

**Public Works Department  
Water Utilities Skill-Based Pay  
Pay Plan  
Revised November 2016**

| Utility Services   |          |                                      |   |   |   |   |   |   |  |  |  |  |  |  |
|--|----------|--------------------------------------|---|---|---|---|---|---|--|--|--|--|--|--|
|  |          |                                      | Column A <sup>1</sup>                             | Column A <sup>2</sup>                                 | Skill Block Training Opportunities [Column = B <sup>3</sup> ] |   |   |   |  |  | Column C   | Column D   | Column E   |  |
| Water Utilities: Utility Services SBP Designated Job Classifications                                 | Job Code | Core Function Pay Grade <sup>1</sup> | Core Function Minimum <sup>1</sup> (aka Base)     | Core Function Maximum <sup>1</sup> (aka Midpoint)     | Fire Hydrant Repair Skill Block (SU1)                         | TV Truck * Operation Skill Block (SU7) Part 1 | TV Truck * Operation Skill Block (SU3) Part 2 | Heavy Equipment Operation Skill Block (SU4) | Cleaning Truck Operation Skill Block (SU5) | Customer Service Skill Block (SU6)         | Core Function Pay + Skill Block Pay [Minimum / Maximum <sup>2</sup> = A <sup>1</sup> or A <sup>2</sup> + B <sup>3</sup> = C] | Team Pay <sup>4</sup> Minimum / Maximum [C x 2.5% = D] | Skill-Based Pay = [Core Function Pay + Skill Block Pay + Team Pay] Minimum / Maximum [C + D = E] |  |
| Utility Services Technician I+ <sup>5</sup>  | 85       | 85                                   | \$35,428  | \$47,828  | N/E   | N/E   | N/E   | N/E   | N/E  | N/E  | N/E  | \$885.70 - \$1182.05                                   | \$36,313.7 - \$49,023.7  |  |
| Hourly Rate  |          |                                      | \$17.032692                                       | \$22.994231   | N/E   | N/E   | N/E   | N/E   | N/E  | N/E  |  |  |  |  |
|  |          |                                      |   |   | \$2,813,408.00 + \$2,813,408 = \$5,626,816                    |   |   |   |  |  |  |  |  |  |
| Utility Services Technician II+ (SBP)  | 460      | 460                                  | \$41,083  | \$48,273  | \$3,444.27  | \$2,813.41                                    | \$2,813.41                                    | \$5,482.26                                  | \$4,825.18                                 | \$4,825.18                                 | \$52,165.86 - \$64,207.256   | \$1304.1465 - \$1605.1814                              | \$53,470.006 - \$65,812.437  |  |
| Hourly Rate  |          |                                      | \$19.751442                                       | \$23.208173   | \$1.655900  | \$1.352600                                    | \$1.352600                                    | \$2.635700                                  | \$2.319800                                 | \$2.319800                                 | \$25.07974 - \$30.868873   |  |  |  |
| Water Utilities Supervisor (formerly Team Lead; Utility Services Technician Supervisor) <sup>5</sup> | 229      | 229                                  | \$64,613  | \$87,228  | N/E   | N/E   | N/E   | N/E   | N/E  | N/E  | N/E  | \$1615.325 - \$2180.7                                  | \$66,228.325 - \$89,408.7  |  |
| Hourly Rate  |          |                                      | \$31.063942                                       | \$41.936538   | N/E   | N/E   | N/E   | N/E   | N/E  | N/E  |  |  |  |  |
| Water Quality (Plant Operations)   |          |                                      |   |   |   |   |   |   |  |  |  |  |  |  |
|  |          |                                      | Column A <sup>1</sup>                             | Column A <sup>2</sup>                                 | Skill Block Training Opportunities [Column = B <sup>3</sup> ] |   |   |   |  |  | Column C   | Column D   | Column E   |  |
| Water Utilities: Water Quality (Plant Operations) SBP Designated Job Classifications                 | Job Code | Core Function Pay Range              | Core Function Pay Minimum <sup>1</sup> (aka Base) | Core Function Pay Maximum <sup>1</sup> (aka Midpoint) | Electrical Skill Block (SW1)                                  | Instrumentation and Control Skill Block (SW2) | Mechanical Skill Block (SW3)                  | Plant Operation Skill Block (Water) (SW4)   | Plant Asset Management Skill Block (SW6)   | Solids (Sludge) Handling Skill Block (SW7) | Core Function Pay + Skill Block Pay [Minimum / Maximum <sup>2</sup> = A <sup>1</sup> or A <sup>2</sup> + B <sup>3</sup> = C] | Team Pay <sup>4</sup> Minimum / Maximum [C x 2.5% = D] | Skill-Based Pay = [Core Function Pay + Skill Block Pay + Team Pay] Minimum / Maximum [C + D = E] |  |
| Plant Ops & Maintenance Trainee+ <sup>5</sup>  | 122      | 122                                  | \$39,499  | \$53,324  | N/E   | N/E   | N/E   | N/E   | N/E  | N/E  | N/E  | \$987.47 - \$1,333.10                                  | \$40,486 - \$54,657  |  |
| Hourly Rate  |          |                                      | \$18.989904                                       | \$25.636538   | N/E   | N/E   | N/E   | N/E   | N/E  | N/E  |  |  |  |  |
| Plant Mechanic+ (SBP)  | 462      | 462                                  | \$45,823  | \$53,842  | \$4,672.30  | \$4,672.30                                    | n/a   | \$4,913.79                                  | \$3,519.78                                 | \$4,520.67                                 | \$58,533.75 - \$68,098.39  | \$1,463.34 - \$1,702.46                                | \$59,997 - \$69,800  |  |
| Hourly Rate  |          |                                      | \$22.030288                                       | \$25.885577   | \$2.246300  | \$2.246300                                    | n/a   | \$2.362400                                  | \$1.692200                                 | \$2.173400                                 | \$28.141225 - \$32.73961   |  |  |  |
| Plant Operator+ (SBP) Water  | 461      | 461                                  | \$45,823  | \$53,842  | \$4,672.30  | \$4,672.30                                    | \$3,900.83                                    | n/a   | \$3,519.78                                 | \$4,520.67                                 | \$57,764.28 - \$67,707.27  | \$1,444.11 - \$1,692.68                                | \$59,208 - \$69,400  |  |
| Hourly Rate  |          |                                      | \$22.030288                                       | \$25.885577   | \$2.246300  | \$2.246300                                    | \$1.875400                                    | n/a   | \$1.692200                                 | \$2.173400                                 | \$27.771288 - \$32.551572  |  |  |  |
| Plant Electrician (SBP)  | 464      | 464                                  | \$51,835  | \$60,906  | n/a   | \$4,672.30                                    | \$3,900.83                                    | \$4,913.79                                  | \$3,519.78                                 | \$4,520.67                                 | \$63,776.28 - \$75,012.76  | \$1,594.41 - \$1,875.32                                | \$65,370 - \$76,888  |  |
| Hourly Rate  |          |                                      | \$24.920673                                       | \$29.281731   | n/a   | \$2.246300                                    | \$1.875400                                    | \$2.362400                                  | \$1.692200                                 | \$2.173400                                 | \$30.661673 - \$36.063826  |  |  |  |
| Instrumentation and Control Technician (SBP)   | 463      | 463                                  | \$51,835  | \$60,906  | \$4,672.30  | n/a   | \$3,900.83                                    | \$4,913.79                                  | \$3,519.78                                 | \$4,520.67                                 | \$63,776.28 - \$75,012.76  | \$1,594.41 - \$1,875.32                                | \$65,370 - \$76,888  |  |
| Hourly Rate  |          |                                      | \$24.920673                                       | \$29.281731   | \$2.246300  | n/a   | \$1.875400                                    | \$2.362400                                  | \$1.692200                                 | \$2.173400                                 | \$30.661673 - \$36.063826  |  |  |  |
| Plant Supervisor (formerly Team Lead) <sup>5</sup>   | 345      | 345                                  | \$62,444  | \$84,300  | N/E   | N/E   | N/E   | N/E   | N/E  | N/E  | N/E  | \$1,561 - \$2,108                                      | \$64,005 - \$86,407  |  |
| Hourly Rate  |          |                                      | \$30.021154                                       | \$40.528846   | N/E   | N/E   | N/E   | N/E   | N/E  | N/E  |  |  |  |  |

N/E = Not eligible to earn skill blocks or skill block pay, but eligible for pro-rated Team Pay if in SBP designated job classification as of June 1. N/A = Not Applicable

\* TV Truck Operation Skill Block is one skill block with two parts. Eligible employees may earn Part 1 or Parts 1 & 2.

<sup>1</sup> The SBP designated job classification was correlated/linked to a non-SBP designated job classification. The maximum salary for the non-SBP designated job classification was then divided in half to become the SBP "Core Function Pay Maximum Salary" or SBP salary range "Midpoint."

<sup>2</sup> Employees may earn a 'maximum' of three skill blocks. The Skill Block Pay "Range Minimum" = the three lowest value skill blocks available to each SBP designated job classification. The Skill Block Pay "Range Maximum" = the three highest value skill blocks available to each SBP designated job classification.

<sup>3</sup> The 'B' designated heading represents annual and hourly Skill Block Pay values for each skill block training opportunity available to employees in each SBP designated job classification.

<sup>4</sup> Team Pay is referred to as 'At Risk' pay because it is a bonus that is earned when a SBP eligible work team achieves its pre-established fiscal year team operating goals and objectives. Team Pay is not added to employees' Core Function Pay "base" salary, but must be re-earned each fiscal year.

<sup>5</sup> Footnote 5 refers to SBP designated job classifications that are eligible for Team Pay, but cannot earn skill blocks or receive Skill Block Pay. Therefore, the minimum and maximum Core Function Pay salaries for this classification should match those of the same pay grade on the City of Tempe Pay Plan and employees with this job classification should receive salary and step increases consistent with that of employees in similar non-skill-based pay designated job classifications.