

Memorandum of Agreement
Between
The City of New Bedford and
American Federation of State, County, and Municipal
Employees (AFSCME), AFL-CIO, Council 93

April 10, 2023

This Memorandum of Agreement was reached in off-the-record negotiations and shall remain off the record for all purposes, including bargaining history, until it is ratified by the Union membership, approved by the Mayor, and funded by the City Council.

The City of New Bedford ("City") and the American Federation of State, County, and Municipal Employees, AFL-CIO, Council 93 ("Union" or "AFSCME"), agree to a collective bargaining agreement ("CBA") from July 1, 2022 through June 30, 2025 with the following terms. All existing provisions in the parties' July 1, 2020 – June 30, 2023 CBA not expressly amended or deleted by this Memorandum of Agreement shall be included in the July 1, 2022 – June 30, 2025 CBA.

1. **Amend Article XVI (Classification and Compensation Plan):**

Strike existing Section 1 and replace with the following:

1. Section 1A. Wages

Effective Upon Ratification	1% salary increase
Effective July 1, 2023	<u>2</u> % salary increase
Effective July 1, 2024	<u>2</u> % salary increase

2. Section 1B. Salary Scales

- i. Effective upon ratification, Step 1 of the pay scales will be deleted.

Effective upon ratification, a new top step shall be created at 3% higher than the then existing top step.

All employees currently employed upon ratification, will step to the next step, with the date of ratification becoming their new step date.

Thereafter the scales shall be renumbered Step 1 through 10.

- ii. Effective July 1, 2023, the then-existing Step 1 on the pay scales will be deleted.

2. **Modify Article XIX (Protection):** add new language as follows:

Effective July 1, 2024, employees in designated (List to be Attached as “Attachment A to this MOA”) positions within Airport, Traffic, DFFM, DPI, and Zoo who are required to wear safety shoes and/or boots for their work may be entitled to up to a one hundred dollar (\$100) annual reimbursement upon proof of purchase of said shoes and/or boots. Proof of purchase must be submitted to Department designee for approval and said purchase must have occurred within the same fiscal year.

Effective upon funding, the City agrees to purchase winter jackets and rain gear for Parking Enforcement Officers and Meter Repairmen. The gear shall remain the property of the City.

3. **Amend Article XVII (Longevity) as follows** (old language struck, new language underlined):

Those employees employed with ten (10) through fourteen (14) years of service as of November 30 of the calendar year shall receive ~~four hundred fifty~~ five hundred (\$450500) dollars per year.

Those employees employed with fifteen (15) through nineteen (19) years of service as of November 30 of the calendar year shall receive ~~five hundred fifty~~ six hundred (\$550600) dollars per year.

Those employees employed with twenty (20) years through twenty-four (24) years of service as of November 30 of the calendar year shall receive ~~six~~ seven hundred ~~fifty~~ (\$650700) dollars per year.

Those employees employed with twenty-five (25) through twenty-nine (29) years of service as of November 30 of the calendar year shall receive ~~seven~~ eight hundred ~~fifty~~ (\$750800) dollars per year.

Those employees employed with more than thirty (30) years of service as of November 30 of the calendar year shall receive ~~eight~~ nine hundred ~~fifty~~ (\$850900) dollars.

Those employees with more than thirty-five (35) years of service as of November 30 of the calendar year shall receive one thousand fifty (\$1,00050) dollars.

4. **Article IV (Seniority)**

SECTION 1.

In all cases in which the Employer promotes employees within the bargaining unit from a list of employees eligible for promotion, which list is issued under the provisions of

The Employer shall provide the Union with the following information:

- Effective Date
- Last Name
- First Name
- Middle Initial
- Home Address
- Phone number (1 – Mobile, 2 – Home, 3 – Work)
- E-mail address (1 – Personal, 2 – Work, 3 – Other)
- Date of Birth
- Employee ID #
- Employee Status
- Hire Date
- Position/Title
- Bargaining Unit
- Date Employee Started in Bargaining Unit
- Dues Deduction
- Employer Name
- Agency/Department Code
- Salary Information
- Pay period frequency
- Number of pay periods
- Salary/Compensation rate
- Authorized Hours
- Full/Part-time Code
- Termination Date
- Marital Status
- Grade
- Step
- Step Entry Date
- Rehire Date

The Employer shall provide to the Union an updated listing of codes on a weekly/bi-weekly/monthly basis. If, however an existing code is changed or created, or changed and applied to an employee, the Employer shall provide to the Union a notice of said change(s) made to an existing code or created code within thirty (30) days of said change.

Health Insurance and Dental Premiums

The City shall bi-weekly deduct the employee's share of health insurance and life insurance premiums, dental insurance and any fees or assessments from the earned wages of each employee in such amount as determined by the Union provided that no such deduction shall be made from any employee's wages except when authorized by the employee on an appropriate form, a copy of which must

absence (such as vacation, long-term leave, previously scheduled sick day) or provides medical documentation supporting their need to decline.

3. **Amend Article XVIII (Holidays)** to include:

Juneteenth

4. **Amend Article XXIX (Performance Evaluation), Section 9** as follows:

Strike all references to “American Arbitration Association” and replace with the “Labor Relations Connection.”

Housekeeping

5. **Amend Article III (Grievance and Arbitration Procedure)** as follows:

- **Modify Step 2 as Follows** (new language underlined):

If the Grievance remains unsettled, it shall be presented to the Director of Labor Relations and Personnel, acting for the Mayor, in writing within five (5) working days after the response of the Department Head is due. Grievances involving disciplinary action shall be processed beginning at the second step. The Director shall respond in writing within thirty (30) working days of the presentation of the grievance. Failure by the Director to reply within this period shall be construed as a decision favorable to the employee.

- **Add New Subheading, which will be reflected in the CBA’s Table of Contents, before final 2 paragraphs of the Article as follows (new language underlined):**

Discipline and Discharge

When an employee covered by this Agreement is suspended for any reason by the employee’s supervisor or Department Head, said employee shall be given notice in writing of the suspension, together with an explanation of the reason(s) therefore. Copies of such notices must also be provided to the employee’s union steward and the union president.

At least forty-eight (48) hours shall be allowed from the time of filing of the notice with the Union before such suspension may be placed in effect, during which time the Union shall attempt to settle the difficulty with the suspending authority; except that in cases in which the cause for suspension involves acts of violence, acts commonly considered to be of a criminal nature, or acts endangering property and/or the safety of fellow employees or the public, such suspension may be implemented and the

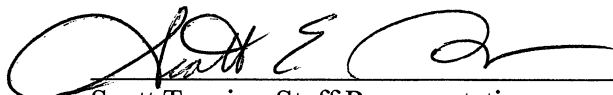
This Memorandum of Agreement is subject to ratification by the Union membership, approval by the Mayor, and funding by the City Council.

For the City:



Johnathan F. Mitchell, Mayor
Date:

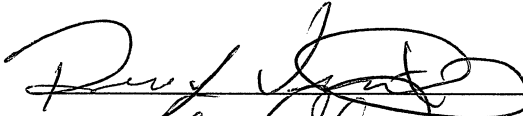
For AFSCME:



Scott Taveira, Staff Representative
Date: 4/25/2023



Ben Bittman



Paul J. [unclear]



Kelley [unclear]

**Attachment A to February 8, 2023 Off the Record Package Proposal to AFSCME Council
93, Local 851 (Unit A)**

List of Eligible Positions for Shoe and/or Boot Reimbursement

Airport

Airport Technicians

Airport Maintenance

DDFM

Carpenter

Diesel Engine Repairman

Electrician

Garage Attendant

Maintenance Person

Mason

Metal Body Worker Sprayer

Motor Equipment Maintenance Person

Park Maintenance Worker

Plumber

Service Writer

Signal Maintainer

SMEO

SMEO1A

Welder

Working Foreperson Diesel Engine Repairman

DPI

PARK MAINTENANCE WOR

WATER TREATMENT PLAN

BUILDING MAINTENANCE
STREET & SEWER CONST
PARKS FOREPERSON
ELECTRICIAN
MOTOR EQUIPMENT OPER
CEMETERY MAINTENANCE
GARDENER
MASON
GREEN HOUSE GARDENER
SEW PLANT MAINT PERS
STOREKEEPER
SMEO
PROJECT COORDINATOR
BUILDING CUSTODIAN
COLLECTION SYSTEM FO
ENVIRON ENFORCE INSP
WK FOREPERSON DSL EN
SMEO1A
PIPEFITTER
WATER SYSTEMS MAINT
HOISTING EQUIPMENT O
SEWAGE DISPOSAL SYS
WORKING FOREPERSON
SEW PLANT MAINT PERS
DIESEL ENGINE REPAIR
SEWAGE PLANT REPAIRP
WATER SYSTEMS MAINT
Finance and Collection System Foreperson

Traffic

Parking Enforcement Officers

Meter Repairmen

Zoo

Zoo Animal Care

Maintenance

Night Watch

Job	Department	Current			Date of Current		Proposed Step		
		Hire Date	Grade	Step	Grade & Step		Upon Ratification	7/1/2023	7/1/2024
OFFICE ASSISTANT III (35 HOURS)	ASSESSOR'S OFFICE	1/2/2023	E35	1	1/2/2023		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
OFFICE ASSISTANT III (35 HOURS)	ASSESSOR'S OFFICE	7/1/2019	E35	6	6/26/2022		Current 7/New Step 6	Current 8/New Step 6	Current 9/New Step 7
OFFICE ASSISTANT III (35 HOURS)	ASSESSOR'S OFFICE	1/17/2023	E35	1	1/17/2023		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
OFFICE ASSISTANT III (35 HOURS)	ASSESSOR'S OFFICE	8/2/2021	E35	5	2/12/2023		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
OFFICE ASSISTANT III (35 HOURS)	ASSESSOR'S OFFICE	6/1/2021	E35	5	6/26/2022		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
PROJECT COORDINATOR	AUDITOR'S OFFICE	7/1/2022	I	1	7/1/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
PROJECT COORDINATOR	AUDITOR'S OFFICE	7/1/2022	I	1	7/1/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
PROJECT COORDINATOR	AUDITOR'S OFFICE	4/18/2023	I	1	4/18/2023		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
PROJECT COORDINATOR	AUDITOR'S OFFICE	7/1/2022	I	7	7/1/2022		Current 8/New Step 7	Current 9/New Step 7	Current 10/New Step 8
PROJECT COORDINATOR	AUDITOR'S OFFICE	7/1/2022	I	1	7/1/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
OFFICE ASSISTANT III (35 HOURS)	BOARD OF ELECTIONS	7/1/2019	E35	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
OFFICE ASSISTANT III (35 HOURS)	BOARD OF ELECTIONS	7/1/2019	E35	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
OFFICE ASSISTANT III	CITY CLERK'S OFFICE	7/1/2019	E	10	9/4/2022		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
OFFICE ASSISTANT III	CITY CLERK'S OFFICE	7/1/2019	E	8	7/4/2022		Current 9/New Step 8	Current 10/New Step 8	Added FY2023 Step 10/New Step 9
OFFICE ASSISTANT III	CITY CLERK'S OFFICE	7/1/2019	E	10	7/4/2022		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
OFFICE ASSISTANT III	CITY CLERK'S OFFICE	5/31/2021	E	5	2/12/2023		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
OFFICE ASSISTANT III	CITY CLERK'S OFFICE	8/2/2021	E	6	7/31/2022		Current 7/New Step 6	Current 8/New Step 6	Current 9/New Step 7
FINANCIAL ASSISTANT I	COMMUNITY SERVICES	2023-05-01	C	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
SR ACTIVITIES COORD - 35 HRS	COMMUNITY SERVICES	7/1/2019	D35	10	4/24/2022		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
BLDG CUSTODIAN - ND 37.5 HRS	DEPT OF FACILITIES & FLEET MGT	7/1/2019	AND	6	6/26/2022		Current 7/New Step 6	Current 8/New Step 6	Current 9/New Step 7
BLDG CUSTODIAN - ND 37.5 HRS	DEPT OF FACILITIES & FLEET MGT	9/9/2019	AND	4	9/4/2022		Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
BLDG CUSTODIAN - ND 37.5 HRS	DEPT OF FACILITIES & FLEET MGT	2023-05-01	AND	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
BLDG CUSTODIAN - ND 37.5 HRS	DEPT OF FACILITIES & FLEET MGT	7/1/2019	AND	6	6/26/2022		Current 7/New Step 6	Current 8/New Step 6	Current 9/New Step 7
BUILDING CUSTODIAN - 37.5 HRS	DEPT OF FACILITIES & FLEET MGT	7/1/2019	A375	9	6/26/2022		Current 10/New Step 9	Added FY2023 Step 10/New Step 9	Added FY2024 New Step 10
BUILDING CUSTODIAN - 37.5 HRS	DEPT OF FACILITIES & FLEET MGT	7/1/2019	A375	4	6/26/2022		Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
BUILDING CUSTODIAN - 37.5 HRS	DEPT OF FACILITIES & FLEET MGT	7/1/2019	A375	9	6/26/2022		Current 10/New Step 9	Added FY2023 Step 10/New Step 9	Added FY2024 New Step 10
BUILDING CUSTODIAN - 37.5 HRS	DEPT OF FACILITIES & FLEET MGT	7/1/2019	A375	4	6/26/2022		Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
BUILDING CUSTODIAN - 37.5 HRS	DEPT OF FACILITIES & FLEET MGT	4/25/2022	A375	1	4/25/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
BUILDING CUSTODIAN - 37.5 HRS	DEPT OF FACILITIES & FLEET MGT	10/25/2021	A375	4	6/26/2022		Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
BUILDING CUSTODIAN - 37.5 HRS	DEPT OF FACILITIES & FLEET MGT	7/1/2019	A375	4	6/26/2022		Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
BUILDING CUSTODIAN - 37.5 HRS	DEPT OF FACILITIES & FLEET MGT	7/1/2019	A375	7	6/26/2022		Current 8/New Step 7	Current 9/New Step 7	Current 10/New Step 8
BUILDING CUSTODIAN - 37.5 HRS	DEPT OF FACILITIES & FLEET MGT	7/1/2019	A375	9	6/26/2022		Current 10/New Step 9	Added FY2023 Step 10/New Step 9	Added FY2024 New Step 10
BUILDING CUSTODIAN - 37.5 HRS	DEPT OF FACILITIES & FLEET MGT	2023-05-01	A375	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
BUILDING CUSTODIAN - 37.5 HRS	DEPT OF FACILITIES & FLEET MGT	7/1/2019	A375	9	6/26/2022		Current 10/New Step 9	Added FY2023 Step 10/New Step 9	Added FY2024 New Step 10
BUILDING CUSTODIAN - 37.5 HRS	DEPT OF FACILITIES & FLEET MGT	7/1/2019	A375	9	6/26/2022		Current 10/New Step 9	Added FY2023 Step 10/New Step 9	Added FY2024 New Step 10
CARPENTER	DEPT OF FACILITIES & FLEET MGT	4/11/2022	G	2	4/11/2023		Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
CARPENTER	DEPT OF FACILITIES & FLEET MGT	6/20/2022	G	1	6/20/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
CARPENTER	DEPT OF FACILITIES & FLEET MGT	6/20/2022	G	7	6/20/2022		Current 8/New Step 7	Current 9/New Step 7	Current 10/New Step 8
CARPENTER	DEPT OF FACILITIES & FLEET MGT	8/2/2021	G	2	7/31/2022		Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
CARPENTER	DEPT OF FACILITIES & FLEET MGT	7/1/2019	G	10	6/26/2022		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
CARPENTER	DEPT OF FACILITIES & FLEET MGT	7/1/2019	G	6	7/1/2019		Current 8/New Step 7	Current 9/New Step 7	Current 10/New Step 8
CARPENTER	DEPT OF FACILITIES & FLEET MGT	7/1/2019	G	10	6/26/2022		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
CARPENTER	DEPT OF FACILITIES & FLEET MGT	7/1/2019	G	8	6/26/2022		Current 9/New Step 8	Current 10/New Step 8	Added FY2023 Step 10/New Step 9
CARPENTER	DEPT OF FACILITIES & FLEET MGT	7/18/2022	G	1	7/18/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
CARPENTER	DEPT OF FACILITIES & FLEET MGT	2023-05-01	G	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
CARPENTER	DEPT OF FACILITIES & FLEET MGT	2/27/2023	G	1	2/27/2023		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
CODE ENFORCEMENT INSPECTOR	DEPT OF FACILITIES & FLEET MGT	6/20/2022	E	1	6/20/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
CODE ENFORCEMENT INSPECTOR	DEPT OF FACILITIES & FLEET MGT	7/1/2019	E	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
CODE ENFORCEMENT INSPECTOR	DEPT OF FACILITIES & FLEET MGT	2/14/2023	E	1	2/14/2023		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
CODE ENFORCEMENT INSPECTOR	DEPT OF FACILITIES & FLEET MGT	7/1/2019	E	10	6/26/2022		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
DIESEL ENGINE REPAIR	DEPT OF FACILITIES & FLEET MGT	7/1/2019	H	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
DIESEL ENGINE REPAIR	DEPT OF FACILITIES & FLEET MGT	7/1/2019	H	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
DIESEL ENGINE REPAIR	DEPT OF FACILITIES & FLEET MGT	10/11/2022	H	1	10/11/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
DIESEL ENGINE REPAIR	DEPT OF FACILITIES & FLEET MGT	7/1/2019	H	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
DIESEL ENGINE REPAIR	DEPT OF FACILITIES & FLEET MGT	6/20/2022	H	1	6/20/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
DIESEL ENGINE REPAIR	DEPT OF FACILITIES & FLEET MGT	7/1/2019	H	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10

Job	Department	Current			Date of Current		Proposed Step		
		Hire Date	Grade	Step	Grade & Step		Upon Ratification	7/1/2023	7/1/2024
DIESEL ENGINE REPAIR	DEPT OF FACILITIES & FLEET MGT	2023-05-01	H	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
DIESEL ENGINE REPAIR	DEPT OF FACILITIES & FLEET MGT	2023-05-01	H	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
DIESEL ENGINE REPAIR	DEPT OF FACILITIES & FLEET MGT	2023-05-01	H	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
DIESEL ENGINE REPAIR ND	DEPT OF FACILITIES & FLEET MGT	7/1/2019	HND	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
ELECTRICIAN	DEPT OF FACILITIES & FLEET MGT	7/1/2019	J	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
ELECTRICIAN	DEPT OF FACILITIES & FLEET MGT	7/5/2022	J	10	7/5/2022		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
FINANCIAL ASSISTANT I	DEPT OF FACILITIES & FLEET MGT	7/1/2019	C	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
FINANCIAL ASSISTANT I	DEPT OF FACILITIES & FLEET MGT	7/1/2019	C	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
GARAGE ATTENDANT	DEPT OF FACILITIES & FLEET MGT	10/12/2020	A	8	10/9/2022		Current 9/New Step 8	Current 10/New Step 8	Added FY2023 Step 10/New Step 9
MAINTENANCE PERSON	DEPT OF FACILITIES & FLEET MGT	2023-05-01	B	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
MASON	DEPT OF FACILITIES & FLEET MGT	7/1/2019	G	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
METAL BODY WORKER SPRAY PAINT	DEPT OF FACILITIES & FLEET MGT	2023-05-01	E	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
MOTOR EQ MAINT ND - 40 HRS	DEPT OF FACILITIES & FLEET MGT	7/1/2019	DND	4	6/26/2022		Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
OFFICE ASSISTANT III	DEPT OF FACILITIES & FLEET MGT	7/1/2019	E	8	6/26/2022		Current 9/New Step 8	Current 10/New Step 8	Added FY2023 Step 10/New Step 9
PARK MAINTENANCE WORKER	DEPT OF FACILITIES & FLEET MGT	4/25/2022	A	1	4/25/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
PARK MAINTENANCE WORKER	DEPT OF FACILITIES & FLEET MGT	5/30/2022	A	10	6/26/2022		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
PARK MAINTENANCE WORKER	DEPT OF FACILITIES & FLEET MGT	2023-05-01	A	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
PARK MAINTENANCE WORKER	DEPT OF FACILITIES & FLEET MGT	2023-05-01	A	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
PARK MAINTENANCE WORKER	DEPT OF FACILITIES & FLEET MGT	2023-05-01	A	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
PLUMBER	DEPT OF FACILITIES & FLEET MGT	7/1/2019	J	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
SERVICE WRITER	DEPT OF FACILITIES & FLEET MGT	4/10/2023	H	7	4/10/2023		Current 8/New Step 7	Current 9/New Step 7	Current 10/New Step 8
SIGNAL MAINTAINER	DEPT OF FACILITIES & FLEET MGT	2023-05-01	D	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
SMEO	DEPT OF FACILITIES & FLEET MGT	7/1/2019	F	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
SMEO1A	DEPT OF FACILITIES & FLEET MGT	7/1/2019	G	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
STOREKEEPER	DEPT OF FACILITIES & FLEET MGT	6/20/2022	E	10	6/20/2022		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
WELDER	DEPT OF FACILITIES & FLEET MGT	10/24/2022	G	1	10/24/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
WELDER	DEPT OF FACILITIES & FLEET MGT	6/7/2021	G	4	6/26/2022		Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
WORKING FOREPERSON DIESEL ENGI	DEPT OF FACILITIES & FLEET MGT	2023-05-01	J	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
BUILDING CUSTODIAN - 40 HRS	DPI WASTEWATER	4/10/2023	A	1	4/10/2023		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
COLLECTION SYSTEM FOREMAN	DPI WASTEWATER	5/23/2022	K	5	5/23/2022		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
DIESEL ENGINE REPAIR	DPI WASTEWATER	7/1/2019	H	10	7/1/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
ENVIRON ENFORCEMENT INSPECTOR	DPI WASTEWATER	10/11/2022	E	4	10/11/2022		Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
FINANCIAL ASSISTANT I	DPI WASTEWATER	11/15/2021	C	2	11/13/2022		Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
HOISTING EQUIPMENT OPERATOR	DPI WASTEWATER	7/1/2019	E	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
OFFICE ASSISTANT III	DPI WASTEWATER	12/19/2022	E	5	2/12/2023		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
PIPEFITTER	DPI WASTEWATER	3/27/2023	D	1	3/27/2023		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
PIPEFITTER	DPI WASTEWATER	12/12/2022	D	2	12/12/2022		Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
PIPEFITTER	DPI WASTEWATER	12/9/2019	D	4	1/15/2023		Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
PIPEFITTER	DPI WASTEWATER	6/21/2021	D	2	6/19/2022		Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
PROJECT COORDINATOR	DPI WASTEWATER	8/29/2022	I	7	8/29/2022		Current 8/New Step 7	Current 9/New Step 7	Current 10/New Step 8
PROJECT COORDINATOR	DPI WASTEWATER	2023-05-01	I	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
SEWAGE DISPOSAL SYS MAIN FORE	DPI WASTEWATER	2/15/2021	K	3	2/12/2023		Current 4/New Step 3	Current 5/New Step 3	Current 6/New Step 4
SEWAGE PLANT MAINT PERSON	DPI WASTEWATER	7/18/2022	D	10	7/18/2022		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
SEWAGE PLANT MAINT PERSON	DPI WASTEWATER	3/14/2022	D	2	3/12/2023		Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
SEWAGE PLANT MAINT PERSON	DPI WASTEWATER	2023-05-01	D	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
SEWAGE PLANT MAINT PERSON	DPI WASTEWATER	2023-05-01	D	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
SEWAGE PLANT REPAIRPERSON	DPI WASTEWATER	10/11/2022	G	7	10/11/2022		Current 8/New Step 7	Current 9/New Step 7	Current 10/New Step 8
SMEO	DPI WASTEWATER	2/13/2023	F	5	2/13/2023		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
SMEO1A	DPI WASTEWATER	4/10/2023	G	6	4/10/2023		Current 7/New Step 6	Current 8/New Step 6	Current 9/New Step 7
SMEO1A	DPI WASTEWATER	2023-05-01	G	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
STOREKEEPER	DPI WASTEWATER	8/15/2022	E	6	8/15/2022		Current 7/New Step 6	Current 8/New Step 6	Current 9/New Step 7
WATER SYSTEMS MAINTENANCE WKR	DPI WASTEWATER	1/3/2022	B	2	1/1/2023		Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
WATER SYSTEMS MAINTENANCE WKR	DPI WASTEWATER	10/11/2022	B	1	10/11/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
WATER SYSTEMS MAINTENANCE WKR	DPI WASTEWATER	1/19/2021	B	2	1/16/2022		Current 4/New Step 3	Current 5/New Step 3	Current 6/New Step 4
WATER SYSTEMS MAINTENANCE WKR	DPI WASTEWATER	3/1/2022	B	3	2/26/2023		Current 4/New Step 3	Current 5/New Step 3	Current 6/New Step 4
WORKING FOREPERSON	DPI WASTEWATER	12/5/2022	J	4	12/5/2022		Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5

Job	Department	Current			Date of Current		Proposed Step		
		Hire Date	Grade	Step	Grade & Step		Upon Ratification	7/1/2023	7/1/2024
WORKING FOREPERSON	DPI WASTEWATER	11/21/2022	J	1	11/21/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
WORKING FOREPERSON DIESEL ENGI	DPI WASTEWATER	7/1/2019	J	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
FINANCIAL ASSISTANT I	EMERGENCY MEDICAL SERVICES	7/1/2019	C	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
FINANCIAL ASSISTANT II (35 HOU	FIRE DEPARTMENT	7/1/2019	D35	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
OFFICE ASSISTANT II (35 HOURS)	FIRE DEPARTMENT	10/15/2019	D35	4	10/9/2022		Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
CODE ENFORCE INSP - 20 HRS	HEALTH DEPARTMENT	2023-05-01	E20	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
LABORATORY TECHNICIAN	HEALTH DEPARTMENT	2023-05-01	E	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
OFFICE ASSISTANT I (35 HOURS)	HEALTH DEPARTMENT	7/1/2019	B35	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
OFFICE ASSISTANT I (35 HOURS)	HEALTH DEPARTMENT	7/1/2019	B35	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
OFFICE ASSISTANT I (35 HOURS)	HEALTH DEPARTMENT	2023-05-01	B35	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
SANITARIAN	HEALTH DEPARTMENT	7/1/2019	G	4	6/26/2022		Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
SANITARIAN	HEALTH DEPARTMENT	1/30/2023	G	1	1/30/2023		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
SANITARIAN	HEALTH DEPARTMENT	7/1/2019	G	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
SANITARIAN	HEALTH DEPARTMENT	7/1/2019	G	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
SANITARIAN	HEALTH DEPARTMENT	7/1/2019	G	7	6/26/2022		Current 8/New Step 7	Current 9/New Step 7	Current 10/New Step 8
SANITARIAN	HEALTH DEPARTMENT	12/4/2022	G	5	12/5/2022		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
SANITARIAN	HEALTH DEPARTMENT	2023-05-01	G	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
FINANCIAL ASSISTANT II (35 HOU	INSPECTIONAL SERVICES	7/1/2019	D35	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
LOCAL BUILDING INSPECTOR	INSPECTIONAL SERVICES	7/1/2019	I	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
LOCAL BUILDING INSPECTOR	INSPECTIONAL SERVICES	7/1/2019	I	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
LOCAL BUILDING INSPECTOR	INSPECTIONAL SERVICES	3/28/2022	I	4	3/26/2023		Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
LOCAL BUILDING INSPECTOR	INSPECTIONAL SERVICES	7/1/2019	I	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
LOCAL BUILDING INSPECTOR	INSPECTIONAL SERVICES	2023-05-01	I	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
LOCAL BUILDING INSPECTOR	INSPECTIONAL SERVICES	2023-05-01	I	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
LOCAL BUILDING INSPECTOR	INSPECTIONAL SERVICES	2023-05-01	I	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
OFFICE ASSISTANT I (35 HOURS)	INSPECTIONAL SERVICES	4/4/2022	B35	2	4/2/2023		Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
OFFICE ASSISTANT I (35 HOURS)	INSPECTIONAL SERVICES	7/1/2019	B35	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
PLUMBING & GAS INSPECTOR	INSPECTIONAL SERVICES	2023-05-01	G	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
SR PLUMBING & GAS FITTING	INSPECTIONAL SERVICES	7/1/2019	I	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
LIBRARY ASSISTANT (20 HOURS)	LIBRARY	9/26/2022	E20	1	9/26/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
LIBRARY ASSISTANT (20 HOURS)	LIBRARY	12/27/2021	E20	2	12/25/2022		Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
LIBRARY ASSISTANT (35 HOURS)	LIBRARY	7/1/2019	E35	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
LIBRARY ASSISTANT (35 HOURS)	LIBRARY	7/1/2019	E35	4	6/26/2022		Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
LIBRARY ASSISTANT (35 HOURS)	LIBRARY	1/4/2021	E35	3	1/1/2023		Current 4/New Step 3	Current 5/New Step 3	Current 6/New Step 4
LIBRARY ASSISTANT (35 HOURS)	LIBRARY	9/16/2022	E35	2	9/12/2022		Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
LIBRARY ASSISTANT (35 HOURS)	LIBRARY	7/1/2019	E35	10	6/26/2022		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
LIBRARY ASSISTANT (35 HOURS)	LIBRARY	7/1/2020	E35	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
LIBRARY ASSISTANT (35 HOURS)	LIBRARY	7/1/2019	E35	10	6/26/2022		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
LIBRARY ASSISTANT (35 HOURS)	LIBRARY	7/1/2019	E35	10	6/26/2022		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
LIBRARY ASSISTANT (35 HOURS)	LIBRARY	7/1/2019	E35	10	6/26/2022		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
LIBRARY ASSISTANT (35 HOURS)	LIBRARY	3/28/2022	E35	4	3/26/2023		Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
LIBRARY ASSISTANT (35 HOURS)	LIBRARY	7/1/2020	E35	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
LIBRARY ASSISTANT (35 HOURS)	LIBRARY	7/1/2020	E35	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
LIBRARY ASSISTANT (35 HOURS)	LIBRARY	7/1/2019	E35	5	6/26/2022		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
LIBRARY ASSISTANT (35 HOURS)	LIBRARY	7/1/2019	E35	6	6/26/2022		Current 7/New Step 6	Current 8/New Step 6	Current 9/New Step 7
LIBRARY ASSISTANT (35 HOURS)	LIBRARY	2/1/2021	E35	3	1/29/2023		Current 4/New Step 3	Current 5/New Step 3	Current 6/New Step 4
OFFICE ASSISTANT III (35 HOURS)	LIBRARY	2023-05-01	E35	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
WATCHPERSON - 35 HRS	LIBRARY	7/1/2019	B35	4	6/26/2022		Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
WATCHPERSON - 35 HRS	LIBRARY	11/7/2022	B35	1	11/7/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
FINANCIAL ASSISTANT II (35 HOU	LICENSING BOARD	7/1/2019	D35	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
AIRPORT TECHNICIAN	MUNICIPAL AIRPORT	1/19/2020	H	4	1/15/2023		Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
AIRPORT TECHNICIAN	MUNICIPAL AIRPORT	7/4/2022	H	1	7/4/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
AIRPORT TECHNICIAN	MUNICIPAL AIRPORT	1/3/2023	H	1	1/3/2023		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
AIRPORT TECHNICIAN	MUNICIPAL AIRPORT	2023-05-01	H	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
AIRPORT TECHNICIAN	MUNICIPAL AIRPORT	2023-05-01	H	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1

Job	Department	Current			Date of Current		Proposed Step		
		Hire Date	Grade	Step	Grade & Step		Upon Ratification	7/1/2023	7/1/2024
PROJECT ADMINISTRATOR	MUNICIPAL AIRPORT	7/1/2021	J	9	6/26/2022		Current 10/New Step 9	Added FY2023 Step 10/New Step 9	Added FY2024 New Step 10
OFFICE ASSISTANT III	PARKS & RECREATION	1/10/2022	E	5	10/23/2022		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
ANIMAL CONTROL OFFICER	POLICE DEPARTMENT	7/1/2019	I	9	6/26/2022		Current 10/New Step 9	Added FY2023 Step 10/New Step 9	Added FY2024 New Step 10
ANIMAL CONTROL OFFICER	POLICE DEPARTMENT	7/1/2019	I	9	6/26/2022		Current 10/New Step 9	Added FY2023 Step 10/New Step 9	Added FY2024 New Step 10
EMER TELECOMM DISP	POLICE DEPARTMENT	2/27/2022	K	5	1/2/2023		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
EMER TELECOMM DISP	POLICE DEPARTMENT	2/27/2022	K	5	1/2/2023		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
EMER TELECOMM DISP	POLICE DEPARTMENT	7/17/2022	K	5	1/2/2023		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
EMER TELECOMM DISP	POLICE DEPARTMENT	3/13/2022	K	5	1/2/2023		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
EMER TELECOMM DISP	POLICE DEPARTMENT	7/1/2019	K	10	6/26/2022		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
EMER TELECOMM DISP	POLICE DEPARTMENT	11/7/2021	K	5	1/2/2023		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
EMER TELECOMM DISP	POLICE DEPARTMENT	7/1/2019	K	8	6/26/2022		Current 9/New Step 8	Current 10/New Step 8	Added FY2023 Step 10/New Step 9
EMER TELECOMM DISP	POLICE DEPARTMENT	7/1/2019	K	10	6/26/2022		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
EMER TELECOMM DISP	POLICE DEPARTMENT	2/6/2022	K	5	1/2/2023		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
EMER TELECOMM DISP	POLICE DEPARTMENT	7/1/2019	K	8	6/26/2022		Current 9/New Step 8	Current 10/New Step 8	Added FY2023 Step 10/New Step 9
EMER TELECOMM DISP	POLICE DEPARTMENT	6/5/2022	K	5	1/2/2023		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
EMER TELECOMM DISP	POLICE DEPARTMENT	7/1/2019	K	10	6/26/2022		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
EMER TELECOMM DISP	POLICE DEPARTMENT	7/1/2019	K	8	6/26/2022		Current 9/New Step 8	Current 10/New Step 8	Added FY2023 Step 10/New Step 9
EMER TELECOMM DISP	POLICE DEPARTMENT	1/24/2021	K	5	1/2/2023		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
EMER TELECOMM DISP	POLICE DEPARTMENT	2023-05-01	K	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
EMER TELECOMM DISP	POLICE DEPARTMENT	2023-05-01	K	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
EMER TELECOMM DISP	POLICE DEPARTMENT	2023-05-01	K	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
EMER TELECOMM DISP	POLICE DEPARTMENT	2023-05-01	K	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
EMER TELECOMM DISP	POLICE DEPARTMENT	2023-05-01	K	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
EMER TELECOMM DISP	POLICE DEPARTMENT	2023-05-01	K	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
FINANCIAL ASSISTANT II	POLICE DEPARTMENT	7/1/2019	D	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
FINANCIAL ASSISTANT II	POLICE DEPARTMENT	10/24/2022	D	1	10/24/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
FINANCIAL ASSISTANT II	POLICE DEPARTMENT	2023-05-01	D	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
OFFICE ASSISTANT I (35 HOURS)	POLICE DEPARTMENT	7/1/2019	B35	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
OFFICE ASSISTANT I (35 HOURS)	POLICE DEPARTMENT	7/1/2019	B35	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
OFFICE ASSISTANT III	POLICE DEPARTMENT	7/1/2019	E	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
OFFICE ASSISTANT III (35 HOURS)	POLICE DEPARTMENT	7/1/2019	E35	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
BUILDING MAINTENANCE PERSON	PUBLIC INFRASTRUCTURE	12/12/2022	F	1	12/12/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
ELECTRICIAN	PUBLIC INFRASTRUCTURE	7/1/2019	J	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
ELECTRICIAN	PUBLIC INFRASTRUCTURE	2023-05-01	J	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
FINANCIAL ASSISTANT I	PUBLIC INFRASTRUCTURE	1/17/2023	C	1	1/17/2023		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
GARDENER	PUBLIC INFRASTRUCTURE	7/1/2019	D	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
GREEN HOUSE GARDENER	PUBLIC INFRASTRUCTURE	7/1/2019	G	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
MASON	PUBLIC INFRASTRUCTURE	12/23/2019	G	4	12/18/2022		Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
MOTOR EQUIPMENT OPERATOR	PUBLIC INFRASTRUCTURE	2023-05-01	A	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
OFFICE ASSISTANT III	PUBLIC INFRASTRUCTURE	8/23/2021	E	7	8/21/2022		Current 8/New Step 7	Current 9/New Step 7	Current 10/New Step 8
PARKS FOREPERSON	PUBLIC INFRASTRUCTURE	7/1/2019	K	5	6/26/2022		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
PROJECT COORDINATOR	PUBLIC INFRASTRUCTURE	9/26/2022	I	1	9/26/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
PROJECT COORDINATOR	PUBLIC INFRASTRUCTURE	7/1/2019	I	9	6/26/2022		Current 10/New Step 9	Added FY2023 Step 10/New Step 9	Added FY2024 New Step 10
SMEO	PUBLIC INFRASTRUCTURE	7/1/2019	F	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
SMEO	PUBLIC INFRASTRUCTURE	2023-05-01	F	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
SMEO	PUBLIC INFRASTRUCTURE	2023-05-01	F	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
SMEO	PUBLIC INFRASTRUCTURE	2023-05-01	F	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
SMEO1A	PUBLIC INFRASTRUCTURE	2023-05-01	G	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
STR & SWR CONSTR FRPER	PUBLIC INFRASTRUCTURE	7/1/2019	K	10	8/15/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	2/28/2022	B	2	2/26/2023		Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	1/19/2021	B	3	1/15/2023		Current 4/New Step 3	Current 5/New Step 3	Current 6/New Step 4
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	11/21/2022	B	1	11/21/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	10/11/2022	B	1	10/11/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	7/26/2021	B	2	7/24/2022		Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3

Job	Department	Current			Date of Current Grade & Step	Proposed Step		
		Hire Date	Grade	Step		Upon Ratification	7/1/2023	7/1/2024
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	1/16/2023	B	10	1/16/2023	Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	12/6/2021	B	2	12/4/2022	Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	4/10/2023	B	1	4/10/2023	Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	12/21/2020	B	3	12/18/2022	Current 4/New Step 3	Current 5/New Step 3	Current 6/New Step 4
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	8/30/2021	B	2	8/28/2022	Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	12/5/2022	B	1	12/5/2022	Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	8/23/2021	B	2	8/21/2022	Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	7/1/2019	B	8	6/26/2022	Current 9/New Step 8	Current 10/New Step 8	Added FY2023 Step 10/New Step 9
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	11/22/2021	B	2	11/20/2022	Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	8/30/2021	B	2	8/28/2022	Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	7/1/2019	B	6	6/26/2022	Current 7/New Step 6	Current 8/New Step 6	Current 9/New Step 7
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	1/3/2023	B	1	1/2/2023	Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	2023-05-01	B	1	5/1/2023	Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	2023-05-01	B	1	5/1/2023	Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	2023-05-01	B	1	5/1/2023	Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	2023-05-01	B	1	5/1/2023	Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	2023-05-01	B	1	5/1/2023	Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	2023-05-01	B	1	5/1/2023	Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	2023-05-01	B	1	5/1/2023	Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	2023-05-01	B	1	5/1/2023	Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	2/27/2023	B	1	2/27/2023	Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	1/3/2022	B	2	1/1/2022	Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
WATER SYSTEMS MAINTENANCE WKR	PUBLIC INFRASTRUCTURE	9/12/2022	B	1	9/12/2022	Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
WATER TREATMENT PLANT OPERATOR	PUBLIC INFRASTRUCTURE	4/12/2021	I	10	4/10/2022	Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
WORKING FOREPERSON	PUBLIC INFRASTRUCTURE	2/15/2021	J	9	2/12/2023	Current 10/New Step 9	Added FY2023 Step 10/New Step 9	Added FY2024 New Step 10
WORKING FOREPERSON	PUBLIC INFRASTRUCTURE	7/1/2019	J	10	6/26/2022	Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
FINANCIAL ASSISTANT I	TRAFFIC COMMISSION	8/29/2022	C	1	8/29/2022	Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
FINANCIAL ASSISTANT II	TRAFFIC COMMISSION	1/17/2022	D	2	1/15/2023	Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
PARKING ENFORCEMENT OFFICER	TRAFFIC COMMISSION	5/24/2021	D	2	5/22/2022	Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
PARKING ENFORCEMENT OFFICER	TRAFFIC COMMISSION	7/1/2019	D	5	6/26/2022	Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
PARKING ENFORCEMENT OFFICER	TRAFFIC COMMISSION	12/13/2021	D	2	12/25/2022	Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
PARKING ENFORCEMENT OFFICER	TRAFFIC COMMISSION	2/27/2023	D	1	2/27/2023	Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
PARKING ENFORCEMENT OFFICER	TRAFFIC COMMISSION	7/1/2019	D	6	6/26/2022	Current 7/New Step 6	Current 8/New Step 6	Current 9/New Step 7
PARKING ENFORCEMENT OFFICER	TRAFFIC COMMISSION	2023-05-01	D	1	5/1/2023	Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
PARKING METER REPAIRPERSON	TRAFFIC COMMISSION	7/1/2019	C	10	6/26/2022	Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
PARKING METER REPAIRPERSON	TRAFFIC COMMISSION	7/1/2019	C	10	6/26/2022	Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
FINANCIAL ASSISTANT II (37.5 H	TREASURER'S OFFICE	2023-05-01	D375	1	5/1/2023	Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
FINANCIAL ASSISTANT II (37.5 H	TREASURER'S OFFICE	2023-05-01	D375	1	5/1/2023	Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
OFFICE ASSISTANT III (37.5 HOU	TREASURER'S OFFICE	9/6/2022	E375	4	9/6/2022	Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
OFFICE ASSISTANT III (37.5 HOU	TREASURER'S OFFICE	9/19/2022	E375	8	9/19/2022	Current 9/New Step 8	Current 10/New Step 8	Added FY2023 Step 10/New Step 9
OFFICE ASSISTANT III (37.5 HOU	TREASURER'S OFFICE	7/1/2019	E375	10	6/27/2021	Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
OFFICE ASSISTANT I	VETERANS SERVICES AND BENEFITS	7/1/2019	B	10	6/27/2021	Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
OFFICE ASSISTANT I	VETERANS SERVICES AND BENEFITS	7/1/2019	B	5	6/26/2022	Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
VAN DRIVER - 30 HRS	VETERANS SERVICES AND BENEFITS	7/1/2019	A30	10	6/26/2022	Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
VETERANS BENEFIT INVESTIGATOR	VETERANS SERVICES AND BENEFITS	7/1/2019	E	10	6/27/2021	Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
COMPUTER OP SUPPORT SPEC.	WATER DEPARTMENT	1/30/2023	G	1	1/30/2023	Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
CROSS CONNECTION COORDINATOR	WATER DEPARTMENT	7/1/2019	F	10	6/27/2021	Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
DATA ENTRY ASSISTANT	WATER DEPARTMENT	2023-05-01	C	1	5/1/2023	Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
DIESEL ENGINE REPAIR	WATER DEPARTMENT	2023-05-01	H	1	5/1/2023	Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
DIESEL ENGINE REPAIR	WATER DEPARTMENT	2023-05-01	H	1	5/1/2023	Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
DIESEL ENGINE REPAIR	WATER DEPARTMENT	2023-05-01	H	1	5/1/2023	Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
FINANCIAL ASSISTANT I	WATER DEPARTMENT	7/1/2019	C	10	6/26/2022	Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
FINANCIAL ASSISTANT I	WATER DEPARTMENT	2023-05-01	C	1	5/1/2023	Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
JUNIOR CIVIL ENGINEER	WATER DEPARTMENT	7/1/2019	H	10	6/27/2021	Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
LABORATORY TECHNICIAN	WATER DEPARTMENT	9/20/2021	E	9	9/18/2022	Current 10/New Step 9	Added FY2023 Step 10/New Step 9	Added FY2024 New Step 10
MASON	WATER DEPARTMENT	10/11/2022	G	1	10/11/2022	Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2

Job	Department	Current			Date of Current		Proposed Step		
		Hire Date	Grade	Step	Grade & Step		Upon Ratification	7/1/2023	7/1/2024
MASON	WATER DEPARTMENT	7/1/2019	G	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
MASON	WATER DEPARTMENT	7/1/2019	G	10	7/4/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
OFFICE ASSISTANT III	WATER DEPARTMENT	9/30/2019	E	5	2/12/2023		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
OFFICE ASSISTANT III	WATER DEPARTMENT	7/1/2019	E	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
OFFICE ASSISTANT III	WATER DEPARTMENT	3/13/2023	E	1	3/13/2023		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
OFFICE ASSISTANT III	WATER DEPARTMENT	1/31/2022	E	5	2/12/2023		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
OFFICE ASSISTANT III	WATER DEPARTMENT	7/1/2019	E	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
OFFICE ASSISTANT III	WATER DEPARTMENT	3/15/2021	E	5	2/12/2023		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
OFFICE ASSISTANT III	WATER DEPARTMENT	7/1/2019	E	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
OFFICE ASSISTANT III	WATER DEPARTMENT	2023-05-01	E	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
PIPEFITTER	WATER DEPARTMENT	1/3/2023	D	1	1/3/2023		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
PIPEFITTER	WATER DEPARTMENT	3/27/2023	D	1	3/27/2023		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
PIPEFITTER	WATER DEPARTMENT	7/1/2019	D	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
PIPEFITTER	WATER DEPARTMENT	7/1/2019	D	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
PIPEFITTER	WATER DEPARTMENT	7/1/2019	D	10	6/26/2022		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
PIPEFITTER	WATER DEPARTMENT	6/14/2021	D	2	6/12/2022		Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
PIPEFITTER	WATER DEPARTMENT	12/5/2022	D	1	12/5/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
PIPEFITTER	WATER DEPARTMENT	2/28/2022	D	2	2/26/2023		Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
PIPEFITTER	WATER DEPARTMENT	7/1/2019	D	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
PIPEFITTER	WATER DEPARTMENT	7/1/2019	D	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
PIPEFITTER	WATER DEPARTMENT	7/1/2019	D	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
PIPEFITTER	WATER DEPARTMENT	12/21/2020	D	8	12/18/2022		Current 9/New Step 8	Current 10/New Step 8	Added FY2023 Step 10/New Step 9
PIPEFITTER	WATER DEPARTMENT	2023-05-01	D	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
PIPEFITTER	WATER DEPARTMENT	2023-05-01	D	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
PROJECT COORDINATOR	WATER DEPARTMENT	12/5/2022	I	1	12/5/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
PROJECT COORDINATOR	WATER DEPARTMENT	11/15/2021	I	2	11/13/2022		Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
PROJECT COORDINATOR	WATER DEPARTMENT	2/27/2023	I	4	2/27/2023		Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
PROJECT COORDINATOR	WATER DEPARTMENT	11/21/2022	I	7	11/21/2022		Current 8/New Step 7	Current 9/New Step 7	Current 10/New Step 8
SEWAGE PLANT REPAIRPERSON	WATER DEPARTMENT	2023-05-01	G	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
SMEO	WATER DEPARTMENT	12/6/2021	F	6	12/4/2022		Current 7/New Step 6	Current 8/New Step 6	Current 9/New Step 7
SMEO	WATER DEPARTMENT	7/1/2019	F	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
SMEO	WATER DEPARTMENT	10/11/2022	F	10	10/11/2022		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
SMEO	WATER DEPARTMENT	2023-05-01	F	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
SMEO	WATER DEPARTMENT	2023-05-01	F	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
SMEO	WATER DEPARTMENT	2023-05-01	F	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
STOREKEEPER	WATER DEPARTMENT	8/15/2022	E	5	8/15/2022		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
STR & SWR CONSTR FRPER	WATER DEPARTMENT	7/1/2019	K	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
STR & SWR CONSTR FRPER	WATER DEPARTMENT	7/1/2019	K	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
STR & SWR CONSTR FRPER	WATER DEPARTMENT	7/1/2019	K	9	6/26/2022		Current 10/New Step 9	Added FY2023 Step 10/New Step 9	Added FY2024 New Step 10
TREATMENT CHEMIST	WATER DEPARTMENT	2023-05-01	H	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
WATER CONSTRUCTION FOREPERSON	WATER DEPARTMENT	6/21/2021	K	8	6/19/2022		Current 9/New Step 8	Current 10/New Step 8	Added FY2023 Step 10/New Step 9
WATER CONSTRUCTION FOREPERSON	WATER DEPARTMENT	7/1/2019	K	4	6/26/2022		Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
WATER CONSTRUCTION FOREPERSON	WATER DEPARTMENT	7/1/2019	K	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
WATER MACHINERY REPAIRPERSON	WATER DEPARTMENT	3/27/2023	E	5	3/27/2023		Current 6/New Step 5	Current 7/New Step 5	Current 8/New Step 6
WATER METER REPAIRPERSON	WATER DEPARTMENT	11/7/2022	D	9	11/7/2022		Current 10/New Step 9	Added FY2023 Step 10/New Step 9	Added FY2024 New Step 10
WATER SYSTEMS MAINTENANCE WKR	WATER DEPARTMENT	8/15/2022	B	1	8/15/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
WATER SYSTEMS MAINTENANCE WKR	WATER DEPARTMENT	7/1/2019	B	4	6/26/2022		Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
WATER SYSTEMS MAINTENANCE WKR	WATER DEPARTMENT	2023-05-01	B	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
WATER SYSTEMS MAINTENANCE WKR	WATER DEPARTMENT	2023-05-01	B	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
WATER SYSTEMS MAINTENANCE WKR	WATER DEPARTMENT	2023-05-01	B	1	5/1/2023		Current Vacant/New Step 1	Current Vacant/New Step 1	Current 3/New Step 1
WATER SYSTEMS MAINTENANCE WKR	WATER DEPARTMENT	8/23/2021	B	2	8/21/2022		Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
WATER TREATMENT PLANT OPERATOR	WATER DEPARTMENT	7/1/2019	I	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
WATER TREATMENT PLANT OPERATOR	WATER DEPARTMENT	7/1/2019	I	10	6/27/2021		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
WATER TREATMENT PLANT OPERATOR	WATER DEPARTMENT	11/7/2022	I	1	11/7/2022		Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
WATER TREATMENT PLANT OPERATOR	WATER DEPARTMENT	3/14/2022	I	10	3/12/2023		Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10

Job	Department	Current			Date of Current Grade & Step	Proposed Step		
		Hire Date	Grade	Step		Upon Ratification	7/1/2023	7/1/2024
WATER TREATMENT PLANT OPERATOR	WATER DEPARTMENT	7/1/2019	I	10	6/27/2021	Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
WATER TREATMENT PLANT OPERATOR	WATER DEPARTMENT	2/7/2022	I	10	2/7/2022	Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
WATER TREATMENT PLANT OPERATOR	WATER DEPARTMENT	7/1/2019	I	10	6/27/2021	Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
WATER WORKS CRAFTSPERSON	WATER DEPARTMENT	7/1/2019	E	10	6/27/2021	Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
WATER WORKS UTILITY PERSON	WATER DEPARTMENT	11/7/2022	D	3	11/7/2022	Current 4/New Step 3	Current 5/New Step 3	Current 6/New Step 4
WATER WORKS UTILITY PERSON	WATER DEPARTMENT	7/4/2022	D	1	7/4/2022	Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
WELDER	WATER DEPARTMENT	1/17/2023	G	1	1/17/2023	Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
WELDER	WATER DEPARTMENT	6/21/2021	G	2	6/19/2022	Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
WORKING FOREPERSON	WATER DEPARTMENT	1/4/2021	J	10	1/1/2023	Added FY2023 New Step 10	Added FY2024 New Step 10	Added FY2024 New Step 10
WORKING FOREPERSON	WATER DEPARTMENT	3/2/2020	J	4	2/26/2023	Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
PARK MAINTENANCE WORKER	ZOO DEPARTMENT	1/9/2022	A	2	1/1/2023	Current 3/New Step 2	Current 4/New Step 2	Current 5/New Step 3
PARK MAINTENANCE WORKER	ZOO DEPARTMENT	4/19/2021	A	3	4/16/2023	Current 4/New Step 3	Current 5/New Step 3	Current 6/New Step 4
SENIOR ZOO CARETAKER	ZOO DEPARTMENT	8/1/2022	H	9	6/26/2022	Current 10/New Step 9	Added FY2023 Step 10/New Step 9	Added FY2024 New Step 10
VET TECHNICIAN	ZOO DEPARTMENT	6/6/2022	G	4	6/6/2022	Current 5/New Step 4	Current 6/New Step 4	Current 7/New Step 5
WATCHPERSON - ND 37 5 HRS	ZOO DEPARTMENT	7/18/2022	BND	1	7/18/2022	Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
WATCHPERSON - ND 37 5 HRS	ZOO DEPARTMENT	9/18/2022	BND	1	9/18/2022	Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
WORKING FOREPERSON	ZOO DEPARTMENT	3/13/2023	J	1	3/13/2023	Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
WORKING FOREPERSON	ZOO DEPARTMENT	7/1/2019	J	6	8/1/2021	Current 8/New Step 7	Current 9/New Step 7	Current 10/New Step 8
ZOO CARETAKER	ZOO DEPARTMENT	7/26/2020	F	3	7/24/2022	Current 4/New Step 3	Current 5/New Step 3	Current 6/New Step 4
ZOO CARETAKER	ZOO DEPARTMENT	7/1/2019	F	8	6/26/2022	Current 9/New Step 8	Current 10/New Step 8	Added FY2023 Step 10/New Step 9
ZOO CARETAKER	ZOO DEPARTMENT	7/1/2019	F	9	6/26/2022	Current 10/New Step 9	Added FY2023 Step 10/New Step 9	Added FY2024 New Step 10
ZOO CARETAKER	ZOO DEPARTMENT	7/1/2019	F	9	6/26/2022	Current 10/New Step 9	Added FY2023 Step 10/New Step 9	Added FY2024 New Step 10
ZOO CARETAKER	ZOO DEPARTMENT	7/1/2019	F	8	6/26/2022	Current 9/New Step 8	Current 10/New Step 8	Added FY2023 Step 10/New Step 9
ZOO CARETAKER	ZOO DEPARTMENT	7/5/2022	F	1	7/5/2022	Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
ZOO CARETAKER	ZOO DEPARTMENT	1/30/2023	F	1	1/30/2023	Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2
ZOO CARETAKER	ZOO DEPARTMENT	7/1/2019	F	9	6/26/2022	Current 10/New Step 9	Added FY2023 Step 10/New Step 9	Added FY2024 New Step 10
ZOO CARETAKER	ZOO DEPARTMENT	7/1/2019	F	9	6/26/2022	Current 10/New Step 9	Added FY2023 Step 10/New Step 9	Added FY2024 New Step 10
ZOO CARETAKER	ZOO DEPARTMENT	2/12/2023	F	1	2/12/2023	Current 2/New Step 1	Current 3/New Step 1	Current 4/New Step 2

Current Chart										
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
A	\$16.39	\$16.88	\$17.38	\$17.91	\$18.53	\$19.18	\$19.95	\$20.75	\$21.79	\$22.88
B	\$16.59	\$17.10	\$17.60	\$18.14	\$18.77	\$19.42	\$20.21	\$21.02	\$22.07	\$23.18
C	\$17.18	\$17.70	\$18.23	\$18.78	\$19.43	\$20.12	\$20.92	\$21.75	\$22.84	\$23.99
D	\$17.34	\$17.87	\$18.40	\$18.96	\$19.62	\$20.31	\$21.13	\$21.97	\$23.07	\$24.23
E	\$17.52	\$18.06	\$18.59	\$19.16	\$19.82	\$20.51	\$21.34	\$22.20	\$23.31	\$24.47
F	\$17.87	\$18.40	\$18.96	\$19.53	\$20.22	\$20.93	\$21.76	\$22.63	\$23.77	\$24.95
G	\$19.21	\$19.78	\$20.37	\$20.99	\$21.73	\$22.48	\$23.38	\$24.32	\$25.53	\$26.82
H	\$19.68	\$20.28	\$20.88	\$21.50	\$22.26	\$23.04	\$23.96	\$24.92	\$26.17	\$27.48
I	\$20.19	\$20.79	\$21.41	\$22.06	\$22.83	\$23.62	\$24.57	\$25.55	\$26.84	\$28.18
J	\$20.68	\$21.31	\$21.95	\$22.59	\$23.39	\$24.22	\$25.18	\$26.19	\$27.50	\$28.88
K	\$21.21	\$21.84	\$22.49	\$23.18	\$23.99	\$24.83	\$25.82	\$26.85	\$28.19	\$29.59

1%

Proposed Chart Effective Upon Ratification										
Grade	Step 1 (old Step 2)	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
A	\$17.05	\$17.55	\$18.09	\$18.72	\$19.37	\$20.15	\$20.96	\$22.01	\$23.11	\$23.80
B	\$17.27	\$17.78	\$18.32	\$18.96	\$19.61	\$20.41	\$21.23	\$22.29	\$23.41	\$24.11
C	\$17.87	\$18.41	\$18.97	\$19.62	\$20.32	\$21.13	\$21.97	\$23.07	\$24.23	\$24.96
D	\$18.05	\$18.58	\$19.15	\$19.82	\$20.51	\$21.34	\$22.19	\$23.30	\$24.47	\$25.21
E	\$18.24	\$18.78	\$19.35	\$20.02	\$20.72	\$21.55	\$22.42	\$23.54	\$24.71	\$25.46
F	\$18.58	\$19.15	\$19.73	\$20.42	\$21.14	\$21.98	\$22.86	\$24.01	\$25.20	\$25.96
G	\$19.98	\$20.57	\$21.20	\$21.95	\$22.70	\$23.61	\$24.56	\$25.79	\$27.09	\$27.90
H	\$20.48	\$21.09	\$21.72	\$22.48	\$23.27	\$24.20	\$25.17	\$26.43	\$27.75	\$28.59
I	\$21.00	\$21.62	\$22.28	\$23.06	\$23.86	\$24.82	\$25.81	\$27.11	\$28.46	\$29.32
J	\$21.52	\$22.17	\$22.82	\$23.62	\$24.46	\$25.43	\$26.45	\$27.78	\$29.17	\$30.04
K	\$22.06	\$22.71	\$23.41	\$24.23	\$25.08	\$26.08	\$27.12	\$28.47	\$29.89	\$30.78

2%

Proposed Chart Effective July 1, 2023										
Grade	Step 1 (old step 3)	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
A	\$17.90	\$18.45	\$19.09	\$19.76	\$20.55	\$21.38	\$22.45	\$23.57	\$24.28	\$25.01
B	\$18.13	\$18.69	\$19.34	\$20.01	\$20.82	\$21.65	\$22.74	\$23.88	\$24.60	\$25.33
C	\$18.78	\$19.35	\$20.02	\$20.73	\$21.55	\$22.41	\$23.53	\$24.71	\$25.46	\$26.22
D	\$18.96	\$19.53	\$20.21	\$20.92	\$21.77	\$22.63	\$23.77	\$24.96	\$25.71	\$26.48
E	\$19.15	\$19.74	\$20.42	\$21.13	\$21.98	\$22.87	\$24.01	\$25.21	\$25.97	\$26.74
F	\$19.53	\$20.12	\$20.83	\$21.56	\$22.42	\$23.31	\$24.49	\$25.70	\$26.47	\$27.27
G	\$20.99	\$21.62	\$22.39	\$23.16	\$24.09	\$25.05	\$26.30	\$27.63	\$28.46	\$29.31
H	\$21.51	\$22.15	\$22.93	\$23.74	\$24.68	\$25.67	\$26.96	\$28.31	\$29.16	\$30.03
I	\$22.06	\$22.73	\$23.52	\$24.33	\$25.31	\$26.32	\$27.65	\$29.03	\$29.90	\$30.80
J	\$22.61	\$23.27	\$24.10	\$24.95	\$25.94	\$26.98	\$28.33	\$29.75	\$30.64	\$31.56
K	\$23.17	\$23.88	\$24.71	\$25.58	\$26.60	\$27.66	\$29.04	\$30.48	\$31.40	\$32.34

2%

Proposed Chart Effective July 1, 2024										
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
A	\$18.26	\$18.82	\$19.47	\$20.15	\$20.96	\$21.80	\$22.90	\$24.04	\$24.76	\$25.51
B	\$18.49	\$19.06	\$19.72	\$20.41	\$21.24	\$22.09	\$23.19	\$24.36	\$25.09	\$25.84
C	\$19.15	\$19.73	\$20.42	\$21.14	\$21.98	\$22.85	\$24.00	\$25.21	\$25.97	\$26.74
D	\$19.33	\$19.92	\$20.62	\$21.34	\$22.20	\$23.09	\$24.24	\$25.46	\$26.22	\$27.01
E	\$19.53	\$20.13	\$20.83	\$21.55	\$22.42	\$23.33	\$24.49	\$25.71	\$26.48	\$27.28
F	\$19.92	\$20.52	\$21.25	\$21.99	\$22.87	\$23.78	\$24.98	\$26.22	\$27.00	\$27.81
G	\$21.40	\$22.06	\$22.83	\$23.62	\$24.57	\$25.56	\$26.83	\$28.18	\$29.03	\$29.90
H	\$21.94	\$22.59	\$23.39	\$24.21	\$25.18	\$26.19	\$27.50	\$28.88	\$29.74	\$30.63
I	\$22.50	\$23.18	\$23.99	\$24.82	\$25.82	\$26.85	\$28.20	\$29.61	\$30.50	\$31.42
J	\$23.07	\$23.74	\$24.58	\$25.45	\$26.46	\$27.52	\$28.90	\$30.35	\$31.26	\$32.20
K	\$23.63	\$24.36	\$25.21	\$26.09	\$27.13	\$28.21	\$29.62	\$31.09	\$32.03	\$32.99

Side Letter of Agreement
Between the City of New Bedford
And
AFSCME Council 93, Local 851, Unit A

April 21, 2023

WHEREAS the City of New Bedford ("City") and AFSCME Council 93, Local 851, Unit A ("Union"), collectively referred to as the "Parties," completed bargaining over the impacts of Emergency Telecommunications Dispatchers (hereinafter referred to as "Dispatchers") represented by the Union receiving calls and dispatching calls for response by the fire department;

WHEREAS, recently the City has had a number of resignations of Dispatchers; and

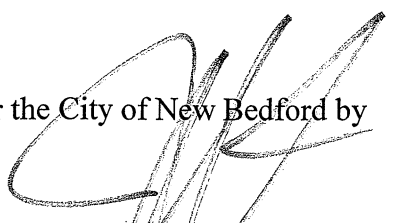
WHEREAS, the Parties share an interest in the retention of Dispatchers;

NOW THEREFORE, the Parties agree as follows:

1. Effective April 24, 2023, Emergency Telecommunications Dispatcher shall be moved to Grade K in Attachment D of the Parties' collective bargaining agreement. Existing employees will move step for step, meaning an employee currently on Step 5 of the existing Grade would be moved to Step 5 of Grade K.
2. Notwithstanding the above, Dispatchers will still be entitled to any wage and/or step increases that may result through successor bargaining between the parties' regarding the collective bargaining agreement that expired on July 1, 2022.
3. The Union acknowledges that the City satisfied all bargaining obligations associated with Dispatchers handling all fire-related calls including taking calls for fire services and for dispatching fire services. Dispatchers will receive training prior to handling fire-related calls.
4. This side letter of agreement shall remain off the record for all purposes until it is approved by the Union and the Mayor and funded by the City Council.

This Side Letter of Agreement is subject to approval by the Mayor and the Union, and funding by the City Council. Subject to the prior sentence, this Side Letter of Agreement is agreed to by the Parties on the date(s) indicated below:

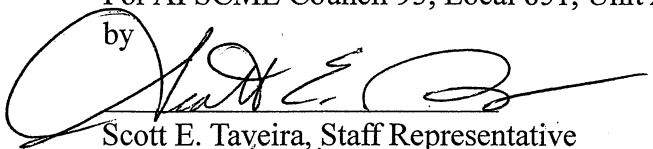
For the City of New Bedford by


Jonathan F. Mitchell, Mayor

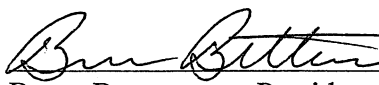
Date: 4/26/23

For AFSCME Council 93, Local 851, Unit A

by


Scott E. Taveira, Staff Representative

Date: 4/25/2023


Bruce Bettencourt, President

Date: 4-25-2023