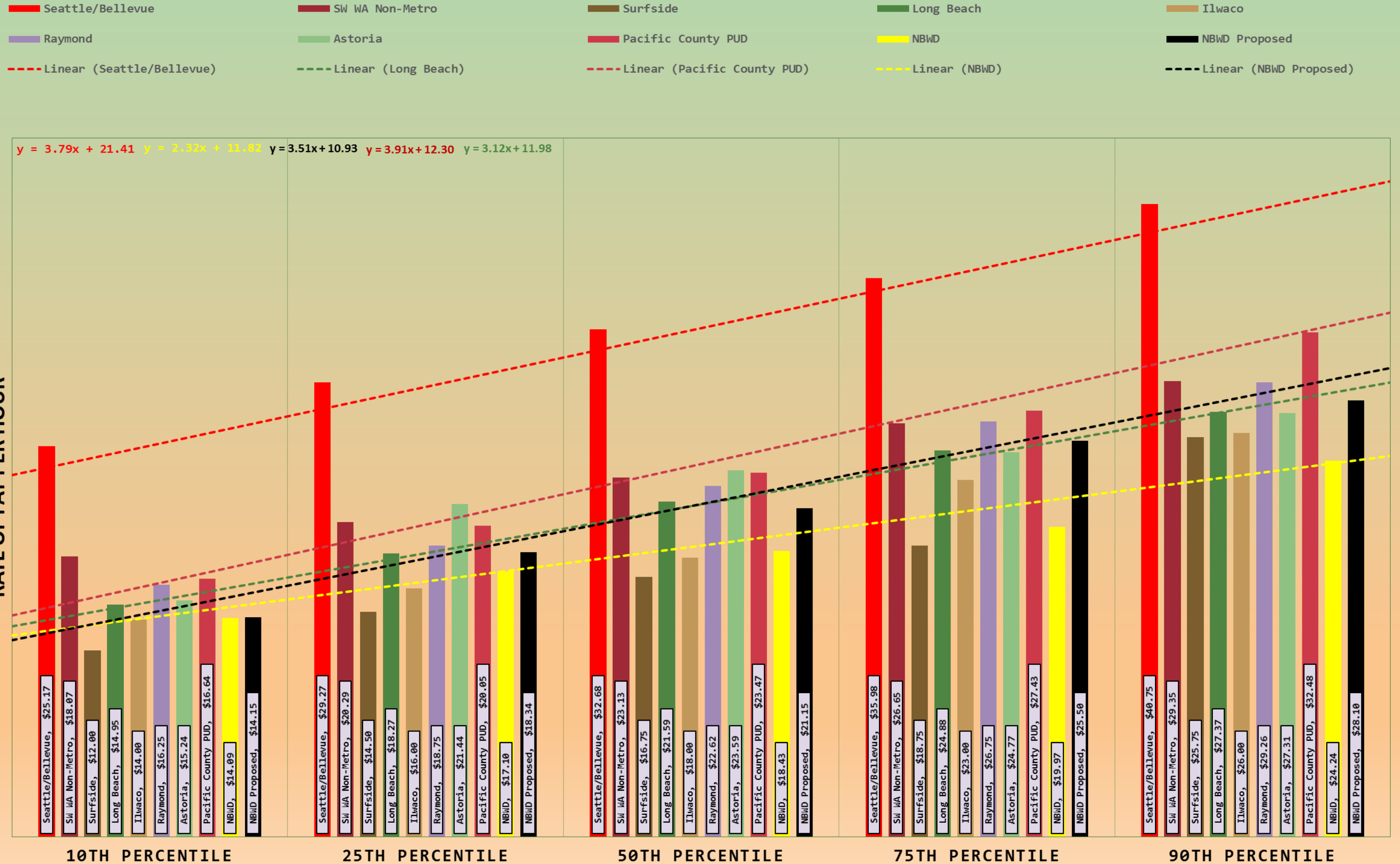


RATE OF PAY PER HOUR



Water Service Worker I			Water Service Worker II			Water Service Worker III			Treatment Plant Operator			Field Superintendent		
Tier	Hrly Wage Rate	Annual	Tier	Hrly Wage Rate	Annual	Tier	Hrly Wage Rate	Annual	Tier	Hrly Wage Rate	Annual	Tier	Hrly Wage Rate	Annual
1	\$13.37	\$ 27,810	1	\$15.86	\$ 32,989	1	\$21.15	\$ 43,992	1	\$18.93	\$ 39,374	1	\$20.05	\$ 41,704
2	\$13.73	\$ 28,558	2	\$16.30	\$ 33,904	2	\$21.89	\$ 45,532	2	\$19.70	\$ 40,976	2	\$20.85	\$ 43,368
3	\$14.09	\$ 29,307	3	\$16.72	\$ 34,778	3	\$22.66	\$ 47,125	3	\$20.48	\$ 42,598	3	\$21.81	\$ 45,365
4	\$14.45	\$ 30,056	4	\$17.10	\$ 35,568	4	\$23.34	\$ 48,539	4	\$21.11	\$ 43,909	4	\$22.55	\$ 46,904
5	\$14.81	\$ 30,805	5	\$17.57	\$ 36,546	5	\$24.04	\$ 49,995	5	\$21.73	\$ 45,198	5	\$23.23	\$ 48,318
6	\$15.17	\$ 31,554	6	\$18.01	\$ 37,461	6	\$24.76	\$ 51,495	6	\$22.38	\$ 46,550	6	\$23.70	\$ 49,296
7	\$15.53	\$ 32,302	7	\$18.43	\$ 38,334	7	\$25.50	\$ 53,040	7	\$22.83	\$ 47,486	7	\$24.17	\$ 50,274
8	\$15.89	\$ 33,051	8	\$18.86	\$ 39,229	8	\$26.26	\$ 54,631	8	\$23.24	\$ 48,339	8	\$24.57	\$ 51,106
9	\$16.25	\$ 33,800	9	\$19.29	\$ 40,123	9	\$26.79	\$ 55,724	9	\$23.68	\$ 49,254	9	\$25.16	\$ 52,333
10	\$16.87	\$ 35,090	10	\$19.87	\$ 41,122	10	\$27.33	\$ 56,838	10	\$24.24	\$ 50,419	10	\$25.75	\$ 53,560
Tier	Hrly Wage Rate	Annual	Tier	Hrly Wage Rate	Annual	Tier	Hrly Wage Rate	Annual	Tier	Hrly Wage Rate	Annual	Tier	Hrly Wage Rate	Annual
1	\$11.50	\$ 23,920	1	\$15.15	\$ 31,512	1	\$21.15	\$ 43,992	1	\$21.75	\$ 45,240	1	\$21.75	\$ 45,240
2	\$12.08	\$ 25,116	2	\$15.91	\$ 33,088	2	\$21.89	\$ 45,532	2	\$22.51	\$ 46,821	2	\$22.51	\$ 46,821
3	\$12.68	\$ 26,372	3	\$16.54	\$ 34,411	3	\$22.66	\$ 47,125	3	\$23.30	\$ 48,464	3	\$23.30	\$ 48,464
4	\$13.19	\$ 27,427	4	\$17.12	\$ 35,615	4	\$23.34	\$ 48,539	4	\$24.00	\$ 49,920	4	\$24.00	\$ 49,920
5	\$13.68	\$ 28,455	5	\$17.72	\$ 36,862	5	\$24.04	\$ 49,995	5	\$24.72	\$ 51,418	5	\$24.72	\$ 51,418
6	\$14.19	\$ 29,522	6	\$18.34	\$ 38,152	6	\$24.76	\$ 51,495	6	\$25.46	\$ 52,957	6	\$25.46	\$ 52,957
7	\$14.73	\$ 30,629	7	\$18.98	\$ 39,488	7	\$25.50	\$ 53,040	7	\$26.22	\$ 54,538	7	\$26.22	\$ 54,538
8	\$15.28	\$ 31,778	8	\$19.65	\$ 40,870	8	\$26.26	\$ 54,631	8	\$27.01	\$ 56,181	8	\$27.01	\$ 56,181
9	\$15.85	\$ 32,970	9	\$20.34	\$ 42,300	9	\$26.79	\$ 55,724	9	\$28.77	\$ 53,602	9	\$28.77	\$ 53,602
10	\$16.45	\$ 34,206	10	\$21.05	\$ 43,781	10	\$27.33	\$ 56,838	10	\$28.10	\$ 58,448	10	\$28.10	\$ 58,448

Entry Level Operator:	Second Level Operator	Third Level Operator	Supervisor Level Operator	Supervisor Level Operator
No experience/ No certifications	Three years with the District (or equivalent)	Eight years with the District (or equivalent)	Ten years with the District (or equivalent)	Minimum of ten years with the District (or equivalent)
	Must possess WDM 1 and WTPO 1 Minimum	Must possess WDM 2 and WTPO 2 Minimum	Must possess WDM 2, WTPO 2, and CCS Minimum	Must possess WDM 2, WTPO 2, and CCS Minimum
Increase in Tier rate must be ratified by the Board	Increase in Tier rate must be ratified by the Board	Increase in Tier rate must be ratified by the Board	Increase in Tier rate must be ratified by the Board	Increase in Tier rate must be ratified by the Board
Tier rate procedure:				

The Board will review the Tier Rates annually and may adjust to tiers across the board by a percentage based on the data from the Bureau of Labor Statistics and local conditions as a cost of living adjustment not a merit increase in pay.

Merit increase will be achieved by NBWD employees by an increase to a higher tier in their classified job description. Increases in Tier pay will be achieved by an employee based on their performance, specifically, their ability to meet the goals and objectives set out for them by the District. The goals and objectives will be delineated during their annual performance reviews by the General Manager. If the employee meets the goals and objectives, the General Manager will recommend the employee's pay rate be increased to the next higher tier for their job classification to the Board of Commissioners for ratification. If the Board of Commissioners ratifies the increase in tier pay rate then the employee will start receiving the new tier rate on the effective date identified in the notification of increase in tier rates.

Occupation: Water and Wastewater Treatment Plant and System Operators (SOC code 518031)															
Period: May 2013															
Area name	Employment(1)	Employment percent (3)	Hourly mean wage	Annual mean wage(2)	Wage percent error(3)	Hourly 10th percentile wage	Hourly 25th percentile wage	Hourly median wage	Hourly 75th percentile wage	Hourly 90th percentile wage	Annual 10th percentile wage(2)	Annual 25th percentile wage(2)	Annual median wage(2)	Annual 75th percentile wage(2)	Annual 90th percentile wage(2)
Southwestern Washington nonmetropolitan area	110	29.5	23.43	48730	3.1	18.07	20.29	23.13	26.65	29.35	37580	42200	48110	55440	61060
Area name	Employment(1)	Employment percent error(3)	Hourly mean wage	Annual mean wage(2)	Wage percent error(3)	Hourly 10th percentile wage	Hourly 25th percentile wage	Hourly median wage	Hourly 75th percentile wage	Hourly 90th percentile wage	Annual 10th percentile wage(2)	Annual 25th percentile wage(2)	Annual median wage(2)	Annual 75th percentile wage(2)	Annual 90th percentile wage(2)
Coastal Oregon nonmetropolitan area	190	17.8	23.15	48150	3.1	18.88	20.8	23.49	26.46	28.29	39270	43270	48870	55030	58840
Area name	Employment(1)	Employment percent error(3)	Hourly mean wage	Annual mean wage(2)	Wage percent error(3)	Hourly 10th percentile wage	Hourly 25th percentile wage	Hourly median wage	Hourly 75th percentile wage	Hourly 90th percentile wage	Annual 10th percentile wage(2)	Annual 25th percentile wage(2)	Annual median wage(2)	Annual 75th percentile wage(2)	Annual 90th percentile wage(2)
East Arkansas nonmetropolitan area	290	17.3	12.83	26680	5.5	8.01	9.08	12.26	16.27	18.16	16660	18890	25500	33830	37770
Area name	Employment(1)	Employment percent (3)	Hourly mean wage	Annual mean wage(2)	Wage percent error(3)	Hourly 10th percentile wage	Hourly 25th percentile wage	Hourly median wage	Hourly 75th percentile wage	Hourly 90th percentile wage	Annual 10th percentile wage(2)	Annual 25th percentile wage(2)	Annual median wage(2)	Annual 75th percentile wage(2)	Annual 90th percentile wage(2)
Los Angeles-Long Beach-Santa Ana, CA	2060	8.6	32.99	68630	3.2	23.33	27.06	33.07	39.91	44.54	48520	56280	68780	83010	92640
Area name	Employment(1)	Employment percent (3)	Hourly mean wage	Annual mean wage(2)	Wage percent error(3)	Hourly 10th percentile wage	Hourly 25th percentile wage	Hourly median wage	Hourly 75th percentile wage	Hourly 90th percentile wage	Annual 10th percentile wage(2)	Annual 25th percentile wage(2)	Annual median wage(2)	Annual 75th percentile wage(2)	Annual 90th percentile wage(2)
Seattle-Bellevue-Everett, WA Metropolitan Division	660	13.7	32.41	67410	1.6	25.17	29.27	32.68	35.98	40.75	52350	60870	67970	74850	84750
Footnotes:															
(1) Estimates for detailed occupations do not sum to the totals because the totals include occupations not shown separately. Estimates do not include self-employed workers.															
(2) Annual wages have been calculated by multiplying the hourly mean wage by 2080 hours; where an hourly mean wage is not published the annual wage has been directly calculated from the reported survey data.															
(3) The relative standard error (RSE) is a measure of the reliability of a survey statistic. The smaller the relative standard error the more precise the estimate.															
SOC code: Standard Occupational Classification code -- see <a href="http://www.bls.gov/soc/home.htm">http://www.bls.gov/soc/home.htm</a>															
Data extracted on October 3 2014															

Counties in the BLS Southwest Washington are in Red. Does not include Vancouver Woodland.

