

<b><u>Classification</u></b>	<b><u>11/7/2022</u></b>	<b><u>11/6/2023</u></b>	<b><u>11/4/2024</u></b>	<b><u>11/3/2025</u></b>
Apprentice Mechanic	\$34.69	\$35.99	\$37.16	\$38.27
Carpenter	\$43.67	\$45.31	\$46.78	\$48.18
Carpenter, Lead Worker	\$47.34	\$49.12	\$50.72	\$52.24
Control Mechanic	\$45.43	\$47.13	\$48.66	\$50.12
Custodian (Day)	\$28.50	\$29.57	\$30.53	\$31.45
Custodian, Limited P/T	\$21.37	\$22.17	\$22.89	\$23.58
Custodian, Ice Technician	\$34.72	\$36.02	\$37.19	\$38.31
Custodian-Zamboni Operator	\$30.54	\$31.69	\$32.72	\$33.70
Custodian, Lead	\$30.92	\$32.08	33.12	34.11
Electrician	\$45.43	\$47.13	48.66	50.12
Electrician/HVAC	\$45.43	\$47.13	\$48.66	\$50.12
Electrician, Lead Worker	\$49.34	\$51.19	\$52.85	\$54.44
Equipment Mechanic	\$43.36	\$44.99	\$46.45	\$47.84
General Mechanic	\$45.43	\$47.13	\$48.66	\$50.12
General Mechanic, Lead Worker	\$49.34	\$51.19	\$52.85	\$54.44
Groundswoker	\$33.20	\$34.45	\$35.57	\$36.64
Groundswoker, Licensed	\$34.60	\$35.90	\$37.07	\$38.18
Groundswoker, Lead Worker	\$36.06	\$37.41	\$38.63	\$39.79
HVAC/Refrigeration Mechanic	\$45.43	\$47.13	\$48.66	\$50.12
HVAC, Lead Worker	\$49.34	\$51.19	\$52.85	\$54.44
Laborer	\$31.16	\$32.33	\$33.38	\$34.38
Locksmith	\$43.67	\$45.31	\$46.78	\$48.18
Locksmith, Lead Worker	\$47.34	\$49.12	\$50.72	\$52.24
Bulk Mail Services Operator	\$30.10	\$31.23	\$32.24	\$33.21
Mail Services Operator	\$30.10	\$31.23	\$32.24	\$33.21
Bulk Mail Services Operator/Driver	\$31.37	\$32.55	\$33.61	\$34.62
Mail Services Operator/Driver	\$31.37	\$32.55	\$33.61	\$34.62
Bulk Mail Services Operator, Lead Worker	\$34.03	\$35.31	\$36.46	\$37.55
Mail Services Operator, Lead Worker	\$34.03	\$35.31	\$36.46	\$37.55
Maintenance Mechanic II**	\$41.02	\$42.56	\$43.94	\$45.26
Maintenance Mechanic	\$42.67	\$44.27	\$45.71	\$47.08
Maintenance Mechanic, Lead Worker	\$46.34	\$48.08	\$49.64	\$51.13
Maintenance Worker	\$34.24	\$35.52	\$36.67	\$37.77
Maintenance Worker, Lead Worker	\$37.09	\$38.48	\$39.73	\$40.92
Mason	\$43.67	\$45.31	\$46.78	\$48.18
Mason, Lead Worker	\$47.34	\$49.12	\$50.72	\$52.24
Painter I	\$41.34	\$42.89	\$44.28	\$45.61
Painter-Rigger	\$41.89	\$43.46	\$44.87	\$46.22
Painter II	\$43.36	\$44.99	\$46.45	\$47.84
Painter, Lead Worker	\$47.03	\$48.79	\$50.38	\$51.89
Plumber/Steamfitter	\$45.43	\$47.13	\$48.66	\$50.12
Plumber, Lead Worker	\$49.34	\$51.19	\$52.85	\$54.44

Roofer	\$43.67	\$45.31	\$46.78	\$48.18
Roofer, Lead Worker	\$47.34	\$49.12	50.72	52.24
Shipper/Receiver	\$33.52	\$34.78	\$35.91	\$36.99
Sign Painter	\$43.67	\$45.31	\$46.78	\$48.18
Stock Clerk	\$30.35	\$31.49	\$32.51	\$33.49
Stockroom Clerk	\$33.52	\$34.78	\$35.91	\$36.99
Storekeeper	\$35.14	\$36.46	\$37.64	\$38.77
Storekeeper, Lead Worker	\$38.13	\$39.56	\$40.85	\$42.08
Trades Helper (Apprentices)***	\$35.62	\$36.96	\$38.16	\$39.30
Truck Driver I	\$36.50	\$37.87	\$39.10	\$40.27
Truck Driver II****	\$34.16	\$35.44	\$36.59	\$37.69
Truck Driver Helper	\$32.51	\$33.73	\$34.83	\$35.87
Trucking, Lead Worker	\$38.17	\$39.60	\$40.89	\$42.12
Truck Driver/Grounds Worker	\$34.16	\$35.44	\$36.59	\$37.69
Truck Driver/Incinerator Operator	\$34.16	\$35.44	\$36.59	\$37.69
Trucking & Grounds, Lead Worker	\$38.17	\$39.60	\$40.89	\$42.12
Workshop Mechanic	\$43.67	\$45.31	\$46.78	\$48.18
Custodian, NEIDL	\$29.75	\$30.87	\$31.87	\$32.83
General Mechanic, NEIDL	\$47.98	\$49.78	\$51.40	\$52.94
Groundswoker, NEIDL	\$34.48	\$35.77	\$36.93	\$38.04
Maintenance Mechanic, NEIDL	\$43.94	\$45.59	\$47.07	\$48.48
Shipper/Receiver, NEIDL	\$34.79	\$36.09	\$37.26	\$38.38

\* Effective November 1, 2018, newly hired employees (excluding positions requiring Electric, Plumbing or HVAC licenses and Limited P/T Custodian) shall start at seventy five percent (75%) of the current rate. After six (6) months of service they will be paid one hundred percent (100%) of the current rate. Any current employees (excluding positions requiring Electric, Plumbing, or HVAC licenses and Limited P/T Custodian) who, as of November 1, 2018 or thereafter, complete six months of service shall have their pay increased to one hundred percent (100%) of the current rate.

\*\* The starting rate shall not apply to the Limited P/T Custodian Positions. These positions shall start at one hundred percent (100%) of the current rate in effect for Limited P/T Custodians at the time of hire.

\*\*\* Effective November 1, 2018, newly hired employees in positions requiring an Electric, Plumbing or HVAC licenses will not be subject to the seventy five percent (75%) starting rate. These positions shall start at the current rate in effect at the time of hire. Current licensed employees as described above who have not completed eighteen (18) months of service as of November 1, 2018, shall receive one hundred percent (100%) of the current rate.

\*\*\*\* There are two (2) Truck Driver job classification, Trucker I and Trucker II. Trucker I employees shall be those in the trucking department who hold active CDL and active hydraulics licenses.