

MCWD Salary Schedule 5 Tier Step Increases

#	Position	FT/PT	Annual	Pay Period	Hourly	Step 1	Step 2	Step 3	Step 4	Step 5	
2	Office Manager	FT	\$ 71,801.60	2,761.60	34.52	28.11	29.59	31.15	32.79	34.52	LC
3	District Clerk	FT	\$ 46,321.60	1,781.60	22.27	19.08	20.09	21.15	22.27	23.38	NM
4	Accounting Clerk	FT	\$ 38,916.80	1,496.80	18.71	19.25	20.21	21.22	22.28	23.40	ML
5	ECI, G-3-4	FT/PT				27.93	29.32	30.78	32.32	33.94	
6	ECI; G-2	FT				23.23	\$ 24.86	26.60	28.46	30.45	
7	ECI, G-1	FT/PT	\$ 46,716.80	1,796.80	22.46	20.02	21.02	22.07	23.17	24.33	JS
8	WWTF CPO, G-4-5	FT/PT	\$ 69,534.40	2,674.40	33.43	32.88	34.52	36.25	38.06	39.96	SP
9	WWTF , G-3/5	FT/PT	\$ 71,593.60	2,753.60	34.42	29.52	31.07	32.70	34.42	36.14	BS
10	WWTF G-2	FT	\$ -	-		24.84	26.15	27.53	28.98	30.50	
11	WWTF Operator; G-1	FT	\$ 53,331.20	2,051.20	25.64	20.62	21.70	22.84	24.04	25.30	JA
12	WWTF Operator, OIT	PT		-		15.91					
13	Mechanic	FT/PT	\$62,400.00	2,400.00	30.00	30.00	31.50	33.08	34.73	36.47	AA
14	Lead Water Operator, D-3	FT/PT				30.66	32.19	33.80	35.49	37.26	
15	Water Operator, D-2	FT/PT	\$ 48,547.20	1,867.20	23.34	23.34	24.51	25.74	27.03	28.38	GG
16	Water Operator, D-1	FT/PT				19.10	20.06	21.06	22.11	23.21	
17	Water Operator, OIT	PT				15.91					
	Total		\$ 509,163.20								

*This is a 5% merit increase

*COLA not included

2020 COLA 3.12%

FT	GM					Step1	MO
	\$	105,000.48	\$	4,038.48	\$	50.48	\$ 50.48

<u>Position</u>	United Healthcare	Dental/Vision	Dearborn
General Manager	3,131.03	156.01	26
Office Manager	2,520.14	156.01	26.00
District Clerk	1,335.40	156.01	26.00
Accounting Clerk	2,038.84	156.01	26.00
ECl, G-1	1,127.49	53.92	26.00
WWTF CPO, G-4-5	1,175.57	53.92	26.00
WWTF CPO/DOIC, G-3/5	2,539.49	156.01	26.00
WWTF Operator, G-2	-		
WWTF Operator; G-1	2,242.87	156.01	26.00
WWTF Operator, OIT			
Lead Water Operator, D-3			
Water Operator, D-2	1,700.19	156.01	26.00
Mechanic	2,930.69	156.01	26.00

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	20,741.71	1,199.91	234.00

22,175.62

*Merit Raise Criteria for all MCWD staff

- **Knowledge of work**..... Knowledge of work/position
- **Quantity of work**..... Ability to produce results
- **Quality of work**..... Accuracy, neatness/dependability to produce work standards
- **Timeliness**..... Completes assignments on time
- **Ability to learn new duties**..... Ability to adapt to new demands and procedures
- **Judgement& common sense**..... Makes decisions and actions that are sound
- **Cooperation**..... Willing to work with others to complete objectives
- **Communications**..... Relevance & clarity of written and oral expression
- **Initiative**..... Ability to originate, develop or create new ideas
- **Problem solving**..... Identification & evaluation of alternate solutions & selection of most appropriate course of action

- **Attendance**..... Shows ability to be at work at scheduled time
- **Punctuality** Shows daily ability to be at work at scheduled time
- **Customer Service**..... Ability to resolve customer complaints in a courteous and professional demeanor.

- **Education**..... Employee educates his/herself for the betterment of their position.

- **Certifications**..... Employee maintains, upgrades, or becomes dual certified in water, wastewater and pretreatment.