



REPRESENTED EMPLOYEES – MPWD EMPLOYEE ASSOCIATION
SALARY SCHEDULE

PERSONNEL CLASSIFICATION	FY 2022/2023 SALARY RANGE	FY 2021/2022 SALARY RANGE	2.2% LIVING WAGE ADJ EFFECTIVE 08/01/20 Resolution 2020-23 * 07/23/20	3.9% LIVING WAGE ADJ EFFECTIVE 08/01/19 Resolution 2019-17 * 07/25/19	MARKET MEDIAN EFFECTIVE 10/01/18 Resolution 2018-20 * 09/27/18
			FY 2020/2021 SALARY RANGE	FY 2019/2020 SALARY RANGE	FY 2018/2019 SALARY RANGE
Accountant			\$82,769 - \$107,600/Year \$6,897 - \$8,967/Month	\$80,987 - \$105,283/Year \$6,749 - \$8,774/Month	\$77,947 - \$101,331/Year \$6,496 - \$8,444/Month
Administrative Assistant			\$60,041 - \$78,055/Year \$5,003 - \$6,505/Month	\$58,749 - \$76,375/Year \$4,896 - \$6,365/Month	\$56,544 - \$73,508/Year \$4,712 - \$6,126/Month
Administrative Specialist			\$69,630 - \$90,520/Year \$5,803 - \$7,543/Month	\$68,131 - \$88,571/Year \$5,678 - \$7,381/Month	\$65,574 - \$85,246/Year \$5,465 - \$7,104/Month
Administrative Supervisor – <i>NEW (09/24/20)</i>			\$89,133 - \$115,873/Year \$7,428 - \$9,656/Month	N/A	N/A
Lead Operator			\$74,984 - \$97,479/Year \$6,249 - \$8,123/Month	\$73,370 - \$95,381/Year \$6,114 - \$7,948/Month	\$70,616 - \$91,801/Year \$5,885 - \$7,650/Month
Maintenance Technician			\$58,577 - \$76,151/Year \$4,881 - \$6,346/Month	\$57,316 - \$74,512/Year \$4,776 - \$6,209/Month	\$55,165 - \$71,715/Year \$4,597 - \$5,976/Month
Management Analyst – <i>NEW (09/24/20)</i>			\$84,838 - \$110,289/Year \$7,070 - \$9,191/Month	N/A	N/A



EXHIBIT C-1
MPWD Compensation Plan
September 24, 2020

Operations Supervisor			\$98,386 - \$127,902/Year	\$96,268 - \$125,149/Year	\$92,654 - \$120,451/Year
			\$8,199 - \$10,659/Month	\$8,022 - \$10,429/Month	\$7,721 - \$10,038/Month
Water System Operator			\$66,275 - \$86,158/Year	\$64,848 - \$84,303/Year	\$62,414 - \$81,139/Year
			\$5,523 - \$7,180/Month	\$5,404 - \$7,025/Month	\$5,201 - \$6,762/Month