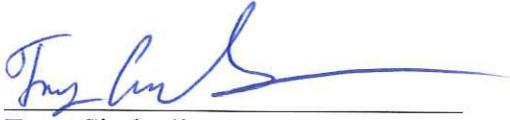


Signature Page

**FOR LOCAL 1303 OF COUNCIL 4 FOR THE TOWN OF BETHANY AFSCME,
AFL-CIO**



Tony Ciarleglio
President



Derrylyn Gorski
First Selectman

Kelly Martinez
Staff Representative
AFSCME, AFL-CIO

DATED SIGNED _____

10-26-18

**SUCCESSOR
AGREEMENT**

Between

The

Town of Bethany

and

Local 1303-396 of Connecticut Council 4,

AFSCME, AFL-CIO

July 1, 2018 to June 30, 2022

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THIS AGREEMENT, by and between the Town of Bethany, hereinafter referred to as the "Town" and Local 1303 of Connecticut Council 4, AFSCME, AFL-CIO, hereinafter referred to as the "Union".

PREAMBLE

The welfare of the Town of Bethany, and its employees, is dependent upon the service the Town renders the public. Improvements in this service and economy in operating and maintaining expenses are promoted by willing cooperation between the Town management and the organization of its employees. An obligation rests upon the management, upon the Union, and upon each employee to render honest, efficient and economical service. The spirit of cooperation thereby, being essential to efficient operation, all parties will so conduct themselves to promote this spirit.

ARTICLE I **RECOGNITION**

Pursuant to the certification of the Connecticut State Board of Labor Relations, decision No. 3076 dated June 23, 1999, the Town recognizes the Union as the sole and exclusive bargaining agent for all full-time road crew employees of the Town of Bethany working in the Highway Department, excluding supervisors and all others excluded by the Act.

ARTICLE II **MANAGEMENT RIGHTS**

The Union recognizes the sole and exclusive prerogative of the Town to operate and manage its affairs in all respects in accordance with its public trust and interest, and further recognizes that the powers and authority which the Town has customarily possessed in the past, and has not had officially and specifically abridged, delegated or modified by this a specific provision of Agreement, are retained by the Town. This includes but is not limited to: the right to hire, transfer, promote, enforce work rules, suspend, discharge, to layoff and schedule employees; the right to establish positions and assign duties in accordance with the needs and requirements, as determined by the Town; the right to determine standards of employment to discipline employees for just cause; the right to promulgate, modify and enforce reasonable written rules and regulations as necessary to maintain order, safety and/or effective operations of the Town; the right to determine and/or change the nature of its services, and to introduce, change and operate new or improved methods, facilities, processes and techniques; the right to direct the working forces; the right to obtain from any source and to contract for materials, services, supplies and equipment; the right to require employees to perform other tasks and assume other responsibilities that may be different from their normal daily responsibilities; and all other rights pertaining to the operation and management of the business and affairs of the Town. The failure by the Town to exercise any of the rights as provided above shall not be construed as a waiver of these rights nor of the right of the Town to control, operate and manage its business.

Section 2. Management positions in the Highway department may perform bargaining unit work. The Town will not use language to deprive bargaining unit members of overtime opportunities. All bargaining unit employees will be asked for overtime before management will work.

ARTICLE III **UNION SHOP**

The parties agree that all employees in the Collective Bargaining Unit shall, as a condition of employment, become and remain members of the Union in good standing, pursuant to the Constitution and By-Laws of the Union, within ninety (90) days of the date of this Agreement or within ninety (90) days after the date of their employment by the Town, whichever occurs last. The Town agrees to deduct from the pay of all its employees, who authorize such deductions from their wages, such membership dues, initiation fees and reinstatement fees as may be fixed by the Union. Such deductions shall continue for the duration of this Agreement or any extension thereof.

The deduction for any month shall be divided equally during each payroll of said month and shall be remitted to the Union, together with a list of names of the employees from whose wages such deductions have been made, not later than the last day of said month. The Union agrees to indemnify and save harmless the Town from any and all claims which may be made against the Town arising out of the deduction of dues and fees as provided above and payment thereof in accordance with the instructions of the Union.

ARTICLE IV **HOURS OF WORK**

Section 1. Regular hours of employment for all employees covered under the terms of this Agreement shall be forty (40) hours per week, divided equally over five (5) consecutive days Monday through Friday of eight (8) hours each with a 20 minute paid lunch. Normally the work hours Monday through Friday will be 7:00 a.m. to 3:00 p.m. For emergencies and/or special projects the town may modify these hours. The town will first seek volunteers, if there are not sufficient volunteers then the least senior employees will be assigned to this shift. Effective with the signing of this agreement the town may hire up to two people on a Tuesday through Saturday schedule.

Section 2. Employees shall be paid one and one-half (1 ½) times their regular rate of pay for all hours worked after forty (40) actually worked during the workweek and double time for all hours worked on Sunday and on a holiday. For purposes of this section any paid time will be considered hours worked.

Section 3. Any employee called back to work after completing his workday shall be granted a minimum of four (4) hours work at the rate specified in this Contract. This shall not apply to work time that is contiguous to normal working hours.

Section 4. All overtime work shall be distributed equally among eligible employees as far as practicable within classification. An employee summoned for emergency overtime who refuses to come in or is unavailable shall be dropped to the bottom of the call-in overtime list. Overtime shall be required between November 1 and April 15 each year.

Section 5. Any employee assigned in writing to work in a higher classification shall receive the rate of pay for the higher classification, retroactive to the first day in the higher classification.

Section 6. Employees shall be entitled to a paid coffee break of fifteen (15) minutes at approximately 9:00 a.m. and approximately 2:00 p.m. The Highway Department Foreman or his designee may schedule the coffee breaks to avoid unnecessary disruption of the Town's operations.

ARTICLE V

SENIORITY, LAYOFF, RECALL

Section 1. Seniority is defined as the total continuous length of service in the bargaining unit since the employee's last date of hire.

Section 2. An employee shall lose seniority when he/she:

- a. Quits voluntarily or retires.
- b. Is discharged for just cause.
- c. Fails to return to work within fourteen (14) days after notice of recall.
- d. Is absent, except for layoff, for three (3) consecutive working days without notice to the Highway Foreman or his designee. In the event of an emergency, such notice shall be given as soon as possible.
- e. Is not at work for any reason for a period of time equal to one half his/her seniority for employees with less than a year seniority or twelve (12) consecutive months for employees with more than one year seniority. Employees with more than a year seniority may request an additional six months provided they notify the town prior to the expiration to the original twelve (12) month period.

Section 3. The Town will layoff employees in inverse order of seniority, provided, in the sole determination of the Town, that the employees to be retained are qualified to perform available work in accordance with existing job descriptions. The Town will recall employees in reverse order of layoff provided, in the sole determination of the Town, that such employees are qualified to perform available work in accordance with existing job descriptions.

Section 4. If there are layoffs among highway crew employees they shall be in the following order:

- a. Seasonal employees;
- b. Part-time employees;
- c. Probationary employees;
- d. Full-time employees

Section 5. Laid off employees shall be entitled to recall according to seniority for a period of time equal to one half his/her seniority for employees with less than a year seniority or twelve (12) consecutive months for employees with more than one year seniority. Employees with more than a year seniority may request an additional six months provided they notify the town prior to the expiration to the original twelve (12) months period. The affected employee must keep the Town advised of his/her current address in writing

Section 6. The Town shall prepare a list of permanent employees showing their seniority and time of service with the Town and deliver the same to the Union each year or upon reasonable request by the Union.

Section 7. When a vacancy exists it will be posted. The selection will be made on the basis of qualifications, work record and seniority. When the other two factors are substantially equal then the employee with the highest seniority shall be given the first opportunity to fill the vacancy.

Section 8. New employees (non-seasonal and non-part time) shall have a probationary period of six (6) months after which they shall be classified as regular employees. The probationary period shall be counted as part of the seniority period after the employee is considered a regular employee. If a probationary employee is terminated, he/she not have access to the grievance and arbitration language of this Agreement.

Section 9. Work assignments shall continue to be made by the Highway Supervisor or his agent, and his decision shall be based on the qualifications, seniority and availability of the employee.

Section 10. All promotions to another classification are subject to the same probationary period as is applicable to new employees. Such employees however, in contrast to new employees, do have access to the grievance and arbitration procedure if terminated, and shall be returned to their former position.

ARTICLE VI
GRIEVANCE PROCEDURE

Section 1. A "grievance" is a dispute over the application or interpretation of a specific provision of this Agreement, and shall be processed exclusively in accordance with the procedure set forth herein. The parties agree to resolve grievances on as low an administrative level as possible.

Section 2. The Union President or his/her designee shall be allowed to investigate and process grievances on working time provided they notify their immediate supervisor prior to leaving the job site and the amount of time is reasonable. The Union staff representative will be given reasonable access to the Town offices for purposes of investigating and processing grievances in accordance with this Article.

Step 1. A grievance must be presented in writing to the Highway Department Foreman or his/her designee no later than seven (7) working days after the union knew or should have known or the events giving rise to the grievance. The Highway Department Foreman or his/her designee, the steward and the grievant shall meet within five (5) working days after the grievance is received to resolve the grievance. The Highway Department Foreman or his/her designee may resolve or deny the grievance subject to the final approval of the First Selectman.

Step 2. If the grievance is not resolved at the Step I meeting, the Union representative may present the grievance in writing to the First Selectman within seven (7) working days of receipt of the Step I decision. The First Selectman or his/her designee, the Union staff representative and the grievant shall meet within ten (10) working days after the grievance is received to resolve the grievance. The First Selectman shall issue a decision within fifteen (15) working days after the grievance is received.

Step 3. In the event the First Selectman and the Union representative fail to reach a mutually satisfactory settlement at the Step 2 meeting, the Union may within thirty (30) calendar days of receipt of the First Selectman's Step 2 decision file the grievance with the Connecticut Board of Mediation and Arbitration or the American Arbitration Association to be decided under their procedure and rules. Any grievance involving disciplinary suspensions of three or more days or terminations must be filed with the American Arbitration Association and costs will be borne equally by the parties. Any other grievances may be removed to the American Arbitration Association by the Town provided it is willing to pay the filing fees and arbitrator costs.

Section 3. The decision and award of the arbitrator shall be in writing and shall be final and binding upon all parties. The arbitrator shall have no authority to change, amend, add to, or subtract from any of the specific provisions of this Agreement and shall have the authority only to determine whether, by the acts alleged in the grievance, the Town misinterpreted or misapplied the specific provision expressed in the Agreement as the Union claims.

Section 4. The time limits specified herein may only be extended by mutual written agreement of the Town and the Union. Failure by the steward or the Union representative to process a grievance within the time limits provided above shall be deemed a waiver of such grievance, and the grievance shall be considered resolved in accordance within the time limits provided above shall permit the Union to process the grievance to the next step within the time limits set forth above.

Section 5. An employee with information necessary to the dispute may attend arbitration and prohibited practice conferences and hearings. The Union shall be reasonable with the use of witnesses.

ARTICLE VII **DISCIPLINE**

Section 1. Employees shall not be disciplined or discharged except for just cause.

Section 2. A copy of any written disciplinary action shall be placed in the employees personnel file and copies shall be furnished to the Union and affected employees.

Section 3. The normal progressive discipline will be a documented verbal warning, a written warning, a suspension and termination. Nothing herein precludes more immediate severe discipline for serious misconduct.

ARTICLE VIII **HOLIDAYS**

Section 1. The following days are designated and observed as paid holidays for employees:

New Year's Day	Labor Day
Martin Luther King's Birthday	Columbus Day
President's Day	Veterans Day
Good Friday	Thanksgiving
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Day
	One additional day to be scheduled by the Town at Christmas time

Section 2. If the holiday, except for Christmas Eve or New Year's Eve, falls on a Sunday, the holiday will be observed on the following Monday. If the holiday, except for Christmas Eve or New Year's Eve, falls on a Saturday, the holiday will be observed on the preceding Friday. If there is a conflict between these provisions and the federal Monday Holiday Law, the federal law shall prevail.

Section 3. To be eligible for holiday pay, an employee must work his/her last regularly scheduled day before the holiday and the next regularly scheduled day after the holiday except in the case of an approved absence. It is not the intent of the parties to allow the use of sick days to extend holiday periods.

Section 4. If a holiday falls during an employee's vacation the employee shall not be charged a vacation day and shall be paid for said holiday at his/her regular hourly rate.

Section 5. Employees shall receive two (2) times their regular rate of pay for all hours worked on a holiday in addition to holiday pay.

ARTICLE IX **VACATION**

Section 1. Employees shall be granted annual vacation at their base rate of pay computed from their anniversary date of employment in accordance with the following schedule:

For employees on the payroll as of July 1, 1999.

One (1) week of vacation after one (1) year of service.

Two (2) weeks of vacation after two (2) years of service.

Three (3) weeks of vacation after five (5) years of service.

Four (4) weeks of vacation after ten (10) years of service.

Five (5) weeks of vacation after fifteen (15) years of service.

The employee must schedule his/her vacation with the Highway Foreman prior to July 1 each year. Single day vacation may be granted by the Highway Foreman whose approval will be unreasonably withheld.

Section 2. Employees shall take their vacations at times agreeable to Highway Foreman. Seniority of employees shall determine vacation time priorities. A posting period for the selection of vacation will be designated by the Town. Employees eligible for more than two (2) weeks vacation shall not select those weeks until all employee eligible for vacations shall have chosen their vacation time during the vacation selection period.

Section 3. Vacation time may be carried over to the next year for special circumstances with the written permission of the First Selectman but is limited to 50% of total vacation entitlement. (i.e. if entitled to two weeks vacation only one week may be carried over).

Section 4. If an employee would like to be paid before vacation, he must notify the Highway Foreman at least ten (10) days in advance of the last pay period before the vacation.

Section 5. The Town may limit vacation to two (2) employees during the same week, provided that the vacation shall be limited to one (1) employee and one (1) week at a time between November 1 and April 15.

ARTICLE X **SICK LEAVE and PERSONAL DAYS**

Section 1. Permanent full time employees who have been employed at least six months shall be entitled to 12 paid sick days for personal illness or injury not sustained in employment. Abuse of sick leave privilege shall be considered sufficient cause for disciplinary action. Supervisors have the right to investigate employee absences to avoid abuse of sick leave. Employees must notify the Highway Foreman on the first day of absence to be eligible for sick leave. The Town may require employees to provide a doctor's certificate stating the nature and duration of the illness or injury for any absence of four (4) consecutive work days or more, or in any cause of suspected abuse.

Section 2. Unused sick days may be banked only for the purpose of covering any qualification period for short-term disability up to 120 days. Unused sick days may be banked for the purposes allowed under the Family Medical Leave Act for a period of thirty (30) days. The initial period of thirty (30) days may be extended by the First Selectman. Any approval of a request shall not be unreasonably withheld for purposes of the use of sick days under the Family Medical Leave Act, the use of sick days may be used for the following: spouse, child, parent, brother, sister, mother-in-law, father-in-law, aunt, uncle, brother-in-law, sister-in-law, grandparent, grandparent of spouse, grandchild or anyone residing in the same house with the employee.

Section 3. The employees shall be entitled to three (3) personal days.

ARTICLE XI **INSURANCE**

Section 1. The Town will provide a Health Saving Account (HSA) Health Insurance Plan. The HSA would require the establishment of Health Savings Account. The Town shall fund 80% of the HSA deductible and the employee would fund 20% for the contract years July 1, 2018-June 30, 2022. Any unused portion of the HSA shall belong to the individual employee.

Section 2. Employees may purchase a dental plan at their expense. Any employee who is protected by a group health insurance plan through a spouse, or by an alternating insurance plan, may elect to accept an annual cash payment of \$2,000 for those eligible for family coverage. In the event that this option is desired, employees must

request the option in writing, not later than July 1. The availability of this benefit and the reinstatement of any insurance benefits are subject to the terms of the Town's insurance policies prevailing at the time the employee seeks payment in lieu of insurance or reinstatement and is contingent upon no additional cost being assessed against the Town above the normal group rate as a result of an employee's exercise of his/her options under this section. At no time shall the Town be deemed a self-insurer. The cash payment will be made in a lump sum during October and will not be part of the employees' remuneration for retirement deduction purposes.

Section 3. Life insurance will be provided in the amount of \$30,000.

Section 4. After exhausting deductible, Prescription co-pay as follows:

\$10.00 Generic

\$20.00 Name Brand

\$30.00 Off-Formulary

Two time co-pay for 90 day supply unlimited maximum utilization

ARTICLE XII

SHORT TERM DISABILITY

Section 1. Short-term disability leave at 60% of regular pay with a cap of \$750 is provided up to a maximum of thirty-nine (39) weeks.

Section 2. If a medical condition makes it necessary for an employee to take a short-term disability leave, he must notify the Highway Department Foreman in writing as soon as possible and provide written documentation from the treating physician attesting to the disability.

Section 3. Leaves of absence necessitated by medical conditions related to maternity are covered by the short-term disability leave policy.

Section 4. Employees on disability leave of absence must notify the Highway Department Foreman of their intent to return to work. In addition, employees returning from disability leave must provide the Highway Department Foreman with medical clearance to return to work.

Section 5. The Town will reinstate an employee returning from disability leave without loss of seniority.

ARTICLE XIII
PENSION

Effective July 1, 2005, the Town of Bethany shall change the pension plan to the Connecticut Municipal Employees Retirement System (CMERS). The Town and Employee contribution shall be in accordance to applicable Law. All employees as described below shall participate in the Connecticut Municipal Employees Retirement System (CMERS). The Town and Employee contribution shall be in accordance to applicable Law.

1. All employees regularly scheduled to work thirty (30) or more hours per week shall be covered by the provisions of the Connecticut Municipal Employees Retirement System ("CMERS"),Part B.

2. Employees shall be eligible to participate after working one (1) year or one thousand (1000) hours, whichever comes first.

Employees shall retain their individual Town I.R.A. accounts.

ARTICLE XIV
MILITARY LEAVE

Military leave will be granted in accordance with State and Federal law.

ARTICLE XV
JURY DUTY

Employees shall be granted leave for jury duty requiring an appearance before court. During such service, such employee shall receive the portion of his/her regular pay which will, together with his jury duty pay, equal his total salary wages for the same period.

ARTICLE XVI
BEREAVEMENT LEAVE

In the event of death in the immediate family, an employee may be granted up to four consecutive working days plus one additional day with the permission of the First Selectman ("For the additional day") leave without loss of pay, one day to include the day of the funeral. Immediate family shall mean spouse, child, parent, brother, sister, mother-in-law, father-in-law, grandchild or any relative residing in the same house. One day plus one additional day with the permission of the First Selectman for the additional day leave without loss of pay may be allowed in the event of death of a near relative, to include guardian, aunt, uncle, brother-in-law, sister-in-law, grandparent, grandparent of spouse, or grandchild.

ARTICLE XVII
NO DISCRIMINATION

There shall be no discrimination, coercion, or intimidation of any kind, either by the Town or the Union, against any employee for any reason whatsoever, including material status, age, sex, race, disability, creed, color, religious belief, Union activity or any other legally protected basis.

ARTICLE XVIII
SAFETY AND HEALTH

Section 1. Both parties to this Agreement hold themselves responsible for mutual, cooperative, enforcement of safety rules and regulations. The Town shall furnish such safety gear as shall be required by law and shall also provide as needed: foul weather gear and jacket per employee. Each employee shall receive four hundred seventy-five (\$475.00) dollars per contract year to be used for the purchase, maintenance of work appropriate clothing that is reasonably safe. This payment shall be made annually in the month of July. Receipts must be submitted to Town on or before December 15 of each contract year.

Section 2. Should an employee complain that his/her work required him/her to be in unsafe or unhealthy situations in violation of accepted safety rules, the matter shall be considered immediately by representatives of the Town and the Union. If the matter is not adjusted satisfactorily, the grievance may be processed according to the grievance procedure of this Agreement.

Section 3. Each Employee shall receive-(\$250.00) annually to be used for the purchase of work appropriate boots. This payment shall be made annually in the month of July. Wearing of work boots is mandatory at all times. Receipts must be submitted to Town on or before December 15 of each contract year.

ARTICLE XIX
NO STRIKE NO LOCKOUT

During the term of this Agreement, the Town agrees there shall be no lockouts, and the Union agrees that there shall be no strikes, work stoppages, slowdowns, picketing, interruptions or organized curtailment of work of any nature or for any purpose whatsoever.

The Union shall immediately and publicly use all proper means within its power to end such activities at the earliest possible time.

Any employee who encourages or participates in any strike, work stoppage, slowdown, picketing, interruption or organized curtailment of work of any nature during the term of this Agreement shall be subject to discipline, suspension, demotion or discharge.

ARTICLE XX
REST PERIOD

The Highway Foreman shall continue to administer rest periods during storms in his best judgment.

ARTICLE XXI
WAGES

Section 1. Wages are set out in Appendix B. A new hire starts out at 85% of the contractual wage rate and at the end of their probationary will move to 90%. After a year the employee will move to 95% of the wage rate and will receive the full rate after completion of eighteen months of employment.

ARTICLE XXII
ZIPPER CLAUSE

Section 1 No agreement, alteration, understanding, variation, waiver or modification of any of the terms, conditions or covenants contained herein shall be made by an employee or group of employees or by any individual Town representative, and in no case shall it be binding upon the parties hereto unless such agreement is made and executed in writing between the parties hereto and ratified by the parties.

ARTICLE XXIII
DURATION

Section 1.0 This Agreement shall be retroactive for all hours worked and for applicable benefits the first day of July 2018 until June 30, 2022 and shall be automatically renewed for one (1) year terms each and every year thereafter unless either party gives six (6) months notice to the other of its intention to change this Agreement for any ensuing contract period.

ARTICLE XXIV
RECYCLING AREA

The Town shall staff the recycling area with certified workers as long as certification is required by Federal, State or Local law. Nothing in this language shall prevent the Town from staffing the recycling area with non bargaining unit employees which is the current practice.

Appendix A

Classifications

Equipment Operator/ Maintainer II
Equipment Operator/ Maintainer I
Mechanic/Maintainer
Maintainer

Equipment Operator II/Maintainer.

Must be highly skilled Truck Driver CDLB and highly skilled equipment operator. Ten (10) year experience with Town of Bethany or total equivalent comparative experience. Must be able to operate all trucks, all equipment of the Town of Bethany Public Works, perform miscellaneous public work duties assigned, ability to proficiently operate all equipment, maintenance repair of equipment and welding. Perform all duties of maintainer.

Equipment Operator I/Maintainer

Must have Truck Driver CDLB. Able to operate all equipment of the Town of Bethany Public Works. Perform all public work duties as assigned. Perform all duties of a maintainer.

Mechanic/Maintainer

Must be certified in equipment repair as detailed. Employee is required to maintain, repair and diagnose mechanical and maintenance work as necessary for all equipment. Mechanic's work shall be for the maintenance of all equipment owned by the Town of Bethany. Repair work will be expected to be light to medium work. Must be certified in equipment repair. If an employee wishes to obtain certification, the town will pay for the certification. CDLB must be able to operate all equipment of the Town of Bethany and perform other duties as assigned. Perform all duties of a maintainer. State required recycling certification is required.

Maintainer

Truck Driver CDLB. Ability to do all duties related to Public Works as assigned. Operation of all light equipment, masonry, carpentry and other hands on responsibilities as required.

Appendix B

The wage rates for bargaining unit employees are set forth below.

Wage Rates for FY 2018-2019 - effective July 1, 2018

The basic wage rate for Maintainer shall increase by 2.5% on 7/1/18; from \$25.07 to **\$25.70**

The differential for EO/Maintainer I shall increase from \$1.22 per hour to \$1.38 per hour.

On 7/1/18, EO/Maintainer wage of \$25.70+ \$1.38 differential for EO/Maintainer I classification=**\$27.08**.

The differential for EO/Maintainer II AND Mechanic/Maintainer shall increase from \$2.17/hr. to \$2.36/hr. on 7/1/18.

On 7/1/18, EO/Maintainer wage of \$25.70 + \$2.36 differential for EO/Maintainer II AND Mechanic/Maintainer classifications= **\$28.06**.

Wage Rates for FY 2019-2020- effective July 1, 2019

The basic wage rate for Maintainer shall increase by 2.5% on 7/1/19; from \$25.70 to **\$26.34**

The differential for EO/Maintainer I shall increase from \$1.38 per hour to \$1.55 per hour on 7/1/19.

On 7/1/19, EO/Maintainer wage of \$26.34+ \$1.55 differential for EO/Maintainer I classification=**\$27.89**.

The differential for EO/Maintainer II AND Mechanic/Maintainer shall increase from \$2.36/hr. to \$2.56/hr. on 7/1/19.

On 7/1/19, EO/Maintainer wage of \$26.34 + \$2.56 differential for EO/Maintainer II AND Mechanic/Maintainer classifications= **\$28.90**.

Wage Rates for FY 2020-2021- effective July 1, 2020

The basic wage rate for Maintainer shall increase by 2.5% on 7/1/20; from \$26.34 to **\$27.00**

The differential for EO/Maintainer I shall increase from \$1.55 per hour to \$1.73 per hour on 7/1/20

On 7/1/20, EO/Maintainer wage of \$27.00+ \$1.73 differential for EO/Maintainer I classification=**\$28.73**.

The differential for EO/Maintainer II AND Mechanic/Maintainer shall increase from \$2.56/hr. to \$2.77/hr. on 7/1/20.

On 7/1/20, EO/Maintainer wage of \$27.00 + \$2.77 differential for EO/Maintainer II AND Mechanic/Maintainer classifications= **\$29.77**.

Wage Rates for FY 2021-2022- effective July 1, 2021

The basic wage rate for Maintainer shall increase by 2.5% on 7/1/21; from \$27.00 to **\$27.66**

The differential for EO/Maintainer I shall increase from \$1.73 per hour to \$1.93 per hour on 7/1/21

On 7/1/21, EO/Maintainer wage of \$27.66+ \$1.93 differential for EO/Maintainer I classification=**\$29.59**.

The differential for EO/Maintainer II AND Mechanic/Maintainer shall increase from \$2.77/hr. to \$3.00/hr. on 7/1/21.

On 7/1/21, EO/Maintainer wage of \$27.66 + \$3.00 differential for EO/Maintainer II AND Mechanic/Maintainer classifications= **\$30.66**.