

# Maryland Environmental Service

## MISSION

The mission of the Maryland Environmental Service is to provide operational and technical services to protect and enhance the environment for the benefit of the people of Maryland.

## VISION

The Maryland Environmental Service is: an innovative and leading-edge solver of environmental problems; a responsible and successful manager of environmental operations; and a great place to work.

## KEY GOALS, OBJECTIVES, AND PERFORMANCE MEASURES

### Goal 1. Improve the environment through Maryland Environmental Service activities.

**Obj. 1.1** Manage and reduce nutrient discharge in the Chesapeake Bay.

**Obj. 1.2** Manage and operate Dredged Material Containment Facilities (DMCF).

Performance Measures	2017 Act.	2018 Act.	2019 Act.	2020 Act.	2021 Act.	2022 Est.	2023 Est.
Gallons of wastewater treated (billions)	6.03	6.54	6.84	5.96	6.56	6.70	6.70
Gallons of water produced annually (billions)	N/A	1.94	1.90	1.80	1.80	1.80	1.80
Number of parameters tested	84,210	79,959	81,739	76,846	83,230	83,230	83,230
Gallons of used antifreeze recycled (thousands)	29	34	35	32	31	32	32
Gallons of used oil recycled (thousands)	456	432	358	369	446	412	412
Number of corporate and State National Pollution Discharge Elimination System (NPDES) violations	158	311	235	233	246	238	238
Pounds of nitrogen reduced due to wastewater treatment operations or	146,847	148,476	149,629	169,467	165,962	161,000	161,000
Pounds of phosphorus reduced due to wastewater treatment operations	14,785	14,894	14,766	15,089	14,434	14,000	14,000
Gallons of water discharged from DMCFs that meet permitted nutrient loads (millions)	2,429	933	3,006	1,201	1,542	2,134	2,134
<sup>1</sup> Cubic yards of material placed in DMCFs or Environmental Restoration Project (ERP)	1,798,459	356,690	3,395,969	3,038,085	3,356,387	1,857,558	2,675,000

### Goal 2. Improve infrastructure to treat water/wastewater and dredge material in the State.

**Obj. 2.1** Manage and improve environmental compliance measures.

Performance Measures	2017 Act.	2018 Act.	2019 Act.	2020 Act.	2021 Act.	2022 Est.	2023 Est.
Percentage of capital dollars obligated	37%	30%	58%	24%	51%	75%	75%

### Goal 3. Work more safely.

**Obj. 3.1** Improve safety performance by limiting accidents and related lost work time and by reducing the number of preventable vehicle accidents.

Performance Measures	2017 Act.	2018 Act.	2019 Act.	2020 Act.	2021 Act.	2022 Est.	2023 Est.
Number of accidents resulting in more than 40 hours of accident leave	10	9	5	6	16	18	20
Number of preventable vehicle accidents	35	24	24	29	11	28	28

## NOTES

<sup>1</sup> 2021 data is estimated.

## Maryland Environmental Service

### U10B00.41 General Administration

#### Program Description

The Maryland Environmental Service is an independent State agency that provides technical services to clients for engineering, design, financing, construction and project management, and operations of environmental facilities. These technical services support water supply, wastewater treatment, solid waste management and energy production to State agencies, counties, municipal corporations, and private entities.

<b>Appropriation Statement</b>	<b>2021 Actual</b>	<b>2022 Appropriation</b>	<b>2023 Allowance</b>
Number of Authorized Positions	825.00	825.00	825.00
01 Salaries, Wages and Fringe Benefits	65,927,743	69,236,261	71,313,348
02 Technical and Special Fees	13,774,744	13,452,217	13,855,784
03 Communications	563,721	573,958	591,176
04 Travel	29,573	353,736	364,348
06 Fuel and Utilities	6,622,028	7,526,381	7,752,172
07 Motor Vehicle Operation and Maintenance	3,730,370	5,115,484	5,268,948
08 Contractual Services	40,690,671	38,028,705	39,169,567
09 Supplies and Materials	8,823,401	9,297,243	9,576,160
13 Fixed Charges	3,402,832	3,943,817	4,062,132
14 Land and Structures	39,496,770	42,125,764	43,389,537
Total Operating Expenses	103,359,366	106,965,088	110,174,040
Total Expenditure	183,061,853	189,653,566	195,343,172
Non-Budgeted Fund Expenditure	183,061,853	189,653,566	195,343,172
Total Expenditure	183,061,853	189,653,566	195,343,172
<b>Non-Budgeted Fund Expenditure</b>			
U10701 User Charges	183,061,853	189,653,566	195,343,172
Total	183,061,853	189,653,566	195,343,172

## Maryland Environmental Service

### U10B00.41 General Administration

Reimbursable Projects	Budget Code	FY 2021 Actual	FY 2022 Allocation	FY 2023 Allowance
<b>FY 2022 Agency Funding Schedule - Total</b>				
Maryland State Military Department	D50H01	193,300	228,888	210,156
Maryland Veterans' Home Commission	D55P00	573,693	613,966	705,754
Maryland Aviation Administration	J00I01	15,552	36,070	30,538
DNR - Maryland Park Service	K00A04	3,218,243	3,601,198	3,591,233
DNR - Fishing and Boating Services	K00A17	57,239	79,839	91,135
MDH - Springfield Hospital Center	M00L08	519,821	498,957	511,547
MDH - Clifton T. Perkins Hospital Center	M00L10	131,573	135,684	156,938
MDH - Crownsville Hospital Center	M00L15	811,853	691,582	730,436
DPSCS - Patuxent Institution	Q00D00	486,293	501,488	369,746
DPSCS - MCI-Hagerstown	Q00R02	1,844,222	1,936,042	2,024,808
DPSCS - Western Correctional Institution	Q00R02	145,923	210,372	158,838
DPSCS - Jessup Steam Plant	Q00S02	1,852,914	1,902,416	2,221,789
DPSCS - MCI-Jessup	Q00S02	362,615	373,945	427,499
DPSCS - MCI of Women-Jessup	Q00S02	284,724	293,620	275,583
DPSCS - Brockbridge Correctional Facility	Q00S02	26,315	27,137	-
DPSCS - Eastern Correctional Institution	Q00S02	2,761,295	2,774,367	2,606,280
DPSCS - Dorsey Run Correctional Facility	Q00S02	1,462,371	1,627,947	1,412,154
DPSCS - Central Maryland Correctional Facility	Q00S02	-	-	949,228
DPSCS - ECI Co-Generation Facility	Q00S02	8,277,918	9,119,269	10,102,194
DPSCS - MCI-Hagerstown: Power Generation	Q00R02	3,581,985	4,849,320	4,750,080
St. Mary's College of Maryland	R14D00	104,874	90,090	97,746
U of MD Center for Envir Science - Horn Point	R30B34	77,793	91,783	78,508
DJS - Statewide Youth Centers	V00E01	422,995	471,158	447,588
DJS - Victor Cullen Center	V00E01	366,277	368,266	368,306
DJS - Cheltenham Youth Detention Center	V00E01	618,525	665,421	602,570
<b>Total</b>		28,198,314	31,188,828	32,920,654

### 3 Year Position Summary

Classification Title	FY 2021 Positions	FY 2021 Expenditures	FY 2022 Positions	FY 2022 Appropriation	FY 2023 Positions	FY 2023 Allowance
<b>U10 - Maryland Environmental Service</b>						
<b>U10B0041 - General Administration</b>						
A/R Specialist	2.00	97,448	2.00	100,377	2.00	103,389
Accounting Assistant	1.00	45,510	1.00	46,426	1.00	47,818
Admin Services Specialist	1.00	43,909	1.00	45,226	1.00	46,583
Administrative Aide	1.00	36,067	1.00	37,149	1.00	38,264
Administrative Assistant	3.00	134,294	3.00	143,385	3.00	147,687
Administrative Service Assist	1.00	52,541	1.00	54,117	1.00	55,741
Administrative Specialist	7.00	293,509	7.00	301,834	7.00	310,889
Administrator	2.90	260,209	2.90	268,016	2.90	276,056
Application Support Specialist	1.00	63,754	1.00	65,667	1.00	67,637
Assistant Attorney General	1.00	146,573	1.00	146,573	1.00	150,970
Assistant Attorney General VI	2.00	215,221	2.00	215,221	2.00	221,678
Assistant Building Manager	1.00	70,013	1.00	70,013	1.00	72,113
Assistant Chief, HR	1.00	95,000	1.00	97,850	1.00	100,786
Assistant Chief, Safety and Env Compliance	1.00	85,000	1.00	87,550	1.00	90,177
Assistant Engineer	5.00	271,526	5.00	278,595	5.00	286,953
Assistant Environmental Section Chief	6.80	635,397	6.80	654,459	6.80	674,093
Associate Engineer	6.00	454,265	6.00	466,981	6.00	480,991
Boiler Operator	5.00	274,149	5.00	282,414	5.00	290,886
Business Analyst	1.00	103,944	1.00	107,063	1.00	110,275
Buyer	1.00	52,187	1.00	53,753	1.00	55,365
CADD Engineer Technician	1.00	73,822	1.00	76,037	1.00	78,318
CFC Technician	1.00	53,456	1.00	55,060	1.00	56,711
Chief Engineer	3.00	255,832	3.00	263,506	3.00	271,412
Chief, Administrative Services	1.00	121,600	1.00	125,248	1.00	129,006
Chief, Human Resources	1.00	119,340	1.00	122,920	1.00	126,608
Chief, Information Technology	1.00	149,405	1.00	153,888	1.00	158,505
Chief, Procurement/Purchasing	1.00	119,194	1.00	122,770	1.00	126,453
Chief, Safety & Compliance	1.00	119,725	1.00	123,317	1.00	127,016
Communication Director	1.00	66,950	1.00	68,289	1.00	70,338
Contract Specialist	1.00	56,493	1.00	58,198	1.00	59,944
Copywriter/Editor	1.00	47,295	1.00	48,714	1.00	50,175
Crew Chief	1.00	42,432	1.00	42,432	1.00	43,705
Deputy Director, MES	1.00	198,000	1.00	198,000	1.00	203,940
Deputy Division Chief, Solid Waste	1.00	118,358	1.00	121,908	1.00	125,565
Deputy Division Chief, W/WW	1.00	127,265	1.00	131,083	1.00	135,016
Deputy Division Chief, W/WW Administration & Maintenance	1.00	117,633	1.00	121,162	1.00	124,797
Design & Communications Specialist	1.00	58,136	1.00	59,880	1.00	61,676
Development Assistant	2.00	69,200	2.00	69,200	2.00	71,276
Development Intern	1.00	31,200	1.00	31,200	1.00	32,136
Director of Finance & Administration	1.00	110,000	1.00	113,000	1.00	116,390
Director of Finance, MCE	1.00	150,000	1.00	150,000	1.00	154,500
Director, Dev & Mark CBT	1.00	100,000	1.00	100,000	1.00	103,000
Director, Finance	1.00	150,000	1.00	150,000	1.00	154,500
Director, Government Affairs	1.00	127,500	1.00	127,500	1.00	131,325
Director, MES	1.00	209,100	1.00	209,100	1.00	215,373
Director, Prog Outreach CBT	2.00	207,000	2.00	213,000	2.00	219,390
Diversity and Equal Employment Opportunity Officer	1.00	0	1.00	90,000	1.00	92,700

### 3 Year Position Summary

Classification Title	FY 2021 Positions	FY 2021 Expenditures	FY 2022 Positions	FY 2022 Appropriation	FY 2023 Positions	FY 2023 Allowance
Division Chf, Water/Wastewater	1.00	133,550	1.00	137,557	1.00	141,683
Division Chief, EDR	1.00	142,206	1.00	146,473	1.00	150,867
Division Chief, Engineering	1.00	142,085	1.00	146,347	1.00	150,738
Division Chief, Env Dredging	1.00	132,983	1.00	136,973	1.00	141,082
Division Chief, Env Mon	1.00	131,650	1.00	135,599	1.00	139,667
Division Chief, Geospatial and Engineering Services	1.00	141,992	1.00	144,832	1.00	149,177
Division Chief, Operations	1.00	115,626	1.00	119,095	1.00	122,668
Driver	7.00	305,427	7.00	309,807	7.00	319,101
Durable Medical Equipment Technician	1.00	59,051	1.00	60,823	1.00	62,647
Electrician	1.00	39,088	1.00	40,260	1.00	41,468
Energy Project & Procurement Manager	1.00	120,000	1.00	120,000	1.00	123,600
Engineering Section Chief	2.00	259,799	2.00	267,593	2.00	275,621
Engineering Technician	2.00	95,326	2.00	96,387	2.00	99,279
Env Dredging Technician	3.00	135,866	3.00	144,933	3.00	149,280
Env Specialist Trainee	2.00	82,874	2.00	84,961	2.00	87,510
Env Sys Asst Reg Supervisor	9.00	764,061	9.00	785,546	9.00	809,113
Env Sys Regional Supervisor	5.00	539,744	5.00	555,937	5.00	572,615
Environmental Operations Section Chief	1.00	117,664	1.00	121,194	1.00	124,830
Environmental Section Chief	4.00	422,921	4.00	435,609	4.00	448,677
Environmental Specialist	17.00	739,888	17.00	759,049	17.00	781,823
Environmental Systems Supervisor	21.00	1,403,320	21.00	1,440,954	21.00	1,484,183
Equipment Control Specialist	0.60	58,492	0.60	60,246	0.60	62,054
Equipment Operator	14.00	582,893	14.00	595,080	14.00	612,932
Equipment Operator Trainee	2.00	76,440	2.00	78,376	2.00	80,728
Executive Assistant	1.00	61,214	1.00	63,066	1.00	64,958
Executive Director, Bay Trust	1.00	167,082	1.00	170,082	1.00	175,184
Executive Director, MD Clean	1.00	169,957	1.00	173,356	1.00	178,557
Facility Safety Coordinator	2.00	133,910	2.00	136,614	2.00	140,712
Field Operations Supervisor	19.00	1,194,544	19.00	1,228,766	19.00	1,265,629
Finance/Admin Manager, MCE	1.00	60,000	1.00	61,200	1.00	63,036
Financial Accountant	1.00	71,248	1.00	73,385	1.00	75,587
Financial Accounting Manager	3.00	289,570	3.00	298,256	3.00	307,204
Fiscal Accountant	1.00	59,160	1.00	60,935	1.00	62,763
Fiscal Associate	1.00	31,200	1.00	32,136	1.00	33,100
Fleet Manager	1.00	88,100	1.00	90,743	1.00	93,466
GIS Specialist	2.00	100,838	2.00	108,226	2.00	111,473
GIS Specialist Trainee	1.00	41,912	1.00	42,750	1.00	44,033
Grants Administrator	0.95	99,099	0.95	102,072	0.95	105,134
Group Administrator	3.00	273,003	3.00	281,193	3.00	289,628
HR Database Manager	1.00	77,427	1.00	79,750	1.00	82,142
HR Specialist	1.80	113,148	1.80	116,559	1.80	120,056
Inspector	17.00	680,872	17.00	698,421	17.00	719,372
Intern	5.70	168,834	5.70	186,722	5.70	192,324
Internal Auditor	1.00	97,410	1.00	97,410	1.00	100,332
IT Support Specialist	2.00	106,340	2.00	109,530	2.00	112,816
Laborer	37.30	1,322,214	37.30	1,358,479	37.30	1,399,233
Lead Administrative Specialist	1.00	49,379	1.00	50,877	1.00	52,403
Lead Communication Specialist	1.00	60,000	1.00	61,800	1.00	63,654
Lead Electrician	9.00	540,438	9.00	556,036	9.00	572,717
Lead Engineering Technician	1.00	63,775	1.00	65,688	1.00	67,659

### 3 Year Position Summary

Classification Title	FY 2021 Positions	FY 2021 Expenditures	FY 2022 Positions	FY 2022 Appropriation	FY 2023 Positions	FY 2023 Allowance
Lead Environmental Specialist	35.60	2,519,021	35.60	2,593,186	35.60	2,670,985
Lead Equipment Operator	47.20	2,498,164	47.20	2,582,949	47.20	2,660,438
Lead GIS Specialist	3.00	210,002	3.00	214,905	3.00	221,350
Lead Inspector	4.00	237,286	4.00	243,802	4.00	251,118
Lead Maintenance Mechanic	4.00	218,171	4.00	224,716	4.00	231,458
Lead Maintenance Supervisor	3.00	234,841	3.00	241,886	3.00	249,144
Lead Mechanic	8.40	523,707	8.40	537,685	8.40	553,815
Lead Operations Manager	1.00	97,696	1.00	100,626	1.00	103,645
Lead Survey Technician	5.00	303,592	5.00	311,089	5.00	320,421
Maintenance Aide	2.00	71,469	2.00	72,614	2.00	74,792
Maintenance Supervisor	12.00	699,400	12.00	718,327	12.00	739,879
Manager, Contracts Administration	1.00	80,701	1.00	83,122	1.00	85,616
Manager, Landfill Operations	1.00	98,091	1.00	101,034	1.00	104,065
Manager, MBE Program	1.00	79,234	1.00	81,611	1.00	84,059
Manager, Mechanic Projects	5.00	365,893	5.00	376,881	5.00	388,187
Manager, Network & Data Svcs	1.00	102,121	1.00	105,185	1.00	108,340
Manager, Operations Training	1.40	89,739	1.40	91,850	1.40	94,605
Managing Director, Water/ Wastewater	1.00	136,220	1.00	140,307	1.00	144,516
Managing Director, Administration	1.00	153,000	1.00	153,000	1.00	157,590
Managing Director, Env Ops	1.00	166,760	1.00	171,763	1.00	176,916
Managing Director, ES-ED	1.00	168,300	1.00	173,349	1.00	178,550
Managing Director, ES-EM, W/WW	1.00	177,988	1.00	183,328	1.00	188,828
Managing Director, Finance	1.00	169,357	1.00	174,437	1.00	179,671
Marketing Analyst	1.00	56,222	1.00	56,222	1.00	56,222
Marketing and Communications Manager, CBT	1.00	77,000	1.00	77,000	1.00	79,310
Marketing Officer, CBT	1.00	63,500	1.00	65,500	1.00	67,465
Marketing Program Assistant	1.00	31,200	1.00	32,136	1.00	33,100
Mechanic	8.00	357,134	8.00	363,727	8.00	374,639
Mechanic Trainee	1.00	33,275	1.00	34,273	1.00	35,301
Network Administrator	1.00	63,750	1.00	65,663	1.00	67,632
Office Manager, CBT	1.00	51,250	1.00	55,000	1.00	56,650
Operations Manager	5.00	344,814	5.00	352,637	5.00	363,218
Operations Manager, CBT	1.00	70,782	1.00	73,000	1.00	75,190
Operator	31.00	1,459,592	31.00	1,496,219	31.00	1,541,105
Operator II	7.00	361,650	7.00	370,424	7.00	381,537
Operator Pending	3.00	115,378	3.00	118,082	3.00	121,625
Operator, Garrett County	1.00	44,200	1.00	45,526	1.00	46,892
Operator-In-Training	23.00	657,675	23.00	719,472	23.00	741,057
Operator-In-Training I	17.00	518,149	17.00	544,690	17.00	561,033
Operator-In-Training II	6.00	210,683	6.00	223,018	6.00	229,708
Operator-In-Training III	2.00	87,880	2.00	89,648	2.00	92,338
Payroll Specialist	1.00	60,570	1.00	62,387	1.00	64,258
Procurement Adminministrator	1.00	75,756	1.00	78,029	1.00	80,370
Product Marketing Dispatcher	1.00	53,789	1.00	55,402	1.00	57,065
Production Manager, Recycling	2.00	165,693	2.00	170,674	2.00	175,795
Program Assistant, CBT	4.00	142,250	4.00	150,500	4.00	155,015
Program Coordinator	2.00	96,500	2.00	100,000	2.00	103,000
Program Officer, CBT	2.00	129,750	2.00	135,000	2.00	139,050
Project Engineer	1.00	84,272	1.00	86,800	1.00	89,404
Project Manager	4.50	427,480	4.50	440,305	4.50	453,514

### 3 Year Position Summary

Classification Title	FY 2021 Positions	FY 2021 Expenditures	FY 2022 Positions	FY 2022 Appropriation	FY 2023 Positions	FY 2023 Allowance
Purchasing Support Specialist	1.00	56,618	1.00	58,316	1.00	60,066
Recycling Coordinator	1.00	85,000	1.00	85,000	1.00	87,550
Safety and Env Compliance Associate I	2.00	120,000	2.00	123,600	2.00	127,308
Safety and Env Compliance Associate II	1.00	75,000	1.00	77,250	1.00	79,568
Safety and Env Compliance Intern	1.00	31,200	1.00	32,136	1.00	33,100
Safety and Environmental Compliance Assistant	1.00	57,158	1.00	58,885	1.00	60,651
Safety Officer	1.00	68,952	1.00	71,021	1.00	73,151
Sampler	2.00	73,466	2.00	74,934	2.00	77,182
Section Chief, EMS&R	1.00	123,543	1.00	127,249	1.00	131,067
Section Chief, GIS	2.00	204,858	2.00	211,004	2.00	217,334
Section Chief, Operations	1.00	126,213	1.00	130,000	1.00	133,900
Senior A/R Specialist	1.00	64,002	1.00	65,936	1.00	67,914
Senior Admin Specialist	7.00	361,338	7.00	371,195	7.00	382,331
Senior Application Programmer	1.00	103,958	1.00	107,076	1.00	110,289
Senior Buyer	2.00	154,040	2.00	158,661	2.00	163,421
Senior Driver	2.00	101,026	2.00	104,057	2.00	107,178
Senior Electrical/Electronic Control Technician	1.00	81,328	1.00	82,955	1.00	85,443
Senior Electrician	2.00	100,422	2.00	101,891	2.00	104,947
Senior Engineer	17.20	1,890,357	17.20	1,945,024	17.20	2,003,374
Senior Engineering Technician	3.00	172,004	3.00	177,164	3.00	182,479
Senior Env Dredging Technician	4.00	239,907	4.00	246,473	4.00	253,867
Senior Environmental Specialist	22.00	1,137,430	22.00	1,171,300	22.00	1,206,437
Senior Equipment Operator	13.00	592,132	13.00	613,342	13.00	631,742
Senior Fiscal Asscoiate	3.00	138,278	3.00	141,047	3.00	145,278
Senior GIS Specialist	4.00	233,073	4.00	239,463	4.00	246,648
Senior Inspector	5.00	252,551	5.00	259,233	5.00	267,009
Senior Lab Scientist	1.00	79,217	1.00	81,594	1.00	84,042
Senior Law Clerk	0.50	52,000	0.50	53,560	0.50	55,167
Senior Lead Electrician	1.00	81,328	1.00	83,768	1.00	86,281
Senior Lead Engineering Technician	2.00	139,339	2.00	143,540	2.00	147,847
Senior Lead Environmental Specialist	12.05	1,043,788	12.05	1,073,537	12.05	1,105,744
Senior Lead Inspector	3.00	222,779	3.00	229,462	3.00	236,347
Senior Lead Maintenance Mechanic	1.00	61,755	1.00	63,627	1.00	65,536
Senior Lead Maintenance Supervisor	1.00	93,627	1.00	96,436	1.00	99,329
Senior Lead Mechanic	7.00	465,109	7.00	478,502	7.00	492,855
Senior Lead, Recycling Program	2.00	134,102	2.00	138,126	2.00	142,269
Senior Maintenance Manager	1.00	76,378	1.00	78,686	1.00	81,047
Senior Maintenance Supervisor	3.85	283,610	3.85	292,144	3.85	300,908
Senior Management Specialist	11.00	714,859	11.00	735,109	11.00	757,163
Senior Manager, Operations	4.00	436,596	4.00	449,694	4.00	463,184
Senior Manager, Software Applications	2.00	224,641	2.00	230,334	2.00	237,244
Senior Mechanic	14.00	710,819	14.00	729,451	14.00	751,337
Senior Operations Manager	12.00	1,002,859	12.00	1,029,731	12.00	1,060,622
Senior Operator	16.00	884,520	16.00	907,483	16.00	934,710
Senior Paralegal	1.00	78,978	1.00	81,347	1.00	83,787
Senior Program Officer, CBT	5.60	546,153	5.60	561,584	5.60	578,430
Senior Sampler	3.00	146,661	3.00	150,596	3.00	155,113
Senior Survey Technician	7.00	351,184	7.00	361,720	7.00	372,571
Senior Surveyor	1.00	94,556	1.00	97,392	1.00	100,314
Senior Technical Advisor	0.20	42,432	0.20	42,432	0.20	43,705

### 3 Year Position Summary

Classification Title	FY 2021 Positions	FY 2021 Expenditures	FY 2022 Positions	FY 2022 Appropriation	FY 2023 Positions	FY 2023 Allowance
Senior Water/Wastewater Specialist	2.00	207,284	2.00	212,476	2.00	218,850
Service Technician Trainee	1.00	49,005	1.00	50,482	1.00	51,996
Shift Engineer	14.45	1,019,051	14.45	1,049,202	14.45	1,080,678
Software Application Spec	1.00	55,702	1.00	56,816	1.00	58,521
Software Application Specialist Trainee	1.00	31,200	1.00	32,136	1.00	33,100
Spec Assist,Office of Director	1.00	108,316	1.00	111,566	1.00	114,913
Strategic Partnerships Associate	1.00	100,036	1.00	103,037	1.00	106,128
Superintendent	1.00	100,476	1.00	103,490	1.00	106,594
Survey Technician	2.00	83,782	2.00	85,458	2.00	88,022
Systems Administrator	2.00	151,285	2.00	155,824	2.00	160,498
Utility Operator	7.00	319,883	7.00	328,285	7.00	338,131
Weighmaster	7.00	291,928	7.00	300,686	7.00	309,706
Wood Energy Coordinator	1.00	41,600	1.00	42,848	1.00	44,133
Wood Fuel Laborer-ECL	1.00	35,006	1.00	35,707	1.00	36,778
<b>Total U10B0041</b>	<b>825.00</b>	<b>51,739,717</b>	<b>825.00</b>	<b>53,326,830</b>	<b>825.00</b>	<b>54,924,956</b>