

## 2020 IUOE Wage Scale

Position	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Laborer	01	13.50	13.77	14.05	14.33	14.61	14.91
Utility Maintenance Worker	29	21.42	21.85	22.29	22.73	23.19	23.65
Cross-Connection Specialist Groundsman II	34	23.65	24.12	24.60	25.10	25.60	26.11
Facilities Maintenance Worker 1 Groundsman 1 Heavy Equipment Operator	41	27.17	27.71	28.26	28.83	29.41	29.99
HEO/Mechanic	42	27.71	28.26	28.83	29.41	29.99	30.59
Lab Technician Maintenance Worker/Mechanic Mechanic	43	28.26	28.83	29.41	29.99	30.59	31.21
Waste Water Plant Operator Water Plant Operator	44	28.83	29.41	29.99	30.59	31.21	31.83
Lead - Collections Lead - PWRP/Irrigation Lead - Streets Lead - Water Distribution	46	29.99	30.59	31.21	31.83	32.47	33.12
Chief Mechanic	48	31.21	31.83	32.47	33.12	33.78	34.45
Chief Groundsman Chief Plant Operator - WTP Chief Plant Operator - WWTP	52	33.78	34.45	35.14	35.84	36.56	37.29

### Rate Changes:

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01.03.2016	=	New wage scale; minimum 2% increase.
01.01.2017	=	No COLA. Deferred Compensation Match (1.5% max)
01.01.2018	=	No COLA. Deferred Compensation Match (3% max)
01.01.2019	=	2.88% [90% of CPI-U (West Coast B/C) - June (1% min - 3% max)]
05.05.2019	=	0.12% Increase; effective the first full pay period in May
07.14.2019	=	1.00% Increase; effective the first full pay period in July
<b>01.12.2020</b>	=	<b>2.34% [90% of CPI-U (West Coast B/C) - June (1.5% min - 3.5% max)]</b>
<b>07.05.2020</b>	=	<b>1% wage increase; effective first full pay period in July</b>
<b>07.03.2021</b>	=	<b>3% wage increase; effective first full pay period in July</b>