

APPENDIX A
Pay Plan – Supervisor Salary Schedule

POSITION		Step 1	Step 2	Step 3	Step 4	Step 5
	Range Adjustment	\$ 69,695	\$ 73,180	\$ 76,839	\$ 80,681	\$ 84,715
Maintenance Supervisor	15-Jul-23	\$ 73,180	\$ 76,839	\$ 80,681	\$ 84,715	\$ 88,951
Maintenance Administration Supervisor	1-Jul-24	\$ 76,473	\$ 80,297	\$ 84,312	\$ 88,527	\$ 92,954
Operations Safety & Training Supervisor	1-Jul-25	\$ 79,915	\$ 83,910	\$ 88,106	\$ 92,511	\$ 97,137
		Step 1	Step 2	Step 3	Step 4	Step 5
Operations Supervisor	15-Jul-23	\$ 68,263	\$ 71,676	\$ 75,260	\$ 79,023	\$ 82,974
	1-Jul-24	\$ 71,334	\$ 74,901	\$ 78,646	\$ 82,579	\$ 86,708
	1-Jan-25	\$ 71,513	\$ 75,088	\$ 78,843	\$ 82,785	\$ 86,924
	1-Jul-25	\$ 74,731	\$ 78,467	\$ 82,391	\$ 86,510	\$ 90,836
		Step 1	Step 2	Step 3	Step 4	Step 5
Customer Service Supervisor	Range Adjustment	\$ 60,000	\$ 63,017	\$ 66,168	\$ 69,477	\$ 72,951
	15-Jul-23	\$ 63,000	\$ 66,168	\$ 69,477	\$ 72,951	\$ 76,598
	1-Jul-24	\$ 65,835	\$ 69,146	\$ 72,603	\$ 76,233	\$ 80,045
	1-Jul-25	\$ 68,798	\$ 72,258	\$ 75,870	\$ 79,664	\$ 83,647

**Customer Service Supervisor: Current employee will move to Step 1*