

EXHIBIT A
Baker City Classification and Monthly Salary Schedule

Step 1 is at 6 months from date of hire. Step 2 is at 18 months from date of hire (Art. 6.2)
Salaries are based on a 2080 hours/year schedule.

Effective July 1, 2023, job classifications and monthly rate of pay shall be as follows (includes 5.0% COLA):					
Position	Base	Step 1	Step 2	Step 3	Step 4
Engineering Tech III	\$4,895	\$5,091	\$5,295	\$5,506	\$5,727
Engineering Tech II-GIS	\$4,422	\$4,598	\$4,782	\$4,974	\$5,173
Engineering Tech I	\$3,970	\$4,129	\$4,294	\$4,466	\$4,644
Equipment Operation II	\$4,739	\$4,928	\$5,125	\$5,330	\$5,544
Equipment Operation I	\$4,256	\$4,426	\$4,603	\$4,787	\$4,979
Utility Worker II	\$3,970	\$4,129	\$4,294	\$4,466	\$4,644
Specialist III Water Service	\$4,895	\$5,091	\$5,295	\$5,506	\$5,727
Specialist II Water Plant	\$4,422	\$4,598	\$4,782	\$4,974	\$5,173
Specialist II Water Plant Service	\$4,895	\$5,091	\$5,295	\$5,506	\$5,727
Specialist I Water Service	\$4,256	\$4,426	\$4,603	\$4,787	\$4,979
Specialist I Water Plant Trainee	\$4,256	\$4,426	\$4,603	\$4,787	\$4,979
Specialist III Wastewater Plant	\$4,895	\$5,091	\$5,295	\$5,506	\$5,727
Specialist II Wastewater Plant	\$4,422	\$4,598	\$4,782	\$4,974	\$5,173
Specialist II Wastewater Collection	\$4,422	\$4,598	\$4,782	\$4,974	\$5,173
Specialist I Wastewater	\$4,256	\$4,426	\$4,603	\$4,787	\$4,979
Mechanic III	\$4,739	\$4,928	\$5,125	\$5,330	\$5,544
Mechanic II	\$4,495	\$4,675	\$4,862	\$5,056	\$5,259
Facilities Maintenance	\$4,256	\$4,426	\$4,603	\$4,787	\$4,979
Inventory Control Specialist I	\$4,256	\$4,426	\$4,603	\$4,787	\$4,979
Accounting Technician	\$3,882	\$4,037	\$4,199	\$4,367	\$4,541
Accounts Receivable Specialist/Cashier	\$3,504	\$3,644	\$3,790	\$3,941	\$4,099
Accounts Receivable Specialist/Billing	\$3,504	\$3,644	\$3,790	\$3,941	\$4,099
Cashier/Accounts Receivable Specialist	\$3,504	\$3,644	\$3,790	\$3,941	\$4,099
Building Inspector III	\$5,621	\$5,845	\$6,079	\$6,322	\$6,575
Building Inspector II	\$4,312	\$4,485	\$4,664	\$4,851	\$5,045
Building Inspector I/Permit Technician	\$4,079	\$4,242	\$4,412	\$4,589	\$4,772
Permit Technician	\$3,404	\$3,540	\$3,682	\$3,829	\$3,982