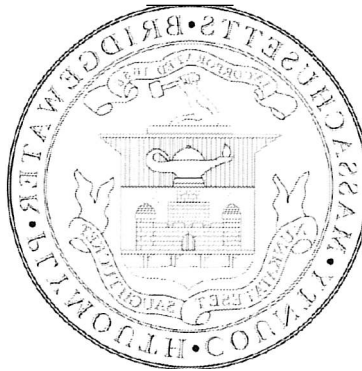


# **COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

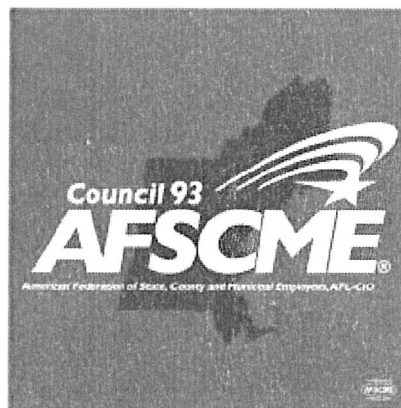
**THE TOWN OF BRIDGEWATER**



**AND**

**LOCAL 1700, AMERICAN FEDERATION OF STATE, COUNTY AND**

**MUNICIPAL EMPLOYEES, AFL-CIO, STATE COUNCIL 93**



**JULY 1, 2025 - JUNE 30, 2028**

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This AGREEMENT entered into this.... \_\_\_\_day of \_\_\_\_\_, 2025, by and between the Town of Bridgewater, County of Plymouth, Commonwealth of Massachusetts, hereinafter designated as the EMPLOYER, and Local 1700, American Federations of State, County and Municipal Employees, AFL-CIO, State Council 93, hereinafter referred to as the UNION, has as its purpose the promotion of harmonious relations between the Employer and the Union.

WHEREAS, the parties desire, for the purpose of collective bargaining with respect to the establishment of rates of pay, hours of work and conditions of employment, the negotiation of collective bargaining agreements and the establishment of an equitable and peaceful procedure for the resolution of any difference arising there under, pursuant to Chapter 150E of the Massachusetts General Laws and any amendments thereto it is therefore, agreed as follows:

## ARTICLE 1 - EFFECTIVE DATE

The terms and conditions set forth in this Agreement are effective July 1, 2025 through June 30, 2028 (Three Year Agreement).

## ARTICLE 2 - RECOGNITION

The Employer hereby recognizes the Union as the exclusive representative and bargaining agent for the following classes of employees of the Town of Bridgewater:

### A. DPW: ROADWAYS DEPARTMENT

- a. Dispatcher/Clerk - Grade 8
- b. Light Equipment Operator - Grade 7
- c. Chief Mechanic - Grade 12
- d. Mechanic - Grade 10
- e. Assistant Mechanic - Grade 9
- f. Heavy Equipment Operator - Grade 9
- g. Leadworker - Grade 9
- h. Roadways Foreman - Grade 10
- i. General Foreman - Grade 11
- j. Forestry Foreman - Grade 10
- k. Unit Operations Specialist/Dispatcher- Grade 10

### B. DPW: WATER SUPPLY DEPARTMENT

- a. Light Equipment Operator - Grade 7
- b. Meter Specialist - Grade 8
- c. Water Handler - Grade 8
- d. Chief Water Treatment Plant Operator- Grade 12
- e. Senior Water Treatment Plant Operator - Grade 9
- f. Heavy Equipment Operator - Grade 9
- g. Water Foreman- Grade 10
- h. Assistant Water Superintendent - Grade 12
- i. Distribution Supervisor - Grade 12
- j. Leadworker - Grade 9

- k. Assistant Sewer Superintendent - Grade 12
- l. WWTP Mechanic/Operator - Grade 10
- m. WWTP Operator - Grade 9
- n. Assistant Chief Water Operator - Grade 10

C. DPW: STRUCTURES AND GROUNDS

- a. Custodian -Grade 6
- b. Maintenance Custodian -Grade 6

D. PARKS AND RECREATION DEPARTMENT

- a. Groundskeeper - Grade 6

### ARTICLE 3 - MANAGEMENT RIGHTS

This Agreement has not been designed to violate any Federal, State, County or Municipal Laws nor shall anything in this Agreement be interpreted as diminishing the rights of the Employer to determine and prescribe the methods and means by which its operation of the departments included in this Agreement shall be conducted except as may otherwise be specifically set forth in this Agreement.

### ARTICLE 4 - UNION DUES

Pursuant to General Laws, Chapter 150E, Section 12, to assure that employees covered by this Agreement shall be adequately represented by the Union in bargaining collectively on questions of wages, hours, and other conditions of employment. The Employer shall be required to provide the Union with the following information:

1. The Union - shall furnish a signed copy of the Union dues/agency fees deduction card that contains a waiver authorizing the use of his/her Social Security Number for the purposes of conducting business between the Union and the Town. The Union and the Town agree that employee Social Security Numbers will not be released to any third party outside of the business relationship existing between the Union and the Town, unless directed in writing, by the employee.
2. Concurrent with the issuance of weekly/ bi-weekly wages to workers in the bargaining unit represented by the Union, the Employer will electronically forward a data file to the Union for all employees for whom dues or agency fees have been deducted. These deductions and roster-information will be transmitted to the AFSCME Council 93 business office with the issuance of its last payroll of every month - and such transmission shall be accomplished either by electronic mail or some other secure method as agreed to by the parties.
3. Upon the issuance of weekly/bi-weekly wages to workers in the bargaining units represented by the Union, the Employer will electronically forward a data file to the Union for all employees whose job title is represented by the Union. This file shall include the employees legal name employee ID, worksite code and the deduction amount.

## ARTICLE 5 - CIVIL RIGHTS

There shall be no discrimination by the Town or the Union against any employee covered by this agreement because of race, creed, color, national origin, sex, age, union affiliation, political affiliation, religion, sexual orientation, genetic information, gender identity, marital status, military status, parental status, or disability.

## ARTICLE 6 - GRIEVANCE AND ARBITRATION PROCEDURE

A grievance shall be defined as a dispute between a member of the bargaining unit covered by this Agreement, the Union and the Employer as to an alleged violation of, interpretation or application of a provision of this Agreement.

**STEP 1.** The Union steward and/or the representative, with the aggrieved employee, shall take up the grievance or dispute in writing with the employee's Department Head within seven (7) working days of the date of the grievance or dispute or his knowledge of its occurrence. The supervisor shall attempt to adjust the matter and shall respond to the steward or the representative within five (5) working days.

**STEP 2.** If the grievance has not been settled, it shall be presented in writing to the Town Manager within five (5) working days after the response of the Department Head is due. The Town Manager shall respond to the steward or the representative within seven (7) working days.

**STEP 3.** If the grievance is still unsettled, either party may, within thirty (30) calendar days after the response of the Town Manager is due, by notice in writing to the other, request arbitration with the Labor Relations Connection. The decision of the arbitrator shall be final and binding upon the parties.

The expense for the arbitrator's services and the proceedings shall be borne equally by the Employer and the Union. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record and makes copies available without charge to the other party and to the arbitrator.

Grievances involving disciplinary action shall be processed beginning at the second (2nd) Step. If the cases reach arbitration, the arbitrator shall have the power to direct a resolution of the grievance up to and including restoration to the job with all compensation and privilege that would have been due the employee.

Upon issuance of discipline, including demotion, suspension, or termination, the Employer will copy written notification sent to the Employee and to the Union.

## ARTICLE 7 - SENIORITY

The length of service of the employee in the bargaining unit shall determine the seniority of the employee within the unit.

The principle of seniority will be one among many factors considered by the Employer in cases of promotion within the bargaining unit, transfer, increase or decrease of the working force. However, merit shall be a factor to be considered. Seniority shall control the choice of vacation period.

## **ARTICLE 8 - JOB POSTING AND BIDDING**

When a position covered by this Agreement becomes vacant, such vacancy, shall be posted on the town's web site with copy to the union steward listing the title of the position, salary, location (department) duties and qualifications required whether temporary or permanent. Information of the same shall also be sent to public works department leaders for posting on bulletin boards in the work areas.

This notice of vacancy shall remain posted for three (3) days. Employees interested shall apply in writing within five (5) day period next succeeding the date of first posting.

There shall be a probationary period consisting of ninety (90) working days for new hires. In the event his/her employment is terminated for any reason during said probationary period, such termination shall not be made the subject of a grievance under the terms of this Agreement.

The Town Manager shall have the sole right to place a new hire at any step within the grade and shall consider education, experience, and the Town's needs when placing a new employee within the grade.

Each employee shall be furnished with a copy of his/her job description. All Union job descriptions will be put into the Contract.

## **ARTICLE 9 - HOURS OF WORK SCHEDULED**

The regular hours of work each day shall be consecutive except for interruptions for meal periods.

It is the meaning and intent that the normal working day is from 7:00 AM to 12:00 noon and from 12:30 PM to 3:30 PM.

The normal work day shall consist of eight (8) consecutive hours within twenty-four (24) hour period. Each employee shall be scheduled to work a shift with regular starting and quitting times. Except for emergency situations, work schedules shall not be changed unless the changes are mutually agreed upon by the Union and the Employer. Such agreement shall not be unreasonably withheld.

Employees engaged in continuous operations are defined as being any employee or group of employees engaged in an operation for which there is regularly scheduled employment for twenty-four (24) hours a day, seven (7) days a week. The work week for employees engaged in continuous operations, shall consist of five (5) consecutive eight (8) hour days. In situations where a non-paid legal holiday falls during the regular work week, such work week may not consist of five (5) consecutive days. If non-paid Holiday, work shall be available on the following Saturday.

## ARTICLE 10 - OVERTIME

Employees covered by this Agreement shall be paid overtime at the rate of one and one half (1 ½) times his regular rate of pay for work performed in excess of forty (40) hours in one week.

Any employee called back to work on the same day after having completed his/her/their assigned work and left his/her/their place of employment and before his next regular scheduled starting time, shall be paid at the rate of time and one-half (1 ½) for all hours worked on recall in excess of forty (40) hours. Any employee who is on overtime shall receive as a minimum, four (4) hours of overtime pay at a rate of one and one-half (1 ½) times the base hourly rate of regular compensation for his/her/their average weekly hours of regular duty.

Any employee who works sixteen (16) consecutive hours or more shall be paid two (2) times their regular rate of pay for all hours in excess of sixteen (16) hours, inclusive of their regularly scheduled shift. Any employee, who receives two (2) times their regular rate of pay and is called back within six (6) hours of punching out, shall continue to be paid two (2) times their regular rate until they punch out and are off the clock for six (6) consecutive hours or more.

If employees are called back for overtime and punch in less than six (6) hours after their regularly scheduled shift ends, the hours will count towards the computation of double time after sixteen (16) hours. (Employees will not be paid for hours not worked).

Employees covered by this Agreement shall be paid double time if employee on the so-called "Family Holidays", meaning, Thanksgiving, the Day After Thanksgiving, Christmas and New Year's Day.

The Department Head in his/her/their sole discretion shall determine when employees on scheduled overtime shall be relieved from duty.

Except as hereinafter provided, overtime shall be equally and impartially distributed among personnel in each area who ordinarily perform such related work in the normal course of their work week. When in case of extreme emergencies, it is necessary to call in personnel from other areas to aid and assist; the personnel from areas other than the areas which normally performed such related work shall be relieved from their duties first when the workload lessens.

The Employer shall keep records in each division time book of the overtime work performed. In case of a grievance involving such records, they shall be subject to examination by the Union Representative of the Shop Steward with the foreman of the division involved.

A record of the overtime hours worked by each employee shall be posted on the department bulletin board monthly.

Overtime work shall be voluntary. There shall be no discrimination against any employee who declines to work overtime.

No employee from another department shall be called into work to perform overtime until all employees in said department have been given the opportunity to work the overtime. This Section shall not apply to private contractors to plow snow in the Town. Also, anyone called in for overtime must be qualified in the opinion of the Department Head to perform the work.

Overtime shall be distributed equally, however, in the discretion of the Department Head, employees having a specialty or particular skill shall be given priority for the overtime for their specialty.

## COMPENSATORY TIME-OFF

### I. PURPOSE

Compensatory time off is earned by employees who work more than forty (40) hours in a workweek, and it is provided as an alternative to overtime pay. This time off is intended to allow employees to take time away from work to attend to personal matters or to rest and recharge.

While it is recognized that some employees may have skills or knowledge that could be useful in another department of the Town, it is important to ensure that the use of compensatory time off does not result in an unfair advantage or disadvantage for any department or employee.

Compensatory time may only be earned within the employee's regularly assigned division/department. Time work in excess of forty (40) hours in a workweek and performed outside an employee's regularly assigned division/department will be paid in overtime pay.

### II. COMPENSATORY TIME

Eligible employees may choose to receive compensatory time off in lieu of overtime pay for hours worked in excess of forty (40) hours in a workweek.

Compensatory time off must be provided at a rate of not less than one and one-half hours for each hour of overtime worked.

Employees must agree to the use of compensatory time instead of overtime pay. The agreement must be in writing and signed by the employee.

Compensatory time must be used within six (6) months of the date it was earned. If an employee does not use compensatory time within the six (6) month period, the TOWN shall pay the employee for the unused compensatory time at the employee's regular rate of pay.

An employee may not accrue more than 240 hours of compensatory time. Current employees with accrued time in excess of 240 hours will be paid the value of that time over 240 hours. At the sole discretion of the TOWN and its available funding sources, all compensatory time may be cashed out on its payroll(s) each calendar year.

### III. REQUEST FOR COMPENSATORY TIME

Employees must submit a written request to their supervisor for the use of compensatory time.

Pursuant to provisions of the applicable collective bargaining agreement, the request must be made at least forty-eight (48) hours in advance of the desired date of the compensatory time off, unless the TOWN agrees to a shorter notice period.

The TOWN shall approve the request for compensatory time off unless it would unduly disrupt the operations of the TOWN. This is intended to ensure that the use of compensatory time off is fair and consistent for all employees and that the Town's operations are not disrupted by the misuse of compensatory time off.

#### **IV. ARTICLE IV - RECORDKEEPING**

The TOWN shall maintain accurate records of compensatory time earned, used, and paid out to employees.

### **ARTICLE 11- UNION REPRESENTATIVES**

A written list of Union Stewards and other representatives shall be furnished to the Employer immediately after their designation and the Union shall notify the Employer of any changes. The AFSCME local union steward or his/her/their designee will represent all employees on grievances.

The above shall be granted reasonable time off during working hours without loss of pay to investigate and settle grievances.

Per: Chapter 73 of the Acts of 2019 in regard to union activity in the workplace.

*Chapter 73 of the Act Relative to 2019- The right to meet with newly-hired employees, without charge to the pay or leave time of such an employee, for not less than 30 minutes, not later than 10 calendar days after the date of hire during new employee orientation or, if the employer does not conduct new employee orientation, at an individual or group meeting.*

### **ARTICLE 12 - MEAL PERIODS**

All employees shall be granted a meal period of one-half ( $\frac{1}{2}$ ) hour duration during each work shift. Whenever possible, the meal periods shall be scheduled at the middle of the shift.

Any employee hereunder required to work in excess of eight (8) consecutive hours within a twenty-four (24) hour period shall be allowed a one-half ( $\frac{1}{2}$ ) hour "Meal Period" after having worked for four (4) consecutive hours in excess of eight (8) consecutive hours within a twenty-four (24) hour period.

### **ARTICLE 13 - REST PERIOD AND TIME OFF**

All employees' work schedules shall provide for a ten (10) minute rest period or "Coffee Break" during each one-half ( $\frac{1}{2}$ ) shift. The rest period or "Coffee Break" shall be scheduled at the middle of each one-half ( $\frac{1}{2}$ ) shift whenever this is feasible. Except for inclement weather, such rest period or "Coffee Break" shall be taken at the job site.

Employees when so assigned by the Department Head shall be granted "Time Off" for attendance at Educational Meetings, Classes or Seminars, the cost for which shall be paid by the employer.

## **ARTICLE 14 - CLEAN-UP TIME**

Employees shall be granted a fifteen (15) minute personal clean-up time prior to the end of each work day. Work schedules shall be arranged so employees may take advantage of this provision.

## **NUMBER OF EMPLOYEES ON A TRUCK**

The number of employees assigned to a truck shall be determined in the sole discretion of the Department Head, meaning for the purposes of this Contract, the Public Works Director, Roadways Superintendent, the Water Pollution Control and Water Supply Superintendent.

## **ARTICLE 15 - HOLIDAYS**

The following days shall be considered paid Holidays:

1. New Year's Day
2. Washington's Birthday
3. Good Friday (½ day)
4. Patriot's Day
5. Memorial Day
6. Independence Day
7. Labor Day
8. Columbus Day
9. Veterans Day
10. Thanksgiving Day
11. Day after Thanksgiving Day
12. Christmas Day
13. Martin Luther King's Birthday
14. Juneteenth

Holiday pay shall be eight (8) hours pay at the straight time rate.

If the Holiday occurs within an Employee's vacation period, he/she/they shall receive an additional day's vacation with pay.

Should any Holiday fall on an employee's normal day off, said holiday shall be scheduled at the discretion of the Department Head.

## ATTENDANCE AT UNION STATE CONVENTIONS

It is agreed that one employee representing the local Union be granted one day off with compensation not to exceed eight (8) hours to attend the Annual State Conference, and the local Union to pay for one day, the same as the Employer,

## ARTICLE 16 - VACATIONS

Every employee occupying a full-time position, or a part-time position in which he/she/they have been in continuous service of the Town shall be granted paid vacation leave at the following rates:

Year of Service	Vacation Time
1- 5	2 weeks
6-10	3 weeks
11-15	4 weeks
16-20	5 weeks
21	5 weeks + 1 day
22	5 weeks + 2 days
23	5 weeks + 3 days
24	5 weeks + 4 days
25 and above	6 weeks

Such vacation shall be granted by the Head of the Department of the Town at such time as in his opinion will cause the least amount of interference with the performance of the regular work of the Town.

Vacation leave shall be issued on January 1 of each year and shall expire upon the following December 31, except for the following provisions:

Any employee who has accrued vacation time on December 31<sup>st</sup> shall be permitted to carryover up to two (2) weeks of vacation time. This carried over vacation time shall expire on July 1<sup>st</sup>.

Effective December 31, 2027 and each year thereafter: Employees will be permitted to carry over one (1) week of vacation into the following year, which must be used prior to June 30<sup>th</sup> with written approval by the Department Head provided that sufficient notice (before December 31<sup>st</sup>) is submitted to Human Resources. Any exceptions will need to be approved by the DPW Director and the Director of Human Resources.

Employees shall not be eligible to accrue or use vacation leave during their probationary period. On the first pay period after the expiration/conclusion of an employee's probationary period, the employee shall be credited with the one (1) year employee vacation time pro-rated from the hire date through December 31<sup>st</sup> of the current year,

Regular part-time employees shall be entitled to an amount of vacation in the ratio that their part-time employment

bears to full-time employment; said vacation shall not exceed two (2) weeks or over forty (40) hours per week.

Vacations with pay shall not be granted to temporary employees.

Employees reaching a new vacation accrual milestone based on their years of service shall receive a prorated amount of the new vacation accrual rate for the period from their anniversary date through December 31 of the current year.

Upon the death of an employee eligible for vacation leave, payment shall be made to the estate or heirs of the deceased for that portion of the vacation accrued in the calendar year prior to the death in which the number of days bears to the total working days in such year.

Employees who separate from employment for any reason shall be issued compensation for any unused accrued vacation time at a pro-rated rate based upon the number of weeks worked in the year.

Absences on account of sickness in excess of that authorized under ARTICLE 17 or for personal reasons not provided therein may, at the discretion of the Department Head, be charged to vacation.

## **ARTICLE 17 - SICK LEAVE**

Sick leave with pay shall be granted to full-time employees under regular salary basis, such sick leave to be limited to fifteen (15) days annually, provided sick leave may be granted during the first year of full-time employment not to exceed one and one-quarter (1 ¼) days for each month of service. This rule shall not apply to employees paid on a per diem basis. Probationary employees are entitled to accrue and use sick leave.

Notice of absence on account of sick leave shall be given on the first day of such absence to the Department Head.

The Department shall note all absences on the payroll. Sick leave notices must be submitted by each employee, for each day from the first day in order to be compensated for the sick leave.

If out on sick leave three (3) days or longer, a note from the employee's health care provider may be required. Medical bills are paid by the employee.

If the Department Head has reason to believe that sick leave is being abused, the Department Head may require a note from the employee's health care provider satisfactory medical evidence from the employee (see Appendix Request for Medical Verification form, Certification of Health Care Provider for Employee's Serious Health Condition (FMLA), and Appendix Certification of Health Care Provider for Family Member's Serious Health Condition). Sick leave abuse includes but is not limited to the following: excessive use of sick leave, pattern of absences before or after vacation periods, holidays, weekends or other days off.

This request shall be reduced to writing and shall cite specific reasons for the request.

When medical evidence is requested, such request shall be made as promptly as possible. To the extent practicable, the employee shall receive prior notice that the Department head believes he/she/they is (are) abusing sick leave and that he/she/they may be required to produce medical evidence for future use of sick leave.

After being out in excess of five (5) consecutive workdays employee must have a note from their health care provider stating employee is capable of returning to work. If the absence is due to an illness, the employee's own health care provider may certify a return to work. If the absence is due to a workplace injury, the Town and the employee shall follow the processes set forth in the Town's Work Place Injuries & Accidents and Worker's Compensation Insurance Policies, as well as applicable laws.

Sick leave shall not in any case be granted for more than fifteen (15) days any one year except with the approval of the Town Manager.

The employee may also elect only to receive the worker's compensation. No deductions are made from the worker's compensation check and therefore the employee must make arrangements for voluntary deductions such as health insurance.

The salary compensation under worker's compensation is calculated at 60% of the average weekly wage of the employee. If an employee has accumulated leave and requests to do so, the 40% difference between the worker's compensation pay and their regular pay may be charged to accumulated sick vacation, or compensatory time leave so that the employee receives 100% of his/her/their weekly gross payroll. Voluntary deductions such as health insurance shall be made from the 40% charged to the employee's accumulated time.

All sick days accumulated at the time of retirement or separation from employment for any reason other than disciplinary shall be compensated at the rate of twenty- five percent (25%) per day at the time of retirement. Employees hired on or after July 1, 2012 will not be eligible for buyback option.

This will be effective with sick leave accrued after August 29, 1984.

An Appointing Authority shall grant to any employee who and has completed his/her/their probationary period or who has been employed at least three (3) consecutive months, an unpaid leave of absence for up to twenty-six (26) weeks to care for a spouse, child or parent who has a serious health condition or for a serious health condition which prevents the employee from being able to perform the functions of her/his/their position. For this leave, under the Family and Medical Leave Act, 29 U.S.C. 2611 et seq., and accompanying regulations, 29 C.F.R. Part 825, the Employer will request medical certification at the time the employee gives notice of the need for the leave or within five (5) business days thereafter, or in the case of the unforeseen leave, within five (5) business days after the leave commences. In the event of an unanticipated illness, an employee who returns to work within five (5) working days of the beginning of their absence will not be required to return doctor's certification.

If the employee has accrued sick leave, personal leave, compensatory leave, or vacation leave credits at the commencement of his/her/their medical leave, that employee shall use such leave credits for which he/she may be eligible under the sick leave, personal leave or vacation leave provisions of this Agreement.

At the expiration of the medical leave, the employee shall be returned to the same or equivalent position with the same status, pay and length of service credit as of the date of her/his/their leave. If during the period of the leave, employees in an equivalent position have been laid-off through no fault of their own, the Employer will extend the same rights or benefits, if any, extended to employees of equal length of service in the equivalent position in the department.

Emergency medical treatment for employees injured during performance of assigned work. Employees who have returned to regular duty or light duty after having been injured during the performance of assigned work will be permitted reasonable time off without loss of pay for the purpose of attending follow-up physician's appointments, which cannot be scheduled during off-duty hours.

During the time an employee is on medical leave, the employee shall be entitled to group health insurance coverage benefits on the same terms and conditions in effect at the time the leave began, provided the employee continue to pay the required employee share of premium while on leave. If the employee fails to return from leave, the Town may recover the cost it incurred in maintaining insurance coverage under its group health plan for the duration of the employee's leave, in compliance with the requirements set forth under the FMLA and regulations thereunder.

For the purposes of this Section, a rolling twelve (12) month period will be used, measured backward from the date the leave is used.

## **ARTICLE 18 - FUNERAL LEAVE**

Each regular full-time employee shall be granted five (5) working days (Monday-Friday, not to include weekend days) immediate leave without loss of pay in the event of death to a member of his/her/their immediate family. The immediate family shall mean to include the following: wife or husband, mother, father, sister, brother, child, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, maternal and paternal grandparents. For purposes of this section, mother, father, sister, brother, and child shall include step-mother, step-father, step-sister, step-brother and step-child.

Two (2) days of leave shall be granted to attend the funeral of an uncle or aunt or the uncle or aunt of the employee's wife or husband.

## **ARTICLE 19 - JURY PAY**

An employee called to Jury Duty shall receive from the Town an amount equal to the difference between his/her/their normal compensation of certification of the amount paid by the Court.

If excused from Jury Duty on any given day prior to the completion of his/her/their regular work schedule, the employee must return to work.

## **ARTICLE 20 - UNIFORM AND PROTECTIVE CLOTHING**

If an employee is required to wear a uniform, protective clothing or any type of protective device as a condition of employment, such uniform, protective clothing or protective device shall be furnished to employee by the Employer. The cost of maintaining the uniform, protective clothing or protective device in proper condition (including tailoring, dry cleaning and laundering) shall be paid by the employer. The employer shall arrange with the uniform service to provide nine (9) sets of uniforms.

The Employee agrees to provide all materials, equipment, and tools required to perform the duties assigned to the employees covered by this Agreement.

Under no circumstances shall the employee be required to provide his/her/their own uniform or to supplement any uniform allowance granted by the Employer.

The Employer will have available foul weather gear for those employees whose regularly assigned duties require same.

**CLOTHING ALLOWANCE-**

Clothing Allowance - Boot allowance of \$200 per member per year. New employees shall receive their first boot allowance after the end of the probationary period.

**UNIFORM ALLOWANCE-** Either a winter coat or thermal sweatshirts shall be made part of the uniform provided by the Town, with exchange of worn coat or thermal for new.

**PROTECTIVE EYEGLASSES-** The employer shall work to develop a safety prescription eyeglasses program for those employees wearing eyeglasses under available health plans or otherwise paid by the employer.

## ARTICLE 21 - HEALTH AND WELFARE

It is agreed that should any change occur in the statutes affecting health and welfare plans, this Agreement shall be reopened for further negotiations on this subject upon the written request of either party.

The Town will pay for DOT physicals required for maintenance of driver's and hoisting licenses.

Upon the expiration of any contracts presently in effect and all future contracts between Insurance Carriers and the Employer dealing with medical coverage, the Union will be a part of any negotiations dealing with coverage that affects its members.

The Employer will pay eighty percent (80%) and each Employee shall pay twenty percent (20%) of the premiums of HMO's, as per statute. Employees hired on or after July 1, 2012 will pay twenty-five percent (25%) of the total cost of health insurance with the Employer paying seventy-five percent (75%). The parties agree to limit the audible plans to the benchmark HMO plans through the Mayflower Health Group. In the event the Employer shall obtain indemnity coverage in the future, the Employer shall pay fifty percent (50%) and each Employee shall pay fifty percent (50%) of said coverage as per statute.

If the outside temperature exceeds one hundred (100°) degrees at the national Weather Station in Taunton, the Department Head or designee may instruct employees to return to the Department garage for light duty unless there is an emergency.

## ARTICLE 22 - SAFETY COMMITTEE CODE

A Safety Committee composed of two (2) representatives of the Union and two (2) supervisory personnel shall be appointed. Said Committee shall appoint its own Chairman and meet regularly to review safety practices. It may draw up a safety code which both parties to this Agreement agree to enforce.

## ARTICLE 23 - CLASSIFICATION PLAN AND PAY RATES

The following is the list of Job Classifications and Rates of Pay effective during the term of this Agreement:

### Wage Matrix Adjustment:

- 1) Effective July 1, 2025, 2.5% increase to base wages in Step 12

### Wages Adjustments:

- a. Effective July 1, 2025: 1% increase to all base wages.
- b. Effective July 1, 2026: 1% increase to all base wages.
- c. Effective January 1, 2027: 1% increase to all base wages.
- d. Effective July 1, 2027: 1.5% increase to all base wages.

Step increases shall occur on July 1 of each year.

## LICENSE COMPENSATION

Not to be considered part of the base salary. Payable only upon proven attainment, and willingness of license holder to utilize said license to cover Town's obligations mandated by statutes. Eligibility, only within departments is listed. License compensation may be paid, for highest class of license held, ONLY. Compensation to be received by employee, when approved by the Town Manager. License Compensation shall be added to the employee's regular pay and paid in regular weekly installments. License compensation covers only grades of licenses mandated by statutes that apply to the Town, and will not compensate beyond any mandated grade.

### ROADWAYS DEPARTMENT\*

▶ Master hoisting license (2B)	\$1,000
○ 2A endorsement	\$187.50
○ Mower 4G	\$187.50
○ Catch basin 4E	\$187.50
○ Forklift 1 C	\$187.50
○ Gantry crane 1 A	\$187.50
○ Class A CDL	\$625
○ Welding /gas burning safety certificates	\$125
○ ASE certifications: T1 thru TS	\$125 each
• ASE certifications: A1 thru A9	\$125 each
• Pesticide License	\$250

\*Recreation Department employees may be eligible for Roadway Department stipends with prior approval from the DPW Director. The DPW Director has sole discretion to determine how many licenses shall be issued to Recreation Department employees and to whom said license shall be issued.

**WATER SUPPLY DEPARTMENT**

▶ Back Flow License	\$938
▶ Cross Connection License	\$625
▶ OSHA class 2 asbestos-cement pipe certification	\$312.50

The Superintendent shall determine how many licenses shall be issued and to who said license shall be issued.

**WATER SUPPLY - DISTRIBUTION LICENSE STIPENDS**

▪ Grade D1	\$250
▪ Grade D2	\$1,125
▪ Grade D3	\$1,500
▪ Grade D4	\$2,250

**WATER SUPPLY DEPARTMENT -WATER TREATMENT STIPENDS**

▪ Grade T1	\$750
▪ Grade T2	\$1,250
▪ Grade T3	\$1,875
▪ Grade T4	\$2,250

**WATER POLLUTION CONTROL DEPARTMENT**

**WATER POLLUTION CONTROL-WASTEWATER TREATMENT STIPENDS**

▪ Grade 2	\$375
▪ Grade 3	\$625
▪ Grade 4	\$1,000
▪ Grade 5	\$1,250
▪ Grade 6	\$1,750
▪ Grade 7	\$2,125

**WATER POLLUTION CONTROL DEPARTMENT-COLLECTION SYSTEM STIPENDS**

• Grade 1	\$312.50
• Grade 2	\$437.50
• Grade 3	\$625
• Grade 4	\$875

## OUT OF CLASSIFICATION

Any employee who is assigned to a job that would normally be performed by a higher grade position and works more than 3 hours doing that work shall be paid a 6% differential rate for the hours worked doing higher grade work.

## ARTICLE 24 - MISCELLANEOUS

- 1) **BULLETIN BOARD-** For union business only announcements shall be posted in conspicuous places where employees enter or leave the premises. Parties to this Agreement, both of whom may use the bulletin boards for notices of routine nature, agree that it would be improper to post denunciatory or inflammatory written materials on such bulletin boards.
- 2) Should any provision of this Agreement be found to be in violation of any Federal or State Law by a court of competent jurisdiction, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement, and any benefit, privilege or working condition existing prior to this Agreement not specifically covered by this Agreement shall remain in full force or effect, and if proper notice is given by either party as to the desirability of amending, modifying or changing such benefit, privilege or working condition, it shall be subject to negotiation between the parties.
- 3) **NO DISCRIMINATION** - The parties to this Agreement agree that they shall not discriminate against any person because of his race, creed, color, sex or age, and that such persons shall receive the full protections of this Agreement.
- 4) **ACCESS TO PREMISES-** The Employer agrees to permit representatives of the American Federation of State, County and Municipal Employees, AFL-CIO and/or Local #41, and/or Local 1700 to enter the premises at any time for individual discussion of working conditions with employees, provided care is exercised by such representatives that they do not interfere with the performance of duties assigned to employees.
- 5) In the event an employee reports to his place of work at his/her/their regularly scheduled time and is sent home for lack of work, he/she/they shall be paid for four (4) hours at the rate to which he would be entitled for his/her/their shift, unless previously notified not to report for work.
- 6) The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Town and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject matter or matter referred to, or covered in this Agreement, or with respect to any subject matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement .

## EMPLOYEES FILES

No material originating from the Municipal Employer derogatory to an employee's conduct, service, character or personality shall be placed in an employee's personnel file unless the employee has had the opportunity to read such material. The employee shall acknowledge that he/she/they had read such

material by affixing his signature to the actual copy filed. Such signature does not necessarily indicate agreement with its contents, but merely signifies that the employee has read the material to be filed.

## SAVINGS CLAUSE

In the event of impasse between the parties during negotiations resulting in mediation, fact finding or arbitration, the present contract shall remain in effect until a subsequent contract is renegotiated.

## ARTICLE 25 - LONGEVITY

- 1) As an award for continuous service to the Town of Bridgewater, employees covered by this Agreement are eligible for a longevity award. Employees working less than twenty (20) hours per week do not qualify for longevity awards.
- 2) Longevity payments are non-cumulative and are made in accordance with the following schedule:
  - 10 years of service through 14 years: 1% base wage increase
  - 15 years of service through 19 years: 2% base wage increase
  - 20 years of service through 24 years: 3% base wage increase
  - 25+ years of service: 4% base wage increase
- 3) The longevity award shall become effective and payable on the employee's ten (10) year anniversary date. No longevity award will be paid prior to the individual's anniversary date and the employee must be currently employed at the time the award is due.
- 4) Longevity shall be added to the employee's regular pay and paid in regular weekly installments.
- 5) In the event that a full-time employee's hours of work are reduced below thirty-two (32) hours per week due to lack of funds, the longevity payment shall be pro-rated.

## ARTICLE 26 - BENEFITS TO AN ESTATE OF DECEASED EMPLOYEES

In the event of death of an employee hereunder the estate of such employee shall be entitled to receive in payment the entire (100%) of said employee's daily rate of pay accumulated but unused sick leave days together with full payment for all unused accumulated vacation days.

## ARTICLE 27 - DURATION, TERMINATION, RENEWAL, AND NEGOTIATIONS

### Section 1. Duration

This Agreement shall be effective for a period of three (3) years, commencing on July 1, 2025 and continuing through June 30, 2028, unless sooner modified or terminated in accordance with this Article.

### Section 2. Termination

Either party may terminate this Agreement upon written notice transmitted to the authorized signatories by certified or registered United States mail and/or electronic mail, provided such notice is sent no less than thirty (30) days prior to the expiration date of this Agreement. Electronic notice shall be deemed effective on the date transmitted, provided confirmation of delivery is retained.

**Section 3. Automatic Renewal**

In the event that neither party provides written notice of termination in accordance with Section 2 of this Article, the Agreement shall be automatically renewed for an additional one (1) year period and shall thereafter continue from year to year unless terminated as provided herein.

**Section 4. Notice to Bargain / Proposed Changes**

Either party may propose negotiations for a successor agreement or for changes to this Agreement by providing written notice to the other party's authorized signatory no later than ninety (90) days prior to the expiration date of the Agreement. Upon receipt of such notice, the parties shall promptly meet for the purpose of good-faith discussions and the amicable resolution of the proposed changes.

**Section 5. Reopeners**

By mutual agreement, the parties may reopen any portion of this Agreement during its term for purposes of negotiation. Any such reopening shall be limited to the specific subjects mutually agreed upon and shall not constitute a general reopening of

## **ARTICLE 28 - NO STRIKE- NO LOCKOUT**

**SECTION I:**

- a) The Union agrees that during the life of this Agreement neither the Union, nor its agents or its members shall authorize, and/or assist, institute or engage in any work stoppage, slow-down, sick- out, and refusal to work or strike against the Employer in accordance with the Massachusetts General Laws, Chapter 150E, Section 9A.
- b) Nor shall its members aid or assist any other labor organization, or any of its members acting individually in a labor dispute.

**SECTION II:**

The Employer agrees that there shall be no lockout during the life of this Agreement.

## **ARTICLE 29 - EVALUATIONS**

- a) All employees will be evaluated annually by their Department Head for the purpose of promoting understanding of job performance between the employee and the Supervisor.
- b) All evaluations will be conducted using the form found in Appendix A. This evaluation will not be used to initiate any disciplinary or termination procedure, but may be used as evidence.

## **ARTICLE 30 - PERSONAL LEAVE**

Employees shall be granted three (3) personal days with pay per year, which shall be requested in advance and must be approved by the Department Head. Said personal day shall be for the purpose of conducting personal business that cannot be conducted during normal working hours.

## ARTICLE 31 - POST-RETIREMENT WORK

American Federation of State, County and Municipal Employees (AFSCME) agrees to the use of post-retiree members for the purpose of part time seasonal jobs of employment as defined:

1. For the purpose of this agreement, post retiree member will be defined as any retired Bargaining Unit Municipal Employee in (AFSCME) Local 1700 that meets the existing qualifications for DPW that obtain or have required skill/ knowledge of the job and possess proper license required.
2. Intermittent staffing means daily and refers to employment based on a day to day need;
3. Post retiree will be scheduled to perform bargaining unit work according to the following criteria:
  - a) Use of Post Retiree member to fill overtime - When an overtime situation exists, department head will first offer overtime to bargain unit members via the voluntary overtime list prior to scheduling Per Diem staff.
  - b) Use of Post Retiree member for vacancies caused by a continuous leave - The Town may use Post Retiree member to temporarily fill vacancies of bargaining unit members who are on an approved continuous leave. Once the bargaining unit member is cleared to report to work, they will be returned to the position they previously held. A continuous leave will be defined as a period of three (3) days or greater, or those reasonably anticipated to be out for less than one year and its application in all cases is restricted to employees who possess the educational, training, and/or experience requirements established by the Town.
  - c) Use of Post Retiree member to cover approved time off by bargaining unit members - Post Retiree member maybe used by Town to allow the granting of time off requests by bargaining unit members which may otherwise be denied based on operational needs; such coverage would be for a minimum of three (3) days.

Post Retiree member's rate of pay shall be that of which his/her/their base hourly rate of pay was prior to retirement. No benefits apply and weekly hours cannot exceed limit set forth by the retirement board.

The Post Retiree member will not be used to postpone the hiring of vacant positions.

Town will provide the Union a record of use of Post Retiree staff as needed, and feasible, to review the operational prudence of this agreement.

This will not negatively affect the current practice in the manner bargaining unit members are scheduled or granted time off.

Dated this \_\_\_\_ day of \_\_\_\_, 2025

AFSCME Council 93, local 1700

American Federation of State,  
County & Municipal  
Employees, AFL-CIO, Council  
93, local 1700

Paul Faria

An Bapth

Michael Harris

Col Nelson

Town of Bridgewater

Town Manager

[Signature]

Town of Bridgewater

Finance Director/Accountant

James A. Green

Town of Bridgewater

Town Attorney, as to form

[Signature]

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2025	4000 AFSCME	05	AFSCME-05	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	18.5638	148.5100	742.55	38,612.60
002	0.0000	19.0284	152.2280	761.14	39,579.28
003	0.0000	19.5031	156.0240	780.12	40,566.24
004	0.0000	19.9879	159.9040	799.52	41,575.04
005	0.0000	20.4929	163.9440	819.72	42,625.44
006	0.0000	21.0052	168.0420	840.21	43,690.92
007	0.0000	21.5304	172.2440	861.22	44,783.44
008	0.0000	22.0686	176.5480	882.74	45,902.48
009	0.0000	22.6203	180.9620	904.81	47,050.12
010	0.0000	23.1858	185.4860	927.43	48,226.36
011	0.0000	23.7655	190.1240	950.62	49,432.24
012	0.0000	24.9538	199.6300	998.15	51,903.80

07/01/2025	4000 AFSCME	06	AFSCME-06	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	20.4222	163.3780	816.89	42,478.28
002	0.0000	20.9373	167.4980	837.49	43,549.48
003	0.0000	21.4625	171.7000	858.50	44,642.00
004	0.0000	21.9978	175.9820	879.91	45,755.32
005	0.0000	22.5432	180.3460	901.73	46,889.96
006	0.0000	23.1068	184.8540	924.27	48,062.04
007	0.0000	23.6844	189.4760	947.38	49,263.76
008	0.0000	24.2766	194.2120	971.06	50,495.12
009	0.0000	24.8835	199.0680	995.34	51,757.68
010	0.0000	25.5056	204.0440	1,020.22	53,051.44
011	0.0000	26.1432	209.1460	1,045.73	54,377.96
012	0.0000	27.4504	219.6040	1,098.02	57,097.04

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2025	4000 AFSCME	07	AFSCME-07	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	22.4725	179.7800	898.90	46,742.80
002	0.0000	23.0381	184.3040	921.52	47,919.04
003	0.0000	23.6138	188.9100	944.55	49,116.60
004	0.0000	24.1996	193.5960	967.98	50,334.96
005	0.0000	24.8056	198.4440	992.22	51,595.44
006	0.0000	25.4257	203.4060	1,017.03	52,885.56
007	0.0000	26.0614	208.4920	1,042.46	54,207.92
008	0.0000	26.7129	213.7040	1,068.52	55,563.04
009	0.0000	27.3807	219.0460	1,095.23	56,951.96
010	0.0000	28.0653	224.5220	1,122.61	58,375.72
011	0.0000	28.7669	230.1360	1,150.68	59,835.36
012	0.0000	30.2052	241.6420	1,208.21	62,826.92

07/01/2025	4000 AFSCME	08	AFSCME-08	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	25.1692	201.3540	1,006.77	52,352.04
002	0.0000	25.7954	206.3640	1,031.82	53,654.64
003	0.0000	26.4418	211.5340	1,057.67	54,998.84
004	0.0000	27.1084	216.8680	1,084.34	56,385.68
005	0.0000	27.7851	222.2800	1,111.40	57,792.80
006	0.0000	28.4797	227.8380	1,139.19	59,237.88
007	0.0000	29.1917	233.5340	1,167.67	60,718.84
008	0.0000	29.9215	239.3720	1,196.86	62,236.72
009	0.0000	30.6696	245.3560	1,226.78	63,792.56
010	0.0000	31.4363	251.4900	1,257.45	65,387.40
011	0.0000	32.2222	257.7780	1,288.89	67,022.28
012	0.0000	33.8333	270.6660	1,353.33	70,373.16

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2025	4000 AFSCME	09	AFSCME-09	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	28.1891	225.5120	1,127.56	58,633.12
002	0.0000	28.8961	231.1680	1,155.84	60,103.68
003	0.0000	29.6132	236.9060	1,184.53	61,595.56
004	0.0000	30.3505	242.8040	1,214.02	63,129.04
005	0.0000	31.1080	248.8640	1,244.32	64,704.64
006	0.0000	31.8857	255.0860	1,275.43	66,322.36
007	0.0000	32.6828	261.4620	1,307.31	67,980.12
008	0.0000	33.4999	268.0000	1,340.00	69,680.00
009	0.0000	34.3374	274.7000	1,373.50	71,422.00
010	0.0000	35.1958	281.5660	1,407.83	73,207.16
011	0.0000	36.0757	288.6060	1,443.03	75,037.56
012	0.0000	37.8795	303.0360	1,515.18	78,789.36

07/01/2025	4000 AFSCME	10	AFSCME-10	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	31.0070	248.0560	1,240.28	64,494.56
002	0.0000	31.7847	254.2780	1,271.39	66,112.28
003	0.0000	32.5725	260.5800	1,302.90	67,750.80
004	0.0000	33.3906	267.1240	1,335.62	69,452.24
005	0.0000	34.2289	273.8320	1,369.16	71,196.32
006	0.0000	35.0846	280.6760	1,403.38	72,975.76
007	0.0000	35.9617	287.6940	1,438.47	74,800.44
008	0.0000	36.8608	294.8860	1,474.43	76,670.36
009	0.0000	37.7823	302.2580	1,511.29	78,587.08
010	0.0000	38.7269	309.8160	1,549.08	80,552.16
011	0.0000	39.6950	317.5600	1,587.80	82,565.60
012	0.0000	41.6798	333.4380	1,667.19	86,693.88

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2025	4000 AFSCME	11	AFSCME-11	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	34.7339	277.8720	1,389.36	72,246.72
002	0.0000	35.6025	284.8200	1,424.10	74,053.20
003	0.0000	36.4913	291.9300	1,459.65	75,901.80
004	0.0000	37.4003	299.2020	1,496.01	77,792.52
005	0.0000	38.3396	306.7160	1,533.58	79,746.16
006	0.0000	39.2981	314.3840	1,571.92	81,739.84
007	0.0000	40.2805	322.2440	1,611.22	83,783.44
008	0.0000	41.2876	330.3000	1,651.50	85,878.00
009	0.0000	42.3197	338.5580	1,692.79	88,025.08
010	0.0000	43.3777	347.0220	1,735.11	90,225.72
011	0.0000	44.4622	355.6980	1,778.49	92,481.48
012	0.0000	46.6853	373.4820	1,867.41	97,105.32

07/01/2025	4000 AFSCME	12	AFSCME-12	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	38.9052	311.2420	1,556.21	80,922.92
002	0.0000	39.8748	318.9980	1,594.99	82,939.48
003	0.0000	40.8747	326.9980	1,634.99	85,019.48
004	0.0000	41.8948	335.1580	1,675.79	87,141.08
005	0.0000	42.9452	343.5620	1,717.81	89,326.12
006	0.0000	44.0188	352.1500	1,760.75	91,559.00
007	0.0000	45.1193	360.9540	1,804.77	93,848.04
008	0.0000	46.2473	369.9780	1,849.89	96,194.28
009	0.0000	47.4035	379.2280	1,896.14	98,599.28
010	0.0000	48.5886	388.7080	1,943.54	101,064.08
011	0.0000	49.8033	398.4260	1,992.13	103,590.76
012	0.0000	52.2935	418.3480	2,091.74	108,770.48

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2025	4000 AFSCME	13	AFSCME-13	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	43.5714	348.5720	1,742.86	90,628.72
002	0.0000	44.6622	357.2980	1,786.49	92,897.48
003	0.0000	45.7732	366.1860	1,830.93	95,208.36
004	0.0000	46.9246	375.3960	1,876.98	97,602.96
005	0.0000	48.0962	384.7700	1,923.85	100,040.20
006	0.0000	49.2986	394.3880	1,971.94	102,540.88
007	0.0000	50.5311	404.2480	2,021.24	105,104.48
008	0.0000	51.7943	414.3540	2,071.77	107,732.04
009	0.0000	53.0892	424.7140	2,123.57	110,425.64
010	0.0000	54.4164	435.3320	2,176.66	113,186.32
011	0.0000	55.7768	446.2140	2,231.07	116,015.64
012	0.0000	58.5656	468.5240	2,342.62	121,816.24

07/01/2025	4000 AFSCME	14	AFSCME-14	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	48.8032	390.4260	1,952.13	101,510.76
002	0.0000	50.0152	400.1220	2,000.61	104,031.72
003	0.0000	51.2676	410.1400	2,050.70	106,636.40
004	0.0000	52.5503	420.4020	2,102.01	109,304.52
005	0.0000	53.8633	430.9060	2,154.53	112,035.56
006	0.0000	55.2099	441.6800	2,208.40	114,836.80
007	0.0000	56.5901	452.7200	2,263.60	117,707.20
008	0.0000	58.0049	464.0400	2,320.20	120,650.40
009	0.0000	59.4550	475.6400	2,378.20	123,666.40
010	0.0000	60.9414	487.5320	2,437.66	126,758.32
011	0.0000	62.4649	499.7200	2,498.60	129,927.20
012	0.0000	65.5881	524.7040	2,623.52	136,423.04

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2025	4000 AFSCME	15	AFSCME-15	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	56.6105	452.8840	2,264.42	117,749.84
002	0.0000	58.0245	464.1960	2,320.98	120,690.96
003	0.0000	59.4789	475.8320	2,379.16	123,716.32
004	0.0000	60.9636	487.7080	2,438.54	126,804.08
005	0.0000	62.4887	499.9100	2,499.55	129,976.60
006	0.0000	64.0509	512.4080	2,562.04	133,226.08
007	0.0000	65.6522	525.2180	2,626.09	136,556.68
008	0.0000	67.2935	538.3480	2,691.74	139,970.48
009	0.0000	68.9758	551.8060	2,759.03	143,469.56
010	0.0000	70.7002	565.6020	2,828.01	147,056.52
011	0.0000	72.4677	579.7420	2,898.71	150,732.92
012	0.0000	76.0911	608.7280	3,043.64	158,269.28

07/01/2025	4000 AFSCME	16	AFSCME-16	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	65.6601	525.2800	2,626.40	136,572.80
002	0.0000	67.3064	538.4520	2,692.26	139,997.52
003	0.0000	68.9830	551.8640	2,759.32	143,484.64
004	0.0000	70.7101	565.6800	2,828.40	147,076.80
005	0.0000	72.4776	579.8200	2,899.10	150,753.20
006	0.0000	74.2895	594.3160	2,971.58	154,522.16
007	0.0000	76.1468	609.1740	3,045.87	158,385.24
008	0.0000	78.0504	624.4040	3,122.02	162,345.04
009	0.0000	80.0017	640.0140	3,200.07	166,403.64
010	0.0000	82.0018	656.0140	3,280.07	170,563.64
011	0.0000	84.0518	672.4140	3,362.07	174,827.64
012	0.0000	88.2544	706.0360	3,530.18	183,569.36

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2025	4000	AFSCME 17	AFSCME-17	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	72.2352	577.8820	2,889.41	150,249.32
002	0.0000	74.0330	592.2640	2,961.32	153,988.64
003	0.0000	75.8914	607.1320	3,035.66	157,854.32
004	0.0000	77.7801	622.2400	3,111.20	161,782.40
005	0.0000	79.7294	637.8360	3,189.18	165,837.36
006	0.0000	81.7226	653.7800	3,268.90	169,982.80
007	0.0000	83.7657	670.1260	3,350.63	174,232.76
008	0.0000	85.8598	686.8780	3,434.39	178,588.28
009	0.0000	88.0063	704.0500	3,520.25	183,053.00
010	0.0000	90.2065	721.6520	3,608.26	187,629.52
011	0.0000	92.4617	739.6940	3,698.47	192,320.44
012	0.0000	97.0848	776.6780	3,883.39	201,936.28

\*\* END OF REPORT - Generated by Julie Lavoie \*\*

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	4000 AFSCME	05	AFSCME-05	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	18.7494	149.9960	749.98	38,998.96
002	0.0000	19.2187	153.7500	768.75	39,975.00
003	0.0000	19.6981	157.5840	787.92	40,971.84
004	0.0000	20.1878	161.5020	807.51	41,990.52
005	0.0000	20.6978	165.5820	827.91	43,051.32
006	0.0000	21.2153	169.7220	848.61	44,127.72
007	0.0000	21.7457	173.9660	869.83	45,231.16
008	0.0000	22.2893	178.3140	891.57	46,361.64
009	0.0000	22.8465	182.7720	913.86	47,520.72
010	0.0000	23.4177	187.3420	936.71	48,708.92
011	0.0000	24.0032	192.0260	960.13	49,926.76
012	0.0000	25.2033	201.6260	1,008.13	52,422.76

07/01/2026	4000 AFSCME	06	AFSCME-06	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	20.6264	165.0120	825.06	42,903.12
002	0.0000	21.1467	169.1740	845.87	43,985.24
003	0.0000	21.6771	173.4160	867.08	45,088.16
004	0.0000	22.2178	177.7420	888.71	46,212.92
005	0.0000	22.7686	182.1480	910.74	47,358.48
006	0.0000	23.3379	186.7040	933.52	48,543.04
007	0.0000	23.9212	191.3700	956.85	49,756.20
008	0.0000	24.5194	196.1560	980.78	51,000.56
009	0.0000	25.1323	201.0580	1,005.29	52,275.08
010	0.0000	25.7607	206.0860	1,030.43	53,582.36
011	0.0000	26.4046	211.2360	1,056.18	54,921.36
012	0.0000	27.7249	221.8000	1,109.00	57,668.00

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	4000 AFSCME	07	AFSCME-07	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	22.6972	181.5780	907.89	47,210.28
002	0.0000	23.2685	186.1480	930.74	48,398.48
003	0.0000	23.8499	190.8000	954.00	49,608.00
004	0.0000	24.4416	195.5320	977.66	50,838.32
005	0.0000	25.0537	200.4300	1,002.15	52,111.80
006	0.0000	25.6800	205.4400	1,027.20	53,414.40
007	0.0000	26.3220	210.5760	1,052.88	54,749.76
008	0.0000	26.9800	215.8400	1,079.20	56,118.40
009	0.0000	27.6545	221.2360	1,106.18	57,521.36
010	0.0000	28.3460	226.7680	1,133.84	58,959.68
011	0.0000	29.0546	232.4360	1,162.18	60,433.36
012	0.0000	30.5073	244.0580	1,220.29	63,455.08

07/01/2026	4000 AFSCME	08	AFSCME-08	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	25.4209	203.3680	1,016.84	52,875.68
002	0.0000	26.0534	208.4280	1,042.14	54,191.28
003	0.0000	26.7062	213.6500	1,068.25	55,549.00
004	0.0000	27.3795	219.0360	1,095.18	56,949.36
005	0.0000	28.0630	224.5040	1,122.52	58,371.04
006	0.0000	28.7645	230.1160	1,150.58	59,830.16
007	0.0000	29.4836	235.8680	1,179.34	61,325.68
008	0.0000	30.2207	241.7660	1,208.83	62,859.16
009	0.0000	30.9763	247.8100	1,239.05	64,430.60
010	0.0000	31.7507	254.0060	1,270.03	66,041.56
011	0.0000	32.5444	260.3560	1,301.78	67,692.56
012	0.0000	34.1716	273.3720	1,366.86	71,076.72

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	4000 AFSCME	09	AFSCME-09	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	28.4710	227.7680	1,138.84	59,219.68
002	0.0000	29.1851	233.4800	1,167.40	60,704.80
003	0.0000	29.9093	239.2740	1,196.37	62,211.24
004	0.0000	30.6540	245.2320	1,226.16	63,760.32
005	0.0000	31.4191	251.3520	1,256.76	65,351.52
006	0.0000	32.2046	257.6360	1,288.18	66,985.36
007	0.0000	33.0096	264.0760	1,320.38	68,659.76
008	0.0000	33.8349	270.6800	1,353.40	70,376.80
009	0.0000	34.6808	277.4460	1,387.23	72,135.96
010	0.0000	35.5478	284.3820	1,421.91	73,939.32
011	0.0000	36.4365	291.4920	1,457.46	75,787.92
012	0.0000	38.2583	306.0660	1,530.33	79,577.16

07/01/2026	4000 AFSCME	10	AFSCME-10	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	31.3171	250.5360	1,252.68	65,139.36
002	0.0000	32.1025	256.8200	1,284.10	66,773.20
003	0.0000	32.8982	263.1860	1,315.93	68,428.36
004	0.0000	33.7245	269.7960	1,348.98	70,146.96
005	0.0000	34.5712	276.5700	1,382.85	71,908.20
006	0.0000	35.4354	283.4840	1,417.42	73,705.84
007	0.0000	36.3213	290.5700	1,452.85	75,548.20
008	0.0000	37.2294	297.8360	1,489.18	77,437.36
009	0.0000	38.1601	305.2800	1,526.40	79,372.80
010	0.0000	39.1142	312.9140	1,564.57	81,357.64
011	0.0000	40.0920	320.7360	1,603.68	83,391.36
012	0.0000	42.0966	336.7720	1,683.86	87,560.72

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	4000 AFSCME	11	AFSCME-11	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	35.0812	280.6500	1,403.25	72,969.00
002	0.0000	35.9585	287.6680	1,438.34	74,793.68
003	0.0000	36.8562	294.8500	1,474.25	76,661.00
004	0.0000	37.7743	302.1940	1,510.97	78,570.44
005	0.0000	38.7230	309.7840	1,548.92	80,543.84
006	0.0000	39.6911	317.5280	1,587.64	82,557.28
007	0.0000	40.6833	325.4660	1,627.33	84,621.16
008	0.0000	41.7005	333.6040	1,668.02	86,737.04
009	0.0000	42.7429	341.9440	1,709.72	88,905.44
010	0.0000	43.8115	350.4920	1,752.46	91,127.92
011	0.0000	44.9068	359.2540	1,796.27	93,406.04
012	0.0000	47.1522	377.2180	1,886.09	98,076.68

07/01/2026	4000 AFSCME	12	AFSCME-12	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	39.2943	314.3540	1,571.77	81,732.04
002	0.0000	40.2735	322.1880	1,610.94	83,768.88
003	0.0000	41.2834	330.2680	1,651.34	85,869.68
004	0.0000	42.3137	338.5100	1,692.55	88,012.60
005	0.0000	43.3747	346.9980	1,734.99	90,219.48
006	0.0000	44.4590	355.6720	1,778.36	92,474.72
007	0.0000	45.5705	364.5640	1,822.82	94,786.64
008	0.0000	46.7098	373.6780	1,868.39	97,156.28
009	0.0000	47.8775	383.0200	1,915.10	99,585.20
010	0.0000	49.0745	392.5960	1,962.98	102,074.96
011	0.0000	50.3013	402.4100	2,012.05	104,626.60
012	0.0000	52.8164	422.5320	2,112.66	109,858.32

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	4000 AFSCME	13	AFSCME-13	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	44.0071	352.0560	1,760.28	91,534.56
002	0.0000	45.1088	360.8700	1,804.35	93,826.20
003	0.0000	46.2309	369.8480	1,849.24	96,160.48
004	0.0000	47.3938	379.1500	1,895.75	98,579.00
005	0.0000	48.5772	388.6180	1,943.09	101,040.68
006	0.0000	49.7916	398.3320	1,991.66	103,566.32
007	0.0000	51.0364	408.2920	2,041.46	106,155.92
008	0.0000	52.3122	418.4980	2,092.49	108,809.48
009	0.0000	53.6201	428.9600	2,144.80	111,529.60
010	0.0000	54.9606	439.6840	2,198.42	114,317.84
011	0.0000	56.3346	450.6760	2,253.38	117,175.76
012	0.0000	59.1513	473.2100	2,366.05	123,034.60

07/01/2026	4000 AFSCME	14	AFSCME-14	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	49.2912	394.3300	1,971.65	102,525.80
002	0.0000	50.5154	404.1240	2,020.62	105,072.24
003	0.0000	51.7803	414.2420	2,071.21	107,702.92
004	0.0000	53.0758	424.6060	2,123.03	110,397.56
005	0.0000	54.4019	435.2160	2,176.08	113,156.16
006	0.0000	55.7620	446.0960	2,230.48	115,984.96
007	0.0000	57.1560	457.2480	2,286.24	118,884.48
008	0.0000	58.5849	468.6800	2,343.40	121,856.80
009	0.0000	60.0496	480.3960	2,401.98	124,902.96
010	0.0000	61.5508	492.4060	2,462.03	128,025.56
011	0.0000	63.0895	504.7160	2,523.58	131,226.16
012	0.0000	66.2440	529.9520	2,649.76	137,787.52

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	4000 AFSCME	15	AFSCME-15	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	57.1766	457.4120	2,287.06	118,927.12
002	0.0000	58.6047	468.8380	2,344.19	121,897.88
003	0.0000	60.0737	480.5900	2,402.95	124,953.40
004	0.0000	61.5732	492.5860	2,462.93	128,072.36
005	0.0000	63.1136	504.9080	2,524.54	131,276.08
006	0.0000	64.6914	517.5320	2,587.66	134,558.32
007	0.0000	66.3087	530.4700	2,652.35	137,922.20
008	0.0000	67.9664	543.7320	2,718.66	141,370.32
009	0.0000	69.6656	557.3240	2,786.62	144,904.24
010	0.0000	71.4072	571.2580	2,856.29	148,527.08
011	0.0000	73.1924	585.5400	2,927.70	152,240.40
012	0.0000	76.8520	614.8160	3,074.08	159,852.16

07/01/2026	4000 AFSCME	16	AFSCME-16	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	66.3167	530.5340	2,652.67	137,938.84
002	0.0000	67.9795	543.8360	2,719.18	141,397.36
003	0.0000	69.6728	557.3820	2,786.91	144,919.32
004	0.0000	71.4172	571.3380	2,856.69	148,547.88
005	0.0000	73.2024	585.6200	2,928.10	152,261.20
006	0.0000	75.0324	600.2600	3,001.30	156,067.60
007	0.0000	76.9083	615.2660	3,076.33	159,969.16
008	0.0000	78.8309	630.6480	3,153.24	163,968.48
009	0.0000	80.8017	646.4140	3,232.07	168,067.64
010	0.0000	82.8218	662.5740	3,312.87	172,269.24
011	0.0000	84.8923	679.1380	3,395.69	176,575.88
012	0.0000	89.1369	713.0960	3,565.48	185,404.96

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	4000	AFSCME 17	AFSCME-17	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%.													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	72.9576	583.6600	2,918.30	151,751.60
002	0.0000	74.7733	598.1860	2,990.93	155,528.36
003	0.0000	76.6503	613.2020	3,066.01	159,432.52
004	0.0000	78.5579	628.4640	3,142.32	163,400.64
005	0.0000	80.5267	644.2140	3,221.07	167,495.64
006	0.0000	82.5398	660.3180	3,301.59	171,682.68
007	0.0000	84.6034	676.8280	3,384.14	175,975.28
008	0.0000	86.7184	693.7480	3,468.74	180,374.48
009	0.0000	88.8864	711.0920	3,555.46	184,883.92
010	0.0000	91.1086	728.8680	3,644.34	189,505.68
011	0.0000	93.3863	747.0900	3,735.45	194,243.40
012	0.0000	98.0556	784.4440	3,922.22	203,955.44

\*\* END OF REPORT - Generated by Julie Lavoie \*\*

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
01/01/2027	4000 AFSCME	05	AFSCME-05	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	18.9369	151.4960	757.48	39,388.96
002	0.0000	19.4109	155.2880	776.44	40,374.88
003	0.0000	19.8951	159.1600	795.80	41,381.60
004	0.0000	20.3897	163.1180	815.59	42,410.68
005	0.0000	20.9048	167.2380	836.19	43,481.88
006	0.0000	21.4275	171.4200	857.10	44,569.20
007	0.0000	21.9632	175.7060	878.53	45,683.56
008	0.0000	22.5122	180.0980	900.49	46,825.48
009	0.0000	23.0750	184.6000	923.00	47,996.00
010	0.0000	23.6519	189.2160	946.08	49,196.16
011	0.0000	24.2432	193.9460	969.73	50,425.96
012	0.0000	25.4553	203.6420	1,018.21	52,946.92

01/01/2027	4000 AFSCME	06	AFSCME-06	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	20.8327	166.6620	833.31	43,332.12
002	0.0000	21.3582	170.8660	854.33	44,425.16
003	0.0000	21.8939	175.1520	875.76	45,539.52
004	0.0000	22.4400	179.5200	897.60	46,675.20
005	0.0000	22.9963	183.9700	919.85	47,832.20
006	0.0000	23.5713	188.5700	942.85	49,028.20
007	0.0000	24.1604	193.2840	966.42	50,253.84
008	0.0000	24.7646	198.1160	990.58	51,510.16
009	0.0000	25.3836	203.0680	1,015.34	52,797.68
010	0.0000	26.0183	208.1460	1,040.73	54,117.96
011	0.0000	26.6686	213.3480	1,066.74	55,470.48
012	0.0000	28.0021	224.0160	1,120.08	58,244.16

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
01/01/2027	4000 AFSCME	07	AFSCME-07	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	22.9242	183.3940	916.97	47,682.44
002	0.0000	23.5012	188.0100	940.05	48,882.60
003	0.0000	24.0884	192.7080	963.54	50,104.08
004	0.0000	24.6860	197.4880	987.44	51,346.88
005	0.0000	25.3042	202.4340	1,012.17	52,632.84
006	0.0000	25.9368	207.4940	1,037.47	53,948.44
007	0.0000	26.5852	212.6820	1,063.41	55,297.32
008	0.0000	27.2498	217.9980	1,089.99	56,679.48
009	0.0000	27.9310	223.4480	1,117.24	58,096.48
010	0.0000	28.6295	229.0360	1,145.18	59,549.36
011	0.0000	29.3451	234.7600	1,173.80	61,037.60
012	0.0000	30.8124	246.5000	1,232.50	64,090.00

01/01/2027	4000 AFSCME	08	AFSCME-08	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	25.6751	205.4000	1,027.00	53,404.00
002	0.0000	26.3139	210.5120	1,052.56	54,733.12
003	0.0000	26.9733	215.7860	1,078.93	56,104.36
004	0.0000	27.6533	221.2260	1,106.13	57,518.76
005	0.0000	28.3436	226.7480	1,133.74	58,954.48
006	0.0000	29.0521	232.4160	1,162.08	60,428.16
007	0.0000	29.7784	238.2280	1,191.14	61,939.28
008	0.0000	30.5229	244.1840	1,220.92	63,487.84
009	0.0000	31.2861	250.2880	1,251.44	65,074.88
010	0.0000	32.0682	256.5460	1,282.73	66,701.96
011	0.0000	32.8698	262.9580	1,314.79	68,369.08
012	0.0000	34.5133	276.1060	1,380.53	71,787.56

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
01/01/2027	4000 AFSCME	09	AFSCME-09	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	28.7557	230.0460	1,150.23	59,811.96
002	0.0000	29.4770	235.8160	1,179.08	61,312.16
003	0.0000	30.2084	241.6680	1,208.34	62,833.68
004	0.0000	30.9605	247.6840	1,238.42	64,397.84
005	0.0000	31.7333	253.8660	1,269.33	66,005.16
006	0.0000	32.5266	260.2120	1,301.06	67,655.12
007	0.0000	33.3397	266.7180	1,333.59	69,346.68
008	0.0000	34.1732	273.3860	1,366.93	71,080.36
009	0.0000	35.0276	280.2200	1,401.10	72,857.20
010	0.0000	35.9033	287.2260	1,436.13	74,678.76
011	0.0000	36.8009	294.4080	1,472.04	76,546.08
012	0.0000	38.6409	309.1280	1,545.64	80,373.28

01/01/2027	4000 AFSCME	10	AFSCME-10	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	31.6303	253.0420	1,265.21	65,790.92
002	0.0000	32.4235	259.3880	1,296.94	67,440.88
003	0.0000	33.2272	265.8180	1,329.09	69,112.68
004	0.0000	34.0617	272.4940	1,362.47	70,848.44
005	0.0000	34.9169	279.3360	1,396.68	72,627.36
006	0.0000	35.7898	286.3180	1,431.59	74,442.68
007	0.0000	36.6845	293.4760	1,467.38	76,303.76
008	0.0000	37.6017	300.8140	1,504.07	78,211.64
009	0.0000	38.5417	308.3340	1,541.67	80,166.84
010	0.0000	39.5053	316.0420	1,580.21	82,170.92
011	0.0000	40.4929	323.9440	1,619.72	84,225.44
012	0.0000	42.5176	340.1400	1,700.70	88,436.40

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
01/01/2027	4000 AFSCME	11	AFSCME-11	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	35.4320	283.4560	1,417.28	73,698.56
002	0.0000	36.3181	290.5440	1,452.72	75,541.44
003	0.0000	37.2248	297.7980	1,488.99	77,427.48
004	0.0000	38.1520	305.2160	1,526.08	79,356.16
005	0.0000	39.1102	312.8820	1,564.41	81,349.32
006	0.0000	40.0880	320.7040	1,603.52	83,383.04
007	0.0000	41.0901	328.7200	1,643.60	85,467.20
008	0.0000	42.1175	336.9400	1,684.70	87,604.40
009	0.0000	43.1703	345.3620	1,726.81	89,794.12
010	0.0000	44.2496	353.9960	1,769.98	92,038.96
011	0.0000	45.3559	362.8480	1,814.24	94,340.48
012	0.0000	47.6237	380.9900	1,904.95	99,057.40

01/01/2027	4000 AFSCME	12	AFSCME-12	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	39.6872	317.4980	1,587.49	82,549.48
002	0.0000	40.6762	325.4100	1,627.05	84,606.60
003	0.0000	41.6962	333.5700	1,667.85	86,728.20
004	0.0000	42.7368	341.8940	1,709.47	88,892.44
005	0.0000	43.8084	350.4680	1,752.34	91,121.68
006	0.0000	44.9036	359.2280	1,796.14	93,399.28
007	0.0000	46.0262	368.2100	1,841.05	95,734.60
008	0.0000	47.1769	377.4160	1,887.08	98,128.16
009	0.0000	48.3563	386.8500	1,934.25	100,581.00
010	0.0000	49.5652	396.5220	1,982.61	103,095.72
011	0.0000	50.8043	406.4340	2,032.17	105,672.84
012	0.0000	53.3446	426.7560	2,133.78	110,956.56

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
01/01/2027	4000 AFSCME	13	AFSCME-13	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	44.4472	355.5780	1,777.89	92,450.28
002	0.0000	45.5599	364.4800	1,822.40	94,764.80
003	0.0000	46.6932	373.5460	1,867.73	97,121.96
004	0.0000	47.8677	382.9420	1,914.71	99,564.92
005	0.0000	49.0630	392.5040	1,962.52	102,051.04
006	0.0000	50.2895	402.3160	2,011.58	104,602.16
007	0.0000	51.5468	412.3740	2,061.87	107,217.24
008	0.0000	52.8353	422.6820	2,113.41	109,897.32
009	0.0000	54.1563	433.2500	2,166.25	112,645.00
010	0.0000	55.5102	444.0820	2,220.41	115,461.32
011	0.0000	56.8979	455.1840	2,275.92	118,347.84
012	0.0000	59.7428	477.9420	2,389.71	124,264.92

01/01/2027	4000 AFSCME	14	AFSCME-14	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	49.7841	398.2720	1,991.36	103,550.72
002	0.0000	51.0206	408.1640	2,040.82	106,122.64
003	0.0000	52.2981	418.3840	2,091.92	108,779.84
004	0.0000	53.6066	428.8520	2,144.26	111,501.52
005	0.0000	54.9459	439.5680	2,197.84	114,287.68
006	0.0000	56.3196	450.5560	2,252.78	117,144.56
007	0.0000	57.7276	461.8200	2,309.10	120,073.20
008	0.0000	59.1707	473.3660	2,366.83	123,075.16
009	0.0000	60.6501	485.2000	2,426.00	126,152.00
010	0.0000	62.1663	497.3300	2,486.65	129,305.80
011	0.0000	63.7204	509.7640	2,548.82	132,538.64
012	0.0000	66.9064	535.2520	2,676.26	139,165.52

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
01/01/2027	4000 AFSCME	15	AFSCME-15	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	57.7484	461.9880	2,309.94	120,116.88
002	0.0000	59.1907	473.5260	2,367.63	123,116.76
003	0.0000	60.6744	485.3960	2,426.98	126,202.96
004	0.0000	62.1889	497.5120	2,487.56	129,353.12
005	0.0000	63.7447	509.9580	2,549.79	132,589.08
006	0.0000	65.3383	522.7060	2,613.53	135,903.56
007	0.0000	66.9718	535.7740	2,678.87	139,301.24
008	0.0000	68.6461	549.1680	2,745.84	142,783.68
009	0.0000	70.3623	562.8980	2,814.49	146,353.48
010	0.0000	72.1213	576.9700	2,884.85	150,012.20
011	0.0000	73.9243	591.3940	2,956.97	153,762.44
012	0.0000	77.6205	620.9640	3,104.82	161,450.64

01/01/2027	4000 AFSCME	16	AFSCME-16	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	66.9799	535.8400	2,679.20	139,318.40
002	0.0000	68.6593	549.2740	2,746.37	142,811.24
003	0.0000	70.3695	562.9560	2,814.78	146,368.56
004	0.0000	72.1314	577.0520	2,885.26	150,033.52
005	0.0000	73.9344	591.4760	2,957.38	153,783.76
006	0.0000	75.7827	606.2620	3,031.31	157,628.12
007	0.0000	77.6774	621.4200	3,107.10	161,569.20
008	0.0000	79.6192	636.9540	3,184.77	165,608.04
009	0.0000	81.6097	652.8780	3,264.39	169,748.28
010	0.0000	83.6500	669.2000	3,346.00	173,992.00
011	0.0000	85.7412	685.9300	3,429.65	178,341.80
012	0.0000	90.0283	720.2260	3,601.13	187,258.76

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
01/01/2027	4000	AFSCME 17	AFSCME-17	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.0000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	73.6872	589.4980	2,947.49	153,269.48
002	0.0000	75.5210	604.1680	3,020.84	157,083.68
003	0.0000	77.4168	619.3340	3,096.67	161,026.84
004	0.0000	79.3435	634.7480	3,173.74	165,034.48
005	0.0000	81.3320	650.6560	3,253.28	169,170.56
006	0.0000	83.3652	666.9220	3,334.61	173,399.72
007	0.0000	85.4494	683.5960	3,417.98	177,734.96
008	0.0000	87.5856	700.6840	3,503.42	182,177.84
009	0.0000	89.7753	718.2020	3,591.01	186,732.52
010	0.0000	92.0197	736.1580	3,680.79	191,401.08
011	0.0000	94.3202	754.5620	3,772.81	196,186.12
012	0.0000	99.0362	792.2900	3,961.45	205,995.40

\*\* END OF REPORT - Generated by Julie Lavoie \*\*

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2027	4000 AFSCME	05	AFSCME-05	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.5000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	19.2210	153.7680	768.84	39,979.68
002	0.0000	19.7021	157.6160	788.08	40,980.16
003	0.0000	20.1935	161.5480	807.74	42,002.48
004	0.0000	20.6955	165.5640	827.82	43,046.64
005	0.0000	21.2184	169.7480	848.74	44,134.48
006	0.0000	21.7489	173.9920	869.96	45,237.92
007	0.0000	22.2926	178.3400	891.70	46,368.40
008	0.0000	22.8499	182.8000	914.00	47,528.00
009	0.0000	23.4211	187.3680	936.84	48,715.68
010	0.0000	24.0067	192.0540	960.27	49,934.04
011	0.0000	24.6068	196.8540	984.27	51,182.04
012	0.0000	25.8371	206.6960	1,033.48	53,740.96

07/01/2027	4000 AFSCME	06	AFSCME-06	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.5000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	21.1452	169.1620	845.81	43,982.12
002	0.0000	21.6786	173.4280	867.14	45,091.28
003	0.0000	22.2223	177.7780	888.89	46,222.28
004	0.0000	22.7766	182.2120	911.06	47,375.12
005	0.0000	23.3412	186.7300	933.65	48,549.80
006	0.0000	23.9249	191.4000	957.00	49,764.00
007	0.0000	24.5228	196.1820	980.91	51,007.32
008	0.0000	25.1361	201.0880	1,005.44	52,282.88
009	0.0000	25.7644	206.1160	1,030.58	53,590.16
010	0.0000	26.4086	211.2680	1,056.34	54,929.68
011	0.0000	27.0686	216.5480	1,082.74	56,302.48
012	0.0000	28.4221	227.3760	1,136.88	59,117.76

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2027	4000 AFSCME	07	AFSCME-07	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.5000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	23.2681	186.1440	930.72	48,397.44
002	0.0000	23.8537	190.8300	954.15	49,615.80
003	0.0000	24.4497	195.5980	977.99	50,855.48
004	0.0000	25.0563	200.4500	1,002.25	52,117.00
005	0.0000	25.6838	205.4700	1,027.35	53,422.20
006	0.0000	26.3259	210.6080	1,053.04	54,758.08
007	0.0000	26.9840	215.8720	1,079.36	56,126.72
008	0.0000	27.6585	221.2680	1,106.34	57,529.68
009	0.0000	28.3500	226.8000	1,134.00	58,968.00
010	0.0000	29.0589	232.4720	1,162.36	60,442.72
011	0.0000	29.7853	238.2820	1,191.41	61,953.32
012	0.0000	31.2746	250.1960	1,250.98	65,050.96

07/01/2027	4000 AFSCME	08	AFSCME-08	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.5000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	26.0602	208.4820	1,042.41	54,205.32
002	0.0000	26.7086	213.6680	1,068.34	55,553.68
003	0.0000	27.3779	219.0240	1,095.12	56,946.24
004	0.0000	28.0681	224.5440	1,122.72	58,381.44
005	0.0000	28.7688	230.1500	1,150.75	59,839.00
006	0.0000	29.4879	235.9040	1,179.52	61,335.04
007	0.0000	30.2251	241.8000	1,209.00	62,868.00
008	0.0000	30.9807	247.8460	1,239.23	64,439.96
009	0.0000	31.7554	254.0440	1,270.22	66,051.44
010	0.0000	32.5492	260.3940	1,301.97	67,702.44
011	0.0000	33.3628	266.9020	1,334.51	69,394.52
012	0.0000	35.0310	280.2480	1,401.24	72,864.48

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2027	4000 AFSCME	09	AFSCME-09	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.5000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	29.1870	233.4960	1,167.48	60,708.96
002	0.0000	29.9192	239.3540	1,196.77	62,232.04
003	0.0000	30.6615	245.2920	1,226.46	63,775.92
004	0.0000	31.4249	251.4000	1,257.00	65,364.00
005	0.0000	32.2093	257.6740	1,288.37	66,995.24
006	0.0000	33.0145	264.1160	1,320.58	68,670.16
007	0.0000	33.8398	270.7180	1,353.59	70,386.68
008	0.0000	34.6858	277.4860	1,387.43	72,146.36
009	0.0000	35.5530	284.4240	1,422.12	73,950.24
010	0.0000	36.4418	291.5340	1,457.67	75,798.84
011	0.0000	37.3529	298.8240	1,494.12	77,694.24
012	0.0000	39.2205	313.7640	1,568.82	81,578.64

07/01/2027	4000 AFSCME	10	AFSCME-10	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.5000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	32.1048	256.8380	1,284.19	66,777.88
002	0.0000	32.9099	263.2800	1,316.40	68,452.80
003	0.0000	33.7256	269.8040	1,349.02	70,149.04
004	0.0000	34.5726	276.5800	1,382.90	71,910.80
005	0.0000	35.4407	283.5260	1,417.63	73,716.76
006	0.0000	36.3266	290.6120	1,453.06	75,559.12
007	0.0000	37.2348	297.8780	1,489.39	77,448.28
008	0.0000	38.1657	305.3260	1,526.63	79,384.76
009	0.0000	39.1198	312.9580	1,564.79	81,369.08
010	0.0000	40.0979	320.7840	1,603.92	83,403.84
011	0.0000	41.1003	328.8020	1,644.01	85,488.52
012	0.0000	43.1554	345.2440	1,726.22	89,763.44

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2027	4000 AFSCME	11	AFSCME-11	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.5000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	35.9635	287.7080	1,438.54	74,804.08
002	0.0000	36.8629	294.9040	1,474.52	76,675.04
003	0.0000	37.7832	302.2660	1,511.33	78,589.16
004	0.0000	38.7243	309.7940	1,548.97	80,546.44
005	0.0000	39.6969	317.5760	1,587.88	82,569.76
006	0.0000	40.6893	325.5140	1,627.57	84,633.64
007	0.0000	41.7065	333.6520	1,668.26	86,749.52
008	0.0000	42.7493	341.9940	1,709.97	88,918.44
009	0.0000	43.8179	350.5440	1,752.72	91,141.44
010	0.0000	44.9133	359.3060	1,796.53	93,419.56
011	0.0000	46.0362	368.2900	1,841.45	95,755.40
012	0.0000	48.3381	386.7040	1,933.52	100,543.04

07/01/2027	4000 AFSCME	12	AFSCME-12	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.5000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	40.2825	322.2600	1,611.30	83,787.60
002	0.0000	41.2863	330.2900	1,651.45	85,875.40
003	0.0000	42.3216	338.5720	1,692.86	88,028.72
004	0.0000	43.3779	347.0240	1,735.12	90,226.24
005	0.0000	44.4655	355.7240	1,778.62	92,488.24
006	0.0000	45.5772	364.6180	1,823.09	94,800.68
007	0.0000	46.7166	373.7320	1,868.66	97,170.32
008	0.0000	47.8846	383.0760	1,915.38	99,599.76
009	0.0000	49.0816	392.6520	1,963.26	102,089.52
010	0.0000	50.3087	402.4700	2,012.35	104,642.20
011	0.0000	51.5664	412.5320	2,062.66	107,258.32
012	0.0000	54.1448	433.1580	2,165.79	112,621.08

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2027	4000 AFSCME	13	AFSCME-13	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.5000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	45.1139	360.9120	1,804.56	93,837.12
002	0.0000	46.2433	369.9460	1,849.73	96,185.96
003	0.0000	47.3936	379.1480	1,895.74	98,578.48
004	0.0000	48.5857	388.6860	1,943.43	101,058.36
005	0.0000	49.7989	398.3920	1,991.96	103,581.92
006	0.0000	51.0438	408.3500	2,041.75	106,171.00
007	0.0000	52.3200	418.5600	2,092.80	108,825.60
008	0.0000	53.6278	429.0220	2,145.11	111,545.72
009	0.0000	54.9686	439.7480	2,198.74	114,334.48
010	0.0000	56.3429	450.7440	2,253.72	117,193.44
011	0.0000	57.7514	462.0120	2,310.06	120,123.12
012	0.0000	60.6389	485.1120	2,425.56	126,129.12

07/01/2027	4000 AFSCME	14	AFSCME-14	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.5000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	50.5309	404.2480	2,021.24	105,104.48
002	0.0000	51.7859	414.2880	2,071.44	107,714.88
003	0.0000	53.0826	424.6600	2,123.30	110,411.60
004	0.0000	54.4107	435.2860	2,176.43	113,174.36
005	0.0000	55.7701	446.1600	2,230.80	116,001.60
006	0.0000	57.1644	457.3160	2,286.58	118,902.16
007	0.0000	58.5935	468.7480	2,343.74	121,874.48
008	0.0000	60.0583	480.4660	2,402.33	124,921.16
009	0.0000	61.5599	492.4800	2,462.40	128,044.80
010	0.0000	63.0988	504.7900	2,523.95	131,245.40
011	0.0000	64.6762	517.4100	2,587.05	134,526.60
012	0.0000	67.9100	543.2800	2,716.40	141,252.80

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2027	4000 AFSCME	15	AFSCME-15	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.5000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	58.6146	468.9160	2,344.58	121,918.16
002	0.0000	60.0786	480.6280	2,403.14	124,963.28
003	0.0000	61.5845	492.6760	2,463.38	128,095.76
004	0.0000	63.1217	504.9740	2,524.87	131,293.24
005	0.0000	64.7009	517.6080	2,588.04	134,578.08
006	0.0000	66.3184	530.5480	2,652.74	137,942.48
007	0.0000	67.9764	543.8120	2,719.06	141,391.12
008	0.0000	69.6758	557.4060	2,787.03	144,925.56
009	0.0000	71.4177	571.3420	2,856.71	148,548.92
010	0.0000	73.2031	585.6240	2,928.12	152,262.24
011	0.0000	75.0332	600.2660	3,001.33	156,069.16
012	0.0000	78.7848	630.2780	3,151.39	163,872.28

07/01/2027	4000 AFSCME	16	AFSCME-16	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.5000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	67.9846	543.8760	2,719.38	141,407.76
002	0.0000	69.6892	557.5140	2,787.57	144,953.64
003	0.0000	71.4250	571.4000	2,857.00	148,564.00
004	0.0000	73.2134	585.7080	2,928.54	152,284.08
005	0.0000	75.0434	600.3480	3,001.74	156,090.48
006	0.0000	76.9194	615.3560	3,076.78	159,992.56
007	0.0000	78.8426	630.7400	3,153.70	163,992.40
008	0.0000	80.8135	646.5080	3,232.54	168,092.08
009	0.0000	82.8338	662.6700	3,313.35	172,294.20
010	0.0000	84.9048	679.2380	3,396.19	176,601.88
011	0.0000	87.0273	696.2180	3,481.09	181,016.68
012	0.0000	91.3787	731.0300	3,655.15	190,067.80

**SALARY TABLES**

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2027	4000	AFSCME 17	AFSCME-17	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 1.5000%. Step 12 5%. No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	.0000	0.0000	0.00	0.00
001	0.0000	74.7925	598.3400	2,991.70	155,568.40
002	0.0000	76.6538	613.2300	3,066.15	159,439.80
003	0.0000	78.5781	628.6240	3,143.12	163,442.24
004	0.0000	80.5337	644.2700	3,221.35	167,510.20
005	0.0000	82.5520	660.4160	3,302.08	171,708.16
006	0.0000	84.6157	676.9260	3,384.63	176,000.76
007	0.0000	86.7311	693.8480	3,469.24	180,400.48
008	0.0000	88.8994	711.1960	3,555.98	184,910.96
009	0.0000	91.1219	728.9760	3,644.88	189,533.76
010	0.0000	93.4000	747.2000	3,736.00	194,272.00
011	0.0000	95.7350	765.8800	3,829.40	199,128.80
012	0.0000	100.5217	804.1740	4,020.87	209,085.24

\*\* END OF REPORT - Generated by Julie Lavoie \*\*