

PERSONNEL, WAGE and SALARY
ADMINISTRATION BY-LAW
with AMENDMENTS

CHAPTER 10
Sections 1-19

Free Public Library

SEP 20 1955

Watertown Mass.



The By-Laws of the
Inhabitants of Watertown
With Amendments
April 1, 1954

349.9744
WAT
1954

142

ADJOURNED ANNUAL MEETING

April 13, 1949

Article 26

On motion duly made and seconded, it was

VOTED: Pursuant to the authority contained in Section 108A of Chapter 41 of the General Laws to amend the By-Laws of the Town by adding thereto Chapter 10, Section 1-14 inclusive to be titled "Personnel, Wage and Salary Administration," as follows:

CHAPTER 10

Personnel, Wage and Salary Administration

A By-Law governing the adoption of the Classification and Compensation plans for positions in the Town service.

SECTION 1— Compensation of Officers and Employees.

Subject to the provisions of this by-law the salary or compensation of employees of the Town shall be established.

SECTION 2— Adoption of Classification Plan.

That the classification and standardization of all positions in the town service as contemplated and adopted by the Civil Service Commission, with such amendments or changes as may be made thereto, be and the same are hereby adopted as the classification plan for all positions in the town service. The titles of the classes of positions named shall forthwith become the official titles of every position allocated to the respective classes and shall be used on all payrolls, budget estimates and official records and reports relating to such positions.

SECTION 3— Adoption of Compensation Plan.

That the salary and wage schedules for the respective classes of positions as arranged under appropriate services of the classification plan and set forth in the following sections, with such amendments as may be made thereto from time to time by the Town Meeting, be and the same are hereby adopted and shall constitute the "COMPENSATION PLAN." Said "COMPENSATION PLAN" establishing the standard salary schedules is, in words, letters, and numerals, as hereafter follows.

SECTION 4— Salary Schedules for Positions in the Administrative and Clerical Service:

"That the following salary schedules for positions in the Administrative and Clerical Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	Standard Basic Salary Intermediate Range			Maximum After 3rd Year	
	Minimum	After 1st Year	After 2nd Year		
GRADE 2					
Junior Clerk	1,800	1,900	2,000	2,100	
Junior Clerk-Typist	1,800	1,900	2,000	2,100	
Junior Clerk-Stenographer	1,800	1,900	2,000	2,100	
Clerk-Cashier	1,800	1,900	2,000	2,100	
GRADE 3-B					
Senior Clerk	2,200	2,300	2,400	2,460	
Senior Clerk-Typist	2,200	2,300	2,400	2,460	
Senior Clerk-Stenographer	2,200	2,300	2,400	2,460	
Telephone Operator	2,200	2,300	2,400	2,460	
GRADE 4-A					
Permanent Assistant Registrar ..	2,560	2,660	2,760	2,820	
GRADE 5					
Principal Clerk	2,620	2,740	2,860	2,980	
Principal Clerk-Typist	2,620	2,740	2,860	2,980	
Principal Clerk-Stenographer ...	2,620	2,740	2,860	2,980	
Confidential Secretary to Selectmen	2,620	2,740	2,860	2,980	
	Minimum	After 1st Year	After 2nd Year	After 3rd Year	Maximum After 4th Year
GRADE 10					
Purchasing Agent	\$4,000	\$4,300	\$4,600	\$4,900	\$5,050

SECTION 5 — Salary Schedules for Positions in the Agriculture (Including Conservation) Service:

“That the following salary schedules for positions in the Agriculture (including Conservation) Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	Minimum	Standard Basic Salary Intermediate Range			Maximum After 4th Year
		After 1st Year	After 2nd Year	After 3rd Year	
GRADE 8					
Forestry Foreman	3,220	3,400	3,580	3,760	3,940

SECTION 6 — Salary Schedules for Positions in the Custodian (including Domestic) Service:

“That the following salary schedules for positions in the Custodian (including Domestic) Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	Minimum	Standard Basic Salary Intermediate Range			Maximum After 4th Year
		After 1st Year	After 2nd Year	After 3rd Year	
GRADE 2					
Institution House Worker	1,700	1,800	1,900	2,000	2,100
Matron-Infirmery	1,700	1,800	1,900	2,000	2,100
Janitress	1,700	1,800	1,900	2,000	2,100

	Minimum	After 1st Year	After 2nd Year	Maximum After 3rd Year
GRADE 5				
Junior Building Custodian	2,620	2,740	2,860	2,980
GRADE 6				
Senior Building Custodian	2,860	2,980	3,100	3,220

SECTION 7 — Salary Schedules for Positions in the Library Service:

"That the following salary schedules for positions in the Library Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	Minimum	After 1st Year	After 2nd Year	After 3rd Year	Maximum After 4th Year
GRADE 3					
Library Assistant	1,780	1,900	2,020	2,140	2,260

GRADE 4					
Sub-Professional Library Technician	2,240	2,360	2,480	2,600	2,720

	Minimum	After 1st Year	After 2nd Year	Maximum After 3rd Year
GRADE 5-A				
1st Asst. Circulation Department Main Library	2,720	2,840	2,960	3,080
1st Asst. Circulation Department East Branch	2,720	2,840	2,960	3,080
1st Asst. Children's Department.. North Branch Children's Librarian	2,720	2,840	2,960	3,080
East Branch Asst. (Work with Juniors)	2,720	2,840	2,960	3,080

	Minimum	After 1st Year	After 2nd Year	After 3rd Year	Maximum After 4th Year
GRADE 6-B					
Junior Department Heads North Branch Librarian	2,820	2,940	3,060	3,180	3,300
West Branch Librarian	2,820	2,940	3,060	3,180	3,300
East Branch Asst. Librarian	2,820	2,940	3,060 X	3,180	3,300
East Branch Children's Librarian	2,820	2,940	3,060	3,180	3,300
Assistant Catalog Librarian	2,820	2,940	3,060	3,180	3,300

	Minimum	Standard Basic Salary Intermediate Range			Maximum After 4th Year
		After 1st Year	After 2nd Year	After 3rd Year	
GRADE 7					
Senior Department Heads					
East Branch Librarian Supervisor Work with Children	2,880	3,060	3,240 ³³⁶⁰ X	3,420	3,600
Catalog Librarian	2,880 X	3,060	3,240	3,420	3,600
Circulation Librarian .	2,880	3,060	3,240	3,420	3,600
Reference Librarian ..	2,880	3,060	3,240	3,420	3,600
GRADE 9					
Assistant Librarian	3,400	3,700	4,000	4,300	4,600
GRADE 11					
Librarian (Chief)	4,300	4,600	4,900	5,200	5,500

SECTION 8—Salary Schedules for Positions in the Engineering Service:

“That the following salary schedules for positions in the Engineering Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	Minimum	After 1st Year	After 2nd Year	After 3rd Year	Maximum After 4th Year
GRADE 5					
Engineering Aid—					
Grade 1	2,620	2,740	2,860	2,980	Maximum
		After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
GRADE 6					
Engineering Aid—					
Grade 2	2,740	2,860	2,980	3,100	3,220
GRADE 8					
Junior Civil Engineer—					
Grade 3	3,220	3,400	3,580	3,760	3,940
GRADE 9					
Civil Engineer—					
Grade 4	3,400	3,700	4,000	4,300	4,600
GRADE 11					
Town Engineer—					
Grade 5	4,300	4,600	4,900	5,200	5,500

SECTION 9—Salary Schedules for Positions in the Health and Welfare Services:

“That the following salary schedules for positions in the Health and Welfare Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	Minimum	After 1st Year	After 2nd Year	After 3rd Year	Maximum After 4th Year
GRADE 3					
Keeper—Infirmiry	1,780	1,900	2,020	2,140	2,260
GRADE 3-A					
Hygienist	1,880	2,000	2,120	2,240	2,360
GRADE 6					
Public Health Nurse ...	2,740	2,860	2,980	3,100	3,220
GRADE 6-A					
Social Worker	2,580	2,760	2,940	3,120	3,300
GRADE 8					
Health Inspector	3,220	3,400	3,580	3,760	3,940
GRADE 9					
Principal Social Work Supervisor	3,400	3,700	4,000	4,300	4,600
GRADE 10					
Commissioner of Veteran's Service	4,000	4,300	4,600	4,900	5,050
GRADE 11					
Health Officer	4,300	4,600	4,900	5,200	5,500
Welfare Agent	4,300	4,600	4,900	5,200	5,500

SECTION 10—Salary Schedules for Positions in the Mechanical and Construction Service:

"That the following salary schedules for positions in the Mechanical and Construction Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	Minimum	After 1st Year	After 2nd Year	After 3rd Year	Maximum After 4th Year
GRADE 6					
Water Meter Inspector ..	2,740	2,860	2,980	3,100	3,220
GRADE 7-A					
Inspector of Wire Maintenance	2,980	3,160	3,340	3,520	3,700
GRADE 8					
2nd Asst. Superintendent Poles & Wires	3,220	3,400	3,580	3,760	3,940
Cemetery Superintendent	3,220	3,400	3,580	3,760	3,940
Foreman, Working Carpenter	3,220	3,400	3,580	3,760	3,940
Sealer of Weights and Measures	3,220	3,400	3,580	3,760	3,940
Supt. of Parks and Recreation	3,220	3,400	3,580	3,760	3,940
Water Registrar—Clerk to the Board of Water Commissioners	3,220	3,400	3,580	3,760	3,940

GRADE 9

1st Asst. Supt.—					
Poles and Wires	3,400	3,700	4,000	4,300	4,600
Supervisor Foreman					
Highway Department .	3,400	3,700	4,000	4,300	4,600
Asst. Supt.—					
Water Department	3,400	3,700	4,000	4,300	4,600

GRADE 10

Asst. Supt. of Highways	4,000	4,300	4,600	4,900	5,050
Inspector of Buildings ..	4,000	4,300	4,600	4,900	5,050
Inspector of Plumbing and Sanitation	4,000	4,300	4,600	4,900	5,050

GRADE 11

Superintendent of Wires	4,300	4,600	4,900	5,200	5,500
Superintendent of Water Department	4,300	4,600	4,900	5,200	5,500

GRADE 11-B

Superintendent of Highway Department .	4,800	5,100	5,400	5,700	6,000
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SECTION 11—Salary Schedules for Positions in the Public Safety Service:

“That the following salary schedules for positions in the Public Safety Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	Minimum	After 1st Year	After 2nd Year	Maximum After 3rd Year
GRADE 6-D				
Fireman (Private)	\$3,285	\$3,410	\$3,535	\$3,660
Patrolman	3,285	3,410	3,535	3,660
Wagon-man Clerk	3,285	3,410	3,535	3,660
Fire Alarm Signal Operator	3,285	3,410	3,535	3,660
Chauffeur-Mechanician	3,285	3,410	3,535	3,660
Stenographer Clerk (Male) (Police)	3,285	3,410	3,535	3,660
GRADE 8-A				
Mechanician—Fire Dept.	\$3,420	\$3,600	\$3,780	\$3,960
	Minimum	After 1st Year	After 2nd Year	Maximum After 4th Year
GRADE 8				
Fire Lieutenant	\$3,490	\$3,670	\$3,850	\$4,160
Police Sergeants	\$3,490	\$3,670	\$3,850	\$4,160
GRADE 9				
Captain—Fire Dept.	3,640	3,940	4,240	4,540
Police Lieutenant	3,640	3,940	4,240	4,540
GRADE 10				
Deputy Chief (Fire Dept.)	4,000	4,300	4,600	4,900
Police Captain	4,000	4,300	4,600	4,900
GRADE 11-A				
Chief (Fire Dept.)	4,750	5,050	5,350	5,650
Police Chief	4,750	5,050	5,350	5,650

SECTION 11-A — Salary Schedules for Positions in the Mechanical and Construction Service:

HOURLY WAGE SCHEDULES

Group A—Laborer (unskilled)	Hourly Rate \$1.43 per hour
Group B—Laborer (skilled)	Hourly Rate \$1.48 per hour
Motor Equipment Operator	
Grade 1	Hourly Rate \$1.48 per hour
Motor Equipment Operator	
Grade 2	Hourly Rate \$1.48 per hour
Painter	Hourly Rate \$1.48 per hour
Group C—Construction Handyman	
(Park Dept.)	Hourly Rate \$1.53 per hour
Motor Equipment Operator	
Grade 3	Hourly Rate \$1.53 per hour
Tree Climber	Hourly Rate \$1.53 per hour
Tree Surgeon	Hourly Rate \$1.53 per hour
Group D—Blacksmith	Hourly Rate \$1.63 per hour
Carpenter	Hourly Rate \$1.63 per hour
Foreman	
(Highway Dept.)	Hourly Rate \$1.63 per hour
Foreman (Park Dept.) ..	Hourly Rate \$1.63 per hour
Mason	Hourly Rate \$1.63 per hour
Motor Equipment	
Repairman	Hourly Rate \$1.63 per hour
Painter (Skilled)	Hourly Rate \$1.63 per hour
Storekeeper	Hourly Rate \$1.63 per hour
Timekeeper	Hourly Rate \$1.63 per hour
Water Service Working	
Foreman	Hourly Rate \$1.63 per hour
Water System Maintenance	
Craftsman	
(Water Dept.)	Hourly Rate \$1.63 per hour
Working Foreman	
(Cemetery)	Hourly Rate \$1.63 per hour
Working Foreman	
(Painter)	Hourly Rate \$1.63 per hour
Group E—Cement Finisher	Hourly Rate \$1.68 per hour
Shovel Operator	Hourly Rate \$1.68 per hour
Group F—Water Meter Repair	
Foreman	Hourly Rate \$1.83 per hour
Group G—Motor Equipment Maintenance	
Foreman	Hourly Rate \$1.96 per hour
Water Construction	
Foreman	Hourly Rate \$1.96 per hour

SECTION 12 — Initial Adjustments to the Compensation Plan.

That in order to bring all salary rates into conformity with those provided in the compensation plan, the following rules of application and adjustment shall be effective in fixing the rates of pay of incumbents of positions at the time any salary range included in the compensation plan or any amendment thereto takes effect:

(a) The rate of pay of an employee receiving less than the minimum of the range prescribed for the class to which his position is allocated shall be increased to the minimum except when the amount under the minimum is less than one increment when paragraph C shall apply.

(b) If the present salary is above the maximum prescribed in the new schedule, the present incumbent shall continue at the present salary and the schedule shall not apply until the position is vacated.

(c) The rate of pay of an employee receiving compensation between any two rates between the minimum and maximum of the range prescribed for the class to which his position is allocated shall be adjusted to an equivalent of one full increment each year within the salary range until he reaches his maximum.

(d) Annual increment shall become effective on the anniversary day of each year following appointment, or following final adoption of this plan, unless there is filed written objection thereto by the appropriate appointing authority with the Town Auditor on or before the expiration of each said year.

SECTION 13. That if any section, subsection, sentence, clause, phrase, or figure of this by-law is for any reason held to be unconstitutional or invalid, such decision and invalidity or voidance shall not affect the validity of the remaining portions of this by-law.

SECTION 14. That this by-law shall take effect and be in force from and after the earliest period allowed by law.

ATTEST:

s/ **GEORGE B. WELLMAN,**
Town Clerk

The foregoing Chapter 10, Sections 1-14 inclusive was originally adopted at Adjourned Annual Town Meeting, April 13, 1949 and amended from time to time thereafter.

SECTION 15. The Moderator shall annually appoint a Committee under this Chapter of the By-Laws to be known as the Advisory Board of Review, composed of nine members, two of whom shall be members of the Board of Selectmen, three of whom shall be members of the Finance Committee, one of whom shall be a Town employee and the other three residents of the Town, not Town office holders or Town employees, whose duty it shall be to hold hearings, make investigations and recommendations to the Town Meeting concerning all requested changes of classifications, grades and salary schedules included in Chapter 10 of the Town By-laws. The Moderator shall appoint members to fill vacancies in such Committee whenever vacancies occur. Said Advisory Board of Review shall file its annual report with the Board

of Selectmen and the Finance Committee not later than the thirty-first day of December in each year. Upon receipt of such report, the Finance Committee shall, after consideration of the subject matter, make a report to the Town Meeting as a part of its estimates of Town expenditures, together with such recommendations as the Finance Committee deems expedient. (Voted: Art. 40, March 26, 1951)

SECTION 16. The foregoing salary schedules shall be deemed the standard base salaries for the ordinary number of hours. In addition to said standard base salary, there shall be paid to each employee subject to this Chapter, effective January 1, 1952, Cost of Living Allowance. Said salary schedules shall be considered comparable to the Retail Price Index in Massachusetts, Department of Labor and Industries, Division on the Necessaries of Life, as established as of April, 1949, namely 159.4 per cent and the Cost of Living Allowance shall equal all points in excess of 159.4 computed as hereinafter specified.

Beginning January 1, 1952, the Cost of Living Allowance will be based upon The Retail Price Index for the preceding month, namely, December, 1951. In computing the amount of percentage increase, or decrease, in Cost of Living Allowance based upon the said Price Index, fractions of less than one-half percentage point shall be disregarded. Thereafter on the first day of April, July, October and January, the rate of Cost of Living Allowance shall be re-computed in like manner and the newly recomputed rate shall become effective for the pay period commencing next following the said first day of April, July, October or January.

Cost of Living Allowance shall not apply to overtime services, but shall be paid regardless of earned annual increments.

SECTION 17. The Cost of Living Allowance referred to in Section 16 shall be paid also to all officers and employees, whether or not subject to this chapter, including temporary, part-time, military substitute, and all other regularly employed personnel, whether elected or appointed. Said allowances shall not be termed or construed to be a portion of the regular compensation of any officer or employee not of a permanent nature.

SECTION 18. The Cost of Living Allowance referred to in Section 16 shall not be construed in any manner as to increase or reduce the standard base salary schedule.

(Sections 16-17-18 originally voted March 17, 1952 under Article 23)

SECTION 19 — Subsequent Adjustments to the Compensation Plan

All employees of the Town who were receiving a salary above the maximum prescribed when Chapter 10 of these By-Laws was adopted and who under the provisions of said Chapter 10, Section 12, Clause (b) continued thereafter to receive a salary in excess of the salary schedules for their respective positions shall receive an increment in salary equal to the increment granted other employees in the same classification by subsequent changes of the salary schedules for such position and the said schedules shall not apply until the position is vacated.

This provision shall be retroactive to January 1, 1952.

(Section 19, voted May 26, 1952 under Article 11.)

ATTEST:

s/ GEORGE B. WELLMAN,
Town Clerk

JOB CLASSIFICATIONS BY GRADE

Grade	Section	Title	Salary	
			Minimum	Maximum
2	4	Clerk-Cashier	\$1800	\$2100
	4	Junior Clerk	1800	2100
	4	Junior Clerk-Stenographer	1800	2100
	4	Junior Clerk-Typist	1800	2100
	6	Institution House Worker	1700	2100
	6	Janitress	1700	2100
3	6	Matron-Infirmery	1700	2100
	7	Library Assistant	1780	2260
	9	Keeper—Infirmery	1780	2260
3-A	9	Hygienist	1880	2360
3-B	4	Senior Clerk	2200	2460
	4	Senior Clerk-Stenographer	2200	2460
	4	Senior Clerk-Typist	2200	2460
	4	Telephone Operator	2200	2460
4	7	Sub-Professional Library Technician	2240	2720
4-A	4	Permanent Assistant Registrar	2560	2820
5	4	Confidential Secretary to Selectmen	2620	2980
	8	Engineering Aid (Grade 1)	2620	2980
	6	Junior Building Custodian	2620	2980
	4	Principal Clerk	2620	2980
	4	Principal Clerk-Stenographer	2620	2980
	4	Principal Clerk-Typist	2620	2980
5-A	7	1st Assistant Circulation Department East Branch	2720	3080
	7	1st Assistant Circulation Department Main Library	2720	3080
	7	1st Assistant Children's Department	2720	3080
	7	East Branch Assistant (Work with Juniors)	2720	3080
	7	North Branch Children's Librarian	2720	3080
	6	8	Engineering Aid (Grade 2)	2740
9		Public Health Nurse	2740	3220
10		Water Meter Inspector	2740	3220
6		Senior Building Custodian	2860	3220
6-A	9	Social Worker	2580	3300
6-B	7	Assistant Catalog Librarian	2820	3300
	7	East Branch Assistant Librarian	2820	3300
	7	East Branch Children's Librarian	2820	3300
	7	North Branch Librarian	2820	3300
	7	West Branch Librarian	2820	3300
6-D	11	Chauffeur-Mechanician	3285	3660
	11	Fire Alarm Signal Operator	3285	3660
	11	Firefighter (Private)	3285	3660
	11	Patrolman	3285	3660
	11	Stenographer-Clerk (Male) (Police)	3285	3660
	11	Wagonman-Clerk (Police)	3285	3660

Grade	Section	Title	Salary	
			Minimum	Maximum
7	7	Catalog Librarian	2820	3600
	7	Circulation Librarian	2820	3600
	7	East Branch Librarian	2820	3600
	7	Reference Librarian	2820	3600
	7	Supervisor, Work with Children (Library)	2820	3600
7-A	10	Inspector of Wire Maintenance	2980	3700
8	10	2nd Asst. Superintendent Poles & Wires	3220	3940
	10	Cemetery Superintendent	3220	3940
	5	Forestry Foreman	3220	3940
	10	Foreman, Working Carpenter	3220	3940
	9	Health Inspector	3220	3940
	8	Junior Civil Engineer (Grade 3)	3220	3940
	10	Superintendent of Parks & Recreation	3220	3940
	10	Sealer of Weights and Measures	3220	3940
	10	Water Registrar, Clerk to Board of Water Commissioners	3220	3940
	11	Fire Lieutenant	3490	4160
	11	Police Sergeant	3490	4160
8-A	11	Mechanician (Fire Department)	3420	3960
9	10	1st Asst. Superintendent Poles & Wires	3400	4600
	7	Assistant Librarian	3400	4600
	10	Asst. Superintendent Water Department	3400	4600
	8	Civil Engineer (Grade 4)	3400	4600
	9	Principal Social Work Supervisor	3400	4600
	10	Supervisor Foreman (Highway Department)	3400	4600
	11	Captain (Fire Department)	3640	4600
	11	Lieutenant (Police Department)	3640	4600
10	10	Assistant Superintendent of Highway	4000	5050
	11	Captain (Police Department)	4000	5050
	9	Commissioner of Veterans' Service	4000	5050
	11	Deputy Chief (Fire Department)	4000	5050
	10	Inspector of Buildings	4000	5050
	10	Inspector of Plumbing and Sanitation	4000	5050
	4	Purchasing Agent	4000	5050
11	9	Health Officer	4300	5500
	7	Librarian (Chief)	4300	5500
	10	Superintendent of Poles and Wires	4300	5500
	10	Superintendent of Water Department	4300	5500
	8	Town Engineer	4300	5500
	9	Welfare Agent	4300	5500
11-A	11	Chief, Fire Department	4750	5800
	11	Chief, Police Department	4750	5800
11-B	10	Superintendent of Highway Department	4800	6000

Grade	Section	Title	Salary	
			Minimum	Maximum
SECTION 11-A				
Group A		Laborer (Unskilled)	\$1.43	per hour
Group B		Laborer (Skilled)	1.48	per hour
		Motor Equipment Operator (Grade 1)	1.48	per hour
		Motor Equipment Operator (Grade 2)	1.48	per hour
		Painter	1.48	per hour
Group C		Construction Handyman (Park Dept.)	1.53	per hour
		Motor Equipment Operator (Grade 3)	1.53	per hour
		Tree Climber	1.53	per hour
		Tree Surgeon	1.53	per hour
Group D		Blacksmith	1.63	per hour
		Carpenter	1.63	per hour
		Foreman (Highway)	1.63	per hour
		Foreman (Park)	1.63	per hour
		Mason	1.63	per hour
		Motor Equipment Repairman	1.63	per hour
		Painter (Skilled)	1.63	per hour
		Storekeeper	1.63	per hour
		Timekeeper	1.63	per hour
		Water Service Working Foreman	1.63	per hour
		Water System Maintenance Craftsman	1.63	per hour
		Working Foreman (Cemetery)	1.63	per hour
	Working Foreman (Painter)	1.63	per hour	
Group E		Cement Finisher	1.68	per hour
		Shovel Operator	1.68	per hour
Group F		Water Meter Repair Foreman	1.83	per hour
Group G		Motor Equipment Maintenance Foreman	1.96	per hour
		Water Construction Foreman	1.96	per hour