

ARTICLE 23 - WORKING OUT OF CLASSIFICATION

- 23.1 When any employee is required by a supervisor to work outside his/her classification for a total of 33% (3 work days) or more of the regularly scheduled work time during the regular two (2) week pay period, and said work is outside his/her classification in a higher pay range, the employee shall be paid the higher rate of pay for the time worked in the higher classification. To be eligible, the employee must perform the assigned duties of the higher classification at a level deemed adequate by the supervisor outside of the bargaining unit. The Public Employer will not remove an employee from a working out of classification assignment for the sole purpose of avoiding payment of working out of classification pay.
- 23.2 In case of emergencies or other conditions deemed as an act of God, employees will not be eligible for the higher rate of pay.
- 23.3 When an employee is in training, he/she is not eligible for the higher classification pay. Training on any individual equipment type (e.g. loader, grader) will not exceed the training limits established by division policy.
- 23.4 The rate of pay for work in a higher graded classification is determined at seven and one-half percent (7½%) minimum increase or the minimum of the new pay grade, whichever is greater.

An employee can work out of class a maximum of eighteen (18) consecutive months.

ARTICLE 25 – WAGES

25.1 The Public Employer will pay salaries in accordance with the pay grades outlined in Appendix A upon ratification of this Agreement. The following guidelines shall apply:

- A. No employee shall be paid less than the minimum or more than the maximum of the assigned pay grade, with the exceptions as noted in this Article.
- B. At no time will a demoted employee receive more than the salary they received at time of demotion.
- C. An employee may be paid below the minimum of the pay range, if placed in the position at a trainee level.
- D. The County and Union agree that attracting employees from other agencies with levels of experience greater than minimum qualifications is an asset to the organization. For this reason, the County and the Union agree that when bargaining unit employees with levels of experience greater than minimum qualifications are hired, they may be placed into the step pay plan (Appendix C) at a starting pay rate greater than Step 1.

25.2 PERFORMANCE EVALUATIONS

Performance Evaluations shall be administered in accordance with County Policy.

25.3 WAGE INCREASES

A. Fiscal Year 2022-23

Effective October 2, 2022, all bargaining unit employees on the active payroll and who have met performance standards based on their latest annual performance evaluation, shall receive a minimum of a 6.0% wage increase by being slotted in the Fiscal Year 2022-23 Step Pay Plans provided in the Appendix at their current step in the Fiscal Year 2021-22 Step Pay Plans and then advancing one step. Employees at the maximum of the pay range will receive the remainder of the 6.0% increase as a one-time lump sum payment not added to their base wages.

Effective the first full pay period in October 2022, the positions identified in Appendix A with a single asterisk (*) will be added to the pay plan and will receive the standard 6% increase as identified in the preceding paragraph. Positions identified in Appendix A with a double asterisk (**) will be reclassified, and each employee on active payroll as of October 1, 2022, will receive the 6% increase identified in the preceding paragraph and at least an additional 7.5% base salary increase consistent with the promotion language as identified in article 25.4.

B. Fiscal Year 2023-24

Effective October 1, 2023, all bargaining unit employees on the active payroll and who have met performance standards based on their latest annual performance evaluation, shall receive a minimum of a 4.0% wage increase by being slotted in the Fiscal Year 2023-24 Step Pay Plans provided in the Appendix at their current step in the Fiscal Year 2022-23 Step Pay Plans and then

advancing one step. Employees at the maximum of the pay range will receive the remainder of the 4.0% increase as a one-time lump sum payment not added to their base wages.

C. Fiscal Year 2024-25

Effective October 13, 2024, all bargaining unit employees on the active payroll and who have met performance standards based on their latest annual performance evaluation, shall receive a minimum of a 4.0% wage increase by being slotted in the Fiscal Year 2024-25 Step Pay Plans provided in the Appendix at their current step in the Fiscal Year 2023-24 Step Pay Plans and then advancing one step. Employees at the maximum of the pay range will receive the remainder of the 4.0% increase as a one-time lump sum payment not added to their base wages.

D. Increases for any Fiscal Year after Fiscal Year 2024-25 shall be determined through the collective bargaining process.

E. Hiring of Plant and Field Specialist positions shall be based on the attached Promotion and Hiring Matrix, Appendix D.

F. Promotions of Plant and Field Specialists shall be based on the attached matrix and placed on Step 6 of the new pay grade, to the step reflecting years of experience, or a 7 ½ % increase to step whichever is greater.

25.4 Employees promoted to a higher classification within the bargaining unit shall receive at least a 7 ½ % increase or the minimum of their new pay grade, whichever is greater. If the 7½ % promotional increase places the employee between steps of his/her new pay grade, the employee shall be placed at the next higher step. At no time shall an employee exceed the maximum pay step.

The starting pay of promoted or newly hired employees will be reviewed in accordance with the following guidelines:

- Division Managers have the approval authority to set a salary rate up to the top of the first quadrant of the assigned pay grade.
- Department Directors or designated Deputy Directors have the approval authority to set the salary rate up to the midpoint of assigned pay grade. The proposed salary rate is subject to review and approval by HR Compensation when the salary exceeds the rate of existing employees within the job classification or internally related job classifications.
- The County Administrator or designee has the approval to set a salary rate above the assigned pay grade midpoint for all employees. County Administrator approval is not required for a promoted employee to receive at least a 7.5% increase.
- Returning employees hired into the same position held within six (6) months prior to their separation shall be hired at the same rate of pay they were making at the time of their separation. If rehired more than six (6) months after the most recent separation date, the rehire may be treated as a newly hired employee for salary purposes.

25.5 The Public Employer will grant an annual tool allowance of one thousand forty dollars (\$1,040) to each employee who is classified as a #3426 Equipment Mechanic I, #3427 Equipment Mechanic II, #3428 Equipment Mechanic III, #3434 Equipment Mechanic IV, #3416 Power Generation Electrician, #3429 Automotive Machinist, #3471 Automotive Electronics Technician, #3465 Welder I, #3466 Welder II and

#3473 Equipment Field Service Technician payable biweekly in the amount of forty dollars (\$40.00). The amount will be added to the gross wages paid for each pay period.

To assist in recruitment and retention, each employee in the below listed classifications will receive \$.20 for all hours paid for each of the below listed certifications, up to the maximum number of certifications allowed for the classification. Loss of or failure to recertify any of the certifications shall result in loss of that incentive amount.

Recognized Certifications	
Ambulance E Series	E-0 Maintenance, Inspection, and Testing of Ambulances
	E-1 Design & Performance of Ambulances
	E-2 Ambulance Electrical Systems
	E-3 Ambulance Heating, Air-conditioning, & Ventilation
	E-4 Ambulance Cab, Chassis, and Powertrain
Automobile & Light Truck Certification Tests (A Series)	A1 – Engine Repair
	A2 – Automatic Transmission/Transaxle
	A3 – Manual Drive Train & Axles
	A4 – Suspension & Steering
	A5 – Brakes
	A6 – Electrical/Electronic Systems
	A7 – Heating & Air Conditioning
	A8 – Engine Performance
	A9 – Light Vehicle Diesel Engines
Medium-Heavy Truck Certification Tests (T Series) *S series and H series are also interchangeable with T series No additional compensation for interchangeable certifications	T1 – Gasoline Engines
	T2 – Diesel Engines or S2 Diesel Engines or H2 Diesel Engines
	T3 – Drive Train or S3 Drive Train or H3 Drive Train
	T4 – Brakes or S4 Brakes or H4 Brakes
	T5 – Suspension & Steering or S5 Suspension & Steering or H5 Suspension & Steering
	T6 – Electrical/ Electronic Systems or S6 Electrical/Electronic Systems Or H6 Electrical/Electronic Systems
	T7 – Heating, Ventilation & Air Conditioning or S7 A/C Systems & Controls or H7 A/C Systems
	T8 – Preventive Maintenance & Inspection
Truck Equipment Certification Tests (E Series)	E1 – Truck Equipment Installation & Repair
	E2 – Electrical/Electronic Systems Installation & Repair
	E3 – Auxiliary Power Systems Installation & Repair
Fire Apparatus Technician (F Series)	F1-Maintenance, Inspection, and Testing of Fire Apparatus
	F2- Design & Performance Standards of Fire Apparatus
	F3- Fire Pumps & Accessories
	F4- Fire Apparatus Electrical Systems

	F5- Aerial Fire Apparatus
	F6- Allison Automatic Transmissions
	F7 - Fire Apparatus Foam Systems
	F8 - Fire Apparatus Hydraulic Systems
ASE Advance Level Certifications	Advanced Engine Performance Specialist Certification Test
	Electronic Diesel Engine Diagnosis Specialist Certification (L2)
	Light Duty Hybrid/Electric Vehicle Specialist Test (L3)

Job Code	Job Title	Maximum Certifications Allowed
3426	Equipment Mechanic I	13
3427	Equipment Mechanic II	13
3428	Equipment Mechanic III	13
3434	Equipment Mechanic IV	13
3472	Equipment Field Service Technician	13

- 25.6 The Public Employer agrees to take working conditions, safety and possible hazards into consideration when establishing pay levels for positions covered by this collective bargaining agreement.
- 25.7 The Public Employer may consolidate and/or increase the wages of any job classifications at any time. Should the Public Employer consolidate and/or increase wages pursuant to the above, the Public Employer will notify the Union within a reasonable period of time.
- 25.8 This Article is to be implemented, so as to insure that the intent of the provisions set forth is adhered to.
- 25.9 Any Performance Evaluation by a Division Manager and recommendation, or lack of recommendation, for an annual pay increase shall be considered final and shall not be subject to the Grievance and Arbitration Procedure of this Contract.
- 25.10 In the event that there is a delay in an eligible employee receiving his/her annual increase, the appropriate Annual Review Date will not change.
- 25.11 In the event an employee owes the County any money at the time of the employee's separation from employment, the County shall be authorized to deduct the money owed from the employee's final pay or benefits check(s).
- 25.12 The County Administrator may approve additional incentive pay programs when a legitimate business need exists. Such programs may not exceed existing budget and will be subject to funding availability. Examples may include Critical Hiring Incentives/Referrals, Critical Skills Retention Incentives, Critical Skills Programs, Licensure Programs, etc. Each program will outline objectives and specify all eligibility and payout criteria.

Appendix A:

Job Titles with Pay

Grades FY 2022-23 through 2024-25

Job Code	Job Title	Pay Grade
2030	Animal Services Officer	113
2046	Veterinary Technician	109*
2216	Janitor	106
2225	Kitchen Helper	106
2230	Cook*	106
2236	Animal Care Assistant	106
2237	Animal Field Assistant	108
2250	Laundry Worker	106
2300	Bindery Worker	107
2308	Offset Press Operator	108
2310	Lead Offset Press Operator	109
3033	Youth Resident Coordinator	106
3061	Family Teacher Assistant	108
3405	Trades Helper	106
3412	Custodial Foreman	106
3415	Electrician	111
3416	Power Generation Electrician	111
3417	Master Electrician	113
3419	Specialized Door Mechanic	108
3420	Maintenance Technician	107
3425	Mason	111
3426	Equipment Mechanic I	109
3427	Equipment Mechanic II	111
3428	Equipment Mechanic III	112
3434	Equipment Mechanic IV	113
3429	Automotive Machinist	112

*Cook, Job Code 2230 will have no new positions. As vacancies occur in existing positions, the vacant position will revert to Food Service Assistant, Job Code 2235.

3431	Service Writer	109
3445	HVAC Mechanic	111
3446	Sr HVAC Mechanic	113
3447	Traffic Sign Installer I	107**
3448	Pavement Marking Installer I	108**
3450	Sign Technician	107
3451	Traffic Sign Installer II	109**
3452	Pavement Marking Installer II	109**
3454	Signal Construction Technician	110**
3455	Traffic Signal Technician III	112**
3457	Traffic Signal Technician I	110**
3458	Traffic Signal Technician II	111**
3465	Welder I	110
3466	Welder III	112
3467	Electronic Systems Technician	112
3471	Automotive Electronic Tech	111
3472	Equipment Field Service Tech	112
3473	Welder II	111
4001	Mosquito Control Specialist I	107
4007	Mosquito Control Specialist II	109
4646	SCBA Technician	110
4830	Parks Specialist	107**
4833	Sr. Parks Specialist	109**
7005	Engineering Technician I	110**
7010	Engineering Technician II	111**
7015	Engineering Technician III	113**
7033	Traffic Engineering Technician	110**
7034	Sr. Traffic Engineering Technician	112**
7060	Survey Party Chief I	111
7061	Survey Party Chief II	112
7065	Pump Station Operator	107

7066	Survey Technician	108
7067	Drainwell Leader	108
7068	Survey Assistant	106
7069	Spray Technician	108
7516	Maintenance Person	106
7527	Highway Utility Repair Person	108
7530	Weighmaster	106
7535	Equipment Operator I	106
7540	Equipment Operator II	107
7545	Equipment Operator III	109**
7546	Equipment Operator IV	110
7568	Quality Control Inspector	112
8005	Stock Clerk	106
8133	Conv Center Technician II	107
8183	Operations Technician	110
8185	Rigger Technician	114
8194	Security Representative	108**
8195	Sr Security Representative	110**
8220	Convention Ctr Service Worker	106
8221	Sr Convention Ctr Svc Worker	107
8225	Conv Center Technician I	106
8233	Event Setup Worker	107**
8234	Sr. Event Setup Worker	109**
8236	Conv Center Technician III	110
8237	Conv Center Technician IV	112
8238	Conv Center Electronic Tech	112
8240	Sr. Operations Technician	112
8810	Industrial Mechanic I	110
8811	Industrial Mechanic II	112**
8826	Environ Compliance Tech/Inspect	110**
8831	Industrial Electrician I	112

8832	Industrial Electrician II	114
8871	Plant Specialist II	112
8872	Plant Specialist III	113
8877	Field Specialist II	111
8878	Plant Specialist Trainee	108
8879	Field Specialist Trainee	108**
8880	Plant Specialist I	111
8881	Field Specialist I	110
8894	Customer Service Field Rep	109
8896	Meter Reader I	106
8897	Meter Reader II	109**
8899	Field Specialist III	112
4841	Parks Technician II	110
4856	Parks Technician I	109**

Appendix B: Pay Grade Tables
Fiscal Years 2022-23 through 2024-25

FY 22 -23			
Hrly Rate (\$): Pay Grade:	Min	Midpoint	Max
106	15.60	20.35	25.09
107	16.00	20.87	25.73
108	16.63	21.69	26.75
109	17.47	22.78	28.10
110	18.75	24.45	30.16
111	20.01	26.10	32.18
112	21.39	27.90	34.40
113	22.91	29.88	36.85
114	24.49	31.94	39.39

FY 23 - 24			
Hrly Rate (\$): Pay Grade:	Min	Midpoint	Max
106	15.91	20.75	25.59
107	16.32	21.28	26.25
108	16.96	22.12	27.28
109	17.82	23.24	28.66
110	19.13	24.95	30.77
111	20.41	26.62	32.83
112	21.82	28.46	35.10
113	23.37	30.48	37.59
114	24.98	32.58	40.18

FY 24 -25			
Hrly Rate (\$): Pay Grade:	Min	Midpoint	Max
106	16.23	21.17	26.10
107	16.65	21.72	26.78
108	17.30	22.56	27.83
109	18.18	23.71	29.24
110	19.51	25.45	31.38
111	20.82	27.15	33.49
112	22.26	29.03	35.80
113	23.84	31.09	38.35
114	25.48	33.23	40.98

Appendix C STEP PAY PLAN

Pay Plan - FY 2022 -23 STEP PLAN

Hly Rate (\$): Pay Grade:	Step 1 (Min Rate)	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	Step 21	Step 22	Step 23	Step 24	Step 25
106	15.60	15.91	16.23	16.55	16.89	17.22	17.57	17.92	18.28	18.64	19.02	19.40	19.78	20.18	20.58	21.00	21.42	21.84	22.28	22.73	23.18	23.64	24.12	24.60	25.09
107	16.00	16.32	16.65	16.98	17.32	17.67	18.02	18.38	18.75	19.12	19.50	19.89	20.29	20.70	21.11	21.53	21.96	22.40	22.85	23.31	23.78	24.25	24.74	25.23	25.73
108	16.63	16.96	17.30	17.65	18.00	18.36	18.73	19.10	19.48	19.87	20.27	20.68	21.09	21.51	21.94	22.38	22.83	23.29	23.75	24.23	24.71	25.21	25.71	26.22	26.75
109	17.47	17.82	18.18	18.54	18.91	19.29	19.67	20.07	20.47	20.88	21.30	21.72	22.16	22.60	23.05	23.51	23.98	24.46	24.95	25.45	25.96	26.48	27.01	27.55	28.10
110	18.75	19.13	19.51	19.90	20.30	20.70	21.12	21.54	21.97	22.41	22.86	23.31	23.78	24.26	24.74	25.24	25.74	26.25	26.78	27.32	27.86	28.42	28.99	29.57	30.16
111	20.01	20.41	20.82	21.23	21.66	22.09	22.53	22.99	23.44	23.91	24.39	24.88	25.38	25.89	26.40	26.93	27.47	28.02	28.58	29.15	29.73	30.33	30.94	31.55	32.18
112	21.39	21.82	22.25	22.70	23.15	23.62	24.09	24.57	25.06	25.57	26.08	26.60	27.13	27.67	28.22	28.79	29.36	29.95	30.55	31.16	31.78	32.42	33.07	33.73	34.40
113	22.91	23.37	23.84	24.31	24.80	25.29	25.80	26.32	26.84	27.38	27.93	28.49	29.06	29.64	30.23	30.83	31.45	32.08	32.72	33.38	34.04	34.72	35.42	36.13	36.85
114	24.49	24.98	25.48	25.99	26.51	27.04	27.58	28.13	28.69	29.27	29.85	30.45	31.06	31.68	32.31	32.96	33.62	34.29	34.98	35.68	36.39	37.12	37.86	38.62	39.39

FY 23-24

Hly Rate (\$): Pay Grade:	Step 1 (Min Rate)	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	Step 21	Step 22	Step 23	Step 24	Step 25
106	15.91	16.23	16.55	16.88	17.22	17.57	17.92	18.28	18.64	19.01	19.39	19.78	20.18	20.58	20.99	21.41	21.84	22.28	22.72	23.18	23.64	24.11	24.60	25.09	25.59
107	16.32	16.65	16.98	17.32	17.67	18.02	18.38	18.75	19.12	19.50	19.89	20.29	20.70	21.11	21.53	21.96	22.40	22.85	23.31	23.78	24.25	24.74	25.23	25.73	26.25
108	16.96	17.30	17.65	18.00	18.36	18.73	19.10	19.48	19.87	20.27	20.67	21.09	21.51	21.94	22.38	22.83	23.28	23.75	24.22	24.71	25.20	25.71	26.22	26.74	27.28
109	17.82	18.18	18.54	18.91	19.29	19.67	20.07	20.47	20.88	21.30	21.72	22.16	22.60	23.05	23.51	23.98	24.46	24.95	25.45	25.96	26.48	27.01	27.55	28.10	28.66
110	19.13	19.51	19.90	20.30	20.71	21.12	21.54	21.97	22.41	22.86	23.32	23.79	24.26	24.75	25.24	25.75	26.28	26.79	27.32	27.87	28.43	28.99	29.57	30.17	30.77
111	20.41	20.82	21.23	21.66	22.09	22.53	22.98	23.44	23.91	24.39	24.88	25.38	25.88	26.40	26.93	27.47	28.02	28.58	29.15	29.73	30.33	30.93	31.55	32.18	32.83
112	21.82	22.26	22.70	23.16	23.62	24.09	24.57	25.06	25.57	26.08	26.60	27.13	27.67	28.22	28.79	29.37	29.95	30.55	31.16	31.79	32.42	33.07	33.73	34.41	35.10
113	23.37	23.84	24.31	24.80	25.30	25.80	26.32	26.84	27.38	27.93	28.49	29.06	29.64	30.23	30.84	31.45	32.08	32.72	33.38	34.05	34.73	35.42	36.13	36.85	37.59
114	24.98	25.48	25.99	26.51	27.04	27.58	28.13	28.69	29.27	29.85	30.45	31.06	31.68	32.31	32.96	33.62	34.29	34.98	35.68	36.39	37.12	37.86	38.62	39.39	40.18

FY 24-25

Hly Rate (\$): Pay Grade:	Step 1 (Min Rate)	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	Step 21	Step 22	Step 23	Step 24	Step 25
106	16.23	16.55	16.89	17.22	17.57	17.92	18.28	18.64	19.02	19.40	19.78	20.18	20.58	21.00	21.42	21.84	22.28	22.73	23.18	23.64	24.12	24.60	25.09	25.59	26.10
107	16.65	16.98	17.32	17.67	18.02	18.38	18.75	19.13	19.51	19.90	20.30	20.70	21.12	21.54	21.97	22.41	22.86	23.31	23.78	24.26	24.74	25.24	25.74	26.26	26.78
108	17.30	17.65	18.00	18.36	18.73	19.10	19.48	19.87	20.27	20.68	21.09	21.51	21.94	22.38	22.83	23.28	23.75	24.22	24.71	25.20	25.71	26.22	26.75	27.28	27.83
109	18.18	18.54	18.91	19.29	19.68	20.07	20.47	20.88	21.30	21.73	22.16	22.60	23.05	23.52	23.99	24.47	24.96	25.46	25.97	26.48	27.01	27.55	28.11	28.67	29.24
110	19.51	19.90	20.30	20.70	21.12	21.54	21.97	22.41	22.86	23.32	23.78	24.26	24.74	25.24	25.74	26.26	26.78	27.32	27.87	28.42	28.99	29.57	30.16	30.77	31.38
111	20.82	21.24	21.66	22.09	22.54	22.99	23.45	23.92	24.39	24.88	25.38	25.89	26.40	26.93	27.47	28.02	28.58	29.15	29.74	30.33	30.94	31.56	32.19	32.83	33.49
112	22.26	22.71	23.16	23.62	24.09	24.58	25.07	25.57	26.08	26.60	27.13	27.68	28.23	28.80	29.37	29.96	30.56	31.17	31.79	32.43	33.08	33.74	34.41	35.10	35.80
113	23.84	24.32	24.80	25.30	25.81	26.32	26.85	27.38	27.93	28.49	29.06	29.64	30.23	30.84	31.46	32.09	32.73	33.38	34.05	34.73	35.42	36.13	36.86	37.59	38.35
114	25.48	25.99	26.51	27.04	27.58	28.13	28.69	29.27	29.85	30.45	31.06	31.68	32.31	32.96	33.62	34.29	34.98	35.68	36.39	37.12	37.86	38.62	39.39	40.18	40.98

Appendix D
FY 2022-23 through 2024-25

FY 2022-2023									
Years of Experience									
-	2	3	4	5	6	7	8	9	10
Plant Specialist I									
"C" License	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	N/A	N/A	N/A
Pay Grade 111	22.09	22.53	22.99	23.44	23.91	24.39			
Plant Specialist II									
"B" License	N/A	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	N/A	N/A
Pay Grade 112		23.62	24.09	24.57	25.06	25.56	26.07		
Plant Specialist III									
"A" License	N/A	N/A	N/A	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Pay Grade 113				25.29	25.80	26.32	26.84	27.38	27.93
Field Specialist I									
"C" License	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	N/A	N/A	N/A
Pay Grade 110	20.70	21.12	21.54	21.97	22.41	22.86			
Field Specialist II									
"B" License	N/A	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	N/A	N/A
Pay Grade 111		22.09	22.53	22.99	23.44	23.91	24.39		
Field Specialist III									
"A" License	N/A	N/A	N/A	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Pay Grade 112				23.62	24.09	24.57	25.06	25.56	26.07

FY 2023-2024

Years of Experience

-	2	3	4	5	6	7	8	9	10
Plant Specialist I									
"C" License	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	N/A	N/A	N/A
Pay Grade 111	22.53	22.98	23.44	23.91	24.39	24.88			
Plant Specialist II									
"B" License	N/A	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	N/A	N/A
Pay Grade 112		24.09	24.57	25.06	25.57	26.08	26.60		
Plant Specialist III									
"A" License	N/A	N/A	N/A	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Pay Grade 113				25.80	26.32	26.84	27.38	27.93	28.49
Field Specialist I									
"C" License	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	N/A	N/A	N/A
Pay Grade 110	21.12	21.54	21.97	22.41	22.86	23.32			
Field Specialist II									
"B" License	N/A	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	N/A	N/A
Pay Grade 111		22.53	22.98	23.44	23.91	24.39	24.88		
Field Specialist III									
"A" License	N/A	N/A	N/A	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Pay Grade 112				24.09	24.57	25.06	25.57	26.08	26.60

FY 2024-2025

Years of Experience

-	2	3	4	5	6	7	8	9	10
Plant Specialist I									
"C" License	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	N/A	N/A	N/A
Pay Grade 111	22.99	23.45	23.92	24.39	24.88	25.38			
Plant Specialist II									
"B" License	N/A	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	N/A	N/A
Pay Grade 112		24.58	25.07	25.57	26.08	26.60	27.13		
Plant Specialist III									
"A" License	N/A	N/A	N/A	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Pay Grade 113				26.32	26.85	27.38	27.93	28.49	29.06
Field Specialist I									
"C" License	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	N/A	N/A	N/A
Pay Grade 110	21.54	21.97	22.41	22.86	23.32	23.78			
Field Specialist II									
"B" License	N/A	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	N/A	N/A
Pay Grade 111		22.99	23.45	23.92	24.39	24.88	25.38		
Field Specialist III									
"A" License	N/A	N/A	N/A	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Pay Grade 112				24.58	25.07	25.57	26.08	26.60	27.13