

Exhibit A: Salary Schedule and Salary Placement

Effective 7/1/2023 through 6/30/2024

Adopted by the Board of Directors on June 6, 2023

Job Classification	Salary Range No.	Step 1	Step 2	Step 3	Step 4	Step 5
		Annual	Annual	Annual	Annual	Annual
Office Assistant	12	\$ 60,986.72	\$ 64,035.98	\$ 67,237.87	\$ 70,599.70	\$ 74,129.74
Collection System Maintenance Worker Trainee	17	\$ 69,000.82	\$ 72,450.91	\$ 76,073.51	\$ 79,877.07	\$ 83,871.03
Accounting Clerk	22	\$ 78,068.20	\$ 81,971.61	\$ 86,070.14	\$ 90,373.67	\$ 94,892.34
Administrative Technician	23	\$ 80,019.83	\$ 84,020.80	\$ 88,221.91	\$ 92,633.00	\$ 97,264.67
Collection System Maintenance Worker	23	\$ 80,019.83	\$ 84,020.80	\$ 88,221.91	\$ 92,633.00	\$ 97,264.67
Engineering Assistant	24	\$ 82,020.40	\$ 86,121.35	\$ 90,427.45	\$ 94,948.84	\$ 102,188.61
Analyst Technician	25	\$ 84,070.87	\$ 88,274.40	\$ 92,688.22	\$ 97,322.47	\$ 102,188.61
Zero Waste Specialist I	26	\$ 86,172.56	\$ 90,481.24	\$ 95,005.34	\$ 99,755.60	\$ 104,743.33
Collection System Maintenance Technician	29	\$ 92,798.50	\$ 97,438.48	\$ 102,310.34	\$ 107,425.81	\$ 112,797.20
Senior Collection System Maintenance Worker	29	\$ 92,798.50	\$ 97,438.48	\$ 102,310.34	\$ 107,425.81	\$ 112,797.20
Executive Assistant/Clerk of the Board	29	\$ 92,798.50	\$ 97,438.48	\$ 102,310.34	\$ 107,425.81	\$ 112,797.20
Engineering Technician	30	\$ 95,118.45	\$ 99,874.34	\$ 104,868.06	\$ 110,111.44	\$ 115,617.01
Zero Waste Specialist II	30	\$ 95,118.45	\$ 99,874.34	\$ 104,868.06	\$ 110,111.44	\$ 115,617.01
Public Outreach Specialist	34	\$ 104,993.01	\$ 110,242.62	\$ 115,754.77	\$ 121,542.43	\$ 127,619.64
Application Support Specialist	34	\$ 104,993.01	\$ 110,242.62	\$ 115,754.77	\$ 121,542.43	\$ 127,619.64
Financial Specialist	34	\$ 104,993.01	\$ 110,242.62	\$ 115,754.77	\$ 121,542.43	\$ 127,619.64
Collection System Maintenance Supervisor	40	\$ 121,759.63	\$ 127,847.65	\$ 134,240.00	\$ 140,952.06	\$ 147,999.57
Zero Waste Supervisor	40	\$ 121,759.63	\$ 127,847.65	\$ 134,240.00	\$ 140,952.06	\$ 147,999.57
Associate Engineer w/o PE	40	\$ 121,759.63	\$ 127,847.65	\$ 134,240.00	\$ 140,952.06	\$ 147,999.57
Business Services Supervisor	40	\$ 121,759.63	\$ 127,847.65	\$ 134,240.00	\$ 140,952.06	\$ 147,999.57
Associate Engineer	42	\$ 127,923.73	\$ 134,319.96	\$ 141,035.88	\$ 148,087.68	\$ 155,492.10