

Teamsters
2026 Salary Schedule
3% Adjustment

Job Classification	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Wastewater Laborer	6 Monthly	\$3,885	\$4,002	\$4,122	\$4,246	\$4,373	\$4,504	\$4,639	\$4,778	\$4,922
	Hourly	\$22.41	\$23.09	\$23.78	\$24.49	\$25.23	\$25.99	\$26.76	\$27.57	\$28.39
	7 Monthly	\$4,080	\$4,202	\$4,328	\$4,458	\$4,592	\$4,729	\$4,871	\$5,017	\$5,168
	Hourly	\$23.54	\$24.24	\$24.97	\$25.72	\$26.49	\$27.28	\$28.10	\$28.95	\$29.81
Encampment Mitigation Worker	8 Monthly	\$4,283	\$4,412	\$4,544	\$4,681	\$4,821	\$4,966	\$5,115	\$5,268	\$5,426
	Hourly	\$24.71	\$25.45	\$26.22	\$27.00	\$27.81	\$28.65	\$29.51	\$30.39	\$31.31
	9 Monthly	\$4,498	\$4,633	\$4,772	\$4,915	\$5,062	\$5,214	\$5,370	\$5,532	\$5,697
	Hourly	\$25.95	\$26.73	\$27.53	\$28.35	\$29.20	\$30.08	\$30.98	\$31.91	\$32.87
	10 Monthly	\$4,722	\$4,864	\$5,010	\$5,160	\$5,315	\$5,475	\$5,639	\$5,808	\$5,982
	Hourly	\$27.25	\$28.06	\$28.90	\$29.77	\$30.66	\$31.58	\$32.53	\$33.51	\$34.51
	11 Monthly	\$4,959	\$5,107	\$5,261	\$5,418	\$5,581	\$5,748	\$5,921	\$6,098	\$6,281
	Hourly	\$28.61	\$29.47	\$30.35	\$31.26	\$32.20	\$33.16	\$34.16	\$35.18	\$36.24
	12 Monthly	\$5,207	\$5,363	\$5,524	\$5,689	\$5,860	\$6,036	\$6,217	\$6,403	\$6,596
	Hourly	\$30.04	\$30.94	\$31.87	\$32.82	\$33.81	\$34.82	\$35.87	\$36.94	\$38.05
Streets / Collections 1	13 Monthly	\$5,467	\$5,631	\$5,800	\$5,974	\$6,153	\$6,338	\$6,528	\$6,724	\$6,925
	Hourly	\$31.54	\$32.49	\$33.46	\$34.46	\$35.50	\$36.56	\$37.66	\$38.79	\$39.95
Operator - Solid Waste Parks Maintenance Worker (1/1/2025) Streets / Collections 2	14 Monthly	\$5,740	\$5,912	\$6,090	\$6,272	\$6,461	\$6,654	\$6,854	\$7,060	\$7,271
	Hourly	\$33.12	\$34.11	\$35.13	\$36.19	\$37.27	\$38.39	\$39.54	\$40.73	\$41.95
Streets / Collections 3 WW Utility Operator 1	15 Monthly	\$6,027	\$6,208	\$6,394	\$6,586	\$6,784	\$6,987	\$7,197	\$7,413	\$7,635
	Hourly	\$34.77	\$35.82	\$36.89	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77	\$44.05
Mechanic WW Utility Operator 2	16 Monthly	\$6,329	\$6,518	\$6,714	\$6,915	\$7,123	\$7,337	\$7,557	\$7,783	\$8,017
	Hourly	\$36.51	\$37.61	\$38.73	\$39.90	\$41.09	\$42.33	\$43.60	\$44.90	\$46.25
WW Utility Operator 3 SW Assistant Supervisor	17 Monthly	\$6,645	\$6,844	\$7,050	\$7,261	\$7,479	\$7,703	\$7,935	\$8,173	\$8,418
	Hourly	\$38.34	\$39.49	\$40.67	\$41.89	\$43.15	\$44.44	\$45.78	\$47.15	\$48.56
Parks Foreman Streets / Collection Foreman	18 Monthly	\$6,977	\$7,187	\$7,402	\$7,624	\$7,853	\$8,089	\$8,331	\$8,581	\$8,839
	Hourly	\$40.25	\$41.46	\$42.71	\$43.99	\$45.31	\$46.67	\$48.07	\$49.51	\$50.99
Process Analyst Streets / Collection Asst Supv	19 Monthly	\$7,326	\$7,546	\$7,772	\$8,006	\$8,246	\$8,493	\$8,748	\$9,010	\$9,281
	Hourly	\$42.27	\$43.54	\$44.84	\$46.19	\$47.57	\$49.00	\$50.47	\$51.98	\$53.54
WW Foreman Instrument Control Technician	20 Monthly	\$7,693	\$7,923	\$8,161	\$8,406	\$8,658	\$8,918	\$9,185	\$9,461	\$9,745
	Hourly	\$44.38	\$45.71	\$47.08	\$48.50	\$49.95	\$51.45	\$52.99	\$54.58	\$56.22
WW Utilities Assistant Supervisor	21 Monthly	\$8,077	\$8,319	\$8,569	\$8,826	\$9,091	\$9,363	\$9,644	\$9,934	\$10,232
	Hourly	\$46.60	\$48.00	\$49.44	\$50.92	\$52.45	\$54.02	\$55.64	\$57.31	\$59.03

1-Jan-26

Parks MW In Training	\$5,087
Streets Operator in Training	Step 1 and 2 of Range 13
WWTP Operator in Training	Step 1 of Range 15
Move Parks MW	From range 13 to Range 14