EMPLOYEE ASSOCIATION UNIT

CLASSIFICATION	Range #	RANGES		
Accounting Clerk I	33	Annual:	$68,275	$85,344
		Hourly:	$32.8244	$41.0305
Accounting Clerk II	2	Annual:	$75,102	$93,877
		Hourly:	$36.1066	$45.1332
Accountant	15	Annual:	$91,507	$114,384
		Hourly:	$43.9940	$54.9925
Administrative Assistant I	11	Annual:	$56,750	$70,938
		Hourly:	$27.2837	$34.1046
Administrative Assistant II	3	Annual:	$62,421	$78,026
		Hourly:	$30.0100	$37.5125
Administrative Assistant III	5	Annual:	$71,783	$89,729
		Hourly:	$34.5113	$43.1391
Asset Technician I	3	Annual:	$62,421	$78,026
		Hourly:	$30.0100	$37.5125
Asset Technician II	5	Annual:	$71,783	$89,729
		Hourly:	$34.5113	$43.1391
Construction I	17	Annual:	$69,696	$87,120
		Hourly:	$33.5076	$41.8845
Construction II	19	Annual:	$76,666	$95,832
		Hourly:	$36.8584	$46.0730
Construction III	23	Annual:	$88,166	$110,208
		Hourly:	$42.3877	$52.9847
Customer Service Rep I	6	Annual:	$59,140	$73,925
		Hourly:	$28.4326	$35.5408
Customer Service Rep II	13	Annual:	$65,054	$81,317
		Hourly:	$31.2759	$39.0949

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FMW Level III

Board Approved: 10/8/2026

CLASSIFICATION		RANGES		
Customer Service Rep III	12	Annual:	$74,812	$93,515
		Hourly:	$35.9672	$44.9591
Customer Service/Finance Support	13	Annual:	$65,054	$81,317
		Hourly:	$31.2759	$39.0949
Distribution I	4	Annual:	$66,380	$82,975
		Hourly:	$31.9133	$39.8917
Distribution II	14	Annual:	$73,017	$91,271
		Hourly:	$35.1044	$43.8805
Distribution III	18	Annual:	$83,970	$104,962
		Hourly:	$40.3700	$50.4625
Facilities Maintenance Worker I	10	Annual:	$63,220	$79,025
		Hourly:	$30.3942	$37.9927
Facilities Maintenance Worker II	32	Annual:	$69,542	$86,927
		Hourly:	$33.4335	$41.7919
Facilities Maintenance Worker III	39	Annual:	$79,973	$99,966
		Hourly:	$38.4485	$48.0606
Mapping/GIS Technician	29	Annual:	$76,700	$95,875
		Hourly:	$36.8749	$46.0936
Mechanical Technician	22	Annual:	$85,166	$106,458
		Hourly:	$40.9452	$51.1815
Electrical Technician	26	Annual:	$89,581	$111,977
		Hourly:	$43.0679	$53.8349
Intrumentation/Electrical Tech I	31	Annual:	$90,395	$112,994
		Hourly:	$43.4591	$54.3238
Instrumentation/Electricial Tech II	27	Annual:	$99,435	$124,293
		Hourly:	$47.8051	$59.7563

CLASSIFICATION		RANGES		
Instrumentation/Electrical Tech III	38	Annual:	$118,352	$147,940
		Hourly:	$56.9001	$71.1252
Meter Reader/Customer Svc Tech I	10	Annual:	$63,220	$79,025
		Hourly:	$30.3942	$37.9927
Meter Reader/Customer Svc Tech II	32	Annual:	$69,542	$86,927
		Hourly:	$33.4335	$41.7919
Water Treatment Plant Operator I	36	Annual:	$71,161	$88,952
		Hourly:	$34.2122	$42.7653
Water Treatment Plant Operator II	28	Annual:	$79,312	$99,140
		Hourly:	$38.1308	$47.6635
Water Treatment Plant Operator III	25	Annual:	$91,208	$114,010
		Hourly:	$43.8502	$54.8127
Purchasing Agent	21	Annual:	$90,272	$112,840
		Hourly:	$43.3998	$54.2498
Regulatory Compliance Specialist I	34	Annual:	$ 80,542	$100,677
		Hourly:	$38.7219	$48.4024
Regulatory Compliance Specialist II	24	Annual:	$ 88,658	$110,823
		Hourly:	$42.6241	$53.2801
Utility I	35	Annual:	$65,649	$82,061
		Hourly:	$31.5620	$39.4525
Utility II	30	Annual:	$72,213	$90,266
		Hourly:	$34.7178	$43.3972
Utility III	9	Annual:	$83,046	$103,808
		Hourly:	$39.9261	$49.9077
Wastewater Operator I	16	Annual:	$71,487	$89,359
		Hourly:	$34.3690	$42.9612

CLASSIFICATION		RANGES		
Wastewater Operator II	20	Annual:	$78,636	$98,295
		Hourly:	$37.8059	$47.2573
Wastewater Operator III	37	Annual:	$90,431	$113,039
		Hourly:	$43.4765	$54.3456

*** Currently not approved**