



**Skill Based Pay (Water and Sewer) Effective 1/6/14**

<b><i>Job Code 3640- Utility Tech</i></b>				
<b>Skill Band 1</b>	<b>Pay Point 1</b>	<b>Pay Point 2</b>	<b>Pay Point 3</b>	<b>Pay Point 4</b>
T2	12.4218	13.0429	13.6950	14.3832
<b><i>Job Code 3645- Utility Tech</i></b>				
<b>Skill Band 2</b>	<b>Pay Point 4</b>	<b>Pay Point 5</b>	<b>Pay Point 6</b>	<b>Pay Point 7</b>
T3	14.3832	14.8723	15.3811	15.9311
<b><i>Job Code 3650- Utility Tech</i></b>				
<b>Skill Band 3</b>	<b>Pay Point 7</b>	<b>Pay Point 8</b>	<b>Pay Point 9</b>	<b>Pay Point 10</b>
T4	15.9311	16.3918	16.8673	17.3573
<b><i>Job Code 3655- Utility Tech</i></b>				
<b>Skill Band 4</b>	<b>Pay Point 10</b>	<b>Pay Point 11</b>	<b>Pay Point 12</b>	<b>Pay Point 13</b>
T5	17.3573	18.0010	18.6651	19.3366
<b><i>Job Code 3615-Utility Service Specialist</i></b>				
<b><i>Job Code 3685-Water &amp; Sewer Crew Chief</i></b>				
<b>Skill Band 5 &amp; 6</b>	<b>Pay Point 14</b>	<b>Pay Point 15</b>	<b>Pay Point 16</b>	<b>Pay Point 17</b>
T8	24.5031	25.6302	26.8091	28.0713