

# 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	2018 Act.	2019 Act.	2020 Act.	2021 Act.	2022 Act.	2023 Est.	2024 Est.
Gallons of wastewater treated (billions)	6.54	6.84	5.96	6.56	6.39	6.40	6.40
Gallons of water produced annually (billions)	1.94	1.90	1.80	1.80	1.74	1.80	1.80
Number of parameters tested	79,959	81,739	76,846	83,230	84,398	84,398	84,398
Gallons of used antifreeze recycled (thousands)	34	35	32	31	30	32	33
Gallons of used oil recycled (thousands)	432	358	369	446	436	408	416
Number of corporate and State National Pollution Discharge Elimination System (NPDES) violations	311	235	233	246	306	291	291
Pounds of nitrogen reduced due to wastewater treatment operations or upgrades	148,476	149,629	169,467	165,962	155,675	166,030	166,030
Pounds of phosphorus reduced due to wastewater treatment operations or upgrades	14,894	14,766	15,089	14,434	13,667	13,353	13,353
Gallons of water discharged from DMCFs that meet permitted nutrient loads (millions)	933	3,006	1,201	1,542	1,846	1,500	1,500
<sup>1</sup> Cubic yards of material placed in DMCFs or Environmental Restoration Project (ERP)	356,690	3,395,969	3,038,085	2,950,557	2,878,374	3,058,600	2,300,000

### 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	2018 Act.	2019 Act.	2020 Act.	2021 Act.	2022 Act.	2023 Est.	2024 Est.
Percentage of capital dollars obligated	30%	58%	24%	51%	22%	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	2018 Act.	2019 Act.	2020 Act.	2021 Act.	2022 Act.	2023 Est.	2024 Est.
Number of accidents resulting in more than 40 hours of accident leave	9	5	6	16	7	10	12
Number of preventable vehicle accidents	24	24	29	11	11	16	20

## NOTES

<sup>1</sup> 2022 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.

Appropriation Statement	2022 Actual	2023 Appropriation	2024 Allowance
Number of Authorized Positions	825.00	797.78	797.78
01 Salaries, Wages and Fringe Benefits	64,655,711	71,313,348	74,879,016
02 Technical and Special Fees	9,591,364	13,855,784	14,548,573
03 Communications	497,642	591,176	608,912
04 Travel	179,575	364,348	369,813
06 Fuel and Utilities	11,778,321	7,752,172	8,139,781
07 Motor Vehicle Operation and Maintenance	5,248,930	5,268,948	5,532,396
08 Contractual Services	40,466,592	39,169,567	41,091,062
09 Supplies and Materials	8,910,758	9,576,160	10,054,968
13 Fixed Charges	1,628,083	4,062,132	4,265,238
14 Land and Structures	20,526,845	43,389,537	44,691,223
Total Operating Expenses	89,236,746	110,174,040	114,753,393
Total Expenditure	163,483,821	195,343,172	204,180,982
Non-Budgeted Fund Expenditure	163,483,821	195,343,172	204,180,982
Total Expenditure	163,483,821	195,343,172	204,180,982
<b>Non-Budgeted Fund Expenditure</b>			
U10701 User Charges	163,483,821	195,343,172	204,180,982

## Maryland Environmental Service

**U10B00.41 General Administration**

Reimbursable Projects	Budget Code	FY 2022 Actual	FY 2023 Allocation	FY 2024 Allowance
<b>FY 2024 Agency Funding Schedule - Total</b>				
Maryland State Military Department	D50H01	196,258	222,289	229,031
Maryland Veterans' Home Commission	D55P00	756,824	705,754	741,629
Maryland Aviation Administration	J00I01	27,631	30,538	40,416
DNR - Maryland Park Service	K00A04	3,054,921	3,579,100	3,917,124
DNR - Fishing and Boating Services	K00A17	65,542	91,135	90,244
MDH - Springfield Hospital Center	M00L08	541,314	511,547	607,448
MDH - Clifton T. Perkins Hospital Center	M00L10	133,674	156,938	163,041
MDH - Crownsville Hospital Center	M00L15	672,389	730,436	-
DPSCS - Patuxent Institution	Q00D00	494,058	369,746	411,515
DPSCS - MCI-Hagerstown	Q00R02	1,922,710	2,024,808	2,285,283
DPSCS - MCI-Hagerstown: Power Generation	Q00R02	5,427,236	4,750,080	7,696,152
DPSCS - Western Correctional Institution	Q00R02	178,643	158,838	152,552
DPSCS - Jessup Steam Plant	Q00S02	1,772,479	2,221,789	2,444,164
DPSCS - MCI-Jessup	Q00S02	368,405	427,499	405,645
DPSCS - MCI of Women-Jessup	Q00S02	289,270	275,583	320,864
DPSCS - Brockbridge Correctional Facility	Q00S02	26,735	-	-
DPSCS - Eastern Correctional Institution	Q00S02	2,742,954	2,606,280	2,962,131
DPSCS - Dorsey Run Correctional Facility	Q00S02	849,568	1,412,154	564,674
DPSCS - Central Maryland Correctional Facility	Q00S02	-	949,228	1,105,467
DPSCS - ECI Co-Generation Facility	Q00S02	9,120,139	10,102,194	12,274,738
St. Mary's College of Maryland	R14D00	121,330	97,746	129,116
U of MD Center for Envir Science - Horn Point	R30B34	82,644	78,508	94,677
DJS - Statewide Youth Centers	V00E01	394,180	447,588	481,854
DJS - Victor Cullen Center	V00E01	350,752	368,306	385,261
DJS - Boys' Village of Maryland & Cheltenham	V00E01	572,091	602,570	725,345
<b>Total</b>		30,161,749	32,920,654	38,228,373

### 3 Year Position Summary

Classification Title	FY 2022 Positions	FY 2022 Expenditures	FY 2023 Positions	FY 2023 Appropriation	FY 2024 Positions	FY 2024 Allowance
<b>U10 - Maryland Environmental Service</b>						
<b>U10B0041 - General Administration</b>						
A/R Specialist	2.00	108,406	2.00	112,924	2.00	117,440
Accountant, CBT	0.00	0	0.38	28,474	0.38	29,613
Accounting Assistant	1.00	48,722	1.00	50,752	1.00	52,782
Admin Services Specialist	0.00	0	1.00	46,509	1.00	48,369
Administrative Aide	1.00	41,184	1.00	42,900	1.00	44,616
Administrative Assistant	3.00	143,199	1.00	43,056	1.00	44,778
Administrative Safety and Environmental Compliance Support Specialist	0.00	0	1.00	43,810	1.00	45,563
Administrative Service Assist	2.00	99,343	0.00	0	0.00	0
Administrative Specialist	7.00	314,035	9.00	411,528	9.00	427,989
Administrator	2.90	209,769	3.90	284,869	3.90	296,263
Application Support Specialist	1.00	60,004	1.00	62,504	1.00	65,004
Assistant Attorney General	1.00	152,295	1.00	158,641	1.00	164,987
Assistant Attorney General VI	2.00	221,150	2.00	230,364	2.00	239,578
Assistant Building Manager	1.00	70,013	0.00	0	0.00	0
Assistant Chief, Human Resources	1.00	91,200	1.00	95,000	1.00	98,800
Assistant Chief, Safety and Env Compliance	1.00	73,921	1.00	77,001	1.00	80,081
Assistant Engineer	5.00	282,465	2.00	124,607	2.00	129,591
Assistant Environmental Section Chief	6.60	623,153	1.80	183,565	1.80	190,908
Associate Engineer	6.00	443,270	5.00	364,803	5.00	379,394
Audit Trainee	0.00	0	1.00	41,600	1.00	43,264
Boiler Operator	5.00	295,104	4.00	249,746	4.00	259,736
Business Analyst	1.00	111,157	1.00	115,788	1.00	120,420
Buyer	1.00	55,850	1.00	58,178	1.00	60,505
CADD Engineer Technician	1.00	78,944	1.00	82,234	1.00	85,523
CFC Technician	1.00	57,208	1.00	59,592	1.00	61,976
Chief Engineer	3.00	273,582	3.00	284,982	3.00	296,383
Chief, Administrative Services	1.00	79,934	1.00	83,265	1.00	86,596
Chief, Human Resources	1.00	104,069	1.00	108,405	1.00	112,742
Chief, Information Technology	1.00	159,773	1.00	166,430	1.00	173,087
Chief, Procurement & Purchasing	1.00	127,465	1.00	132,776	1.00	138,087
Chief, Safety and Environmental Compliance	1.00	128,032	1.00	133,367	1.00	138,702
Communications Director	1.00	79,680	1.00	83,000	1.00	86,320
Contract Specialist	1.00	60,443	1.00	62,962	1.00	65,480
Copywriter/Editor	1.00	48,714	0.00	0	0.00	0
Crew Chief	1.00	44,089	1.00	45,926	1.00	47,763
Deputy Director, MES	1.00	215,281	1.00	229,022	1.00	242,763
Deputy Division Chief, Solid Waste	1.00	126,570	2.00	246,844	2.00	256,718
Deputy Division Chief, TES	0.00	0	2.00	241,500	2.00	251,160
Deputy Division Chief, W/WW	1.00	131,083	0.00	0	0.00	0
Deputy Division Chief, W/WW Operations	1.00	125,796	1.00	131,037	1.00	136,279
Design & Communications Specialist	1.00	62,200	1.00	64,792	1.00	67,384
Develop & Marketing Coord, CBT	0.00	0	1.00	52,000	1.00	54,080
Development Assistant	2.00	74,480	1.00	38,000	1.00	39,520
Development Intern	1.00	31,200	0.00	0	0.00	0
Director of Finance & Administration, CBT	1.00	122,908	1.00	128,029	1.00	133,150
Director of Finance, MCE	1.00	148,320	1.00	154,500	1.00	160,680
Director, Dev & Mark CBT	1.00	100,800	1.00	105,000	1.00	109,200

### 3 Year Position Summary

Classification Title	FY 2022 Positions	FY 2022 Expenditures	FY 2023 Positions	FY 2023 Appropriation	FY 2024 Positions	FY 2024 Allowance
Director, Finance	1.00	150,000	0.00	0	0.00	0
Director, Government Affairs	1.00	132,376	1.00	137,891	1.00	143,407
Director, MES	1.00	209,100	0.00	0	0.00	0
Director, Prog & Partner CBT	2.00	215,112	2.00	224,076	2.00	233,040
Diversity and Equal Employment Opportunity Officer	1.00	93,442	1.00	97,335	1.00	101,228
Division Chief, EDR	1.00	145,327	2.00	302,114	2.00	314,198
Division Chief, Engineering	1.00	146,347	0.00	0	0.00	0
Division Chief, Env Mon	1.00	135,599	0.00	0	0.00	0
Division Chief, Environmental Monitoring	1.00	136,973	0.00	0	0.00	0
Division Chief, Operations	2.00	294,762	2.00	307,044	2.00	319,325
Division Chief, Project Mgmt	0.00	0	1.00	157,013	1.00	163,294
Division Chief, TES	0.00	0	1.00	147,000	1.00	152,880
Division Chief, W/WW Engineering	0.00	0	1.00	146,260	1.00	152,110
Division Chief, W/WW Operations	1.00	145,354	1.00	151,410	1.00	157,466
Driver	7.00	329,589	6.00	293,488	6.00	305,227
Durable Medical Equipment Technician	1.00	48,482	3.00	146,182	3.00	152,029
Electrician Trainee	0.00	0	2.00	87,360	2.00	90,854
Energy Project & Procurement Manager	1.00	120,000	1.00	125,000	1.00	130,000
Engineering Section Chief	2.00	265,948	1.00	137,550	1.00	143,052
Engineering Technician	2.00	102,190	1.00	62,400	1.00	64,896
Env Specialist Trainee	8.00	323,582	8.00	337,064	8.00	350,547
Environmental Dredging Technician	3.00	137,061	3.00	142,771	3.00	148,483
Environmental Section Chief	5.00	511,122	5.00	532,419	5.00	553,716
Environmental Specialist	17.00	735,923	16.60	748,085	16.60	776,907
Environmental Systems Assistant Regional Supervisor	9.00	793,962	9.00	827,044	9.00	860,125
Environmental Systems Regional Supervisor	5.00	577,197	5.00	601,247	5.00	625,296
Environmental Systems Supervisor	21.00	1,467,188	20.00	1,462,368	20.00	1,520,861
Equipment Control Specialist	0.60	60,246	0.00	0	0.00	0
Equipment Operator	14.00	611,728	11.00	502,030	11.00	522,113
Equipment Operator Trainee	2.00	78,376	0.00	0	0.00	0
Executive Assistant	1.00	65,495	1.00	68,224	1.00	70,953
Executive Associate	0.00	0	1.00	60,070	1.00	62,473
Executive Director	0.00	0	1.00	231,750	1.00	245,655
Executive Director, Bay Trust	1.00	168,014	1.00	175,014	1.00	182,015
Executive Director, MCE	1.00	171,414	1.00	178,557	1.00	185,699
Facility Safety Coordinator	2.00	115,024	1.00	43,810	1.00	45,563
Field Operations Supervisor	19.00	1,259,415	17.00	1,176,386	17.00	1,223,441
Finance/Admin Manager, MCE	1.00	65,280	1.00	68,000	1.00	70,720
Financial Accountant	1.00	78,477	1.00	81,747	1.00	85,017
Financial Accounting Manager	3.00	320,909	3.00	334,280	3.00	347,651
Financial Analyst	0.00	0	3.00	159,033	3.00	165,396
Fiscal Accountant	1.00	66,428	1.00	69,196	1.00	71,964
Fiscal Associate	1.00	32,136	0.00	0	0.00	0
Fleet Manager	2.00	147,931	2.00	154,094	2.00	160,259
GIS Specialist	2.00	108,226	0.00	0	0.00	0
GIS Specialist Trainee	1.00	42,750	0.00	0	0.00	0
Government Affairs Associate	0.00	0	1.00	111,434	1.00	115,891
Grants Administrator	0.95	105,975	0.95	110,391	0.95	114,807
Group Administrator	3.00	291,946	3.00	304,110	3.00	316,274
HR Database Manager	1.00	82,799	1.00	86,249	1.00	89,699

### 3 Year Position Summary

Classification Title	FY 2022 Positions	FY 2022 Expenditures	FY 2023 Positions	FY 2023 Appropriation	FY 2024 Positions	FY 2024 Allowance
HR Specialist	1.80	121,042	2.80	165,914	2.80	172,550
Inspector	17.00	717,887	17.00	747,801	17.00	777,714
Intern	5.70	186,722	8.00	272,397	8.00	283,294
Internal Auditor	1.00	101,135	1.00	105,349	1.00	109,563
IT Support Specialist	2.00	118,490	2.00	123,427	2.00	128,365
Laborer	37.30	1,346,652	36.80	1,386,190	36.80	1,441,632
Lead Administrative Specialist	1.00	47,464	2.00	107,682	2.00	111,989
Lead Communication Specialist	1.00	55,515	1.00	57,828	1.00	60,142
Lead Electrician	9.00	550,326	7.00	447,534	7.00	465,434
Lead Engineering Technician	1.00	57,328	1.00	59,717	1.00	62,105
Lead Environmental Specialist	35.50	2,576,298	31.00	2,307,524	31.00	2,399,820
Lead Equipment Operator	48.00	2,640,412	45.00	2,597,212	45.00	2,701,099
Lead GIS Specialist	3.00	216,251	3.00	225,670	3.00	234,697
Lead Inspector	4.00	249,416	3.00	204,797	3.00	212,989
Lead Maintenance Mechanic	4.00	233,446	4.00	243,173	4.00	252,899
Lead Maintenance Supervisor	3.00	251,135	3.00	261,600	3.00	272,064
Lead Mechanic	10.40	651,972	10.40	679,138	10.40	706,303
Lead Operations Manager	1.00	104,474	2.00	213,656	2.00	222,203
Lead Operator	0.00	0	6.00	339,457	6.00	353,033
Lead Sorter	0.00	0	2.00	79,456	2.00	82,634
Lead Survey Technician	4.00	246,372	3.00	199,330	3.00	207,303
Loan Program Coordinator	0.00	0	1.00	50,000	1.00	52,000
Maintenance Aide	2.00	74,780	2.00	77,896	2.00	81,012
Maintenance Supervisor	4.00	308,306	4.00	321,152	4.00	333,998
Management Specialist	8.00	442,031	7.00	406,348	7.00	422,603
Manager, Contracts Administration	1.00	86,301	1.00	89,897	1.00	93,493
Manager, Landfill Operations	1.00	104,898	1.00	109,268	1.00	113,639
Manager, MBE & SBR Programs	1.00	84,732	1.00	88,262	1.00	91,793
Manager, Mechanic Projects	5.00	398,441	6.00	490,756	6.00	510,385
Manager, Network & Data Svcs	1.00	109,207	1.00	113,757	1.00	118,307
Manager, Operations Training	1.40	95,041	1.40	99,000	1.40	102,960
Managing Director, Water/ Wastewater	1.00	166,118	1.00	173,040	1.00	179,962
Managing Director, Administration	1.00	158,851	1.00	165,470	1.00	172,088
Managing Director, Environmental Dredging & Restoration	1.00	179,978	1.00	187,477	1.00	194,976
Managing Director, Environmental Operations	1.00	178,331	1.00	185,762	1.00	193,192
Managing Director, Finance	1.00	181,108	1.00	188,654	1.00	196,200
Managing Director, Technical & Environmental Services	1.00	174,885	1.00	182,172	1.00	189,458
Marketing Analyst	1.00	55,047	1.00	57,340	1.00	59,634
Marketing and Communications Manager, CBT	0.25	14,402	0.25	15,002	0.25	15,602
Marketing Officer, CBT	1.00	57,600	1.00	60,000	1.00	62,400
Marketing Program Assistant	1.00	48,000	1.00	50,000	1.00	52,000
Mechanic	8.00	370,727	5.00	241,154	5.00	250,801
Mechanic Trainee	1.00	40,136	1.00	41,808	1.00	43,480
Network Administrator	1.00	68,173	1.00	71,014	1.00	73,855
Occupational Safety & Health Compliance Officer	0.00	0	1.00	43,810	1.00	45,563
Office Manager, CBT	1.00	54,701	1.00	56,980	1.00	59,259
Operations Manager	4.40	312,532	3.40	260,513	3.40	270,934
Operations Manager, CBT	1.00	73,164	1.00	76,212	1.00	79,260

### 3 Year Position Summary

Classification Title	FY 2022 Positions	FY 2022 Expenditures	FY 2023 Positions	FY 2023 Appropriation	FY 2024 Positions	FY 2024 Allowance
Operator	26.00	1,241,474	5.00	220,356	5.00	229,169
Operator II	5.28	297,518	0.00	0	0.00	0
Operator-In-Training	32.00	1,075,755	32.00	1,120,578	32.00	1,165,400
Operator-In-Training I	9.00	344,847	9.00	359,216	9.00	373,584
Operator-In-Training II	11.00	448,641	11.00	467,336	11.00	486,025
Payroll Specialist	1.00	68,051	1.00	70,886	1.00	73,722
Procurement Administrator	1.00	81,012	1.00	84,388	1.00	87,764
Product Marketing Dispatcher	1.00	57,548	1.00	59,946	1.00	62,343
Production Manager, Recycling	2.00	151,126	2.00	157,423	2.00	163,719
Program Assistant, CBT	3.20	129,600	3.20	135,000	3.20	140,400
Program Coordinator, CBT	2.00	88,330	2.00	92,010	2.00	95,690
Program Manager, CBT	0.00	0	3.00	274,257	3.00	285,227
Program Officer, CBT	2.00	109,176	2.00	113,725	2.00	118,274
Project Engineer	2.00	142,302	3.00	242,105	3.00	251,790
Project Manager	6.50	674,886	7.00	703,005	7.00	731,127
Purchasing Support Specialist	1.00	60,583	1.00	63,107	1.00	65,631
Recycling Coordinator	1.00	88,250	1.00	91,928	1.00	95,605
Safety and Env Compliance Associate I	2.00	120,686	2.00	125,715	2.00	130,743
Safety and Env Compliance Associate II	1.00	64,163	1.00	66,837	1.00	69,510
Safety and Env Compliance Intern	1.00	32,136	0.00	0	0.00	0
Safety Officer	1.00	71,021	0.00	0	0.00	0
Section Chief - Surveying	0.00	0	1.00	115,863	1.00	120,497
Section Chief, EMS & Remediation	1.00	116,469	1.00	121,322	1.00	126,174
Section Chief, Environmental Services	1.00	108,484	1.00	113,004	1.00	117,524
Section Chief, GIS	2.00	213,999	1.00	113,549	1.00	118,091
Section Chief, Operations	2.00	233,072	2.00	242,784	2.00	252,496
Senior A/R Specialist	1.00	70,527	1.00	73,466	1.00	76,404
Senior Administrative Specialist	7.00	372,557	6.00	342,047	6.00	355,730
Senior Application Programmer	1.00	111,171	1.00	115,803	1.00	120,435
Senior Assistant Attorney General	0.00	0	1.00	122,933	1.00	127,850
Senior Buyer	1.00	56,749	1.00	59,114	1.00	61,478
Senior Director, Communications	1.00	108,008	1.00	112,508	1.00	117,009
Senior Driver	2.00	108,107	4.00	216,403	4.00	225,059
Senior Electrical/Electronic Control Technician	1.00	86,162	1.00	89,752	1.00	93,342
Senior Electrician	2.00	105,870	3.00	165,444	3.00	172,061
Senior Engineer	16.22	1,760,697	12.25	1,499,019	12.25	1,558,982
Senior Engineering Technician	2.00	114,576	2.00	119,350	2.00	124,124
Senior Env Dredging Technician	4.00	237,798	4.00	247,706	4.00	257,615
Senior Environmental Dredging Technician/Safety Officer	2.00	124,201	2.00	129,376	2.00	134,551
Senior Environmental Specialist	21.00	1,160,862	21.00	1,209,228	21.00	1,257,597
Senior Equipment Operator	18.00	829,431	18.00	863,991	18.00	898,551
Senior Fiscal Asscoiate	3.00	153,854	3.00	160,264	3.00	166,675
Senior GIS Specialist	4.00	236,919	4.00	246,789	4.00	256,661
Senior Inspector	3.00	164,236	3.00	171,080	3.00	177,922
Senior Lab Scientist	1.00	84,714	1.00	88,244	1.00	91,774
Senior Law Clerk	0.50	53,560	0.00	0	0.00	0
Senior Lead Electrician	1.00	91,334	1.00	95,139	1.00	98,945
Senior Lead Engineering Technician	2.00	142,911	2.00	148,866	2.00	154,820
Senior Lead Environmental Specialist	10.05	952,873	10.00	988,393	10.00	1,027,928

### 3 Year Position Summary

Classification Title	FY 2022 Positions	FY 2022 Expenditures	FY 2023 Positions	FY 2023 Appropriation	FY 2024 Positions	FY 2024 Allowance
Senior Lead GIS Specialist	0.00	0	0.20	16,800	0.20	17,472
Senior Lead Inspector	3.00	235,741	3.00	245,564	3.00	255,387
Senior Lead Maintenance Mechanic	1.00	66,074	1.00	68,827	1.00	71,580
Senior Lead Maintenance Supervisor	1.00	100,123	1.00	104,295	1.00	108,467
Senior Lead Mechanic	5.00	363,118	5.00	378,247	5.00	393,377
Senior Lead Operator	0.00	0	17.00	1,053,207	17.00	1,095,335
Senior Lead Survey Technician	0.00	0	2.00	127,906	2.00	133,022
Senior Lead, Recycling Program	1.00	71,406	1.00	74,381	1.00	77,356
Senior Maintenance Manager	5.00	387,121	5.00	403,249	5.00	419,379
Senior Management Specialist	8.00	556,568	8.00	579,758	8.00	602,948
Senior Manager, Operations	5.00	524,029	5.00	545,862	5.00	567,697
Senior Manager, Software Applications	1.00	127,089	1.00	132,384	1.00	137,680
Senior Mechanic	18.00	1,023,930	18.00	1,066,595	18.00	1,109,260
Senior Operations Manager	11.00	932,889	11.00	971,761	11.00	1,010,631
Senior Operator	22.00	1,129,631	22.00	1,176,699	22.00	1,223,765
Senior Program Officer, CBT	2.00	97,928	2.00	102,008	2.00	106,088
Senior Project Manager	4.80	506,966	4.80	528,091	4.80	549,214
Senior Sampler	3.00	152,664	1.00	57,387	1.00	59,683
Senior Survey Technician	4.00	207,267	4.00	215,904	4.00	224,540
Senior Technical Advisor	0.20	40,735	1.20	197,908	1.20	205,824
Senior Water/Wastewater Specialist	1.00	111,872	1.00	116,534	1.00	121,195
Service Technician	2.00	110,939	2.00	115,562	2.00	120,184
Shift Engineer	17.45	1,287,520	17.45	1,341,165	17.45	1,394,812
Software Application Spec	1.00	52,795	1.00	54,995	1.00	57,195
Software Application Specialist Trainee	1.00	32,136	0.00	0	0.00	0
Spec Assist,Office of Director	1.00	115,832	1.00	120,658	1.00	125,485
Strategic Partnerships Associate	1.00	103,037	0.00	0	0.00	0
Superintendent	1.00	107,447	1.00	111,924	1.00	116,401
Survey Technician	1.00	43,950	1.00	45,781	1.00	47,612
Systems Administrator	2.00	158,803	1.00	84,261	1.00	87,632
Utility Operator	4.00	196,484	4.00	204,673	4.00	212,859
Weighmaster	8.00	350,518	8.00	365,124	8.00	379,728
Wood Energy Coordinator	1.00	57,600	1.00	60,000	1.00	62,400
Wood Fuel Laborer-ECL	1.00	37,101	1.00	38,646	1.00	40,192
<b>Total U10B0041</b>	<b>825.00</b>	<b>53,659,402</b>	<b>797.78</b>	<b>54,400,785</b>	<b>797.78</b>	<b>56,584,909</b>