

City of Lake Elmo Department of Public Works

Pay Classification / Street & Utility Workforce

Position Classification	Hourly Rate	Skill Proficiency	Performance Rating	Longevity/LE Knowledge**
Operator III (Probationary) - Six Months	\$20.00 83%	CDL (B) Basic Hand Tool Package	70	0 - 6 Mos. 20% **
Operator III (Full Standing)	\$22.00 78%	Water Op License-Class D Waste Water License -Class D Single Axle / Snow Removal/ Ice Control Asphalt Repair Procedures Asphalt Roller ROW Flail Mower Park Maintenance / Mowers/Groomers Park Certifications (Playground, Tree Inspection) Primary Equipment Use Maintenance Procedures OSHA Safety Training	75	6 Mos. - 2 Years 40% **
Operator II	\$24.79 74%	Skid Steer Loader Water & Sewer Distribution & Collection Systems Advanced Asphalt Repair Procedures Advance Snow Removal-Plow-Wing-Scraper Storm Water Collection Total Inventory Preventive Maintenance Procedures NIMS / FEMA Certification-Public Works OSHA Safety Training Requirements-Full Compliance	80	2 Years + 60% **
Operator I	\$26.00 78%	Welding, Fabrication Total Inventory Equipment Repairs Backhoe & Excavator Water & Sewer Operation Controls NIMS / FEMA Certification-Haz-Mat.	85	5 Years+ 80% **
Out of Compensation Classification				** =
Specialty Pay	Mechanic / Fabricator	Add \$1 Per Hour		Experience in the following areas: Streets, ROW, Signs Parks & Trails Water Distribution Water Pumps & Control Storm water Collection Waste Water Collection & Lift Stations
	Water / Sewer Utility	Add \$1 Per Hour		
	Supervisory	Add \$2 Per Hour		

