

Appendix C
 Target Base Wage Rate Table
 Wages effective March 1 of 2009 – 2013

Level	Qualification	2009 4%	2010 4%	2011 4%	2012 4%	2013 4%
4	Journeyman Maintenance & Control Operators	\$38.62	\$40.16	\$41.77	\$43.44	\$45.17
3	Insulation & Coatings and Chemistry Technicians (see note below)	\$37.51	\$39.01	\$40.57	\$42.20	\$43.88
2	Assistant/Outside Operators, Facilities and Sub-Journeyman Maintenance	\$34.21	\$35.57	\$37.00	\$38.48	\$40.02
1	Warehouse and Entry Level	\$28.68	\$29.83	\$31.02	\$32.26	\$33.55

Level	Qualification	2009 4%	2010 4%	2011 4%	2012 4%	2013 4%
4	Lead	\$40.28	\$41.89	\$43.57	\$45.31	\$47.12
3	Lead	\$39.18	\$40.74	\$42.37	\$44.07	\$45.83
2	Lead	\$35.86	\$37.30	\$38.79	\$40.34	\$41.95
1	Lead	\$30.35	\$31.57	\$32.82	\$34.14	\$35.50

Lead wage rates apply to regular and temporary assignments – see description of lead classification in Article 12.2

Note: Employees hired at Step 2 shall receive Step 3 wages after completing 50% of their training program; no employee will receive a wage increase before completion of their probationary period. Once all training requirements have been met and verified by management, then employees will progress to Step 4 wage level as appropriate. Additionally, wage level 3 Chemistry Technicians who obtain a state water chemistry certification and pass the state certification test will progress to wage level 4. The state water certification must be maintained in order to remain at wage level 4 for all Chemistry Technicians.