

MEMORANDUM OF UNDERSTANDING

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

Amend Article 27, 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 1 Union Recognition**

1-03 Unit 1 = Emergency Communications Center - Recognize change from ECC employees (Dispatches) to (Station Clerk) within the unit. Add Reference Librarian position to the unit at Class G and add DPW Clerical positions to the unit at Class D, and remove the Assessing Assistant from the unit.

3. **Amend Article 9 Vacation /Bereavement Leave**

H. Commencing with the vacation year ~~which ends June 30, 1993~~, all employees with Department Head approval, will be allowed to carry forward a maximum of one (1) week which may be utilized during the ~~first six (6) months~~ subsequent year. If vacation time is unused, it shall be forfeited. There shall be no monetary substitute for unused vacation time. The only exception is when an employee leaves the employ of the Town.

4. **Amend Article 10 – Holidays**

10-01 Addition of Juneteenth Day

5. **Amend APPENDIX A:**

(Pay Schedule) Shift Class B to be new Class A, 5.5% between each Class. Remove steps 4, 6, & 9 for new union employees only beginning July 1, 2023

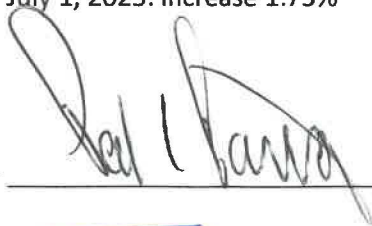
6. **Increases to annual COLA:**

Effective July 1, 2023: no increase

Effective July 1, 2024: increase 1.5%

Effective July 1, 2025: increase 1.75%

HMEL Union Rep

 29-March-2023

Town Manager

 29. March. 2023

Current Employees as of 6/30/23

FY24	1	2	3	4	5	6	7	8	9	10
A	19.99	21.94	23.92	24.40	24.88	25.38	25.89	26.40	26.93	27.47
B	21.09	23.15	25.24	25.74	26.25	26.78	27.31	27.85	28.41	28.98
C	22.25	24.42	26.62	27.16	27.69	28.25	28.82	29.38	29.97	30.57
D	23.47	25.76	28.09	28.65	29.22	29.80	30.40	31.00	31.62	32.26
E	24.76	27.18	29.63	30.23	30.82	31.44	32.07	32.70	33.36	34.03
F	26.13	28.67	31.26	31.89	32.52	33.17	33.84	34.50	35.20	35.90
G	27.56	30.25	32.98	33.64	34.31	35.00	35.70	36.40	37.13	37.88
H	29.08	31.92	34.80	35.49	36.19	36.92	37.66	38.40	39.17	39.96

FY25	1	2	3	4	5	6	7	8	9	10
A	20.29	22.27	24.28	24.77	25.25	25.76	26.28	26.80	27.33	27.88
B	21.41	23.49	25.61	26.13	26.64	27.18	27.72	28.27	28.84	29.42
C	22.58	24.79	27.02	27.57	28.11	28.67	29.25	29.82	30.42	31.03
D	23.83	26.15	28.51	29.08	29.65	30.25	30.86	31.46	32.10	32.74
E	25.14	27.59	30.08	30.68	31.28	31.91	32.55	33.20	33.86	34.54
F	26.52	29.10	31.73	32.37	33.00	33.67	34.34	35.02	35.72	36.44
G	27.98	30.71	33.48	34.15	34.82	35.52	36.23	36.95	37.69	38.44
H	29.52	32.39	35.32	36.03	36.74	37.47	38.23	38.98	39.76	40.56

FY26	1	2	3	4	5	6	7	8	9	10
A	20.64	22.66	24.70	25.20	25.70	26.21	26.74	27.26	27.81	28.37
B	21.78	23.91	26.06	26.59	27.11	27.65	28.21	28.76	29.34	29.93
C	22.98	25.22	27.50	28.05	28.60	29.17	29.76	30.35	30.96	31.58
D	24.24	26.61	29.01	29.59	30.17	30.78	31.40	32.02	32.66	33.31
E	25.58	28.07	30.60	31.22	31.83	32.47	33.12	33.78	34.45	35.15
F	26.98	29.61	32.29	32.93	33.58	34.26	34.95	35.63	36.35	37.08
G	28.47	31.24	34.06	34.75	35.43	36.14	36.87	37.59	38.35	39.12
H	30.03	32.96	35.94	36.66	37.38	38.13	38.90	39.66	40.46	41.27

For New Union Employees as of July 1, 2023

FY24	1	2	3	4	5	6	7
A	19.99	21.94	23.92	24.40	24.89	25.38	25.89
B	21.09	23.15	25.24	25.74	26.26	26.78	27.32
C	22.25	24.42	26.62	27.16	27.70	28.25	28.82
D	23.47	25.76	28.09	28.65	29.22	29.81	30.40
E	24.76	27.18	29.63	30.23	30.83	31.45	32.08
F	26.13	28.67	31.26	31.89	32.53	33.18	33.84
G	27.56	30.25	32.98	33.64	34.31	35.00	35.70
H	29.08	31.92	34.80	35.49	36.20	36.93	37.66

FY25	1	2	3	4	5	6	7
A	20.29	22.27	24.28	24.76	25.26	25.76	26.28
B	21.41	23.49	25.61	26.13	26.65	27.18	27.73
C	22.58	24.79	27.02	27.56	28.11	28.68	29.25
D	23.83	26.15	28.51	29.08	29.66	30.25	30.86
E	25.14	27.59	30.08	30.68	31.29	31.92	32.56
F	26.52	29.10	31.73	32.37	33.01	33.67	34.35
G	27.98	30.71	33.48	34.15	34.83	35.53	36.24
H	29.52	32.39	35.32	36.02	36.74	37.48	38.23

FY26	1	2	3	4	5	6	7
A	20.64	22.66	24.70	25.20	25.70	26.22	26.74
B	21.78	23.91	26.06	26.58	27.12	27.66	28.21
C	22.98	25.22	27.50	28.05	28.61	29.18	29.76
D	24.24	26.61	29.01	29.59	30.18	30.78	31.40
E	25.58	28.07	30.60	31.22	31.84	32.48	33.13
F	26.98	29.61	32.29	32.93	33.59	34.26	34.95
G	28.47	31.24	34.06	34.74	35.44	36.15	36.87
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