

COLLECTIVE BARGAINING AGREEMENT
BY AND BETWEEN
THE TOWN OF BRIDGEWATER
AND
UNITED STEELWORKERS
Local 9517 Unit 05 (UNIT B)

FY25 (July 1, 2024) – FY27(June 30, 2027)

UNITED STEELWORKERS (USW)
Local 9517 Unit 05 (UNIT B)
TABLE OF CONTENTS

Article 1	Effective Date	3
Article 2	Recognition	3
Article 3	Management Rights	4
Article 4	Union Dues and Agency Fee	4
Article 5	Union Business	4
Article 6	Civil Rights	5
Article 7	Dispute Resolution	5
Article 8	Seniority	5
Article 9	Job Posting and Bidding	6
Article 10	Probationary Employees	6
Article 11	Hours of Work	6
Article 12	Salaries, Overtime, Increases, and Callback	7
Article 13	Compensatory Time Off	8
Article 14	Performance Review	8
Article 15	Holidays	8
Article 16	Vacation	9
Article 17	Military Leave	10
Article 18	Jury Duty	10
Article 19	Bereavement Leave	10
Article 20	Sick Leave	10
Article 21	Leave of Absence	12
Article 22	Education Leave and Tuition	12
Article 23	Licenses	12
Article 24	Weather	13
Article 25	Mileage Reimbursement	13
Article 26	Longevity	13
Article 27	Clothing Allowance	14
Article 28	Maternity Leave	14
Article 29	Compensated Absence upon Death of Employee	14
Article 30	Lay-Offs and Recall	14
Article 31	Insurance Benefits	15
Article 32	Stability of Agreement	16
Article 33	Severability	16
Article 34	Duration	16

**UNION CONTRACT
THE UNITED STEELWORKERS (USW)
ON BEHALF OF LOCAL #9517 Unit 05 (Unit B)**

This AGREEMENT is entered into by and between the Town of Bridgewater (The Town), represented by the Town Manager, hereinafter referred to as the Town and The United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW) on behalf of USW Local# 9517 Unit 05 (Unit B), hereinafter referred to as the UNION, has as its purpose the promotion of harmonious relations between the Town 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, benefits and conditions of employment, the negotiation of bargaining agreements, and the establishment of an equitable and peaceful resolution of any differences arising thereunder, it is therefore agreed as follows:

ARTICLE 1

-Effective Date-

The terms and conditions set forth in this Agreement are Effective July 1, 2024 through June 30, 2027.

ARTICLE 2

-Recognition-

Pursuant to the provision of Massachusetts General Laws Chapter 150E, and upon written majority authorizations in Town of Bridgewater and United Steelworkers, Division of Labor Relations Case No. WMWM-08-1026, The Town recognizes the Union as the sole and exclusive bargaining agent for the purpose of establishing salaries, wages, hours of work and other conditions of employment for the following classes of employment:

Positions Unit B	Grade
ASSIST TWN TREAS/COLLECT	12
IT COMPUTER SYSTEMS ADMIN	12
ASSISTANT ASSESSOR	11
ASSISTANT TOWN PLANNER	11
ASSOCIATE ENGINEER	11
ENVIORNMENTAL PLANNER	11
ASSISTANT TOWN CLERK	10
ELECTRICAL WIRING INSPECTOR	10
EXECUTIVE ASSISTANT	10
FINANCE SPECIALIST COLLECTIONS	10
FINANCE SPECIALIST-TREASURER	10
IT COMPUTER SYSTEM TECH	10
LOCAL BUILDING INSPECTOR	10
OUTREACH WORKER	10
PLUMBING & GAS INSPECTOR	10
VETERANSSERVICE OFFICER	10
WELLNESS & VOLUNTEER COORD.	10

Pursuant the M.G.L. Ch. 150E, sec. 1, the Town Manager as the Chief Executive Officer of the Town is the representative of the Town of Bridgewater with the authority to enter into this Collective Bargaining Agreement. No other agreement relating to salaries, wages, hours of work and other conditions of employment for the above positions shall be enforceable against the Town nor have any legal effect.

The Town will promptly notify the Union of employment, termination, and retirement of Unit B employees.

ARTICLE 3

-Management Rights-

Except as specifically provided hereunder, USW agrees that nothing shall impair or infringe upon the TOWN or its duly empowered representatives from prescribing the methods and means by which the operation of the Town shall be conducted. The parties acknowledge that such employees are subject to the provisions the Town Charter adopted on April 24, 2010 pursuant to the Home Rule Amendment. The Town Charter designates the Town Manager as the Chief Executive Officer for the Town and vests in him the authority and responsibility to supervise, direct and be responsible for the efficient administration and proper operation of the Town. Pursuant to Section 4-4 of the Town Charter, the Town Manager has the authority to suspend or remove department heads and appointive administrative officers.

ARTICLE 4

-Union Dues and Agency Fee-

The Union dues of employees covered by this agreement will be deducted each pay period by the Town in the amount established by the Union upon written authorization by an employee who is a member of the Union, and to forward such amounts so deducted to the International Treasurer of the USW, AFL-CIO-CLC, or its successor, 60 Boulevard of the Allies, Pittsburgh, PA 15222 in a procedure agreed upon by the Town and the Union. The Town will deduct initiation fees or any assessments that may be made by the Union upon its members.

In accordance with the provisions of General Law, Chapter 150E the Town agrees to deduct any agency fee, as a condition of employment, from the salary/wages of every employee in the bargaining unit who has not executed an authorization for the deduction of Union dues as described in section 1 of this Article.

All dues or agency fees will be deducted beginning ninety (90) days following the commencement of employment.

(NOTE: No members of a new Local are required to pay initiation fees and no dues will be deducted until a Collective Bargaining Agreement has been ratified by the Unit.)

ARTICLE 5

-Union Business-

Subject to its operational requirements, the Town agrees to grant Union employees, in such numbers as the Town may determine, reasonable time away from work, for the purpose of attending Union conferences, seminars or training sessions.

All such requests for excused time will be made with reasonable advance notice.

ARTICLE 6

-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 7

-Dispute Resolution-

Differences relative to the application or interpretation of this agreement and other conditions of employment shall be taken up, discussed and settled in accordance with the following procedure:

Step 1: The grievance shall be submitted to the Department Supervisor in writing within five (5) days after the date on which the alleged act or omission giving rise to the grievance occurred or after the date on which there was reasonable basis for knowledge of the occurrence. The Department Supervisor shall hold a meeting with in five (5) calendar days of receipt of the written grievance. The decision of the Department Supervisor shall be in writing and sent to the Union no later than five (5) working days after the Step 1 meeting.

Step 2: If the matter has not been resolved in Step 1, it must be presented to the Town Manager or his/her designee within five (5) working days after receipt of the written Step 1 decision. The Town Manager or his/her designee shall hold a hearing within fourteen (14) working days of the date written decision was received by the Union and the Town Manager or his/her designee. The grievant, their Unit union representative and the USW Staff Representative may attend the hearing. The decision of the Town Manager or his/her designee shall be in writing and sent to the Union no later than five (5) working days after the Step 2 hearing.

Step 3: If the grievance remains unsettled either party may, after fifteen (15) working days from the reply of the Town Manager or his/her designee is due, and by written notice to the other, file a demand for arbitration with the Commonwealth Mediation and Conciliation or The Labor Relations Connection. Both parties agree to abide by the rules of the American Arbitration Association in selecting an Arbitrator.

Step 4: Expense for the arbitrator's services shall be shared equally.

Step 5: The arbitrator shall have the authority to settle only the grievance defined herein. The arbitrator shall have no power to add to, subtract from or modify the terms of this agreement. The decision of the arbitrator shall be legal and binding upon the parties.

ARTICLE 8

-Seniority-

The length of service to the Town by an employee in the bargaining unit shall determine the seniority of the employee.

The principle of seniority for qualified employees, as determined by the Town, will be a factor considered in

Local 9517 Unit 05 (Unit B)

the following cases: promotion within the bargaining unit, transfers, increase or decrease of the work force, assignment of overtime, and preference of assignment to shift work.

ARTICLE 9

-Job Posting and Bidding-

When a position covered by this Agreement become vacant, and the Town determines the need to fill the vacancy, such vacancy will be posted in a conspicuous place, listing job title, qualifications, job description, duties, pay, and to whom applications must be made. No person shall be hired to fill a vacant position covered by this Agreement unless that position has been offered to those already employed by the Town under this Agreement in Units A and Unit Band qualified to fill the vacancy.

The vacancy will remain posted for ten (10) working days.

Employees shall have ten (10) days, from the date of the posting, to apply in writing for the position.

The Town will award the position within two days after the expiration of the application filing period based on seniority, qualifications, education, and ability to perform the duties of the position as determined by the Town.

The Union reserves the right to challenge the Town's decision.

The successful bidder will be given a thirty (30) working day trial and training period in the new position at the applicable rate of pay.

If, after thirty (30) working days, it is determined the employee is unable to perform the work they will be returned to their prior position and rate of pay.

ARTICLE 10

-Probationary Employees-

New hires will be given a ninety (90) working day probationary period. A probationary employee may be terminated at anytime during the probationary period with or without just causes.

The termination of a probationary employee, for any reason, cannot be grieved.

ARTICLE 11

-Hours of Work-

Employees covered by this Agreement are considered hourly employees, non-exempt from the provisions of the Fair Labor Standards Act.

The regular work week for employees in Unit B shall be Monday through Friday, with regular starting and quitting times as determined by the Town Manager.

Full Time Employees in Unit Bare required to work no fewer than thirty-five (35) hours per week.

ARTICLE 12

-Salaries, Overtime, Increases, Call Back-

Employees covered by this Agreement shall be paid overtime at the rate of one and one-half their regular rate of pay for all hours worked in excess of eight (8) hours per day. Overtime shall only be granted with express permission of the department supervisor.

Employees covered by this Agreement will be double time for work performed on Thanksgiving, Christmas or New Years.

Sunday work will be paid at double time unless a part of your regular schedule work week. Increases

- a. Every eligible employee in a position for which step increments are in effect will be awarded increases in compensation to the next higher step in the grade on July 1st and upon completion of a satisfactory performance review.
- b. Any increase shall be dependent upon adequate line item appropriation.
- c. The Town Manager shall have the sole right to increase an employee covered by this Agreement by more than one step if he deems appropriate.

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 need in placing a new employee within the grade.

The Town shall add the amounts below to the wage scale as follows:

7/1/2024	2%
7/1/2025	2%
7/1/2026	2%

In addition to the above listed base wage increases, there shall be a 2% base wage increase to step 12 effective July 1, 2024.

If retroactive payments are to be paid to members as a result of this agreement, only current employees at the time of ratification shall receive said payments.

- Call Back - inspectional Services Department -

Any Inspector called back to work on the same day after having completed his assigned work and left his place of employment and before his next regular scheduled starting time, shall be paid at the rate of time and one-half for all hours worked on recall. Any Inspector who is called back shall receive as a minimum, four (4) hours overtime pay at the rate of one and one-half times the base hourly rate of regular compensation for his average weekly hours of regular duty. Overtime shall only be granted with express permission of the department head.

ARTICLE 13

-Compensatory Time Off-

As non-exempt employees under the Fair Labor Standards Act, employees covered by this Agreement are entitled to compensatory time off.

At the request of the employee, with approval and the concurrence of the Department Supervisor, compensatory time off at the rate of one and one-half hours off for each hour worked, will be granted in lieu of overtime pay.

Requests for compensatory time off must be made no later than six (6) months from the date it was earned with a minimum of forty-eight (48) hours notice.

Requests for compensatory time off will not be unreasonably withheld.

ARTICLE 14

-Performance Review-

All employees covered by this Agreement shall be evaluated no less than annually by the Department Supervisor or his designee, to establish communications and assist the employee in understanding and improving his/her job performance.

Performance evaluation forms will be provided by the Town

ARTICLE 15

-Holidays-

The following days will be considered paid Holidays:

New Year's Day	Martin Luther King Day	President's Day	Patriots Day
Memorial Day	Independence Day	Labor Day	Columbus Day
Veterans Day	Thanksgiving	Day After Thanksgiving	Christmas Day
Juneteenth			

Holidays will be celebrated consistent with State Law as determined by the Town Manager.

ARTICLE 16

-Vacations-

Vacation leave shall be based upon an employee's years of service with the Town of Bridgewater and shall be issued at the following rates:

Years of Service	Vacation Time In Hours
1 – 4	80
5 – 9	120
10 – 14	160
15 – 19	200
20	216
21	232
22 or more	240

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 employee's date of hire to December 31.

Effective January 1, 2025, vacation leave shall be issued in full on January 1 of each year, to be used within the calendar year. Employees who have accrued vacation time as of December 31 may carry over up to forty (40) hours into the following year. Any carried over vacation time must be used by July 1, or it will be forfeited.

During the calendar year, if an employee's anniversary would satisfy the Years of Service requirement for a higher tier of vacation time, the employee shall be issued a pro-rated value of the difference of the higher tier vacation time and the value of vacation time issued on January 1 on the first pay period after the employee's anniversary. For example, if an employee had an anniversary of July 1, and was in their ninth year of service on January 1, they would be issued 120 hours of vacation time on January 1. On the July 1 following that vacation accrual, the employee would enter their tenth year of employment, elevating them to a new tier of vacation time. The employee would then be credited with twenty (20) hours of vacation time on their first pay period after July 1 (the pro-rated annual value of the 40 hours difference between the 5-9 and 10-14 year vacation time accruals). Thereafter, On the following January 1, the employee would have ten (10) years of service and be credited with the 160 hours of vacation time.

Any employee who has accrued vacation time on December 31, shall be permitted to carryover up to forty (40) hours of vacation time. This carried over vacation time shall expire on July 1.

Scheduling

1. Employees must request and seek approval for the use of any vacation leave.
2. Senior employees will be given preference when scheduling vacations.
3. If a Holiday falls within a vacation period sought by an employee, a vacation day will not be used during the holiday.
4. Employees shall be issued compensation for any unused accrued vacation time upon the employee's termination, retirement, resignation, and/or death.

ARTICLE 17

-Military Leave-

Leave for military duty shall be without loss of regular pay in accordance with Section 52 of Chapter 149 of the General Laws.

Employees shall be entitled to receive pay at their regular rate of pay for an annual tour of duty not exceeding seventeen (17) days as a member of a reserve component of the Armed Forces of the United States, and to receive leaves of absence or vacation with pay given to all other like employees or officials, and will be released from work without compensation in order to attend assigned weekly and weekend drills, which require absence from the employees normal work schedule.

The Town of Bridgewater shall comply with all regulations and benefits as provided in MGL Chapter 137 of the Acts of 2003, and the Uniformed Services Employment and Reemployment Rights Act (USERRA), according to individual eligibility.

ARTICLE 18

-Jury Duty-

- 1) The Town agrees to make up the difference in an employee's wages between a normal weeks wages and compensation received for jury duty.

ARTICLE 19

-Bereavement Leave-

- 1) Employees shall be granted five (5) days of leave without loss of pay in the event of death of a member of their immediate family.
- 2) Immediate family shall include the following: spouse, father, mother, sister, brother, child, mother in-law, brother in-law, father in-law, sister in-law, son or daughter in-law, grandchildren, both maternal and paternal grandparents, stepmother, stepfather, stepsister, stepbrother, stepchildren and step grandchildren.
- 3) Employees shall be granted two (2) work days of leave without loss of pay to attend the funeral in the event of death of the employee's aunt, uncle, pt cousin, nieces, nephews, or grandparents in-law.
- 4) No additional days will be granted if the death of a family member occurs during vacation period, non-working days, sick leave and or Holidays.
- 5) An employee may request and be granted one (1) day of bereavement for close relationship (friend, unlisted relative or co-worker).

ARTICLE 20

-Sick Time and Sick Buyback

Sick Leave with regular pay shall be granted to employees. Employees shall accrue sick time at one and one-quarter (1 ¼) days per month.

Sick leave shall be used only for the necessary absence of an employee as the result of his/her own illness, or medical or dental appointment, provided, however, should an emergency arise, and a member of the

Local 9517 Unit 05 (Unit B)

employee's immediate family becomes ill, an employee may use accumulated sick leave for the purpose of rendering emergency assistance to the ill member of the family. "Immediate family". for the purpose of this section shall include the employee's parents, spouse, or children. An employee using FMLA must concurrently use any accrued paid leave, such as personal days, and sick leave before using vacation time.

Employees who are going to be absent due to sickness or injury shall report their absence to their Immediate supervisor as much in advance of, or as soon after the start of their workday as possible. An employee shall not be eligible for paid sick leave unless the employee notifies their immediate supervisor. Notification should include the general nature of the illness or injury, length of anticipated absence and expected date of return. An employee should notify their immediate supervisor each day he/she is out of work due to illness unless other arrangements have been confirmed in writing.

An employee may be required to submit satisfactory proof of illness such as a physician's certificate as to the nature of the sickness or injury when absent for three (3) or more consecutive days, or after a series of repeat absences. An employee can also be required to provide a physician's certificate regarding his or her fitness to return to duty before the employee returns to work. The Town can require an employee out sick or injured to be examined as Town expense by a physician designated by the Town.

-Sick Buy Back-

For purposes of sick buyback at retirement, employees covered by this Agreement shall accrue sick days in proportion to their time worked. For example, an employee who works twenty (20) hour week and changes to full time earned during the respective schedules.

The Town reserves the right to pay sick time buyback over three (3) fiscal years

Employees hired before July 1, 2004

Employees employed by the Town prior to July 1, 2004 who leave the Town's employment for a reason other than termination for cause or retirement from the Town and have unused sick leave shall be compensated according to the following schedule:

1-74 Days at 25%

75-149 Days at 40%

Over 150 days at 50%

Employees Hired after July 1, 2004

Employees hired on or after July 1, 2004 and who have accumulated unused sick leave credits shall be paid, upon retirement only, an amount equal to 20% of the value of their unused sick leave at the employee's current rate of pay. This payment cannot exceed \$5,000.

Employees hired after July 1, 2012

New Employees or staff hired after July 1, 2012 shall not receive compensation for unused sick time balances upon retirement.

ARTICLE 21

-Leave of Absence-

Employees may be granted leaves of absence without pay as approved by the Town.

-Personal Leave-

All regular full-time employees will be granted twenty-one (21) hours (35 hour employee) or twenty-four (24) hours (40 hour employee) of personal leave per calendar year depending on employees hours of work.

Personal Leave may be used in no less than two (2) hour increments. These days do not accumulate and must be used in the year they are awarded.

ARTICLE 22

-Educational Leave and Tuition-

The Town, in its sole discretion, may permit employees covered by this Agreement to take time during the employee's work week to take courses directly related to their job/duties. Courses and programs must be offered by Bridgewater State University under its agreement with the Town at reduced or no tuition. The Town may, as its sole discretion and subject to appropriation for such purposes, pay some or all of the tuition for employees covered under this Agreement.

The Town shall pay for courses or fees to acquire/maintain certifications or licenses required for the performance of an employee's duties.

ARTICLE 23

-Licenses-

Required training or license renewal fees, excluding Driver's License, that are required by the Town for the position shall be paid directly by the Town. The Employee must forward the license fee invoice to the Town's Finance Director (or his/her designee) for payment thirty (30) days prior to its due date. As determined by the Town, the employee's job must require the license in order for the Town to pay the fee.

The following table represents the licenses/stipends that recognized by the Town for reimbursement. In no case shall an employee be reimbursed for licenses/certifications that are not a requirement of their position.

Water Department

Backflow
Water Grade I
Water Grade II
Water Grade III
Hoisting License

Sewer Department

Sewer Grade II
Sewer Grade III
Sewer Grade IV
Sewer Grade V
Sewer Grade VI

Inspectional Services

Inspector of Buildings
Construction Supervisor
Local Inspector
Master Electrician
Master Gas Fitter
Master Plumber

Highway Department

Application License
Restricted Pesticide License/ Master
License
Hoisting License

OSI Golf Course

Application License
Restricted Pesticides License/ Master
License
Hoisting License

ARTICLE 24

-Weather-

Whenever Town offices are closed due to inclement weather employees scheduled to work will be paid their regular rate of pay.

ARTICLE 25

-Mileage Reimbursement-

Mileage reimbursement is intended to cover the costs of operating a private vehicle for business purposes. The costs are contemplated by the standard IRS mileage rate in the calendar year that the expense is incurred.

Employees required to use their personal motor vehicles on Town business shall be reimbursed at the IRS rates established per mile for such use upon submitting documentation of mileage (date, purpose and distance as calculated by MapQuest as the shortest distance) to the department head.

If the Town of Bridgewater provides and/or assigns a town vehicle for the use of an employee and the employee elects to use his/her personal vehicle, the employee shall not be eligible to receive mileage reimbursement.

ARTICLE 26

-Longevity-

-Eligibility-

As an award for continuous service to the Town of Bridgewater, employee covered by this Agreement is eligible for a longevity award. Part-time employees under 20 hours/week, seasonal employees, temporary employees, and per-diem employees do not qualify for longevity awards.

-Longevity Award Amounts-

Start-MAX	10th Yr	15th Yr	20th Yr	25+ Yr
Rate	+1%	+1%	+1%	+1%

-Longevity Award Maximum-

In no case shall a full-time hourly or salaried employee receive no more than 4% in cumulative compensation

-Longevity Award Effective Date-

The longevity awards shall become effective on the employee's ten (10) year anniversary. No Longevity award will be paid prior to the individual's anniversary date and the employee must be currently employed at the time that the award is due. The longevity award shall be paid in fifty-two (52) equal installments beginning on the pay period following the employee's anniversary date.

Upon termination of employment or any reason, Longevity Awards shall not be prorated.

Article 27

-Clothing Allowances-

The Town and the Union will negotiate over the need, if any, by any covered employee to be reimbursed for clothing related to their work. Any covered employee currently receiving clothing allowance will continue to receive such allowance under the same terms and conditions in effect upon ratification of this Agreement.

The following table represents the positions that are eligible to receive the clothing allowance reimbursement. The clothing allowance is intended for the sole use of purchasing clothing for use in activities related to the positions listed above. The actual costs need to be approved by the Department Supervisor and submitted to the Finance Department. An *Employee Reimbursement Form* must be submitted along with a copy of the receipts. This payment will be made in one lump sum.

Assistant Golf Course Superintendent	Up to \$150
Golf Course Equipment Technician	Up to \$150
Golf Course Facilities Technician	Up to \$150
Electrical\Wiring Inspector	Up to \$150
Gas\Plumbing Inspector	Up to \$150
Local Inspector	Up to \$150

Article 28

-Parental Leave-

Per Mass General Laws and Federal law

Article 29

-Compensated Absence upon Death of Employee-

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 posted as of January 1st. In addition, the employee's estate shall be entitled to payment, at his/her most recent daily rate, for all earned, but unused, sick days. Personal days do not apply.

Article 30

-Lay-Offs and Recall-

In the event of lay-off or reduction of personnel for lack of work or fiscal cut-back, when the Town Manager determines which positions are to be eliminated or hours reduced by department.

In the event of staff reduction, the following criteria shall be followed:

1. Lay-offs shall be determined by the Town Manager, and shall be made based on seniority, level of proficiency, professional development and ability within the Union. Each employee to be laid off shall be given fourteen (14) days written notice of such impending action by the Town.
2. Length of service for the purpose of lay-off shall be determined from the date of commencement of continuous, unbroken service with the Town of Bridgewater. Lay-off and recall shall be deemed to be unbroken service for the purpose of this paragraph.
3. For a period of two (2) years following lay-off, former employees shall be offered any positions to be filled by the Town for which they are deemed to be qualified. A former employee so notified that an opening exists shall have three (3) working days from receipt of certified notice to notify the Town of his/her acceptance and said former employee must return to work within two (2) calendar weeks of his/her acceptance.

Article 31

-Insurance Benefits-

The Town shall make available to eligible bargaining unit members the same health benefit plans as are uniformly provided to other employees and shall bargain with the Union, as required by law, before switching or eliminating any plan. The present percentage of health insurance after the signing of the agreement shall be as follows:

Employer 80% / Employee 20%

toward the cost of the Town's Contributory Group Insurance Plan. The Parties agree available plans will be limited to the Mayflower Municipal Health Group's BCBS Network Blue Benchmark Plan and HPHC Benchmark Plan or similar plan options in scope and benefits. After retirement, the same conditions will prevail.

New Employees hired after July 1, 2012 shall start with the following percentage of health insurance: 75% Employer and 25% Employee for the plan.

The parties hereby agree that, in the event that the Town seeks to change the health insurance premium distribution, it shall provide the bargaining unit with prior notice and an opportunity to bargain over such a change. Negotiations will be limited to Health and Life Insurance.

Effective July 1, 2012, and each year thereafter, there shall be an annual four thousand dollars (\$4,000) stipend for all USW members who do not take part in the health insurance. This stipend shall be paid on an annual basis the second pay period of July.

Employees hired after July 1, 2014 shall be eligible for the Health Insurance Stipend one (1) time. To be eligible, the employee, must have taken the Town offered health insurance then switch from the Town offered plan to an alternative plan. The B-R school District shall not be and eligible alternative plan.

In order to be eligible for the stipend, all employees, must be off the Town offered health insurance plan for one (1) entire fiscal year before you are eligible.

Article 32

-Stability of Agreement-

Section 1

No amendment, alteration or variation of the terms or provisions of this Agreement shall bind the parties hereto unless made and executed in writing by the parties hereto.

Section 2

The failure of the Town or the Union to insist, upon the performance of any one or more of the terms or provisions of the Agreement shall not be considered as a waiver or relinquishment of the right of the Town or of the Union to future performance of any such terms or provision, and the obligations of the Union and Town to such future performance shall continue in full force and effect.

Article 33

-Severability-

Should any provision of the Agreement be held unlawful by a court or administrative agency of competent jurisdiction, all other provisions of this Agreement shall remain in force for the duration of the Agreement

Article 34

-Duration-


This Agreement shall be in full force and effect for a three (3) year period from July 1, 2024, through June 30, 2027, and shall continue from year to year thereafter, unless either party submits written notice to the other party indicating a desire to negotiate changes or provisions.

The notice indicating such desire shall be served at least sixty (60) days prior to February 1, 2027 and February 1st of any subsequent year. This agreement shall remain effect until said changes or revisions have been agreed upon.

Any written requests made under this Article shall be made by registered mail; and, if by the Town, be addressed to United Steelworkers 100 Medway Road, Ste 403, Milford, MA, 01757 and if by the Union, to the Town Manager.

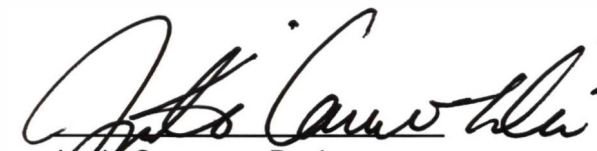
IN WITNESS WHEREOF, the parties by their duly authorized representative, hereto affix their signatures as of this 4th day of September

UNITED STEELWORKERS,
AFL-CIO-CLC





TOWN OF BRIDGEWATER



Justin Casanova-Davis
Town Manager

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
07/01/2024	6000 UNITED STE	*10	USW *10 - 35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	30.4037	212.8260	1,064.13	55,334.76
002	0.0000	31.1638	218.1460	1,090.73	56,717.96
003	0.0000	31.9429	223.6000	1,118.00	58,136.00
004	0.0000	32.7414	229.1900	1,145.95	59,589.40
005	0.0000	33.5599	234.9200	1,174.60	61,079.20
006	0.0000	34.3989	240.7920	1,203.96	62,605.92
007	0.0000	35.2589	246.8120	1,234.06	64,171.12
008	0.0000	36.1403	252.9820	1,264.91	65,775.32
009	0.0000	37.0438	259.3060	1,296.53	67,419.56
010	0.0000	37.9699	265.7900	1,328.95	69,105.40
011	0.0000	38.9192	272.4340	1,362.17	70,832.84
012	0.0000	40.8652	286.0560	1,430.28	74,374.56

07/01/2024	6000 UNITED STE	*11	USW *11 - 35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	34.0565	238.3960	1,191.98	61,982.96
002	0.0000	34.9079	244.3560	1,221.78	63,532.56
003	0.0000	35.7806	250.4640	1,252.32	65,120.64
004	0.0000	36.6751	256.7260	1,283.63	66,748.76
005	0.0000	37.5920	263.1440	1,315.72	68,417.44
006	0.0000	38.5317	269.7220	1,348.61	70,127.72
007	0.0000	39.4951	276.4660	1,382.33	71,881.16
008	0.0000	40.4824	283.3760	1,416.88	73,677.76
009	0.0000	41.4945	290.4620	1,452.31	75,520.12
010	0.0000	42.5319	297.7240	1,488.62	77,408.24
011	0.0000	43.5952	305.1660	1,525.83	79,343.16
012	0.0000	45.7750	320.4260	1,602.13	83,310.76

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
07/01/2024	6000 UNITED STE	*12	USW *12 - 35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	38.1476	267.0340	1,335.17	69,428.84
002	0.0000	39.1013	273.7100	1,368.55	71,164.60
003	0.0000	40.0789	280.5520	1,402.76	72,943.52
004	0.0000	41.0809	287.5660	1,437.83	74,767.16
005	0.0000	42.1078	294.7540	1,473.77	76,636.04
006	0.0000	43.1604	302.1220	1,510.61	78,551.72
007	0.0000	44.2395	309.6760	1,548.38	80,515.76
008	0.0000	45.3455	317.4180	1,587.09	82,528.68
009	0.0000	46.4792	325.3540	1,626.77	84,592.04
010	0.0000	47.6411	333.4880	1,667.44	86,706.88
011	0.0000	48.8322	341.8260	1,709.13	88,874.76
012	0.0000	51.2738	358.9160	1,794.58	93,318.16

07/01/2024	6000 UNITED STE	*13	USW *13 -35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	42.7258	299.0800	1,495.40	77,760.80
002	0.0000	43.7940	306.5580	1,532.79	79,705.08
003	0.0000	44.8888	314.2220	1,571.11	81,697.72
004	0.0000	46.0111	322.0780	1,610.39	83,740.28
005	0.0000	47.1613	330.1300	1,650.65	85,833.80
006	0.0000	48.3404	338.3820	1,691.91	87,979.32
007	0.0000	49.5489	346.8420	1,734.21	90,178.92
008	0.0000	50.7876	355.5140	1,777.57	92,433.64
009	0.0000	52.0573	364.4020	1,822.01	94,744.52
010	0.0000	53.3588	373.5120	1,867.56	97,113.12
011	0.0000	54.6927	382.8480	1,914.24	99,540.48
012	0.0000	57.4273	401.9920	2,009.96	104,517.92

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
07/01/2024	6000 UNITED STE	*14	USW *14 -35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	47.8520	334.9640	1,674.82	87,090.64
002	0.0000	49.0483	343.3380	1,716.69	89,267.88
003	0.0000	50.2745	351.9220	1,759.61	91,499.72
004	0.0000	51.5313	360.7200	1,803.60	93,787.20
005	0.0000	52.8196	369.7380	1,848.69	96,131.88
006	0.0000	54.1401	378.9800	1,894.90	98,534.80
007	0.0000	55.4936	388.4560	1,942.28	100,998.56
008	0.0000	56.8810	398.1680	1,990.84	103,523.68
009	0.0000	58.3030	408.1220	2,040.61	106,111.72
010	0.0000	59.7606	418.3240	2,091.62	108,764.24
011	0.0000	61.2546	428.7820	2,143.91	111,483.32
012	0.0000	64.3173	450.2220	2,251.11	117,057.72

07/01/2024	6000 UNITED STE	*15	USW *15 - 35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	55.5107	388.5740	1,942.87	101,029.24
002	0.0000	56.8985	398.2900	1,991.45	103,555.40
003	0.0000	58.3210	408.2480	2,041.24	106,144.48
004	0.0000	59.7789	418.4520	2,092.26	108,797.52
005	0.0000	61.2735	428.9140	2,144.57	111,517.64
006	0.0000	62.8052	439.6360	2,198.18	114,305.36
007	0.0000	64.3753	450.6280	2,253.14	117,163.28
008	0.0000	65.9847	461.8920	2,309.46	120,091.92
009	0.0000	67.6343	473.4400	2,367.20	123,094.40
010	0.0000	69.3252	485.2760	2,426.38	126,171.76
011	0.0000	71.0583	497.4080	2,487.04	129,326.08
012	0.0000	74.6112	522.2780	2,611.39	135,792.28

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
07/01/2024	6000 UNITED STE	*8	USW *8 - 35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	24.6809	172.7660	863.83	44,919.16
002	0.0000	25.2978	177.0840	885.42	46,041.84
003	0.0000	25.9304	181.5120	907.56	47,193.12
004	0.0000	26.5786	186.0500	930.25	48,373.00
005	0.0000	27.2430	190.7020	953.51	49,582.52
006	0.0000	27.9242	195.4700	977.35	50,822.20
007	0.0000	28.6222	200.3560	1,001.78	52,092.56
008	0.0000	29.3378	205.3640	1,026.82	53,394.64
009	0.0000	30.0712	210.4980	1,052.49	54,729.48
010	0.0000	30.8230	215.7620	1,078.81	56,098.12
011	0.0000	31.5936	221.1560	1,105.78	57,500.56
012	0.0000	33.1733	232.2140	1,161.07	60,375.64

07/01/2024	6000 UNITED STE	*9	USW *9 - 35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	27.6396	193.4780	967.39	50,304.28
002	0.0000	28.3307	198.3140	991.57	51,561.64
003	0.0000	29.0390	203.2740	1,016.37	52,851.24
004	0.0000	29.7649	208.3540	1,041.77	54,172.04
005	0.0000	30.5090	213.5640	1,067.82	55,526.64
006	0.0000	31.2717	218.9020	1,094.51	56,914.52
007	0.0000	32.0535	224.3740	1,121.87	58,337.24
008	0.0000	32.8548	229.9840	1,149.92	59,795.84
009	0.0000	33.6762	235.7340	1,178.67	61,290.84
010	0.0000	34.5181	241.6260	1,208.13	62,822.76
011	0.0000	35.3811	247.6680	1,238.34	64,393.68
012	0.0000	37.1502	260.0520	1,300.26	67,613.52

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
07/01/2024	6000 UNITED	STE 10	USW 10 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	30.4037	243.2300	1,216.15	63,239.80
002	0.0000	31.1638	249.3100	1,246.55	64,820.60
003	0.0000	31.9429	255.5440	1,277.72	66,441.44
004	0.0000	32.7414	261.9320	1,309.66	68,102.32
005	0.0000	33.5599	268.4800	1,342.40	69,804.80
006	0.0000	34.3989	275.1920	1,375.96	71,549.92
007	0.0000	35.2589	282.0720	1,410.36	73,338.72
008	0.0000	36.1403	289.1220	1,445.61	75,171.72
009	0.0000	37.0438	296.3500	1,481.75	77,051.00
010	0.0000	37.9699	303.7600	1,518.80	78,977.60
011	0.0000	38.9192	311.3540	1,556.77	80,952.04
012	0.0000	40.8652	326.9220	1,634.61	84,999.72

07/01/2024	6000 UNITED	STE 11	USW 11 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	34.0565	272.4520	1,362.26	70,837.52
002	0.0000	34.9079	279.2640	1,396.32	72,608.64
003	0.0000	35.7806	286.2440	1,431.22	74,423.44
004	0.0000	36.6751	293.4000	1,467.00	76,284.00
005	0.0000	37.5920	300.7360	1,503.68	78,191.36
006	0.0000	38.5317	308.2540	1,541.27	80,146.04
007	0.0000	39.4951	315.9600	1,579.80	82,149.60
008	0.0000	40.4824	323.8600	1,619.30	84,203.60
009	0.0000	41.4945	331.9560	1,659.78	86,308.56
010	0.0000	42.5319	340.2560	1,701.28	88,466.56
011	0.0000	43.5952	348.7620	1,743.81	90,678.12
012	0.0000	45.7750	366.2000	1,831.00	95,212.00

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
07/01/2024	6000 UNITED	STE 12	USW 12 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	38.1476	305.1800	1,525.90	79,346.80
002	0.0000	39.1013	312.8100	1,564.05	81,330.60
003	0.0000	40.0789	320.6320	1,603.16	83,364.32
004	0.0000	41.0809	328.6480	1,643.24	85,448.48
005	0.0000	42.1078	336.8620	1,684.31	87,584.12
006	0.0000	43.1604	345.2840	1,726.42	89,773.84
007	0.0000	44.2395	353.9160	1,769.58	92,018.16
008	0.0000	45.3455	362.7640	1,813.82	94,318.64
009	0.0000	46.4792	371.8340	1,859.17	96,676.84
010	0.0000	47.6411	381.1280	1,905.64	99,093.28
011	0.0000	48.8322	390.6580	1,953.29	101,571.08
012	0.0000	51.2738	410.1900	2,050.95	106,649.40

07/01/2024	6000 UNITED	STE 13	USW 13 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	42.7258	341.8060	1,709.03	88,869.56
002	0.0000	43.7940	350.3520	1,751.76	91,091.52
003	0.0000	44.8888	359.1100	1,795.55	93,368.60
004	0.0000	46.0111	368.0880	1,840.44	95,702.88
005	0.0000	47.1613	377.2900	1,886.45	98,095.40
006	0.0000	48.3404	386.7240	1,933.62	100,548.24
007	0.0000	49.5489	396.3920	1,981.96	103,061.92
008	0.0000	50.7876	406.3000	2,031.50	105,638.00
009	0.0000	52.0573	416.4580	2,082.29	108,279.08
010	0.0000	53.3588	426.8700	2,134.35	110,986.20
011	0.0000	54.6927	437.5420	2,187.71	113,760.92
012	0.0000	57.4273	459.4180	2,297.09	119,448.68

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
07/01/2024	6000 UNITED	STE 14	USW 14 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	47.8520	382.8160	1,914.08	99,532.16
002	0.0000	49.0483	392.3860	1,961.93	102,020.36
003	0.0000	50.2745	402.1960	2,010.98	104,570.96
004	0.0000	51.5313	412.2500	2,061.25	107,185.00
005	0.0000	52.8196	422.5560	2,112.78	109,864.56
006	0.0000	54.1401	433.1200	2,165.60	112,611.20
007	0.0000	55.4936	443.9480	2,219.74	115,426.48
008	0.0000	56.8810	455.0480	2,275.24	118,312.48
009	0.0000	58.3030	466.4240	2,332.12	121,270.24
010	0.0000	59.7606	478.0840	2,390.42	124,301.84
011	0.0000	61.2546	490.0360	2,450.18	127,409.36
012	0.0000	64.3173	514.5380	2,572.69	133,779.88

07/01/2024	6000 UNITED	STE 15	USW 15 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	55.5107	444.0860	2,220.43	115,462.36
002	0.0000	56.8985	455.1880	2,275.94	118,348.88
003	0.0000	58.3210	466.5680	2,332.84	121,307.68
004	0.0000	59.7789	478.2320	2,391.16	124,340.32
005	0.0000	61.2735	490.1880	2,450.94	127,448.88
006	0.0000	62.8052	502.4420	2,512.21	130,634.92
007	0.0000	64.3753	515.0020	2,575.01	133,900.52
008	0.0000	65.9847	527.8780	2,639.39	137,248.28
009	0.0000	67.6343	541.0740	2,705.37	140,679.24
010	0.0000	69.3252	554.6020	2,773.01	144,196.52
011	0.0000	71.0583	568.4660	2,842.33	147,801.16
012	0.0000	74.6112	596.8900	2,984.45	155,191.40

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
07/01/2024	6000 UNITED	STE 8	USW 8 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	24.6809	197.4480	987.24	51,336.48
002	0.0000	25.2978	202.3820	1,011.91	52,619.32
003	0.0000	25.9304	207.4440	1,037.22	53,935.44
004	0.0000	26.5786	212.6280	1,063.14	55,283.28
005	0.0000	27.2430	217.9440	1,089.72	56,665.44
006	0.0000	27.9242	223.3940	1,116.97	58,082.44
007	0.0000	28.6222	228.9780	1,144.89	59,534.28
008	0.0000	29.3378	234.7020	1,173.51	61,022.52
009	0.0000	30.0712	240.5700	1,202.85	62,548.20
010	0.0000	30.8230	246.5840	1,232.92	64,111.84
011	0.0000	31.5936	252.7480	1,263.74	65,714.48
012	0.0000	33.1733	265.3860	1,326.93	69,000.36

07/01/2024	6000 UNITED	STE 9	USW 9 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	27.6396	221.1160	1,105.58	57,490.16
002	0.0000	28.3307	226.6460	1,133.23	58,927.96
003	0.0000	29.0390	232.3120	1,161.56	60,401.12
004	0.0000	29.7649	238.1200	1,190.60	61,911.20
005	0.0000	30.5090	244.0720	1,220.36	63,458.72
006	0.0000	31.2717	250.1740	1,250.87	65,045.24
007	0.0000	32.0535	256.4280	1,282.14	66,671.28
008	0.0000	32.8548	262.8380	1,314.19	68,337.88
009	0.0000	33.6762	269.4100	1,347.05	70,046.60
010	0.0000	34.5181	276.1440	1,380.72	71,797.44
011	0.0000	35.3811	283.0480	1,415.24	73,592.48
012	0.0000	37.1502	297.2020	1,486.01	77,272.52

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
07/01/2025	6000 UNITED STE	*10	USW *10 - 35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	31.0118	217.0820	1,085.41	56,441.32
002	0.0000	31.7871	222.5100	1,112.55	57,852.60
003	0.0000	32.5818	228.0720	1,140.36	59,298.72
004	0.0000	33.3962	233.7740	1,168.87	60,781.24
005	0.0000	34.2311	239.6180	1,198.09	62,300.68
006	0.0000	35.0869	245.6080	1,228.04	63,858.08
007	0.0000	35.9641	251.7480	1,258.74	65,454.48
008	0.0000	36.8631	258.0420	1,290.21	67,090.92
009	0.0000	37.7847	264.4920	1,322.46	68,767.92
010	0.0000	38.7293	271.1060	1,355.53	70,487.56
011	0.0000	39.6976	277.8840	1,389.42	72,249.84
012	0.0000	41.6825	291.7780	1,458.89	75,862.28

07/01/2025	6000 UNITED STE	*11	USW *11 - 35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	34.7376	243.1640	1,215.82	63,222.64
002	0.0000	35.6061	249.2420	1,246.21	64,802.92
003	0.0000	36.4962	255.4740	1,277.37	66,423.24
004	0.0000	37.4086	261.8600	1,309.30	68,083.60
005	0.0000	38.3438	268.4060	1,342.03	69,785.56
006	0.0000	39.3023	275.1160	1,375.58	71,530.16
007	0.0000	40.2850	281.9960	1,409.98	73,318.96
008	0.0000	41.2920	289.0440	1,445.22	75,151.44
009	0.0000	42.3244	296.2700	1,481.35	77,030.20
010	0.0000	43.3825	303.6780	1,518.39	78,956.28
011	0.0000	44.4671	311.2700	1,556.35	80,930.20
012	0.0000	46.6905	326.8340	1,634.17	84,976.84

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	6000 UNITED STE	*12	USW *12 - 35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	38.9106	272.3740	1,361.87	70,817.24
002	0.0000	39.8833	279.1840	1,395.92	72,587.84
003	0.0000	40.8805	286.1640	1,430.82	74,402.64
004	0.0000	41.9025	293.3180	1,466.59	76,262.68
005	0.0000	42.9500	300.6500	1,503.25	78,169.00
006	0.0000	44.0236	308.1660	1,540.83	80,123.16
007	0.0000	45.1243	315.8700	1,579.35	82,126.20
008	0.0000	46.2524	323.7660	1,618.83	84,179.16
009	0.0000	47.4088	331.8620	1,659.31	86,284.12
010	0.0000	48.5939	340.1580	1,700.79	88,441.08
011	0.0000	49.8088	348.6620	1,743.31	90,652.12
012	0.0000	52.2993	366.0960	1,830.48	95,184.96

07/01/2025	6000 UNITED STE	*13	USW *13 -35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	43.5803	305.0620	1,525.31	79,316.12
002	0.0000	44.6699	312.6900	1,563.45	81,299.40
003	0.0000	45.7866	320.5060	1,602.53	83,331.56
004	0.0000	46.9313	328.5200	1,642.60	85,415.20
005	0.0000	48.1045	336.7320	1,683.66	87,550.32
006	0.0000	49.3072	345.1500	1,725.75	89,739.00
007	0.0000	50.5399	353.7800	1,768.90	91,982.80
008	0.0000	51.8034	362.6240	1,813.12	94,282.24
009	0.0000	53.0984	371.6880	1,858.44	96,638.88
010	0.0000	54.4260	380.9820	1,904.91	99,055.32
011	0.0000	55.7866	390.5060	1,952.53	101,531.56
012	0.0000	58.5759	410.0320	2,050.16	106,608.32

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
07/01/2025	6000 UNITED STE	*14	USW *14 -35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	48.8090	341.6640	1,708.32	88,832.64
002	0.0000	50.0293	350.2060	1,751.03	91,053.56
003	0.0000	51.2800	358.9600	1,794.80	93,329.60
004	0.0000	52.5619	367.9340	1,839.67	95,662.84
005	0.0000	53.8760	377.1320	1,885.66	98,054.32
006	0.0000	55.2229	386.5600	1,932.80	100,505.60
007	0.0000	56.6035	396.2240	1,981.12	103,018.24
008	0.0000	58.0186	406.1300	2,030.65	105,593.80
009	0.0000	59.4691	416.2840	2,081.42	108,233.84
010	0.0000	60.9558	426.6900	2,133.45	110,939.40
011	0.0000	62.4797	437.3580	2,186.79	113,713.08
012	0.0000	65.6037	459.2260	2,296.13	119,398.76

07/01/2025	6000 UNITED STE	*15	USW *15 - 35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	56.6209	396.3460	1,981.73	103,049.96
002	0.0000	58.0365	406.2560	2,031.28	105,626.56
003	0.0000	59.4874	416.4120	2,082.06	108,267.12
004	0.0000	60.9745	426.8220	2,134.11	110,973.72
005	0.0000	62.4990	437.4940	2,187.47	113,748.44
006	0.0000	64.0613	448.4300	2,242.15	116,591.80
007	0.0000	65.6628	459.6400	2,298.20	119,506.40
008	0.0000	67.3044	471.1300	2,355.65	122,493.80
009	0.0000	68.9870	482.9100	2,414.55	125,556.60
010	0.0000	70.7117	494.9820	2,474.91	128,695.32
011	0.0000	72.4795	507.3560	2,536.78	131,912.56
012	0.0000	76.1035	532.7240	2,663.62	138,508.24

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	6000 UNITED STE	*8	USW *8 - 35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	25.1745	176.2220	881.11	45,817.72
002	0.0000	25.8038	180.6260	903.13	46,962.76
003	0.0000	26.4490	185.1440	925.72	48,137.44
004	0.0000	27.1102	189.7720	948.86	49,340.72
005	0.0000	27.7879	194.5160	972.58	50,574.16
006	0.0000	28.4827	199.3780	996.89	51,838.28
007	0.0000	29.1946	204.3620	1,021.81	53,134.12
008	0.0000	29.9246	209.4720	1,047.36	54,462.72
009	0.0000	30.6726	214.7080	1,073.54	55,824.08
010	0.0000	31.4395	220.0760	1,100.38	57,219.76
011	0.0000	32.2255	225.5780	1,127.89	58,650.28
012	0.0000	33.8368	236.8580	1,184.29	61,583.08

07/01/2025	6000 UNITED STE	*9	USW *9 - 35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	28.1924	197.3460	986.73	51,309.96
002	0.0000	28.8973	202.2820	1,011.41	52,593.32
003	0.0000	29.6198	207.3380	1,036.69	53,907.88
004	0.0000	30.3602	212.5220	1,062.61	55,255.72
005	0.0000	31.1192	217.8340	1,089.17	56,636.84
006	0.0000	31.8971	223.2800	1,116.40	58,052.80
007	0.0000	32.6946	228.8620	1,144.31	59,504.12
008	0.0000	33.5119	234.5840	1,172.92	60,991.84
009	0.0000	34.3497	240.4480	1,202.24	62,516.48
010	0.0000	35.2085	246.4600	1,232.30	64,079.60
011	0.0000	36.0887	252.6200	1,263.10	65,681.20
012	0.0000	37.8932	265.2520	1,326.26	68,965.52

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
07/01/2025	6000 UNITED STE	10	USW 10 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	31.0118	248.0940	1,240.47	64,504.44
002	0.0000	31.7871	254.2960	1,271.48	66,116.96
003	0.0000	32.5818	260.6540	1,303.27	67,770.04
004	0.0000	33.3962	267.1700	1,335.85	69,464.20
005	0.0000	34.2311	273.8480	1,369.24	71,200.48
006	0.0000	35.0869	280.6960	1,403.48	72,980.96
007	0.0000	35.9641	287.7120	1,438.56	74,805.12
008	0.0000	36.8631	294.9040	1,474.52	76,675.04
009	0.0000	37.7847	302.2780	1,511.39	78,592.28
010	0.0000	38.7293	309.8340	1,549.17	80,556.84
011	0.0000	39.6976	317.5800	1,587.90	82,570.80
012	0.0000	41.6825	333.4600	1,667.30	86,699.60

07/01/2025	6000 UNITED STE	11	USW 11 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	34.7376	277.9000	1,389.50	72,254.00
002	0.0000	35.6061	284.8480	1,424.24	74,060.48
003	0.0000	36.4962	291.9700	1,459.85	75,912.20
004	0.0000	37.4086	299.2680	1,496.34	77,809.68
005	0.0000	38.3438	306.7500	1,533.75	79,755.00
006	0.0000	39.3023	314.4180	1,572.09	81,748.68
007	0.0000	40.2850	322.2800	1,611.40	83,792.80
008	0.0000	41.2920	330.3360	1,651.68	85,887.36
009	0.0000	42.3244	338.5960	1,692.98	88,034.96
010	0.0000	43.3825	347.0600	1,735.30	90,235.60
011	0.0000	44.4671	355.7360	1,778.68	92,491.36
012	0.0000	46.6905	373.5240	1,867.62	97,116.24

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	6000 UNITED	STE 12	USW 12 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	38.9106	311.2840	1,556.42	80,933.84
002	0.0000	39.8833	319.0660	1,595.33	82,957.16
003	0.0000	40.8805	327.0440	1,635.22	85,031.44
004	0.0000	41.9025	335.2200	1,676.10	87,157.20
005	0.0000	42.9500	343.6000	1,718.00	89,336.00
006	0.0000	44.0236	352.1880	1,760.94	91,568.88
007	0.0000	45.1243	360.9940	1,804.97	93,858.44
008	0.0000	46.2524	370.0200	1,850.10	96,205.20
009	0.0000	47.4088	379.2700	1,896.35	98,610.20
010	0.0000	48.5939	388.7520	1,943.76	101,075.52
011	0.0000	49.8088	398.4700	1,992.35	103,602.20
012	0.0000	52.2993	418.3940	2,091.97	108,782.44

07/01/2025	6000 UNITED	STE 13	USW 13 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	43.5803	348.6420	1,743.21	90,646.92
002	0.0000	44.6699	357.3600	1,786.80	92,913.60
003	0.0000	45.7866	366.2920	1,831.46	95,235.92
004	0.0000	46.9313	375.4500	1,877.25	97,617.00
005	0.0000	48.1045	384.8360	1,924.18	100,057.36
006	0.0000	49.3072	394.4580	1,972.29	102,559.08
007	0.0000	50.5399	404.3200	2,021.60	105,123.20
008	0.0000	51.8034	414.4280	2,072.14	107,751.28
009	0.0000	53.0984	424.7880	2,123.94	110,444.88
010	0.0000	54.4260	435.4080	2,177.04	113,206.08
011	0.0000	55.7866	446.2920	2,231.46	116,035.92
012	0.0000	58.5759	468.6080	2,343.04	121,838.08

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
07/01/2025	6000 UNITED	STE 14	USW 14 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	48.8090	390.4720	1,952.36	101,522.72
002	0.0000	50.0293	400.2340	2,001.17	104,060.84
003	0.0000	51.2800	410.2400	2,051.20	106,662.40
004	0.0000	52.5619	420.4960	2,102.48	109,328.96
005	0.0000	53.8760	431.0080	2,155.04	112,062.08
006	0.0000	55.2229	441.7840	2,208.92	114,863.84
007	0.0000	56.6035	452.8280	2,264.14	117,735.28
008	0.0000	58.0186	464.1480	2,320.74	120,678.48
009	0.0000	59.4691	475.7520	2,378.76	123,695.52
010	0.0000	60.9558	487.6460	2,438.23	126,787.96
011	0.0000	62.4797	499.8380	2,499.19	129,957.88
012	0.0000	65.6037	524.8300	2,624.15	136,455.80

07/01/2025	6000 UNITED	STE 15	USW 15 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	56.6209	452.9680	2,264.84	117,771.68
002	0.0000	58.0365	464.2920	2,321.46	120,715.92
003	0.0000	59.4874	475.9000	2,379.50	123,734.00
004	0.0000	60.9745	487.7960	2,438.98	126,826.96
005	0.0000	62.4990	499.9920	2,499.96	129,997.92
006	0.0000	64.0613	512.4900	2,562.45	133,247.40
007	0.0000	65.6628	525.3020	2,626.51	136,578.52
008	0.0000	67.3044	538.4360	2,692.18	139,993.36
009	0.0000	68.9870	551.8960	2,759.48	143,492.96
010	0.0000	70.7117	565.6940	2,828.47	147,080.44
011	0.0000	72.4795	579.8360	2,899.18	150,757.36
012	0.0000	76.1035	608.8280	3,044.14	158,295.28

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	6000 UNITED	STE 8	USW 8 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	25.1745	201.3960	1,006.98	52,362.96
002	0.0000	25.8038	206.4300	1,032.15	53,671.80
003	0.0000	26.4490	211.5920	1,057.96	55,013.92
004	0.0000	27.1102	216.8820	1,084.41	56,389.32
005	0.0000	27.7879	222.3040	1,111.52	57,799.04
006	0.0000	28.4827	227.8620	1,139.31	59,244.12
007	0.0000	29.1946	233.5560	1,167.78	60,724.56
008	0.0000	29.9246	239.3960	1,196.98	62,242.96
009	0.0000	30.6726	245.3800	1,226.90	63,798.80
010	0.0000	31.4395	251.5160	1,257.58	65,394.16
011	0.0000	32.2255	257.8040	1,289.02	67,029.04
012	0.0000	33.8368	270.6940	1,353.47	70,380.44

07/01/2025	6000 UNITED	STE 9	USW 9 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	28.1924	225.5400	1,127.70	58,640.40
002	0.0000	28.8973	231.1780	1,155.89	60,106.28
003	0.0000	29.6198	236.9580	1,184.79	61,609.08
004	0.0000	30.3602	242.8820	1,214.41	63,149.32
005	0.0000	31.1192	248.9540	1,244.77	64,728.04
006	0.0000	31.8971	255.1760	1,275.88	66,345.76
007	0.0000	32.6946	261.5560	1,307.78	68,004.56
008	0.0000	33.5119	268.0960	1,340.48	69,704.96
009	0.0000	34.3497	274.7980	1,373.99	71,447.48
010	0.0000	35.2085	281.6680	1,408.34	73,233.68
011	0.0000	36.0887	288.7100	1,443.55	75,064.60
012	0.0000	37.8932	303.1460	1,515.73	78,817.96

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	6000 UNITED STE	*10	USW *10 - 35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	31.6320	221.4240	1,107.12	57,570.24
002	0.0000	32.4228	226.9600	1,134.80	59,009.60
003	0.0000	33.2334	232.6340	1,163.17	60,484.84
004	0.0000	34.0641	238.4480	1,192.24	61,996.48
005	0.0000	34.9157	244.4100	1,222.05	63,546.60
006	0.0000	35.7886	250.5200	1,252.60	65,135.20
007	0.0000	36.6834	256.7840	1,283.92	66,763.84
008	0.0000	37.6004	263.2020	1,316.01	68,432.52
009	0.0000	38.5404	269.7820	1,348.91	70,143.32
010	0.0000	39.5039	276.5280	1,382.64	71,897.28
011	0.0000	40.4916	283.4420	1,417.21	73,694.92
012	0.0000	42.5162	297.6140	1,488.07	77,379.64

07/01/2026	6000 UNITED STE	*11	USW *11 - 35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	35.4324	248.0260	1,240.13	64,486.76
002	0.0000	36.3182	254.2280	1,271.14	66,099.28
003	0.0000	37.2261	260.5820	1,302.91	67,751.32
004	0.0000	38.1568	267.0980	1,335.49	69,445.48
005	0.0000	39.1107	273.7740	1,368.87	71,181.24
006	0.0000	40.0883	280.6180	1,403.09	72,960.68
007	0.0000	41.0907	287.6340	1,438.17	74,784.84
008	0.0000	42.1178	294.8240	1,474.12	76,654.24
009	0.0000	43.1709	302.1960	1,510.98	78,570.96
010	0.0000	44.2502	309.7520	1,548.76	80,535.52
011	0.0000	45.3564	317.4940	1,587.47	82,548.44
012	0.0000	47.6243	333.3700	1,666.85	86,676.20

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	6000 UNITED STE	*12	USW *12 - 35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	39.6888	277.8220	1,389.11	72,233.72
002	0.0000	40.6810	284.7680	1,423.84	74,039.68
003	0.0000	41.6981	291.8860	1,459.43	75,890.36
004	0.0000	42.7406	299.1840	1,495.92	77,787.84
005	0.0000	43.8090	306.6640	1,533.32	79,732.64
006	0.0000	44.9041	314.3280	1,571.64	81,725.28
007	0.0000	46.0268	322.1880	1,610.94	83,768.88
008	0.0000	47.1774	330.2420	1,651.21	85,862.92
009	0.0000	48.3570	338.5000	1,692.50	88,010.00
010	0.0000	49.5658	346.9600	1,734.80	90,209.60
011	0.0000	50.8050	355.6360	1,778.18	92,465.36
012	0.0000	53.3453	373.4180	1,867.09	97,088.68

07/01/2026	6000 UNITED STE	*13	USW *13 -35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	44.4519	311.1640	1,555.82	80,902.64
002	0.0000	45.5633	318.9440	1,594.72	82,925.44
003	0.0000	46.7023	326.9160	1,634.58	84,998.16
004	0.0000	47.8699	335.0900	1,675.45	87,123.40
005	0.0000	49.0666	343.4660	1,717.33	89,301.16
006	0.0000	50.2933	352.0540	1,760.27	91,534.04
007	0.0000	51.5507	360.8540	1,804.27	93,822.04
008	0.0000	52.8395	369.8760	1,849.38	96,167.76
009	0.0000	54.1604	379.1220	1,895.61	98,571.72
010	0.0000	55.5145	388.6020	1,943.01	101,036.52
011	0.0000	56.9023	398.3160	1,991.58	103,562.16
012	0.0000	59.7474	418.2320	2,091.16	108,740.32

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	6000 UNITED STE	*14	USW *14 -35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	49.7852	348.4960	1,742.48	90,608.96
002	0.0000	51.0299	357.2100	1,786.05	92,874.60
003	0.0000	52.3056	366.1400	1,830.70	95,196.40
004	0.0000	53.6131	375.2920	1,876.46	97,575.92
005	0.0000	54.9535	384.6740	1,923.37	100,015.24
006	0.0000	56.3274	394.2920	1,971.46	102,515.92
007	0.0000	57.7356	404.1500	2,020.75	105,079.00
008	0.0000	59.1790	414.2540	2,071.27	107,706.04
009	0.0000	60.6585	424.6100	2,123.05	110,398.60
010	0.0000	62.1749	435.2240	2,176.12	113,158.24
011	0.0000	63.7293	446.1060	2,230.53	115,987.56
012	0.0000	66.9158	468.4100	2,342.05	121,786.60

07/01/2026	6000 UNITED STE	*15	USW *15 - 35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	57.7533	404.2740	2,021.37	105,111.24
002	0.0000	59.1972	414.3800	2,071.90	107,738.80
003	0.0000	60.6771	424.7400	2,123.70	110,432.40
004	0.0000	62.1940	435.3580	2,176.79	113,193.08
005	0.0000	63.7490	446.2440	2,231.22	116,023.44
006	0.0000	65.3425	457.3980	2,286.99	118,923.48
007	0.0000	66.9761	468.8320	2,344.16	121,896.32
008	0.0000	68.6505	480.5540	2,402.77	124,944.04
009	0.0000	70.3667	492.5660	2,462.83	128,067.16
010	0.0000	72.1259	504.8820	2,524.41	131,269.32
011	0.0000	73.9291	517.5040	2,587.52	134,551.04
012	0.0000	77.6256	543.3800	2,716.90	141,278.80

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
07/01/2026	6000 UNITED STE	*8	USW *8 - 35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	25.6780	179.7460	898.73	46,733.96
002	0.0000	26.3199	184.2400	921.20	47,902.40
003	0.0000	26.9780	188.8460	944.23	49,099.96
004	0.0000	27.6524	193.5660	967.83	50,327.16
005	0.0000	28.3437	198.4060	992.03	51,585.56
006	0.0000	29.0524	203.3660	1,016.83	52,875.16
007	0.0000	29.7785	208.4500	1,042.25	54,197.00
008	0.0000	30.5231	213.6620	1,068.31	55,552.12
009	0.0000	31.2861	219.0020	1,095.01	56,940.52
010	0.0000	32.0683	224.4780	1,122.39	58,364.28
011	0.0000	32.8700	230.0900	1,150.45	59,823.40
012	0.0000	34.5135	241.5940	1,207.97	62,814.44

07/01/2026	6000 UNITED STE	*9	USW *9 - 35 HR	H HOURLY	W WEEKLY	02	52.0000	7.00	35.00	5.00	1820.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	28.7562	201.2940	1,006.47	52,336.44
002	0.0000	29.4752	206.3260	1,031.63	53,644.76
003	0.0000	30.2122	211.4860	1,057.43	54,986.36
004	0.0000	30.9674	216.7720	1,083.86	56,360.72
005	0.0000	31.7416	222.1920	1,110.96	57,769.92
006	0.0000	32.5350	227.7460	1,138.73	59,213.96
007	0.0000	33.3485	233.4400	1,167.20	60,694.40
008	0.0000	34.1821	239.2740	1,196.37	62,211.24
009	0.0000	35.0367	245.2560	1,226.28	63,766.56
010	0.0000	35.9127	251.3880	1,256.94	65,360.88
011	0.0000	36.8105	257.6740	1,288.37	66,995.24
012	0.0000	38.6511	270.5580	1,352.79	70,345.08

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
07/01/2026	6000 UNITED	STE 10	USW 10 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N

Change was made by 2.0000%. Step 12 by 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	31.6320	253.0560	1,265.28	65,794.56
002	0.0000	32.4228	259.3820	1,296.91	67,439.32
003	0.0000	33.2334	265.8680	1,329.34	69,125.68
004	0.0000	34.0641	272.5120	1,362.56	70,853.12
005	0.0000	34.9157	279.3260	1,396.63	72,624.76
006	0.0000	35.7886	286.3080	1,431.54	74,440.08
007	0.0000	36.6834	293.4680	1,467.34	76,301.68
008	0.0000	37.6004	300.8040	1,504.02	78,209.04
009	0.0000	38.5404	308.3240	1,541.62	80,164.24
010	0.0000	39.5039	316.0320	1,580.16	82,168.32
011	0.0000	40.4916	323.9320	1,619.66	84,222.32
012	0.0000	42.5162	340.1300	1,700.65	88,433.80

07/01/2026	6000 UNITED	STE 11	USW 11 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
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Change was made by 2.0000%. Step 12 by 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	35.4324	283.4600	1,417.30	73,699.60
002	0.0000	36.3182	290.5460	1,452.73	75,541.96
003	0.0000	37.2261	297.8080	1,489.04	77,430.08
004	0.0000	38.1568	305.2540	1,526.27	79,366.04
005	0.0000	39.1107	312.8860	1,564.43	81,350.36
006	0.0000	40.0883	320.7060	1,603.53	83,383.56
007	0.0000	41.0907	328.7260	1,643.63	85,468.76
008	0.0000	42.1178	336.9420	1,684.71	87,604.92
009	0.0000	43.1709	345.3680	1,726.84	89,795.68
010	0.0000	44.2502	354.0020	1,770.01	92,040.52
011	0.0000	45.3564	362.8520	1,814.26	94,341.52
012	0.0000	47.6243	380.9940	1,904.97	99,058.44

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
07/01/2026	6000 UNITED	STE 12	USW 12 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	39.6888	317.5100	1,587.55	82,552.60
002	0.0000	40.6810	325.4480	1,627.24	84,616.48
003	0.0000	41.6981	333.5840	1,667.92	86,731.84
004	0.0000	42.7406	341.9240	1,709.62	88,900.24
005	0.0000	43.8090	350.4720	1,752.36	91,122.72
006	0.0000	44.9041	359.2320	1,796.16	93,400.32
007	0.0000	46.0268	368.2140	1,841.07	95,735.64
008	0.0000	47.1774	377.4200	1,887.10	98,129.20
009	0.0000	48.3570	386.8560	1,934.28	100,582.56
010	0.0000	49.5658	396.5260	1,982.63	103,096.76
011	0.0000	50.8050	406.4400	2,032.20	105,674.40
012	0.0000	53.3453	426.7620	2,133.81	110,958.12

07/01/2026	6000 UNITED	STE 13	USW 13 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	44.4519	355.6160	1,778.08	92,460.16
002	0.0000	45.5633	364.5060	1,822.53	94,771.56
003	0.0000	46.7023	373.6180	1,868.09	97,140.68
004	0.0000	47.8699	382.9600	1,914.80	99,569.60
005	0.0000	49.0666	392.5320	1,962.66	102,058.32
006	0.0000	50.2933	402.3460	2,011.73	104,609.96
007	0.0000	51.5507	412.4060	2,062.03	107,225.56
008	0.0000	52.8395	422.7160	2,113.58	109,906.16
009	0.0000	54.1604	433.2840	2,166.42	112,653.84
010	0.0000	55.5145	444.1160	2,220.58	115,470.16
011	0.0000	56.9023	455.2180	2,276.09	118,356.68
012	0.0000	59.7474	477.9800	2,389.90	124,274.80

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
07/01/2026	6000 UNITED	STE 14	USW 14 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	49.7852	398.2820	1,991.41	103,553.32
002	0.0000	51.0299	408.2400	2,041.20	106,142.40
003	0.0000	52.3056	418.4440	2,092.22	108,795.44
004	0.0000	53.6131	428.9040	2,144.52	111,515.04
005	0.0000	54.9535	439.6280	2,198.14	114,303.28
006	0.0000	56.3274	450.6200	2,253.10	117,161.20
007	0.0000	57.7356	461.8840	2,309.42	120,089.84
008	0.0000	59.1790	473.4320	2,367.16	123,092.32
009	0.0000	60.6585	485.2680	2,426.34	126,169.68
010	0.0000	62.1749	497.4000	2,487.00	129,324.00
011	0.0000	63.7293	509.8340	2,549.17	132,556.84
012	0.0000	66.9158	535.3260	2,676.63	139,184.76

07/01/2026	6000 UNITED	STE 15	USW 15 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	57.7533	462.0260	2,310.13	120,126.76
002	0.0000	59.1972	473.5780	2,367.89	123,130.28
003	0.0000	60.6771	485.4160	2,427.08	126,208.16
004	0.0000	62.1940	497.5520	2,487.76	129,363.52
005	0.0000	63.7490	509.9920	2,549.96	132,597.92
006	0.0000	65.3425	522.7400	2,613.70	135,912.40
007	0.0000	66.9761	535.8080	2,679.04	139,310.08
008	0.0000	68.6505	549.2040	2,746.02	142,793.04
009	0.0000	70.3667	562.9340	2,814.67	146,362.84
010	0.0000	72.1259	577.0080	2,885.04	150,022.08
011	0.0000	73.9291	591.4320	2,957.16	153,772.32
012	0.0000	77.6256	621.0040	3,105.02	161,461.04

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
07/01/2026	6000 UNITED	STE 8	USW 8 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	25.6780	205.4240	1,027.12	53,410.24
002	0.0000	26.3199	210.5600	1,052.80	54,745.60
003	0.0000	26.9780	215.8240	1,079.12	56,114.24
004	0.0000	27.6524	221.2200	1,106.10	57,517.20
005	0.0000	28.3437	226.7500	1,133.75	58,955.00
006	0.0000	29.0524	232.4200	1,162.10	60,429.20
007	0.0000	29.7785	238.2280	1,191.14	61,939.28
008	0.0000	30.5231	244.1840	1,220.92	63,487.84
009	0.0000	31.2861	250.2880	1,251.44	65,074.88
010	0.0000	32.0683	256.5460	1,282.73	66,701.96
011	0.0000	32.8700	262.9600	1,314.80	68,369.60
012	0.0000	34.5135	276.1080	1,380.54	71,788.08

07/01/2026	6000 UNITED	STE 9	USW 9 - 40 HR	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%. Step 12 by 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	28.7562	230.0500	1,150.25	59,813.00
002	0.0000	29.4752	235.8020	1,179.01	61,308.52
003	0.0000	30.2122	241.6980	1,208.49	62,841.48
004	0.0000	30.9674	247.7400	1,238.70	64,412.40
005	0.0000	31.7416	253.9320	1,269.66	66,022.32
006	0.0000	32.5350	260.2800	1,301.40	67,672.80
007	0.0000	33.3485	266.7880	1,333.94	69,364.88
008	0.0000	34.1821	273.4560	1,367.28	71,098.56
009	0.0000	35.0367	280.2940	1,401.47	72,876.44
010	0.0000	35.9127	287.3020	1,436.51	74,698.52
011	0.0000	36.8105	294.4840	1,472.42	76,565.84
012	0.0000	38.6511	309.2080	1,546.04	80,394.08

** END OF REPORT - Generated by Marisa Kurey **