.71	28.99	29.28	29.58	29.87	30.17	30.47	30.78	31.08	31.40	31.71	32.03	32.35	32.67
		Monthly	4,452.59	4,497.05	4,543.15	4,587.61	4,633.72	4,679.83	4,727.58	4,773.69	4,821.44	4,870.84	4,918.59	4,967.99	5,017.39	5,068.44	5,117.84	5,170.53	5,221.58	5,274.27	5,326.97	5,379.66

EXHIBIT A - SALARY SCHEDULE
EFFECTIVE JULY 1, 2026

POSITION	STATUS	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
Maintenance Craftworker I	Non-Exempt	Hourly	26.37	26.64	26.90	27.17	27.45	27.72	28.00	28.28	28.56	28.85	29.13	29.43	29.72	30.02	30.32	30.62	30.93	31.24	31.55	31.86
		Monthly	4,342.26	4,386.72	4,429.53	4,473.99	4,520.10	4,564.56	4,610.67	4,656.77	4,702.88	4,750.63	4,796.74	4,846.14	4,893.89	4,943.29	4,992.69	5,042.09	5,093.14	5,144.19	5,195.23	5,246.28
Maintenance Craftworker II	Non-Exempt	Hourly	28.43	28.71	29.00	29.29	29.58	29.88	30.18	30.48	30.78	31.09	31.40	31.72	32.03	32.35	32.68	33.00	33.33	33.67	34.00	34.34
		Monthly	4,681.47	4,727.58	4,775.33	4,823.09	4,870.84	4,920.24	4,969.64	5,019.04	5,068.44	5,119.49	5,170.53	5,223.23	5,274.27	5,326.97	5,381.31	5,434.00	5,488.34	5,544.33	5,598.67	5,654.65
Mechanic	Non-Exempt	Hourly	30.18	30.48	30.78	31.09	31.40	31.72	32.03	32.35	32.68	33.00	33.33	33.67	34.00	34.34	34.69	35.03	35.38	35.74	36.10	36.46
		Monthly	4,969.64	5,019.04	5,068.44	5,119.49	5,170.53	5,223.23	5,274.27	5,326.97	5,381.31	5,434.00	5,488.34	5,544.33	5,598.67	5,654.65	5,712.29	5,768.27	5,825.91	5,885.19	5,944.47	6,003.75
Sanitation Maintenance Worker I	Non-Exempt	Hourly	23.88	24.12	24.36	24.60	24.85	25.10	25.35	25.60	25.86	26.12	26.38	26.64	26.91	27.18	27.45	27.72	28.00	28.28	28.56	28.85
		Monthly	3,932.24	3,971.76	4,011.28	4,050.80	4,091.97	4,133.13	4,174.30	4,215.47	4,258.28	4,301.09	4,343.91	4,386.72	4,431.18	4,475.64	4,520.10	4,564.56	4,610.67	4,656.77	4,702.88	4,750.63
Sanitation Maintenance Worker II	Non-Exempt	Hourly	26.64	26.90	27.17	27.44	27.72	27.99	28.27	28.56	28.84	29.13	29.42	29.72	30.01	30.31	30.62	30.92	31.23	31.54	31.86	32.18
		Monthly	4,386.72	4,429.53	4,473.99	4,518.45	4,564.56	4,609.02	4,655.13	4,702.88	4,748.99	4,796.74	4,844.49	4,893.89	4,941.65	4,991.05	5,042.09	5,091.49	5,142.54	5,193.59	5,246.28	5,298.97
Senior Mechanic	Non-Exempt	Hourly	33.50	33.84	34.18	34.52	34.86	35.21	35.57	35.92	36.28	36.64	37.01	37.38	37.75	38.13	38.51	38.90	39.29	39.68	40.08	40.48
		Monthly	5,516.33	5,572.32	5,628.31	5,684.29	5,740.28	5,797.91	5,857.19	5,914.83	5,974.11	6,033.39	6,094.31	6,155.24	6,216.17	6,278.74	6,341.31	6,405.53	6,469.75	6,533.97	6,599.84	6,665.71
Senior Solid Waste Operator	Non-Exempt	Hourly	29.58	29.88	30.18	30.48	30.78	31.09	31.40	31.71	32.03	32.35	32.68	33.00	33.33	33.67	34.00	34.34	34.69	35.03	35.38	35.74
		Monthly	4,870.84	4,920.24	4,969.64	5,019.04	5,068.44	5,119.49	5,170.53	5,221.58	5,274.27	5,326.97	5,381.31	5,434.00	5,488.34	5,544.33	5,598.67	5,654.65	5,712.29	5,768.27	5,825.91	5,885.19
Solid Waste Operator	Non-Exempt	Hourly	27.86	28.14	28.42	28.71	28.99	29.28	29.58	29.87	30.17	30.47	30.78	31.09	31.40	31.71	32.03	32.35	32.67	33.00	33.33	33.66
		Monthly	4,587.61	4,633.72	4,679.83	4,727.58	4,773.69	4,821.44	4,870.84	4,918.59	4,967.99	5,017.39	5,068.44	5,119.49	5,170.53	5,221.58	5,274.27	5,326.97	5,379.66	5,434.00	5,488.34	5,542.68