

# Wage Scales

## COMMUNICATIONS STAFF

7/1/22 – 6/30/23 (↑5.0%)

<b><u>STEPS</u></b>	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>	<b><u>6</u></b>
<b>Com. Spec Trainee 1</b>	3,856	(22.25/hr)				
<b>Com. Spec Trainee 2 – (↑5%)</b>	4,049	(23.36/hr)				
<b>Communications Specialist</b>	4,251	4,464	4,687	4,921	5,167	5,503
<b>Lead Dispatcher</b>	4,687	4,921	5,167	5,425	5,696	6,066
<b>Half-time Com. Spec/hourly</b>	24.52	25.75	27.04	28.39	29.81	31.75
<b>Part-time Com. Spec/hourly</b>	26.78	28.13	29.54	31.01	32.56	34.68
<b>Trainer +8%</b>						

**HOURLY RATE:** Step divided by 173.334  
**PART TIME:** Hourly rate + “pay in lieu of benefits”  
**PAY IN LIEU OF BENEFITS:** Hourly rate x 16 x 12 divided by 2080

5% between Trainee step 1 and 2, and between Communication Specialist and Lead Dispatchers steps 1-5, 6.5% between step 5-6 (1.5% longevity for 5 years service)

Trainee Step 1 wages will be effective upon hiring an untrained Communications Specialist, with a step increase to Trainee Step 2 when proficiency has been demonstrated in call taking  
Communications Specialist Step 1 will be authorized upon a Trainee obtaining solo status

Sick leave roll-in to PERS is capped at 1040 hours credit

3% for DPSST Intermediate plus 3% for DPSST Advanced certification

Longevity incentive of 2.5% of base wage at completion of years service: 10 years 2.5%, 15 years 5.0%, 20 years 7.5%; and 25, 30, 35 years continuous employment will receive a paid one month sabbatical

HRA/VEBA contribution of 2.5% of top step Communications Specialist wage scale plus \$20/month

Deferred Compensation employer-paid match of up to 2% of monthly base salary plus incentives

# Wage Scales

## ADMINISTRATIVE STAFF

7/1/22 - 6/30/23 (↑5.0%)

### Nonexempt:

#### STEPS

#### **Office Support Specialist**

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
Hourly rate	23.07	24.22	25.73	26.70	28.03	29.43
Monthly rate	3,998	4,198	4,408	4,628	4,859	5,102

#### **GIS Specialist**

Hourly rate	29.53	31.00	32.56	34.18	35.89	37.68
Monthly rate	5,118	5,374	5,643	5,925	6,221	6,532

#### **CAD Specialist**

Hourly rate	31.00	32.56	34.18	35.89	37.68	39.57
Monthly rate	5,374	5,643	5,925	6,221	6,532	6,859

#### **Training & Cert. Coordinator**

Hourly rate	32.17	33.78	35.47	37.24	39.10	41.06
Monthly rate	5,576	5,855	6,148	6,455	6,778	7,117

### Overtime-exempt:

#### STEPS

#### **Operations Manager**

#### **Chief Financial Officer**

#### **Technical Manager**

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
Operations Manager Chief Financial Officer Technical Manager	6,030	6,332	6,649	6,981	7,330	7,697

**HOURLY RATE: Step divided by 173.334**

Increment between steps is 5%, applied to prior step

Sick leave roll-in to PERS is capped at 1040 hours credit

Longevity incentive of 2.5% of base wage at completion of years service (i.e. 10 years 2.5%, 15 years 5.0%, 20 years 7.5%, etc.)

3% DPSST Intermediate plus 3% for DPSST Advanced certification of base wages for Administrative positions qualified to work as a Communications Specialist

6% of base wages for Bachelor Degree in applicable area of study for the Technical Manager position

HRA contribution of 2.5% of top step Communications Specialist wage scale plus \$20/month

Deferred Compensation employer paid match of up to 2% of monthly base salary plus incentives

\$100/month communications technology stipend for the overtime exempt positions of Operations and Technical Managers

Executive Director's compensation package is per negotiated contract