

**Fremont Sanitation District
2023 Salary Schedule A
8% COLA Effective 1/1/2023**

GRADE	JOB TITLE	STEP 1	STEP 2 5.00%	STEP 3 4.76%	STEP 4 4.55%	STEP 5 4.35%	STEP 6 4.17%	STEP 7 2.40%	STEP 8 2.34%	STEP 9 2.29%	STEP 10 2.24%	STEP 11 2.19%
1	Engineering Tech I Field Tech I - Collections Field Tech I - Construction Plant Maintenance Tech I Receptionist/Cashier	42,820	44,962	47,102	49,245	51,387	53,530	54,814	56,097	57,382	58,667	59,952
2		44,962	47,210	49,457	51,707	53,956	56,206	57,555	58,902	60,251	61,600	62,950
3	Account Technician I CCTV Operator Trainee Entry Level Plant Operator Field Tech II-Collections Field Tech II-Construction Plant Maintenance Tech II	47,210	49,570	51,930	54,292	56,654	59,017	60,433	61,847	63,263	64,681	66,097
4	Plant Operator	49,570	52,049	54,526	57,007	59,487	61,967	63,455	64,939	66,427	67,915	69,402
5	Facilities Maint Specialist Account Technician II Equipment Operator	52,049	54,651	57,252	59,857	62,461	65,066	66,627	68,186	69,748	71,310	72,872
6	Plant B Operator	54,651	57,384	60,115	62,850	65,584	68,319	69,959	71,596	73,235	74,876	76,516
7	CCTV Technician Engineering Tech II Equipment Maint Tech Human Resource Specialist GIS Specialist Inspector/Locator Laboratory Tech Senior Accountant	57,384	60,253	63,121	65,993	68,863	71,735	73,457	75,176	76,897	78,620	80,341
8	Plant A Operator Pretreatment Coordinator	60,253	63,265	66,277	69,292	72,307	75,322	77,130	78,934	80,742	82,551	84,358
9	Construction Crew Foreman Finance Coordinator Maintenance Foreman Staff Engineer Collections Crew Foreman	63,265	66,429	69,591	72,757	75,922	79,088	80,986	82,881	84,779	86,678	88,576
10		66,429	69,750	73,070	76,395	79,718	83,042	85,035	87,025	89,018	91,012	93,005
11	Chief Operator IT Administrator	69,750	73,238	76,724	80,215	83,704	87,194	89,287	91,376	93,469	95,563	97,655
12		73,238	76,899	80,560	84,225	87,889	91,554	93,751	95,945	98,142	100,341	102,538
13		76,899	80,744	84,588	88,437	92,284	96,132	98,439	100,742	103,049	105,358	107,665
14	Field Superintendent Administration Manager Plant Superintendent	80,744	84,782	88,817	92,858	96,898	100,938	103,361	105,780	108,202	110,626	113,048
15		84,782	89,021	93,258	97,501	101,743	105,985	108,529	111,069	113,612	116,157	118,701
16		89,021	93,472	97,921	102,376	106,830	111,285	113,955	116,622	119,293	121,965	124,636
17	District Engineer	93,472	98,145	102,817	107,495	112,171	116,849	119,653	122,453	125,257	128,063	130,868
18		98,145	103,053	107,958	112,870	117,780	122,691	125,636	128,576	131,520	134,466	137,411
19		103,053	108,205	113,356	118,513	123,669	128,826	131,918	135,004	138,096	141,189	144,282
20		108,205	113,615	119,024	124,439	129,852	135,267	138,514	141,755	145,001	148,249	151,496

1) Steps are not indicative of years of service.

2) **Merit Pay** : FT employees who DID NOT receive a merit increase during the 2020 calendar year will be eligible to receive merit increase effective January 1 of each year. FT employees who DID receive a merit increase in 2020 will be eligible to receive merit increase on their work anniversary date.

3) **Longevity Pay**: FT employees with 6+ years of service as of 12/31/2020 will continue to be eligible on an annual basis subject to yearly Board approval. FT employees with less than 6 years of service as of 12/31/2020 will be eligible for Longevity Pay upon completion of 10 years of service subject to yearly Board approval.