

COST-OF-LIVING ADJUSTMENTS

**STEAM PLANT AND WATER SUPPLY UNIT (IBEW)**

EFFECTIVE OCTOBER 1, 2020 (2.0%)

| CLASS                                       | DDRNO      | PAY RATE | STEP-1   | STEP-2   | STEP-3   | STEP-4   | STEP-5   | STEP-6 | STEP-7 | STEP-8 | STEP-9 | STEP-10                       |
|---|------------|----------|----------|----------|----------|----------|----------|--------|--------|--------|--------|-------------------------------|
| *****                                       |            |          |          |          |          |          |          |        |        |        |        |                               |
| APEX CONTROL ROOM OPERATOR - A--            | 5633       |          | *        | *        | *        | *        | *        | *      | *      | *      | *      | *                             |
| A   |            |          |          |          |          |          |          |        |        |        |        |                               |
| 95-56331                                    | NEW HOURLY | 45.53    |          |          |          |          | 56.57    |        |        |        |        |                               |
|   | BIWEEKLY   |          |          |          |          |          | 4,525.60 |        |        |        |        |                               |
|   | MONTHLY    |          |          |          |          |          | 9,843.18 |        |        |        |        |                               |
| **  |            |          |          |          |          |          |          |        |        |        |        |                               |
| B   |            |          |          |          |          |          |          |        |        |        |        |                               |
| 95-56332                                    | NEW HOURLY | 40.81    |          |          |          |          | 50.71    |        |        |        |        |                               |
|   | BIWEEKLY   |          |          |          |          |          | 4,056.80 |        |        |        |        |                               |
|   | MONTHLY    |          |          |          |          |          | 8,823.54 |        |        |        |        |                               |
| APEX INSTRUMENT & ELECT TECH --             | 5634       |          | *        | *        | *        | *        | *        | *      | *      | *      | *      | *                             |
| 95-56341                                    | NEW HOURLY | 43.68    |          |          |          |          | 54.27    |        |        |        |        |                               |
|   | BIWEEKLY   |          |          |          |          |          | 4,341.60 |        |        |        |        |                               |
|   | MONTHLY    |          |          |          |          |          | 9,442.98 |        |        |        |        |                               |
| APEX MAINTENANCE TECHNICIAN --              | 5635       |          | *        | *        | *        | *        | *        | *      | *      | *      | *      | *                             |
| 95-56351                                    | NEW HOURLY | 42.74    |          |          |          |          | 53.10    |        |        |        |        |                               |
|   | BIWEEKLY   |          |          |          |          |          | 4,248.00 |        |        |        |        |                               |
|   | MONTHLY    |          |          |          |          |          | 9,239.40 |        |        |        |        |                               |
| APEX OPERATOR MAINTENANCE TECH--            | 5632       |          | *        | *        | *        | *        | *        | *      | *      | *      | *      | *                             |
| 95-56321                                    | NEW HOURLY | 36.01    | 38.02    | 40.14    | 42.38    | 44.74    |          |        |        |        |        |                               |
|   | BIWEEKLY   | 2,880.80 | 3,041.60 | 3,211.20 | 3,390.40 | 3,579.20 |          |        |        |        |        |                               |
|   | MONTHLY    | 6,265.74 | 6,615.48 | 6,984.36 | 7,374.12 | 7,784.76 |          |        |        |        |        |                               |
| AQUEDUCT AND RESERVOIR KEEPER <u>1/2</u> -- | 5813       |          | *        | *        | *        | *        | *        | *      | *      | *      | *      | *                             |
| A   |            |          |          |          |          |          |          |        |        |        |        |                               |
| 93-58102                                    | NEW HOURLY | 34.50    | 36.42    | 38.45    | 40.59    | 42.85    |          |        |        |        |        |                               |
|   | BIWEEKLY   | 2,760.00 | 2,913.60 | 3,076.00 | 3,247.20 | 3,428.00 |          |        |        |        |        |                               |
|   | MONTHLY    | 6,003.00 | 6,337.08 | 6,690.30 | 7,062.66 | 7,455.90 |          |        |        |        |        |                               |
|   | NEW HOURLY | 35.363   | 37.331   | 39.411   | 41.605   | 43.921   |          |        |        |        |        | Plus 2.5% of base pay for DDR |
|   | BIWEEKLY   | 2,829.04 | 2,986.48 | 3,152.88 | 3,328.40 | 3,513.68 |          |        |        |        |        |                               |
|   | MONTHLY    | 6,153.08 | 6,495.51 | 6,857.56 | 7,239.23 | 7,642.30 |          |        |        |        |        |                               |
|   | NEW HOURLY | 36.247   | 38.264   | 40.397   | 42.645   | 45.019   |          |        |        |        |        | Additional 2.5% of above rate |
|   | BIWEEKLY   | 2,899.76 | 3,061.12 | 3,231.76 | 3,411.60 | 3,601.52 |          |        |        |        |        |                               |
|   | MONTHLY    | 6,306.91 | 6,657.90 | 7,029.00 | 7,420.21 | 7,833.36 |          |        |        |        |        |                               |
| **  |            |          |          |          |          |          |          |        |        |        |        |                               |
| B   |            |          |          |          |          |          |          |        |        |        |        |                               |
| 93-58100                                    | NEW HOURLY | 32.97    | 34.81    | 36.75    | 38.80    | 40.96    |          |        |        |        |        |                               |
|   | BIWEEKLY   | 2,637.60 | 2,784.80 | 2,940.00 | 3,104.00 | 3,276.80 |          |        |        |        |        |                               |
|   | MONTHLY    | 5,736.78 | 6,056.94 | 6,394.50 | 6,751.20 | 7,127.04 |          |        |        |        |        |                               |
|   | NEW HOURLY | 33.794   | 35.680   | 37.669   | 39.770   | 41.984   |          |        |        |        |        | Plus 2.5% of base pay for DDR |
|   | BIWEEKLY   | 2,703.52 | 2,854.40 | 3,013.52 | 3,181.60 | 3,358.72 |          |        |        |        |        |                               |
|   | MONTHLY    | 5,880.20 | 6,208.36 | 6,554.36 | 6,919.98 | 7,305.22 |          |        |        |        |        |                               |

| CLASS      | DDRNO      | PAY RATE      | STEP-1   | STEP-2   | STEP-3   | STEP-4   | STEP-5   | STEP-6 | STEP-7 | STEP-8 | STEP-9 | STEP-10                       |
|------------|------------|---------------|----------|----------|----------|----------|----------|--------|--------|--------|--------|-------------------------------|
| *****      | *****      | *****         | *****    | *****    | *****    | *****    | *****    | *****  | *****  | *****  | *****  | *****                         |
|            |            | NEW HOURLY    | 34.639   | 36.572   | 38.610   | 40.764   | 43.034   |        |        |        |        | Additional 2.5% of above rate |
|            |            | BIWEEKLY      | 2,771.12 | 2,925.76 | 3,088.80 | 3,261.12 | 3,442.72 |        |        |        |        |                               |
|            |            | MONTHLY       | 6,027.21 | 6,363.57 | 6,718.22 | 7,092.98 | 7,487.85 |        |        |        |        |                               |
|            | 93-58111   | SAME AS ABOVE |          |          |          |          |          |        |        |        |        |                               |
|            | 94-58001   | SAME AS ABOVE |          |          |          |          |          |        |        |        |        |                               |
| **         |            |               |          |          |          |          |          |        |        |        |        |                               |
|            | C          |               |          |          |          |          |          |        |        |        |        |                               |
|            | 93-58114   | NEW HOURLY    | 29.69    | 31.35    | 33.10    | 34.95    | 36.90    |        |        |        |        |                               |
|            |            | BIWEEKLY      | 2,375.20 | 2,508.00 | 2,648.00 | 2,796.00 | 2,952.00 |        |        |        |        |                               |
|            |            | MONTHLY       | 5,166.06 | 5,454.90 | 5,759.40 | 6,081.30 | 6,420.60 |        |        |        |        |                               |
|            |            | NEW HOURLY    | 30.432   | 32.134   | 33.928   | 35.824   | 37.823   |        |        |        |        | Plus 2.5% of base pay for DDR |
|            |            | BIWEEKLY      | 2,434.56 | 2,570.72 | 2,714.24 | 2,865.92 | 3,025.84 |        |        |        |        |                               |
|            |            | MONTHLY       | 5,295.21 | 5,591.27 | 5,903.39 | 6,233.33 | 6,581.12 |        |        |        |        |                               |
|            |            | NEW HOURLY    | 31.193   | 32.937   | 34.776   | 36.719   | 38.768   |        |        |        |        | Additional 2.5% of above rate |
|            |            | BIWEEKLY      | 2,495.44 | 2,634.96 | 2,782.08 | 2,937.52 | 3,101.44 |        |        |        |        |                               |
|            |            | MONTHLY       | 5,427.59 | 5,731.05 | 6,050.97 | 6,389.16 | 6,745.65 |        |        |        |        |                               |
| ELTC       | PGP OPR 1  |               | -- 5853  | *        | *        | *        | *        | *      | *      | *      | *      | *                             |
|            | A          |               |          |          |          |          |          |        |        |        |        |                               |
|            | 93-58113   | NEW HOURLY    | 33.91    |          |          |          | 42.14    |        |        |        |        |                               |
|            |            | BIWEEKLY      |          |          |          |          | 3,371.20 |        |        |        |        |                               |
|            |            | MONTHLY       |          |          |          |          | 7,332.36 |        |        |        |        |                               |
| **         |            |               |          |          |          |          |          |        |        |        |        |                               |
|            | B          |               |          |          |          |          |          |        |        |        |        |                               |
|            | 93-58112   | NEW HOURLY    | 31.47    |          |          |          | 39.09    |        |        |        |        |                               |
|            |            | BIWEEKLY      |          |          |          |          | 3,127.20 |        |        |        |        |                               |
|            |            | MONTHLY       |          |          |          |          | 6,801.66 |        |        |        |        |                               |
| **         |            |               |          |          |          |          |          |        |        |        |        |                               |
|            | C          |               |          |          |          |          |          |        |        |        |        |                               |
|            | 42-58102   | NEW HOURLY    | 28.41    | 29.99    | 31.66    | 33.43    | 35.29    |        |        |        |        |                               |
|            |            | BIWEEKLY      | 2,272.80 | 2,399.20 | 2,532.80 | 2,674.40 | 2,823.20 |        |        |        |        |                               |
|            |            | MONTHLY       | 4,943.34 | 5,218.26 | 5,508.84 | 5,816.82 | 6,140.46 |        |        |        |        |                               |
| INSTRUMENT | MECHANIC 2 |               | -- 3843  | *        | *        | *        | *        | *      | *      | *      | *      | *                             |
|            |            |               |          |          |          |          |          |        |        |        |        |                               |
|            | 93-38010   | NEW HOURLY    | 43.68    |          |          |          | 54.27    |        |        |        |        |                               |
|            |            | BIWEEKLY      |          |          |          |          | 4,341.60 |        |        |        |        |                               |
|            |            | MONTHLY       |          |          |          |          | 9,442.98 |        |        |        |        |                               |
|            |            | NEW HOURLY    | 44.772   |          |          |          | 55.627   |        |        |        |        | Plus 2.5% of base pay for DDR |
|            |            | BIWEEKLY      |          |          |          |          | 4,450.16 |        |        |        |        |                               |
|            |            | MONTHLY       |          |          |          |          | 9,679.05 |        |        |        |        |                               |

| CLASS | DDRNO            | PAY RATE      | STEP-1   | STEP-2   | STEP-3   | STEP-4   | STEP-5    | STEP-6 | STEP-7                        | STEP-8 | STEP-9 | STEP-10 |
|-------|------------------|---------------|----------|----------|----------|----------|-----------|--------|-------------------------------|--------|--------|---------|
| ***** | *****            | *****         | *****    | *****    | *****    | *****    | *****     | *****  | *****                         | *****  | *****  | *****   |
|       |                  | NEW HOURLY    | 45.891   |          |          |          | 57.017    |        | Additional 2.5% of above rate |        |        |         |
|       |                  | BIWEEKLY      |          |          |          |          | 4,561.36  |        |                               |        |        |         |
|       |                  | MONTHLY       |          |          |          |          | 9,921.03  |        |                               |        |        |         |
|       | 94-38007         | SAME AS ABOVE |          |          |          |          |           |        |                               |        |        |         |
| STEAM | PLANT ASSISTANT  |               | -- 5622  | *        | *        | *        | *         | *      | *                             | *      | *      | *       |
|       | A                |               |          |          |          |          |           |        |                               |        |        |         |
|       | 82-38096         | NEW HOURLY    | 36.01    | 38.02    | 40.14    | 42.38    | 44.74     |        |                               |        |        |         |
|       |                  | BIWEEKLY      | 2,880.80 | 3,041.60 | 3,211.20 | 3,390.40 | 3,579.20  |        |                               |        |        |         |
|       |                  | MONTHLY       | 6,265.74 | 6,615.48 | 6,984.36 | 7,374.12 | 7,784.76  |        |                               |        |        |         |
|       | **               |               |          |          |          |          |           |        |                               |        |        |         |
|       | A                |               |          |          |          |          |           |        |                               |        |        |         |
|       | 82-56017         | NEW HOURLY    | 36.01    |          |          |          | 44.74     |        |                               |        |        |         |
|       |                  | BIWEEKLY      |          |          |          |          | 3,579.20  |        |                               |        |        |         |
|       |                  | MONTHLY       |          |          |          |          | 7,784.76  |        |                               |        |        |         |
|       | **               |               |          |          |          |          |           |        |                               |        |        |         |
|       | B                |               |          |          |          |          |           |        |                               |        |        |         |
|       | 94-56108         | NEW HOURLY    | 34.59    |          |          |          | 42.98     |        |                               |        |        |         |
|       |                  | BIWEEKLY      |          |          |          |          | 3,438.40  |        |                               |        |        |         |
|       |                  | MONTHLY       |          |          |          |          | 7,478.52  |        |                               |        |        |         |
|       | **               |               |          |          |          |          |           |        |                               |        |        |         |
|       | C                |               |          |          |          |          |           |        |                               |        |        |         |
|       | 82-37106         | NEW HOURLY    | 30.97    | 32.70    | 34.52    | 36.44    | 38.47     |        |                               |        |        |         |
|       |                  | BIWEEKLY      | 2,477.60 | 2,616.00 | 2,761.60 | 2,915.20 | 3,077.60  |        |                               |        |        |         |
|       |                  | MONTHLY       | 5,388.78 | 5,689.80 | 6,006.48 | 6,340.56 | 6,693.78  |        |                               |        |        |         |
|       | 82-56118         | SAME AS ABOVE |          |          |          |          |           |        |                               |        |        |         |
|       | 82-83704         | SAME AS ABOVE |          |          |          |          |           |        |                               |        |        |         |
|       | 82-83804         | SAME AS ABOVE |          |          |          |          |           |        |                               |        |        |         |
|       | 82-85602         | SAME AS ABOVE |          |          |          |          |           |        |                               |        |        |         |
| STEAM | PLANT OPERATOR 2 |               | -- 5624  | *        | *        | *        | *         | *      | *                             | *      | *      | *       |
|       | A                |               |          |          |          |          |           |        |                               |        |        |         |
|       | 94-56105         | NEW HOURLY    | 45.53    |          |          |          | 56.57     |        |                               |        |        |         |
|       |                  | BIWEEKLY      |          |          |          |          | 4,525.60  |        |                               |        |        |         |
|       |                  | MONTHLY       |          |          |          |          | 9,843.18  |        |                               |        |        |         |
|       |                  | NEW HOURLY    | 46.668   |          |          |          | 57.984    |        | Plus 2.5% of base pay for DDR |        |        |         |
|       |                  | BIWEEKLY      |          |          |          |          | 4,638.72  |        |                               |        |        |         |
|       |                  | MONTHLY       |          |          |          |          | 10,089.26 |        |                               |        |        |         |
|       |                  | NEW HOURLY    | 47.835   |          |          |          | 59.434    |        | Additional 2.5% of above rate |        |        |         |
|       |                  | BIWEEKLY      |          |          |          |          | 4,754.72  |        |                               |        |        |         |
|       |                  | MONTHLY       |          |          |          |          | 10,341.49 |        |                               |        |        |         |

| CLASS                      | DDRNO      | PAY RATE | STEP-1 | STEP-2 | STEP-3 | STEP-4   | STEP-5   | STEP-6 | STEP-7 | STEP-8                        | STEP-9 | STEP-10 |
|----------------------------|------------|----------|--------|--------|--------|----------|----------|--------|--------|-------------------------------|--------|---------|
| *****                      | *****      | *****    | *****  | *****  | *****  | *****    | *****    | *****  | *****  | *****                         | *****  | *****   |
| **                         |            |          |        |        |        |          |          |        |        |                               |        |         |
| B                          |            |          |        |        |        |          |          |        |        |                               |        |         |
| 94-56104                   | NEW HOURLY | 40.81    |        |        |        |          | 50.71    |        |        |                               |        |         |
|                            | BIWEEKLY   |          |        |        |        |          | 4,056.80 |        |        |                               |        |         |
|                            | MONTHLY    |          |        |        |        |          | 8,823.54 |        |        |                               |        |         |
|                            | NEW HOURLY | 41.830   |        |        |        |          | 51.978   |        |        | Plus 2.5% of base pay for DDR |        |         |
|                            | BIWEEKLY   |          |        |        |        |          | 4,158.24 |        |        |                               |        |         |
|                            | MONTHLY    |          |        |        |        |          | 9,044.13 |        |        |                               |        |         |
|                            | NEW HOURLY | 42.876   |        |        |        |          | 53.277   |        |        | Additional 2.5% of above rate |        |         |
|                            | BIWEEKLY   |          |        |        |        |          | 4,262.16 |        |        |                               |        |         |
|                            | MONTHLY    |          |        |        |        |          | 9,270.23 |        |        |                               |        |         |
| STM PLT MTNC MCHC 2/3      |            | -- 5630  | *      | *      | *      | *        | *        | *      | *      | *                             | *      | *       |
| 94-37118                   | NEW HOURLY | 42.74    |        |        |        |          | 53.10    |        |        |                               |        |         |
|                            | BIWEEKLY   |          |        |        |        |          | 4,248.00 |        |        |                               |        |         |
|                            | MONTHLY    |          |        |        |        |          | 9,239.40 |        |        |                               |        |         |
|                            | NEW HOURLY | 43.809   |        |        |        |          | 54.428   |        |        | Plus 2.5% of base pay for DDR |        |         |
|                            | BIWEEKLY   |          |        |        |        |          | 4,354.24 |        |        |                               |        |         |
|                            | MONTHLY    |          |        |        |        |          | 9,470.39 |        |        |                               |        |         |
|                            | NEW HOURLY | 44.904   |        |        |        |          | 55.788   |        |        | Additional 2.5% of above rate |        |         |
|                            | BIWEEKLY   |          |        |        |        |          | 4,463.04 |        |        |                               |        |         |
|                            | MONTHLY    |          |        |        |        |          | 9,707.15 |        |        |                               |        |         |
| TANK FARM OPERATOR         |            | -- 5943  | *      | *      | *      | *        | *        | *      | *      | *                             | *      | *       |
| A                          |            |          |        |        |        |          |          |        |        |                               |        |         |
| 94-59102                   | NEW HOURLY | 41.08    |        |        |        |          | 51.04    |        |        |                               |        |         |
|                            | BIWEEKLY   |          |        |        |        |          | 4,083.20 |        |        |                               |        |         |
|                            | MONTHLY    |          |        |        |        |          | 8,880.96 |        |        |                               |        |         |
| **                         |            |          |        |        |        |          |          |        |        |                               |        |         |
| B                          |            |          |        |        |        |          |          |        |        |                               |        |         |
| 94-59101                   | NEW HOURLY | 37.72    |        |        |        |          | 46.85    |        |        |                               |        |         |
|                            | BIWEEKLY   |          |        |        |        |          | 3,748.00 |        |        |                               |        |         |
|                            | MONTHLY    |          |        |        |        |          | 8,151.90 |        |        |                               |        |         |
| WATER TREATMENT OPERATOR 2 |            | -- 5885  | *      | *      | *      | *        | *        | *      | *      | *                             | *      | *       |
| A                          |            |          |        |        |        |          |          |        |        |                               |        |         |
| 93-58138                   | NEW HOURLY | 43.61    |        |        |        | 51.32    | 54.18    |        |        |                               |        |         |
|                            | BIWEEKLY   |          |        |        |        | 4,105.60 | 4,334.40 |        |        |                               |        |         |
|                            | MONTHLY    |          |        |        |        | 8,929.68 | 9,427.32 |        |        |                               |        |         |
|                            | NEW HOURLY | 44.700   |        |        |        | 52.603   | 55.534   |        |        | Plus 2.5% of base pay for DDR |        |         |
|                            | BIWEEKLY   |          |        |        |        | 4,208.24 | 4,442.72 |        |        |                               |        |         |
|                            | MONTHLY    |          |        |        |        | 9,152.92 | 9,663.00 |        |        |                               |        |         |

| CLASS | DDRNO    | PAY RATE   | STEP-1   | STEP-2   | STEP-3   | STEP-4   | STEP-5   | STEP-6 | STEP-7 | STEP-8 | STEP-9                        | STEP-10 |
|-------|----------|------------|----------|----------|----------|----------|----------|--------|--------|--------|-------------------------------|---------|
| ***** | *****    | *****      | *****    | *****    | *****    | *****    | *****    | *****  | *****  | *****  | *****                         | *****   |
|       |          | NEW HOURLY | 45.818   |          |          | 53.918   | 56.923   |        |        |        | Additional 2.5% of above rate |         |
|       |          | BIWEEKLY   |          |          |          | 4,313.44 | 4,553.84 |        |        |        |                               |         |
|       |          | MONTHLY    |          |          |          | 9,381.74 | 9,904.58 |        |        |        |                               |         |
| **    |          |            |          |          |          |          |          |        |        |        |                               |         |
|       | B        |            |          |          |          |          |          |        |        |        |                               |         |
|       | 93-58101 | NEW HOURLY | 43.12    |          |          | 50.74    | 53.57    |        |        |        |                               |         |
|       |          | BIWEEKLY   |          |          |          | 4,059.20 | 4,285.60 |        |        |        |                               |         |
|       |          | MONTHLY    |          |          |          | 8,828.76 | 9,321.18 |        |        |        |                               |         |
|       |          | NEW HOURLY | 44.198   |          |          | 52.009   | 54.909   |        |        |        | Plus 2.5% of base pay for DDR |         |
|       |          | BIWEEKLY   |          |          |          | 4,160.72 | 4,392.72 |        |        |        |                               |         |
|       |          | MONTHLY    |          |          |          | 9,049.48 | 9,554.21 |        |        |        |                               |         |
|       |          | NEW HOURLY | 45.303   |          |          | 53.309   | 56.282   |        |        |        | Additional 2.5% of above rate |         |
|       |          | BIWEEKLY   |          |          |          | 4,264.72 | 4,502.56 |        |        |        |                               |         |
|       |          | MONTHLY    |          |          |          | 9,275.72 | 9,793.07 |        |        |        |                               |         |
| **    |          |            |          |          |          |          |          |        |        |        |                               |         |
|       | C        |            |          |          |          |          |          |        |        |        |                               |         |
|       | 93-58137 | NEW HOURLY | 40.47    |          |          | 47.63    | 50.29    |        |        |        |                               |         |
|       |          | BIWEEKLY   |          |          |          | 3,810.40 | 4,023.20 |        |        |        |                               |         |
|       |          | MONTHLY    |          |          |          | 8,287.62 | 8,750.46 |        |        |        |                               |         |
|       |          | NEW HOURLY | 41.482   |          |          | 48.821   | 51.547   |        |        |        | Plus 2.5% of base pay for DDR |         |
|       |          | BIWEEKLY   |          |          |          | 3,905.68 | 4,123.76 |        |        |        |                               |         |
|       |          | MONTHLY    |          |          |          | 8,494.81 | 8,969.22 |        |        |        |                               |         |
|       |          | NEW HOURLY | 42.519   |          |          | 50.041   | 52.836   |        |        |        | Additional 2.5% of above rate |         |
|       |          | BIWEEKLY   |          |          |          | 4,003.28 | 4,226.88 |        |        |        |                               |         |
|       |          | MONTHLY    |          |          |          | 8,707.18 | 9,193.45 |        |        |        |                               |         |
| **    |          |            |          |          |          |          |          |        |        |        |                               |         |
|       | D        |            |          |          |          |          |          |        |        |        |                               |         |
|       | 93-58108 | NEW HOURLY | 39.64    |          |          | 46.64    | 49.24    |        |        |        |                               |         |
|       |          | BIWEEKLY   |          |          |          | 3,731.20 | 3,939.20 |        |        |        |                               |         |
|       |          | MONTHLY    |          |          |          | 8,115.36 | 8,567.76 |        |        |        |                               |         |
|       |          | NEW HOURLY | 40.631   |          |          | 47.806   | 50.471   |        |        |        | Plus 2.5% of base pay for DDR |         |
|       |          | BIWEEKLY   |          |          |          | 3,824.48 | 4,037.68 |        |        |        |                               |         |
|       |          | MONTHLY    |          |          |          | 8,318.24 | 8,781.95 |        |        |        |                               |         |
|       |          | NEW HOURLY | 41.647   |          |          | 49.001   | 51.733   |        |        |        | Additional 2.5% of above rate |         |
|       |          | BIWEEKLY   |          |          |          | 3,920.08 | 4,138.64 |        |        |        |                               |         |
|       |          | MONTHLY    |          |          |          | 8,526.20 | 9,001.50 |        |        |        |                               |         |
| **    |          |            |          |          |          |          |          |        |        |        |                               |         |
|       | E        |            |          |          |          |          |          |        |        |        |                               |         |
|       | 93-58109 | NEW HOURLY | 32.71    | 34.53    | 36.46    | 38.49    | 40.64    |        |        |        |                               |         |
|       |          | BIWEEKLY   | 2,616.80 | 2,762.40 | 2,916.80 | 3,079.20 | 3,251.20 |        |        |        |                               |         |
|       |          | MONTHLY    | 5,691.54 | 6,008.22 | 6,344.04 | 6,697.26 | 7,071.36 |        |        |        |                               |         |

| CLASS                    | DDRNO | PAY RATE   | STEP-1   | STEP-2   | STEP-3   | STEP-4   | STEP-5   | STEP-6 | STEP-7 | STEP-8 | STEP-9 | STEP-10                       |
|--------------------------|-------|------------|----------|----------|----------|----------|----------|--------|--------|--------|--------|-------------------------------|
| *****                    | ***** | *****      | *****    | *****    | *****    | *****    | *****    | *****  | *****  | *****  | *****  | *****                         |
|                          |       | NEW HOURLY | 33.528   | 35.393   | 37.371   | 39.452   | 41.656   |        |        |        |        | Plus 2.5% of base pay for DDR |
|                          |       | BIWEEKLY   | 2,682.24 | 2,831.44 | 2,989.68 | 3,156.16 | 3,332.48 |        |        |        |        |                               |
|                          |       | MONTHLY    | 5,833.83 | 6,158.43 | 6,502.64 | 6,864.69 | 7,248.14 |        |        |        |        |                               |
|                          |       | NEW HOURLY | 34.366   | 36.278   | 38.306   | 40.439   | 42.697   |        |        |        |        | Additional 2.5% of above rate |
|                          |       | BIWEEKLY   | 2,749.28 | 2,902.24 | 3,064.48 | 3,235.12 | 3,415.76 |        |        |        |        |                               |
|                          |       | MONTHLY    | 5,979.68 | 6,312.39 | 6,665.21 | 7,036.31 | 7,429.34 |        |        |        |        |                               |
| WATER UTILITY OPERATOR 2 |       |            | -- 5854  | * *      | * *      | * *      | * *      | * *    | * *    | * *    | * *    | * *                           |
| A                        |       |            |          |          |          |          |          |        |        |        |        |                               |
| 93-58128                 |       | NEW HOURLY | 38.42    | 40.56    | 42.82    | 45.21    | 47.73    |        |        |        |        |                               |
|                          |       | BIWEEKLY   | 3,073.60 | 3,244.80 | 3,425.60 | 3,616.80 | 3,818.40 |        |        |        |        |                               |
|                          |       | MONTHLY    | 6,685.08 | 7,057.44 | 7,450.68 | 7,866.54 | 8,305.02 |        |        |        |        |                               |
|                          |       | NEW HOURLY | 39.381   | 41.574   | 43.891   | 46.340   | 48.923   |        |        |        |        | Plus 2.5% of base pay for DDR |
|                          |       | BIWEEKLY   | 3,150.48 | 3,325.92 | 3,511.28 | 3,707.20 | 3,913.84 |        |        |        |        |                               |
|                          |       | MONTHLY    | 6,852.21 | 7,233.88 | 7,636.95 | 8,063.20 | 8,512.65 |        |        |        |        |                               |
|                          |       | NEW HOURLY | 40.365   | 42.613   | 44.988   | 47.499   | 50.146   |        |        |        |        | Additional 2.5% of above rate |
|                          |       | BIWEEKLY   | 3,229.20 | 3,409.04 | 3,599.04 | 3,799.92 | 4,011.68 |        |        |        |        |                               |
|                          |       | MONTHLY    | 7,023.52 | 7,414.73 | 7,827.87 | 8,264.78 | 8,725.47 |        |        |        |        |                               |
| **                       |       |            |          |          |          |          |          |        |        |        |        |                               |
| B                        |       |            |          |          |          |          |          |        |        |        |        |                               |
| 93-58127                 |       | NEW HOURLY | 34.50    | 36.42    | 38.45    | 40.59    | 42.85    |        |        |        |        |                               |
|                          |       | BIWEEKLY   | 2,760.00 | 2,913.60 | 3,076.00 | 3,247.20 | 3,428.00 |        |        |        |        |                               |
|                          |       | MONTHLY    | 6,003.00 | 6,337.08 | 6,690.30 | 7,062.66 | 7,455.90 |        |        |        |        |                               |
|                          |       | NEW HOURLY | 35.363   | 37.331   | 39.411   | 41.605   | 43.921   |        |        |        |        | Plus 2.5% of base pay for DDR |
|                          |       | BIWEEKLY   | 2,829.04 | 2,986.48 | 3,152.88 | 3,328.40 | 3,513.68 |        |        |        |        |                               |
|                          |       | MONTHLY    | 6,153.08 | 6,495.51 | 6,857.56 | 7,239.23 | 7,642.30 |        |        |        |        |                               |
|                          |       | NEW HOURLY | 36.247   | 38.264   | 40.397   | 42.645   | 45.019   |        |        |        |        | Additional 2.5% of above rate |
|                          |       | BIWEEKLY   | 2,899.76 | 3,061.12 | 3,231.76 | 3,411.60 | 3,601.52 |        |        |        |        |                               |
|                          |       | MONTHLY    | 6,306.91 | 6,657.90 | 7,029.00 | 7,420.21 | 7,833.36 |        |        |        |        |                               |
| **                       |       |            |          |          |          |          |          |        |        |        |        |                               |
| C                        |       |            |          |          |          |          |          |        |        |        |        |                               |
| 93-58126                 |       | NEW HOURLY | 32.97    | 34.81    | 36.75    | 38.80    | 40.96    |        |        |        |        |                               |
|                          |       | BIWEEKLY   | 2,637.60 | 2,784.80 | 2,940.00 | 3,104.00 | 3,276.80 |        |        |        |        |                               |
|                          |       | MONTHLY    | 5,736.78 | 6,056.94 | 6,394.50 | 6,751.20 | 7,127.04 |        |        |        |        |                               |
|                          |       | NEW HOURLY | 33.794   | 35.680   | 37.669   | 39.770   | 41.984   |        |        |        |        | Plus 2.5% of base pay for DDR |
|                          |       | BIWEEKLY   | 2,703.52 | 2,854.40 | 3,013.52 | 3,181.60 | 3,358.72 |        |        |        |        |                               |
|                          |       | MONTHLY    | 5,880.20 | 6,208.36 | 6,554.36 | 6,919.98 | 7,305.22 |        |        |        |        |                               |
|                          |       | NEW HOURLY | 34.639   | 36.572   | 38.610   | 40.764   | 43.034   |        |        |        |        | Additional 2.5% of above rate |
|                          |       | BIWEEKLY   | 2,771.12 | 2,925.76 | 3,088.80 | 3,261.12 | 3,442.72 |        |        |        |        |                               |
|                          |       | MONTHLY    | 6,027.21 | 6,363.57 | 6,718.22 | 7,092.98 | 7,487.85 |        |        |        |        |                               |

| CLASS | DDRNO      | PAY RATE   | STEP-1   | STEP-2   | STEP-3   | STEP-4   | STEP-5   | STEP-6 | STEP-7 | STEP-8                        | STEP-9 | STEP-10 |
|-------|------------|------------|----------|----------|----------|----------|----------|--------|--------|-------------------------------|--------|---------|
| ***** | *****      | *****      | *****    | *****    | *****    | *****    | *****    | *****  | *****  | *****                         | *****  | *****   |
| **    |            |            |          |          |          |          |          |        |        |                               |        |         |
|       | D <u>1</u> |            |          |          |          |          |          |        |        |                               |        |         |
|       | 93-85800   | NEW HOURLY | 29.69    | 31.35    | 33.10    | 34.95    | 36.90    |        |        |                               |        |         |
|       |            | BIWEEKLY   | 2,375.20 | 2,508.00 | 2,648.00 | 2,796.00 | 2,952.00 |        |        |                               |        |         |
|       |            | MONTHLY    | 5,166.06 | 5,454.90 | 5,759.40 | 6,081.30 | 6,420.60 |        |        |                               |        |         |
|       |            | NEW HOURLY | 30.432   | 32.134   | 33.928   | 35.824   | 37.823   |        |        | Plus 2.5% of base pay for DDR |        |         |
|       |            | BIWEEKLY   | 2,434.56 | 2,570.72 | 2,714.24 | 2,865.92 | 3,025.84 |        |        |                               |        |         |
|       |            | MONTHLY    | 5,295.21 | 5,591.27 | 5,903.39 | 6,233.33 | 6,581.12 |        |        |                               |        |         |
|       |            | NEW HOURLY | 31.193   | 32.937   | 34.776   | 36.719   | 38.768   |        |        | Additional 2.5% of above rate |        |         |
|       |            | BIWEEKLY   | 2,495.44 | 2,634.96 | 2,782.08 | 2,937.52 | 3,101.44 |        |        |                               |        |         |
|       |            | MONTHLY    | 5,427.59 | 5,731.05 | 6,050.97 | 6,389.16 | 6,745.65 |        |        |                               |        |         |