

July 2020 IUOE Wage Scale

Position	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Utility Maintenance Worker Groundsman 1	29	21.63	22.07	22.51	22.96	23.42	23.89
Cross-Connection Specialist Groundsman 2	34	23.89	24.36	24.85	25.35	25.86	26.37
Facilities Maintenance Worker 1 Groundsman 3 Heavy Equipment Operator	41	27.44	27.99	28.55	29.12	29.70	30.29
HEO/Mechanic	42	27.99	28.55	29.12	29.70	30.29	30.90
Lab Technician Maintenance Worker/Mechanic Mechanic	43	28.55	29.12	29.70	30.29	30.90	31.52
Waste Water Plant Operator Water Plant Operator	44	29.12	29.70	30.29	30.90	31.52	32.15
Lead - Collections Lead - PWRP/Irrigation Lead - Streets Lead - Water Distribution Lead - Parks, Facilities, Arborist	46	30.29	30.90	31.52	32.15	32.79	33.45
Chief Mechanic	48	31.52	32.15	32.79	33.45	34.12	34.80
Chief Plant Operator - WTP Chief Plant Operator - WWTP	52	34.12	34.80	35.49	36.20	36.93	37.67

Rate Changes:

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% Increase; effective the first full pay period in July
01.12.2020	=	2.34% increase [90% of CPI-U (West Coast B/C) - June (1.5% min - 3.5% max)]
07.12.2020	=	1% wage increase; effective first full pay period in July
01.10.2021	=	3% wage increase; effective first full pay period in January