

**REVISED - ATTACHMENT A**  
**to MPWD Letter Agreement with MPWD Employees Association dated October 23, 2014**

**SALARY PLAN – Effective August 1, 2017**

<b>PERSONNEL CLASSIFICATION</b>	<b>3.0% LIVING WAGE ADJ FY 2017/2018 SALARY RANGE</b>	<b>2.7% LIVING WAGE ADJ FY 2016/2017 SALARY RANGE</b>	<b>2.0% LIVING WAGE ADJ FY 2015/2016 SALARY RANGE</b>	<b>MARKET MEDIAN FY 2014/2015 SALARY RANGE</b>
<b>Administrative Assistant</b>	\$ 3,848 - \$ 5,414/Month \$46,172 - \$64,970/Year	\$ 3,735 - \$ 5,256/Month \$44,827 - \$63,078/Year	\$ 3,637 - \$ 5,118/Month \$43,648 - \$61,420/Year	\$ 3,566 - \$ 5,018/Month \$42,792 - \$60,216/Year
<b>Administrative Specialist</b>	\$ 4,526 - \$ 6,369/Month \$54,315 - \$76,430/Year	\$ 4,395 - \$ 6,184/Month \$52,733 - \$74,204/Year	\$ 4,279-\$ 6,021/Month \$51,347-\$72,253/Year	\$ 4,195-\$ 5,903/Month \$50,340-\$70,836/Year
<b>Field Operations Supervisor</b>	\$ 5,858 - \$8,243/Month \$70,292 - \$98,920/Year	\$ 5,688-\$ 8,003/Month \$68,245-\$96,039/Year	\$ 5,538-\$ 7,793/Month \$66,451-\$93,514/Year	\$ 5,429-\$ 7,640/Month \$65,148-\$91,680/Year
<b>Lead Operator</b>	\$ 5,350 - \$ 7,528/Month \$64,195 - \$90,335/Year	\$ 5,194-\$ 7,309/Month \$62,325-\$87,704/Year	\$ 5,057-\$ 7,117/Month \$60,686-\$85,398/Year	\$ 4,958-\$ 6,977/Month \$59,496-\$83,724/Year
<b>Maintenance Technician</b>	\$ 3,859 - \$ 5,432/Month \$46,313 - \$65,178/Year	\$ 3,748-\$ 5,274/Month \$44,964-\$63,280/Year	\$ 3,649-\$ 5,135/Month \$43,782-\$61,616/Year	\$ 3,577-\$ 5,034/Month \$42,924-\$60,408/Year
<b>Water System Operator</b>	\$ 4,650 - \$ 6,544/Month \$55,799 - \$78,524/Year	\$ 4,515-\$ 6,353/Month \$54,174-\$76,237/Year	\$ 4,396-\$ 6,186/Month \$52,750-\$74,233/Year	\$ 4,310-\$ 6,065/Month \$51,716-\$72,777/Year