

TEAMSTERS LOCAL UNION NO. 120
COLLECTIVE BARGAINING AGREEMENT 07/01/2025 TO 06/30/2030
HOURLY WAGE PLAN

BECOMES EFFECTIVE THE START OF THE FIRST FULL PAY PERIOD AFTER JULY 1, 2025 FOR THOSE EMPLOYED PRIOR TO JULY 1, 2025

POSITION CLASSIFICATION	SALARY GRADE		<i>Formerly A</i> STEP 1	<i>Formerly B</i> STEP 2	<i>Formerly C</i> STEP 3	<i>Formerly D</i> STEP 4	<i>Formerly E</i> STEP 5	<i>Formerly F</i> STEP 6
Urban Forester	TN13	Hourly	\$ 32.33	\$ 34.24	\$ 36.13	\$ 38.04	\$ 39.94	\$ 41.84
Environmental Technician	TN11	Hourly	\$ 28.11	\$ 29.77	\$ 31.42	\$ 33.07	\$ 34.72	\$ 36.37
Horticulturist								
Landfill Maintenance Lead								
Lead Mechanic								
Maintenance Supervisor								
Sewer Maintenance Lead								
Street Maintenance Lead								
Airport Mechanic	TN10	Hourly	\$ 26.23	\$ 27.78	\$ 29.32	\$ 30.86	\$ 32.40	\$ 33.95
Landfill Mechanic								
Mechanic								
Natural Resources & Sustainable Practice Specialist								
Airport Maintenance Worker	TN09	Hourly	\$ 24.50	\$ 25.94	\$ 27.37	\$ 28.81	\$ 30.25	\$ 31.69
Equipment Operator								
Lead Sanitation Driver								
Parking System Technician								
Purchasing and Service Coordinator (formerly Fleet Mnt Procurement Specialist)								
Street Sweeper Operator								
Traffic Signal Technician								
Transit Service Technician								

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Assistant Horticulturist	TN08	Hourly	\$ 22.88	\$ 24.23	\$ 25.58	\$ 26.93	\$ 28.28	\$ 29.62
Forestry Technician								
Golf Course Technician								
Maintenance Technician								
Sanitation Driver								
Scale Operator								
Yard Waste/Snowfighter								
Transit Dispatcher	TN07	Hourly	\$ 21.38	\$ 22.64	\$ 23.90	\$ 25.16	\$ 26.41	\$ 27.67
Sewer Maintenance Worker (formerly Equip Op 1)	TN06	Hourly	\$ 19.97	\$ 21.14	\$ 22.32	\$ 23.49	\$ 24.67	\$ 25.84
Street Maintenance Worker (formerly Utility Worker and Equip Op 1)								
Forestry Laborer	TN04	Hourly	\$ -	\$ 19.17	\$ -	\$ -	\$ -	\$ -
Parks Sanitation Driver								
Golf Course and Facilities Groundskeeper	TN03	Hourly	\$ 16.80	\$ 17.69	\$ -	\$ -	\$ -	\$ -
Parks Groundskeeper								
Parks Landscape Crew Member								
Pool Laborer								
Softball Landscape Crew								
Park Fee Collector	TN02	Hourly	\$ 15.96	\$ -	\$ -	\$ -	\$ -	\$ -