

Truckee Donner Public Utility District
Represented Positions - Wage Schedule A
Effective January 1, 2025 to December 31, 2027

MOU EXHIBIT A - Wage Schedule

updated 3/4/2026

Position	Range	Hourly Wage: 1/1/2025 to 12/31/2027			
		2025 Wage	2026 Wage	2027 Wage	
WATER					
Water Utility Motor Control & SCADA Technician	Step 5 Step 4 Step 3 Step 2 Step 1	B34	\$ 83.24	\$ 86.57	\$ 90.03
Planner Estimator Inspector (Water) Lead Inspector	Step 5 Step 4 Step 3 Step 2 Step 1	A33	\$ 70.00	\$ 72.80	\$ 75.71
Senior Water Quality Technician/Inspector Water Distribution Foreman Water Operations Foreman Meter Maintenance & Water Loss Coordinator	Step 5 Step 4 Step 3 Step 2 Step 1	A32	\$ 68.29	\$ 71.02	\$ 73.86
Inspector for Pipeline Construction	Step 5 Step 4 Step 3 Step 2 Step 1	A29	\$ 63.49 \$ 60.47 \$ 57.58 \$ 54.85 \$ 52.23	\$ 66.03 \$ 62.89 \$ 59.88 \$ 57.04 \$ 54.32	\$ 68.67 \$ 65.41 \$ 62.28 \$ 59.32 \$ 56.49
Water Distribution Leadman Water Operations Leadman Water Quality Technician	Step 5 Step 4 Step 3 Step 2 Step 1	A27	\$ 60.47	\$ 62.89	\$ 65.41
Water Service Technician	Step 5 Step 4 Step 3 Step 2 Step 1	A24	\$ 56.18	\$ 58.43	\$ 60.77
Water Technician-in-Training/Mechanic	Step 5 Step 4 Step 3 Step 2 Step 1	A24	\$ 56.18 \$ 53.50 \$ 50.97 \$ 48.53 \$ 46.23	\$ 58.43 \$ 55.64 \$ 53.01 \$ 50.47 \$ 48.08	\$ 60.77 \$ 57.87 \$ 55.13 \$ 52.49 \$ 50.00
Water Service Technician-In-Training (Wage steps are based on module completion. Module 1 and 2 are at wage step 1)	Step 5 Step 4 Step 3 Step 2 Step 1	A20	\$ 50.97 \$ 48.53 \$ 46.23 \$ 44.03 \$ 41.93	\$ 53.01 \$ 50.47 \$ 48.08 \$ 45.79 \$ 43.61	\$ 55.13 \$ 52.49 \$ 50.00 \$ 47.62 \$ 45.35
Helper II	Step 5 Step 4 Step 3 Step 2 Step 1	A15	\$ 45.10 \$ 42.95 \$ 40.90 \$ 38.95 \$ 37.09	\$ 46.90 \$ 44.67 \$ 42.54 \$ 40.51 \$ 38.57	\$ 48.78 \$ 46.46 \$ 44.24 \$ 42.13 \$ 40.11
Helper I	Step 5 Step 4 Step 3 Step 2 Step 1	A13	\$ 42.95 \$ 40.90 \$ 38.95 \$ 37.09 \$ 35.33	\$ 44.67 \$ 42.54 \$ 40.51 \$ 38.57 \$ 36.74	\$ 46.46 \$ 44.24 \$ 42.13 \$ 40.11 \$ 38.21

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ELECTRIC					
Electric Foreman Electrician/Meter Technician Foreman Troubleman	Step 5 Step 4 Step 3 Step 2 Step 1	B37	\$ 89.58	\$ 93.16	\$ 96.89
Lead Inspector Substation Lineman/Inspector	Step 5 Step 4 Step 3 Step 2 Step 1	B36	\$ 87.40	\$ 90.90	\$ 94.54
Lead Lineman	Step 5 Step 4 Step 3 Step 2 Step 1	B35	\$ 85.33	\$ 88.74	\$ 92.29
Substation Lineman	Step 5 Step 4 Step 3 Step 2 Step 1	B34	\$ 83.24	\$ 86.57	\$ 90.03
Electrician/Meter Technician Construction and Maintenance Inspector (Electric)	Step 5 Step 4 Step 3 Step 2 Step 1	B34	\$ 83.24 \$ 79.29 \$ 75.52 \$ 71.92 \$ 68.49	\$ 86.57 \$ 82.46 \$ 78.54 \$ 74.80 \$ 71.23	\$ 90.03 \$ 85.76 \$ 81.68 \$ 77.79 \$ 74.08
Journeyman Lineman	Step 5 Step 4 Step 3 Step 2 Step 1	B33	\$ 81.28	\$ 84.53	\$ 87.91
Meter Reader Coordinator / Utility Worker	Step 5 Step 4 Step 3 Step 2 Step 1	B29	\$ 73.72 \$ 70.22 \$ 66.86 \$ 63.69 \$ 60.65	\$ 76.67 \$ 73.03 \$ 69.53 \$ 66.24 \$ 63.08	\$ 79.74 \$ 75.95 \$ 72.31 \$ 68.89 \$ 65.60
Apprentice Lineman (Wage steps are based on completion of apprentice program steps. Step 1 and 2 of program are wage step 1)	Step 5 Step 4 Step 3 Step 2 Step 1	B27	\$ 70.22 \$ 66.86 \$ 63.69 \$ 60.65 \$ 57.76	\$ 73.03 \$ 69.53 \$ 66.24 \$ 63.08 \$ 60.07	\$ 75.95 \$ 72.31 \$ 68.89 \$ 65.60 \$ 62.47
Groundman	Step 5 Step 4 Step 3 Step 2 Step 1	B17	\$ 54.99 \$ 52.37 \$ 49.87 \$ 47.49 \$ 45.23	\$ 57.19 \$ 54.46 \$ 51.86 \$ 49.39 \$ 47.04	\$ 59.48 \$ 56.64 \$ 53.93 \$ 51.37 \$ 48.92

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ADMIN SERVICES					
Billing/Customer Service Supervisor	Step 5	A25	\$ 57.58	\$ 59.88	\$ 62.28
	Step 4		\$ 54.85	\$ 57.04	\$ 59.32
	Step 3		\$ 52.23	\$ 54.32	\$ 56.49
	Step 2		\$ 49.74	\$ 51.73	\$ 53.80
	Step 1		\$ 47.38	\$ 49.28	\$ 51.25
Accounting Supervisor	Step 5	A21	\$ 52.23	\$ 54.32	\$ 56.49
Meter Reader Coordinator	Step 4		\$ 49.74	\$ 51.73	\$ 53.80
Work Order Accounting Supervisor	Step 3		\$ 47.38	\$ 49.28	\$ 51.25
Contract Administrator	Step 2		\$ 45.13	\$ 46.94	\$ 48.82
	Step 1		\$ 42.97	\$ 44.69	\$ 46.48
Accounting Specialist Lead	Step 5	A18	\$ 48.53	\$ 50.47	\$ 52.49
Customer Service/Collection Supervisor	Step 4		\$ 46.23	\$ 48.08	\$ 50.00
	Step 3		\$ 44.03	\$ 45.79	\$ 47.62
	Step 2		\$ 41.93	\$ 43.61	\$ 45.35
	Step 1		\$ 39.93	\$ 41.53	\$ 43.19
Billing Specialist	Step 5	A16	\$ 46.23	\$ 48.08	\$ 50.00
	Step 4		\$ 44.03	\$ 45.79	\$ 47.62
	Step 3		\$ 41.93	\$ 43.61	\$ 45.35
	Step 2		\$ 39.93	\$ 41.53	\$ 43.19
	Step 1		\$ 38.02	\$ 39.54	\$ 41.12
Administrative / Community Outreach Coord.	Step 5	A15	\$ 45.10	\$ 46.90	\$ 48.78
Conservation Specialist	Step 4		\$ 42.95	\$ 44.67	\$ 46.46
Administrative Records Tech	Step 3		\$ 40.90	\$ 42.54	\$ 44.24
Records Technician/Administrative Tech	Step 2		\$ 38.95	\$ 40.51	\$ 42.13
HR Specialist	Step 1		\$ 37.09	\$ 38.57	\$ 40.11
Meter Reader/Collector/Service Technician	Step 5	A14	\$ 44.03	\$ 45.79	\$ 47.62
	Step 4		\$ 41.93	\$ 43.61	\$ 45.35
	Step 3		\$ 39.93	\$ 41.53	\$ 43.18
	Step 2		\$ 38.02	\$ 39.54	\$ 41.13
	Step 1		\$ 36.21	\$ 37.66	\$ 39.17
Senior Clerk	Step 5	A13	\$ 42.95	\$ 44.67	\$ 46.46
Accounting Specialist	Step 4		\$ 40.90	\$ 42.54	\$ 44.24
Work Order Specialist	Step 3		\$ 38.95	\$ 40.51	\$ 42.13
Meter Reader/CSR	Step 2		\$ 37.09	\$ 38.57	\$ 40.11
	Step 1		\$ 35.33	\$ 36.74	\$ 38.21
Senior Customer Services Representative	Step 5	A11	\$ 40.90	\$ 42.54	\$ 44.24
	Step 4		\$ 38.95	\$ 40.51	\$ 42.13
	Step 3		\$ 37.09	\$ 38.57	\$ 40.11
	Step 2		\$ 35.33	\$ 36.74	\$ 38.21
	Step 1		\$ 33.65	\$ 35.00	\$ 36.40
Customer Services Representative	Step 5	A9	\$ 38.95	\$ 40.51	\$ 42.13
	Step 4		\$ 37.09	\$ 38.57	\$ 40.11
	Step 3		\$ 35.33	\$ 36.74	\$ 38.21
	Step 2		\$ 33.65	\$ 35.00	\$ 36.40
	Step 1		\$ 32.05	\$ 33.33	\$ 34.66

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SUPPORT SERVICES					
Vehicle Maintenance Foreman	Step 5	A29	\$ 63.49	\$ 66.03	\$ 68.67
Facilities Maintenance Foreman	Step 4				
	Step 3				
	Step 2				
	Step 1				
Mechanic	Step 5	A24	\$ 56.18	\$ 58.43	\$ 60.77
	Step 4		\$ 53.50	\$ 55.64	\$ 57.87
	Step 3		\$ 50.97	\$ 53.01	\$ 55.13
	Step 2		\$ 48.53	\$ 50.47	\$ 52.49
	Step 1		\$ 46.23	\$ 48.08	\$ 50.00
Buyer	Step 5	A21	\$ 52.23	\$ 54.32	\$ 56.49
	Step 4		\$ 49.74	\$ 51.73	\$ 53.80
	Step 3		\$ 47.38	\$ 49.28	\$ 51.25
	Step 2		\$ 45.13	\$ 46.94	\$ 48.82
	Step 1		\$ 42.97	\$ 44.69	\$ 46.48
Assistant Mechanic-in-training (Wages steps are based on module completion. Module 1 and 2 are at wage step 1)	Step 5	A17	\$ 47.36	\$ 49.28	\$ 51.22
	Step 4		\$ 45.10	\$ 46.90	\$ 48.78
	Step 3		\$ 42.95	\$ 44.67	\$ 46.46
	Step 2		\$ 40.90	\$ 42.54	\$ 44.24
	Step 1		\$ 38.95	\$ 40.51	\$ 42.13
Facility Maintenance Technician	Step 5	A16	\$ 46.23	\$ 48.08	\$ 50.00
	Step 4		\$ 44.03	\$ 45.79	\$ 47.62
	Step 3		\$ 41.93	\$ 43.61	\$ 45.35
	Step 2		\$ 39.93	\$ 41.53	\$ 43.19
	Step 1		\$ 38.02	\$ 39.54	\$ 41.12
Warehouse/Utility Worker	Step 5	A14	\$ 44.03	\$ 45.79	\$ 47.62
	Step 4		\$ 41.93	\$ 43.61	\$ 45.35
	Step 3		\$ 39.93	\$ 41.53	\$ 43.18
	Step 2		\$ 38.02	\$ 39.54	\$ 41.13
	Step 1		\$ 36.21	\$ 37.66	\$ 39.17
Engineer Intern	Step 1	A1	\$ 26.36	\$ 27.41	\$ 28.51

Signed by:

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4/9/2026