

**North Shore Water Commission
Proposed Compensation Plan for Hourly Employees
Effective 2/16/2018 at 3:00 PM**

Eric Kiefer
2/14/2018

<u>Classification</u>	<u>Wage Rates* (\$/hr)</u>				
	<u>Starting</u>	<u>After 1 Yr</u>	<u>After 2 Yr</u>	<u>After 3 Yr</u>	<u>After 4 Yr</u>
Relief Operator Technician	22.78	24.46	26.14	27.81	29.49
Technician Mechanic	23.25	24.97	26.70	28.42	30.14
Foreman	26.00	27.80	29.61	31.41	33.21
Gardener	11.48	11.48	11.48	11.48	11.48
Intern	11.22	11.22	11.22	11.22	11.22

***Important Notes**

(1) At start of employment, employees with valid surface water treatment experience may be placed at higher starting rate if approved by the Commission.

(2) Employees need to demonstrate satisfactory work performance to advance from a lower step to higher step.

(3) Employees hired AFTER 1/1/2015 are NOT entitled to shift differentials. Employees hired BEFORE 1/1/2015 are entitled to shift differentials. Those differentials are listed below:

<u>Shift Differential</u>	<u>\$/hr</u>
A Shift	0.25
B Shift	No Differential
C Shift	0.25
D Shift	0.25
E Shift	0.25
F Shift	0.25
G Shift	0.25