

Exhibit A MOU 2016 Updated

Water

Position		Range	2016 Wage	2017 Wage	2018 Wage	2019 Wage
Planner Estimator Inspector (Water) Lead Inspector	Step 5	33	\$ 50.41	\$ 51.92	\$ 53.48	\$ 55.08
	Step 4					
	Step 3					
	Step 2					
	Step 1					
Senior Water Quality Technician/Inspector Water Distribution Foreman Water Operations Foreman	Step 5	32	\$ 49.18	\$ 50.66	\$ 52.18	\$ 53.74
	Step 4					
	Step 3					
	Step 2					
	Step 1					
Inspector for Pipeline Construction	Step 5	29	\$ 45.72	\$ 47.09	\$ 48.50	\$ 49.96
	Step 4		\$ 43.55	\$ 44.86	\$ 46.20	\$ 47.59
	Step 3		\$ 41.47	\$ 42.71	\$ 44.00	\$ 45.32
	Step 2		\$ 39.50	\$ 40.69	\$ 41.91	\$ 43.16
	Step 1		\$ 37.62	\$ 38.75	\$ 39.91	\$ 41.11
Water Distribution Leadman Water Operations Leadman Water Quality Technician	Step 5	27	\$ 43.55	\$ 44.86	\$ 46.20	\$ 47.59
	Step 4					
	Step 3					
	Step 2					
	Step 1					
Water Service Technician	Step 5	24	\$ 40.46	\$ 41.67	\$ 42.92	\$ 44.21
	Step 4					
	Step 3					
	Step 2					
	Step 1					
Water Technician-in-Training/Mechanic	Step 5	24	\$ 40.46	\$ 41.67	\$ 42.92	\$ 44.21
	Step 4		\$ 38.53	\$ 39.69	\$ 40.88	\$ 42.10
	Step 3		\$ 36.70	\$ 37.80	\$ 38.94	\$ 40.10
	Step 2		\$ 34.95	\$ 36.00	\$ 37.08	\$ 38.19
	Step 1		\$ 33.29	\$ 34.29	\$ 35.32	\$ 36.38
				\$ -	\$ -	\$ -
Contract Administrator	Step 5	21	\$ 37.62	\$ 38.75	\$ 39.91	\$ 41.11
	Step 4		\$ 35.83	\$ 36.90	\$ 38.01	\$ 39.15
	Step 3		\$ 34.12	\$ 35.14	\$ 36.20	\$ 37.28
	Step 2		\$ 32.50	\$ 33.48	\$ 34.48	\$ 35.51
	Step 1		\$ 30.95	\$ 31.88	\$ 32.83	\$ 33.82
Water Service Technician-In-Training (Wage steps are based on module completion. Module 1 and 2 are at wage step 1)	Step 5	20	\$ 36.70	\$ 37.80	\$ 38.94	\$ 40.10
	Step 4		\$ 34.95	\$ 36.00	\$ 37.08	\$ 38.19
	Step 3		\$ 33.29	\$ 34.29	\$ 35.32	\$ 36.38
	Step 2		\$ 31.70	\$ 32.65	\$ 33.63	\$ 34.64
	Step 1		\$ 30.19	\$ 31.10	\$ 32.03	\$ 32.99
Helper II	Step 5	15	\$ 32.48	\$ 33.45	\$ 34.46	\$ 35.49
	Step 4		\$ 30.93	\$ 31.86	\$ 32.81	\$ 33.80
	Step 3		\$ 29.46	\$ 30.34	\$ 31.25	\$ 32.19
	Step 2		\$ 28.05	\$ 28.89	\$ 29.76	\$ 30.65
	Step 1		\$ 26.72	\$ 27.52	\$ 28.35	\$ 29.20
Helper I	Step 5	13	\$ 30.93	\$ 31.86	\$ 32.81	\$ 33.80
	Step 4		\$ 29.46	\$ 30.34	\$ 31.25	\$ 32.19
	Step 3		\$ 28.05	\$ 28.89	\$ 29.76	\$ 30.65
	Step 2		\$ 26.72	\$ 27.52	\$ 28.35	\$ 29.20
	Step 1		\$ 25.45	\$ 26.21	\$ 27.00	\$ 27.81

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Electric

Position		Range	2016 Wage	2017 Wage	2018 Wage	2019 Wage
Lead Inspector	Step 5	36	\$ 54.22	\$ 55.85	\$ 57.52	\$ 59.25
Electric Foreman	Step 4					
Substation Lineman/Inspector	Step 3					
Electrician/Meter Technician Foreman	Step 2					
	Step 1					
Lead Lineman	Step 5	34	\$ 51.64	\$ 53.19	\$ 54.78	\$ 56.43
Substation Lineman	Step 4					
	Step 3					
	Step 2					
	Step 1					
Electrician/Meter Technician	Step 5	34	\$ 51.64	\$ 53.19	\$ 54.78	\$ 56.43
Construction and Maintenance Inspector (Electric)	Step 4		\$ 49.18	\$ 50.66	\$ 52.18	\$ 53.74
	Step 3		\$ 46.84	\$ 48.25	\$ 49.69	\$ 51.18
	Step 2		\$ 44.61	\$ 45.95	\$ 47.33	\$ 48.75
	Step 1		\$ 42.48	\$ 43.75	\$ 45.07	\$ 46.42
Journeyman Lineman	Step 5	33	\$ 50.41	\$ 51.92	\$ 53.48	\$ 55.08
	Step 4					
	Step 3					
	Step 2					
	Step 1					
Electrical Technician <i>Meter Reader Coordinator/ Utility Worker</i>	Step 5	29	\$ 45.72	\$ 47.09	\$ 48.50	\$ 49.96
	Step 4		\$ 43.55	\$ 44.86	\$ 46.20	\$ 47.59
	Step 3		\$ 41.47	\$ 42.71	\$ 44.00	\$ 45.32
	Step 2		\$ 39.50	\$ 40.69	\$ 41.91	\$ 43.16
	Step 1		\$ 37.62	\$ 38.75	\$ 39.91	\$ 41.11
Apprentice Lineman (Wage steps are based on completion of apprentice program steps. Step 1 and 2 of program are wage step 1)	Step 5	27	\$ 43.55	\$ 44.86	\$ 46.20	\$ 47.59
	Step 4		\$ 41.47	\$ 42.71	\$ 44.00	\$ 45.32
	Step 3		\$ 39.50	\$ 40.69	\$ 41.91	\$ 43.16
	Step 2		\$ 37.62	\$ 38.75	\$ 39.91	\$ 41.11
	Step 1		\$ 35.83	\$ 36.90	\$ 38.01	\$ 39.15
Groundman	Step 5	17	\$ 34.10	\$ 35.12	\$ 36.18	\$ 37.26
	Step 4		\$ 32.48	\$ 33.45	\$ 34.46	\$ 35.49
	Step 3		\$ 30.93	\$ 31.86	\$ 32.81	\$ 33.80
	Step 2		\$ 29.46	\$ 30.34	\$ 31.25	\$ 32.19
	Step 1		\$ 28.05	\$ 28.89	\$ 29.76	\$ 30.65

**Admin Services**

Position		Range	2016 Wage	2017 Wage	2018 Wage	2019 Wage
Billing/Customer Service Supervisor	Step 5	25	\$ 41.47	\$ 42.71	\$ 44.00	\$ 45.32
	Step 4		\$ 39.50	\$ 40.69	\$ 41.91	\$ 43.16
	Step 3		\$ 37.62	\$ 38.75	\$ 39.91	\$ 41.11
	Step 2		\$ 35.83	\$ 36.90	\$ 38.01	\$ 39.15
	Step 1		\$ 34.12	\$ 35.14	\$ 36.20	\$ 37.28
Accounting Supervisor Meter Reader Coordinator Work Order Accounting Supervisor	Step 5	21	\$ 37.62	\$ 38.75	\$ 39.91	\$ 41.11
	Step 4		\$ 35.83	\$ 36.90	\$ 38.01	\$ 39.15
	Step 3		\$ 34.12	\$ 35.14	\$ 36.20	\$ 37.28
	Step 2		\$ 32.50	\$ 33.48	\$ 34.48	\$ 35.51
	Step 1		\$ 30.95	\$ 31.88	\$ 32.83	\$ 33.82
Customer Service/Collection Supervisor	Step 5	18	\$ 34.95	\$ 36.00	\$ 37.08	\$ 38.19
	Step 4		\$ 33.29	\$ 34.29	\$ 35.32	\$ 36.38
	Step 3		\$ 31.70	\$ 32.65	\$ 33.63	\$ 34.64
	Step 2		\$ 30.19	\$ 31.10	\$ 32.03	\$ 32.99
	Step 1		\$ 28.76	\$ 29.62	\$ 30.51	\$ 31.43
Meter Reader/Collector/Service Technician	Step 5	14	\$ 31.70	\$ 32.65	\$ 33.63	\$ 34.64
	Step 4		\$ 30.19	\$ 31.10	\$ 32.03	\$ 32.99
	Step 3		\$ 28.76	\$ 29.62	\$ 30.51	\$ 31.43
	Step 2		\$ 27.39	\$ 28.21	\$ 29.06	\$ 29.93
	Step 1		\$ 26.08	\$ 26.86	\$ 27.67	\$ 28.50
Senior Clerk Accounting Specialist Billing Specialist Work Order Specialist Meter Reader/CSR	Step 5	13	\$ 30.93	\$ 31.86	\$ 32.81	\$ 33.80
	Step 4		\$ 29.46	\$ 30.34	\$ 31.25	\$ 32.19
	Step 3		\$ 28.05	\$ 28.89	\$ 29.76	\$ 30.65
	Step 2		\$ 26.72	\$ 27.52	\$ 28.35	\$ 29.20
	Step 1		\$ 25.45	\$ 26.21	\$ 27.00	\$ 27.81
Customer Services Representative II	Step 5	9	\$ 28.05	\$ 28.89	\$ 29.76	\$ 30.65
	Step 4		\$ 26.72	\$ 27.52	\$ 28.35	\$ 29.20
	Step 3		\$ 25.45	\$ 26.21	\$ 27.00	\$ 27.81
	Step 2		\$ 24.23	\$ 24.96	\$ 25.71	\$ 26.48
	Step 1		\$ 23.08	\$ 23.77	\$ 24.49	\$ 25.22
Customer Services Representative	Step 5	8	\$ 27.39	\$ 28.21	\$ 29.06	\$ 29.93
	Step 4		\$ 26.08	\$ 26.86	\$ 27.67	\$ 28.50
	Step 3		\$ 24.84	\$ 25.59	\$ 26.35	\$ 27.14
	Step 2		\$ 23.66	\$ 24.37	\$ 25.10	\$ 25.85
	Step 1		\$ 22.53	\$ 23.21	\$ 23.90	\$ 24.62

*Administrative / Community Outreach Coordinator 15*  
*Conservation Specialist (Letter Agreement 2017-1)*

*33.45*  
*31.86*  
*30.46*  
*28.89*  
*27.52*

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**Support Services**

Position		Range	2016 Wage	2017 Wage	2018 Wage	2019 Wage
Vehicle Maintenance Foreman	Step 5	29	\$ 45.72	\$ 47.09	\$ 48.50	\$ 49.96
	Step 4					
	Step 3					
	Step 2					
	Step 1					
Mechanic	Step 5	24	\$ 40.46	\$ 41.67	\$ 42.92	\$ 44.21
	Step 4		\$ 38.53	\$ 39.69	\$ 40.88	\$ 42.10
	Step 3		\$ 36.70	\$ 37.80	\$ 38.94	\$ 40.10
	Step 2		\$ 34.95	\$ 36.00	\$ 37.08	\$ 38.19
	Step 1		\$ 33.29	\$ 34.29	\$ 35.32	\$ 36.38
Buyer	Step 5	21	\$ 37.62	\$ 38.75	\$ 39.91	\$ 41.11
	Step 4		\$ 35.83	\$ 36.90	\$ 38.01	\$ 39.15
	Step 3		\$ 34.12	\$ 35.14	\$ 36.20	\$ 37.28
	Step 2		\$ 32.50	\$ 33.48	\$ 34.48	\$ 35.51
	Step 1		\$ 30.95	\$ 31.88	\$ 32.83	\$ 33.82
Assistant Mechanic-in-training (Wages steps are based on module completion. Module 1 and 2 are at wage step 1)	Step 5	17	\$ 34.10	\$ 35.12	\$ 36.18	\$ 37.26
	Step 4		\$ 32.48	\$ 33.45	\$ 34.46	\$ 35.49
	Step 3		\$ 30.93	\$ 31.86	\$ 32.81	\$ 33.80
	Step 2		\$ 29.46	\$ 30.34	\$ 31.25	\$ 32.19
	Step 1		\$ 28.05	\$ 28.89	\$ 29.76	\$ 30.65
Facility Maintenance Technician	Step 5	16	\$ 33.29	\$ 34.29	\$ 35.32	\$ 36.38
	Step 4		\$ 31.70	\$ 32.65	\$ 33.63	\$ 34.64
	Step 3		\$ 30.19	\$ 31.10	\$ 32.03	\$ 32.99
	Step 2		\$ 28.76	\$ 29.62	\$ 30.51	\$ 31.43
	Step 1		\$ 27.39	\$ 28.21	\$ 29.06	\$ 29.93
Warehouse/Utility Worker	Step 5	14	\$ 31.70	\$ 32.65	\$ 33.63	\$ 34.64
	Step 4		\$ 30.19	\$ 31.10	\$ 32.03	\$ 32.99
	Step 3		\$ 28.76	\$ 29.62	\$ 30.51	\$ 31.43
	Step 2		\$ 27.39	\$ 28.21	\$ 29.06	\$ 29.93
	Step 1		\$ 26.08	\$ 26.86	\$ 27.67	\$ 28.50
Engineer Intern	Step 1	1	\$ 18.99	\$ 19.56	\$ 20.15	\$ 20.75