

## MEMORANDUM OF UNDERSTANDING

### 1. Term of New Contract (Articles):

Amend Article 24, cover page, footers, and all other provisions containing dates to reflect the agreed upon duration of the successor contract to the collective bargaining agreement that shall expire on June 30, 2026.

### 2. Amend Article 6 – Holiday:

Addition of Juneteenth Day.

### 3. Amend Article 9 – Wages and Compensation:

**New – Effective July 1, 2025 for the 2025/2026 Winter Season the Winter Season Stand-By.**

DPW Employees covered under this agreement shall receive the **Winter Season Stand-By** stipend of \$750.00 per year to be available for snow removal, sanding and salting. All employees shall be available for snow removal, sanding and salting operations payable the first payroll after May 1 each year if the employee has responded to 100% of the snowstorm call-in events of the immediately preceding snowstorm season and stays for the duration of each of those events. If an individual is out sick, with a doctor's note; on a prescheduled/preapproved vacation or on prescheduled/preapproved personal leave at the time of the snow event and therefore does not respond, this will not be counted against the employee's percent of participation. This is not grievable past step 2.

### 4. Amend Article 12 – Vacation

**Amend last paragraph:** All employees shall be required to take their vacations with the exception of two (2) weeks annually, which may be bought back by the Town at the discretion of the **Facilities Engineer-Manager/DPW Director/Town Manager**.

### 5. New: Article 18 Add Custodian holding Hoisting License

Any Custodian having or upon acquiring a hoisting license shall be entitled to stipend.

### 6. Amend Article 18 Licenses and Education

License Compensation

Stipend increases:

License	Current	New
CDL	\$900	\$1,200
Tradesman's	\$1,700	\$2,000
Pesticide	\$3,600	\$3,900
Hoisting	\$1,700	\$2,000
Hoisting Class A or 4G	\$2,500	\$2,800
Grade I Distribution and 4G	\$2,200	\$2,500
Grade II	\$2,800	\$3,100
Grade II w Backflow Grade III	\$3,600	\$3,900

AP JH SK 7.  
SO SM

**Amend APPENDIX A:**

Replace the current wage scale with a new wage scale as follows:

1. The present step 2 becomes the first step of the new schedule
2. 1% between steps 1, 2, % 3
3. Add new step 4 at 6 years, 4% above step 3
4. Add new step 5 at 10 years, 4% above step 4

AP JH SK 8.  
SO SM

**Increases to annual COLA:**

- a. Effective July 1, 2023 2.5% increase
- b. Effective July 1, 2024 2.5% increase
- c. Effective July 1, 2025 2.5% increase

AP JH SK 9.  
SO SM

**Remove Facilities Engineer Manager Language**


Any part of the contract that mentions the Facilities Engineer Manager shall be replaced with the DPW Director.

AP JH SK 10.  
SO SM

**Move DPW Clerical Position to HMEL**

DPW Clerical Positions shall be removed from the AFSCME Union and moved to HMEL Union Class D.

AFSCME: 

Town: 

21. MAR. 2023

FY23	Step 1	Step 2	Step 3
A-5	37.04	38.59	40.11
P-6	30.54	31.84	33.02
P-5	26.53	27.63	28.75
P-4	25.97	27.03	28.12
P3A	25.03	26.06	27.15
P-3	23.77	24.75	25.56
C-2	24.21	25.22	26.45
PT-5	20.05	20.88	21.63
PT-6	21.07	21.95	22.73

2.50%				6	10
FY24	Step 1	Step 2	Step 3	Step 4	Step 5
A-5	39.55	39.95	40.35	41.96	43.64
P-6	32.64	32.96	33.29	34.62	36.01
P-5	28.32	28.60	28.89	30.05	31.25
P-4	27.71	27.98	28.26	29.39	30.57
P3A	26.71	26.98	27.25	28.34	29.47
P-3	25.37	25.62	25.88	26.91	27.99
C-2	25.85	26.11	26.37	27.42	28.52
PT-5	21.40	21.62	21.83	22.71	23.61
PT-6	22.50	22.72	22.95	23.87	24.82

2.50%					
FY25	Step 1	Step 2	Step 3	Step 4	Step 5
A-5	40.54	40.95	41.36	43.01	44.73
P-6	33.45	33.79	34.12	35.49	36.91
P-5	29.03	29.32	29.61	30.80	32.03
P-4	28.40	28.68	28.97	30.13	31.33
P3A	27.38	27.65	27.93	29.05	30.21
P-3	26.00	26.26	26.53	27.59	28.69
C-2	26.50	26.76	27.03	28.11	29.23
PT-5	21.94	22.16	22.38	23.27	24.20
PT-6	23.06	23.29	23.52	24.47	25.44

2.50%					
FY26	Step 1	Step 2	Step 3	Step 4	Step 5
A-5	41.56	41.97	42.39	44.09	45.85
P-6	34.29	34.63	34.98	36.38	37.83
P-5	29.75	30.05	30.35	31.57	32.83
P-4	29.11	29.40	29.69	30.88	32.12
P3A	28.06	28.34	28.63	29.77	30.96
P-3	26.65	26.92	27.19	28.28	29.41
C-2	27.16	27.43	27.71	28.81	29.97
PT-5	22.49	22.71	22.94	23.85	24.81
PT-6	23.64	23.87	24.11	25.08	26.08