

<b>2025 IUOE Wage Scale</b>								
2.6% Increase - Effective 1/5/2025								
<b>Position</b>	<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
Groundsman 1 Maintenance Worker 1	31	26.14	26.66	27.19	27.74	28.29	28.86	29.43
Groundsman 2 Maintenance Worker 2 Apprentice Water Plant Operator Apprentice Wastewater Plant Operator	36	28.86	29.43	30.02	30.62	31.23	31.86	32.50
Facilities Maintenance Worker Groundsman 3 Maintenance Worker 3 Water Plant Operator 1 Wastewater Plant Operator 1	43	33.15	33.81	34.49	35.18	35.88	36.60	37.33
Lab Technician Pump Mechanic Mechanic	46	35.18	35.88	36.60	37.33	38.07	38.84	39.61
Water Plant Operator 2 Wastewater Plant Operator 2	48	36.60	37.33	38.07	38.84	39.61	40.41	41.21
Water Plant Operator 3 Wastewater Plant Operator 3	50	38.07	38.84	39.61	40.41	41.21	42.04	42.88
Lead - Public Works Lead - Parks, Facilities, Arborist Water Plant Operator 4 Wastewater Plant Operator 4	52	39.61	40.41	41.21	42.04	42.88	43.74	44.61
Chief Mechanic Chief Industrial Wastewater/Farm Ops	54	41.21	42.04	42.88	43.74	44.61	45.50	46.41
Lead Water Plant Operator	55	42.04	42.88	43.74	44.61	45.50	46.41	47.34
Chief Water Plant Operator Chief Wastewater Plant Operator	58	44.61	45.50	46.41	47.34	48.29	49.25	50.24

**NOTES:**

August 21, 2022	New Wage Scale - 2% increase and new positions added/grade changes
First full pay period 2023	100% - CPI-U – 3% minimum – 4% maximum CPI-U (West B/C cities) June to June = <b>4%</b>
First full pay period 2024	100% CPI-U – 3% minimum – 4% maximum of CPI-U (West B/C cities) June to June = <b>3.6%</b>
First full pay period 2025	100% CPI-U – 2% minimum – 4% maximum CPI-U (West B/C cities) June to June = <b>2.6%</b>