

MEMORANDUM OF UNDERSTANDING BETWEEN

COUNTY OF OCEAN & CWA Local 1075 (BLUE COLLAR EMPLOYEES)

This Memorandum of Understanding is reached this ____ day of August, 2023, between the negotiating team of the CWA Local 1075 and the negotiating representative of the County of Ocean. It is expressly understood the following terms and conditions are subject to approval and ratification from the membership of the CWA Local 1075 and the County of Ocean. It is expressly understood neither party is bound until ratification has occurred by the full membership and Ocean County Board of ~~Chosen~~ Freeholders. *Carroll's name*

The following terms and conditions have been agreed by the negotiating teams, who shall take this agreement back to their respective party for approval:

I. **DURATION:** Four Year (April 1, 2023 – March 31, 2027)

II. **ARTICLE 2 RECOGNITION OF UNION** – The existing language will be amended to read as follows:

The Board recognizes the Communications Workers of America, as the exclusive representative of all Blue Collar employees including full-time, permanent part-time and intermittents, as set forth in the certification of the elections held by the Public Employment Relations Commission as amended by subsequent agreement and law. Said Union is permitted to negotiate with the Board for the purposes provided for under Chapter 303, Public Laws of 1968 and Chapter 123, Public Laws of 1974, with respect to salary, hours and those terms and conditions of employment permitted by those statutes. Pursuant to State law, the Board has granted an Agency Shop. Covered titles are listed in Appendix A.

III. **ARTICLE 3 (UNION RIGHTS)**

- A. The following language shall be added to paragraph 3 (Union Leave):
In accordance with Civil Service Provisions, members of the bargaining unit elected or appointed to a full time positions in the union will be granted a leave of absence without pay and without any medical/prescription, dental, and/or vision coverage, for the term of office, not to exceed six years. Such employee will continue to accumulate seniority during such leave of absence in accordance with Civil Service provisions.
- B. Paragraph 5 shall be amended to provide:
To ensure compliance with the WDEA, the County shall provide to the majority a monthly listing of all employees whose titles fall within the bargaining unit. The listing shall include, to the extent permitted by law: employee's name, job title, department/location, date of hire, salary, home address, phone number, personal emails, and work emails. This information shall be provided in an excel format by the 10th of each month.
Every 120 days beginning on January 1st, to the extent permitted by law, the County shall provide the Union, in Excel file/format, the following information for all bargaining unit employees: employee's name, job title, department/location, date of hire, salary, home address, phone number, personal emails, and work emails

IV. **ARTICLE 9 (JOB CLASSIFICATIONS)** – The out-of-title compensation set forth in paragraph C. will increase to \$3.00 per hour effective April 1, 2024.

V. **ARTICLE 10 (SENIORITY)**

- ¶A. the language of sub-paragraph 4. shall be amended to read:
Should an employee request and receive a voluntary transfer out of the bargaining unit of the work force of the Board. Those who return to the bargaining unit from a higher title shall be considered to not have had a break in service.
- ¶D. Shall be amended to read:
An employee temporarily or seasonally transferred shall be merged into the Crew Seniority List. A temporary or seasonal employee will not be offered the Acting Supervisor position over a qualified, permanent member of the crew. Employees assigned to the Paving Crew for more than eight (8) months of the year shall be considered permanent in Paving.

VI. **ARTICLE 11 (JOB POSTINGS/VACANCIES)** – The posting requirements in paragraphs E. and F. shall be amended from 5 working days to 10 calendar days.

VII. **ARTICLE 12 (HOURS OF WORK AND OVERTIME)**

¶3A. *(Call-in Pay: All Departments except Engineering)* - The first sentence of subparagraph A shall be amended to read:

The phrase "Except as otherwise designated herein, Blue Collar Employees who are called-in to work...."

3B. Emergency Call-In: Paragraph 7 will be changed effective the execution of this agreement to:

Employees who have affirmatively responded, and perform weather or other emergency related work for three (3) or more hours prior to, and contiguous with, their normal shift shall remain on time and one-half when continuing to work into their regular shift for a period of up to four (4) hours. If emergency related work is completed in less than four (4) hours into the regular shift, compensation will revert to straight time rates of pay.

¶4 (*Overtime Rotation*) – subparagraph A. shall be amended to read as follows:

Overtime rotation lists will be maintained and updated by Union Representatives and Supervision working together at each work location. Detailed reports of date, emergency circumstances, time of call-in, arrival and departure time will be kept on file. Union stewards shall, upon reasonable request, be granted access to overtime call-in records maintained by the dispatch center or any other place where such records are kept in order to ascertain the accuracy of the overtime rotation list. However, any disputes are to be pursued through the grievance procedure, and the Union stewards shall not prevent, prohibit, or disrupt the overtime rotation.

The parties agree to continue to discuss a pilot program for comp time to take effective as soon as practicably feasibly.

VIII. **ARTICLE 13 (SALARY)**

A. Effective with the execution of this Agreement, the minimum salaries set forth in Appendix A shall be applicable.

B. All members of the bargaining unit shall receive an increase to their base salary as follows:

April 1, 2023 – Effective April 1, 2023, and retroactive thereto, all members in the bargaining unit working a forty (40) hour week shall receive an increase of 2.25%, but not less than Two Thousand Five Hundred dollars (\$2,500), or the new

minimum, whichever is greater. Members working less than forty (40) hours a week shall be pro-rated.

April 1, 2024 – Effective April 1, 2024, all members in the bargaining unit working a forty (40) hour week shall receive an increase of 2.25%, but not less than Two Thousand Five Hundred dollars (\$2,500), or the new minimum, whichever is greater. Members working less than forty (40) hours a week shall be pro-rated.

April 1, 2025 – Effective April 1, 2025, all members in the bargaining unit working a forty (40) hour week shall receive an increase of 2.25%, but not less than Two Thousand Five Hundred dollars (\$2,500), or the new minimum, whichever is greater. Members working less than forty (40) hours a week shall be pro-rated.

April 1, 2026 – Effective April 1, 2026, all members in the bargaining unit working a forty (40) hour week shall receive an increase of 2.25%, but not less than Two Thousand Five Hundred dollars (\$2,500), or the new minimum, whichever is greater. Members working less than forty (40) hours a week shall be pro-rated.

IX. **ARTICLE 15 (PROMOTIONAL COMPENSATION)** – The promotional increase amount shall increase to \$3,000 for the term of this collective negotiations agreement. However, any employee promoted between April 1st and the execution of the collective negotiations agreement shall not receive any retroactive pay.

X. **ARTICLE 16 (UNIFORM ALLOWANCE AND UNIFORM MAINTENANCE)** - Total compensation to defray the cost of uniform purchase and maintenance shall increase to \$900.00 on April 1, 2024, and then to \$1,000 on April 1, 2025. The breakdown of the increases shall be as follows:

2023

Purchase: \$350, paid on or about April 1st
Maintenance: \$450, paid in two equal installments of \$225.00.
- The two installments are on or before June 1st, and on or before December 1st.

2024

Purchase: \$450, paid on or about April 1st
Maintenance: \$450, paid in two equal installments of \$225.00.

- The two installments are on or before June 1st, and on or before December 1st.

2025

Purchase: \$450, paid on or about April 1st
 Maintenance: \$550, paid in two equal installments of \$275.00.
 - The two installments are on or before June 1st, and on or before December 1st.

2026

Purchase: \$500, paid on or about April 1st
 Maintenance: \$600, paid in two equal installments of \$300.00.
 - The two installments are on or before June 1st, and on or before December 1st.

- XI. **ARTICLE 17 (LONGEVITY PAY)** – Effective the pay period which includes January 1, 2024, the elimination of longevity for full-time blue collar employees hired after April 1, 2013 shall be eliminated. Thus, as of January 1, 2024, all full-time blue collar employees shall be eligible for Longevity in accordance with the following schedule:

5 years	2.0% of base salary
7 years	3.0% of base salary
12 years	4.6% of base salary
17 years	5.7% of base salary
22 years	6.5% of base salary
27 years	7.3% of base salary
32 years	8.0% of base salary

There shall be no retroactive effective of this reinstatement of longevity (or created new 2% level at 5 years). Thus, no back-longevity will be owed to any blue collar employee.

XII. **ARTICLE 18 (SPECIAL ASSIGNMENT PAY)**

1. Except for paragraph G (Heavy Wrecker), all Stipends set forth in this Article shall be as follows:

April 1, 2023 = \$1,100
 April 1, 2024 = \$1,300
 April 1, 2025 = \$1,400
 April 1, 2026 = \$1,500

Further, all stipends shall be paid in equal installments with each paycheck

throughout the contract year, so long as the employee is available, willing, and able to perform the services and maintains all necessary and required certifications, licenses, or credentials. If the employee is no longer available, able, or willing to perform such duties, the stipend shall be removed.

An employee is only eligible for one stipend in this Article, unless approved by the Director of Employee Relations for an additional stipend.

2. Effective April 1, 2024, a new Special assignment stipends shall be added to the contract as follows:

Tree Crew – A special assignment stipend shall be provided to employees of the Roads department that are members of the tree crew that operate trucks, chain saws, and/or wood chippers.

Storm Water – A special assignment stipend shall be provided to employees of the Roads department that are members of the Storm Water crew. However, an employee cannot receive this stipend and the Jetvac stipend.

3. Effective April 1, 2024, a new stipend shall be added for employees in Vehicle Services and perform towing. The applicable new paragraph shall read as follows:

Employees within vehicle services who perform towing operations (flat beds & tow trucks) shall receive a stipend of \$1,100 annually, subject to the increases set forth above in paragraph #1.

4. Paragraph G (Heavy Wrecker) of this Article shall be amended to read as follows:

G. Heavy Wrecker – (80,000 GVWR) – Special Assignment Pay shall be provided to members of this bargaining unit when assigned to work on the Heavy Wreckers. Members operating this equipment shall receive Sixteen Dollars (\$16.00) per shift if/when the truck is used, regardless of frequency. Effective April 1, 2024, members of the bargaining unit operating this equipment shall cease receiving the \$16.00 per shift, and instead shall receive an annual stipend of \$2,000.00, paid in equal installments with each paycheck throughout the contract year, so long as the employee is available, willing, and able to perform the services and maintains all necessary and required certifications, licenses, or credentials.

- XIII. **ARTICLE 19 (HOLIDAYS)** – Juneteenth shall be added to the collective negotiations agreement as a holiday effective the first year of the collective negotiations agreement.

XIV. **ARTICLE 25 (INSURANCE BENEFITS)**

1. The intro paragraph shall be amended to read as follows:

All full-time members covered by this bargaining unit shall be permitted to enroll in health benefits two (2) months from their date of hire. New hires will be provided information needed to enroll in the NJ SHBP at time of hire. The union will be provided notice of new hires pursuant to paragraph 5 of Article 3 to enable the union to assist the new hire's enrollment.

2. Paragraph C. of the expired collective negotiations agreement shall be amended to read as follows:

- C. All employees current and future who retire on or after December 1, 2010 in order to be eligible for the lifetime health benefits upon retirement, must have served a minimum of fifteen (15) of the required twenty-five (25) years with the County.

Any member of the bargaining unit who retires after the execution of this agreement must have served a minimum of seven (7) years with the County (twenty-five (25) years total in the pension system) in order to be eligible for the lifetime health benefits upon retirement.

3. Paragraph D. of the expired collective negotiations agreement shall be amended to read as follows:

For all employees hired on or after September 1, 2008, the County will offer the NJ Direct 15 Plan, or its replacement. Such employees may elect a higher level of coverage by paying the difference between the cost of Direct 15 and the selected plan, in addition to the requirements of Chapter 78.

For all employees hired after the execution of this collective negotiations agreement, the County will offer the OMNIA Plan, or its replacement. Such employees may elect a higher level of coverage

by paying the difference between the cost of OMNIA and the selected plan, in addition to the requirements of Chapter 78.

XV. **ARTICLE 33 (ENGINEERING)** – The following changes shall be made to the expired contract:

- ¶A. Employees in the Engineering Department who possess a professional license or certificate not required by title will receive annually, in addition, to his/her base salary an educational incentive as set forth below:

		Effective 4/1/25
All I.M.S.A. Level 3 courses		
Traffic Signal, Signs and Markings	\$450.00	\$900.00
All I.M.S.A. Level 2 courses		
Traffic Signal, Signs and Markings	\$350.00	\$700.00
All I.M.S.A. Level 1 courses		
Traffic Signal, Signs and Markings	\$250.00	\$500.00
A pre-requisite entry level course		
Work Zone Traffic Control	\$150.00	\$300.00
Roadway Lighting	\$150.00	\$300.00
Traffic Signal Inspector	\$150.00	\$300.00

Note: Certifications must be updated, when required, in order to maintain the Stipend.

- ¶B. This incentive will be paid in equal increments through the employees' regular bi-weekly pay. Compensation to commence within thirty (30) days after notification is made to the Department of Employee Relations. This benefit is cumulative for the above courses. For instance, an individual who has obtained a level 1, 2 & 3 I.M.S.A. certification shall receive a total annual educational incentive of One Thousand Fifty Dollars (\$1,050.00) [As of April 1, 2025, an individual who has obtained a level 1, 2 & 3 I.M.S.A. certification shall receive a total annual educational incentive of Two Thousand One-Hundred Dollars (\$2,100.00).]

Maximum annual license/certification payments shall be One Thousand Five Hundred Dollars (\$1,500.00). [As of April 1, 2024, the maximum annual license/certification payments shall be Three Thousand Dollars

(\$3,000.00).] Certifications must be updated, when required, in order to maintain the stipend.

- ¶C. No changes to language of expired collective negotiations agreement.
- ¶D. Those employees who qualify for this financial remuneration must notify the Ocean County Engineer and Department of Employee Relations of the obtainment and awarding of each I.M.S.A. certificate. A qualified employee will receive the added benefit to his/her salary within sixty (60) days of the date the employee actually notifies the Ocean County Engineer and Department of Employee Relations of the receipt of the I.M.S.A. certificate.
- ¶E. No changes to language of expired collective negotiations agreement.
- ¶F. ***(New paragraph) Repairperson Stipend:*** There is established an hourly stipend for employees within the Engineering department who are designated as a "repairperson" in accordance with the following:
 - 1. Any employee designated by the County Engineer (or County Engineer's designee) as a "repairperson" for the Signal shop will have the employee's base salary increase by \$1.00 per hour. This rate shall increase to \$2.00 per hour effective September 28, 2023.
 - 2. Call-in shall be reviewed by the Engineer on a quarterly basis. In order for an employee to maintain the \$1.00 per hour (\$2.00 effective September 28, 2023), the employee must respond and report to a specific percentages of the call-ins for which a repairperson is needed.

Formula: The percentage will be determined by dividing the total number of call-ins by the total number of repairpersons within the Signal shop. The employee must respond to the percentage of call-ins to continue eligibility for the additional hourly compensation. For example, if there are 100 call-ins during the quarter, and there are three people designated as a repairperson, the repairperson must respond to 33.3% of all call-ins.
 - 3. If a person designated as a repairperson fails to respond to the requisite number of call-ins as outlined in paragraph 2 above, or if the employee has the "repairperson" designation removed by the County Engineer (or designee), the employee will immediately cease receiving the \$1.00 per hour adjustment to base pay (or \$2.00 per hour effective September 28, 2023).
 - 4. The decision to designate someone a "repairperson", or to remove the designation, shall be at the sole discretion of the County Engineer (or designee), and this shall not be subject to grievance, arbitration,

or filing of any unfair labor practice. The County shall establish a program by which employees within the Signal shop are trained for repairperson duties, and said program shall be developed exclusively by the County Engineer and/or designee. The County reserves the right to administer a test or other means to determine necessary skill and safety understanding of any person seeking to be designated as a repairperson.

XVI. ARTICLE 34 (PARKS)

1. Paragraph C. shall be amended to read as follows regarding the moving of the stage:

Transportation of the mobile stage will be carried out in accordance with the Rules and Regulations previously agreed upon by the parties.

Effective April 1, 2024, a special assignment stipend of \$1,500.00 per annum shall be paid to employees with a CDL who are assigned to transport the stage. The stipend shall be payable in equal installments with each paycheck throughout the contract year so long as the employee is available, willing and able to perform these services, and does in fact perform the service of transporting the stage on an equal basis with all other individuals. (This means that if a driver refuses to transport the stage, the stipend can be revoked.) The movement of the stage will be performed by two CDL drivers, with one driver operating the truck and the other providing logistical and operational assistance while the truck is being transported.

Should the stage movement occur outside of an employee normal shift, the employee will receive a minimum of three (3) hours pay.

2. A new paragraph E. shall be added to the collective negotiations agreement and read as follows:

As far as practicable, the department will make training opportunities available to all employees to increase skills and knowledge related to the employee's job duties.

XVII. ARTICLE 35 (SECURITY DEPARTMENT PROVISION) - Paragraph J. will be amended to add Juneteenth as a holidays. This paragraph shall read as follows:

Each full-time Security Guard and Senior Security Guard covered by this Agreement shall enjoy the following holidays with pay, to be observed on the dates specified each January by the Board of Chosen Freeholders:

Martin Luther King Day
Presidents Day
Easter Sunday*
Memorial Day
Juneteenth Day

Labor Day
Columbus Day
Veteran's Day
General Election Day
Thanksgiving Day

* (Easter Sunday is in lieu of Good Friday)

In addition, each full-time Security Guard and Senior Security Guard covered by this Agreement shall enjoy as holidays January 1st, July 4th and December 25th of each year. If the Board of Chosen Freeholders designates a different date for the County celebration of these three holidays, said designation shall not apply to members of this bargaining unit.

This benefit is subject to change in accordance with Article 19 – Holidays.

XVIII. ARTICLE 37 (VEHICLE SERVICE PROVISION)

1. Paragraph B shall be amended effective April 1, 2024 to read as follows:

All employees who have completed the ASE courses and attained an ASE certification, shall receive a stipend of \$400.00 per Certification for following available certifications:

A6	Electrical/Electronic System
A8	Engine Performance
X1	Exhaust System Specialist
T2	Diesel Engines
T6	Electrical/Electronic System
RR	Refrigerant Recovery
A1	Engine Repair
A2	Automotive Transmission
A5	Brakes
A9	Light Vehicle Diesel Engines
T1	Gasoline Engines
T4	Brakes
A4	Suspension & Steering
A7	Heating & Air Conditioning
E2	Electrical/Electronic Systems Installation & Repair
T5	Suspension & Steering
T7	Heating & Air Conditioning
T8	Preventative Maintenance Inspection

- A3 Manual Drive Train
- E1 Truck Equipment Installation & Repair
- E3 Auxiliary Power Systems
- P1 Truck Dealership Parts Specialist
- T3 Manual Drive Train
- B4 Structural Analysis & Damage Repair
- L1 Automotive Advanced Engine Performance Specialist

- G1 – Auto Maintenance and Light Repair
- H2 – Transit Bus Diesel Engines
- H3 – Transit Bus Drive Train
- H4 – Transit Bus Brakes
- H5 – Transit Bus Steering and Suspension
- H6 – Transit Bus Electrical/Electronic Systems
- H7 – Transit Bus Heating Ventilation and A/C
- H8 – Transit Bus Preventative Maintenance and Inspection
- MIL2 – Military Diesel Engines
- MIL3 – Military Drive Train
- MIL4 – Military Chassis
- MIL5 – Military Suspension, Steering, and Hydraulics
- MIL6 – Military Electrical/Electronics
- MIL7 – Military Heating, Ventilation, and Air Conditioning (HVAC) Systems
- MIL8 – Military Preventative Maintenance Checks and Services (PMCS)

2. Towing and Heavy Wrecker stipends are set forth above in Article 18.
3. New Paragraph – A new paragraph regarding ASE testing shall be inserted into the collective negotiations agreement and shall provide as follows:

ASE testing may be done during regular business hours, so long as the employee's absence does leave the department short-handed, cause administrative problems, and/or otherwise not cause any negative impact upon the department. However, should an employee take a test outside of business hours, the employee will not be compensated for the time spent.

If an employees is required to travel to take an ASE test during working hours, the employee will be permitted to utilize a county vehicle, if one is available. Further, the employee must have previously provided a copy of driver's license to Risk Management and Vehicle Services.

XIX. **ARTICLE 38 (SOLID WASTE MANAGEMENT)** – This stipend in Article 38 shall be amended effective April 1, 2024, to read as follows:

In recognition of the additional skills required to safely and efficiently operate the Walking Floor, Low-Boy, Windrow Turner and Tub Grinder employees regularly assigned to operate such equipment shall be eligible for the special assignment stipends in accordance with rates set forth in Article 18 as follows:

- A. Operating either the Walking Floor or Low-Boy = Stipend A.
- B. Operating either the Windrow Turner or Tub Grinder = Stipend B.

XXI. All other proposals by either party not set forth above are hereby withdrawn.

XXII. All portions of the expired April 1, 2020 – March 31, 2023 Contract shall be amended to reflect the terms and conditions agreed upon herein, including any and all dates being changed.

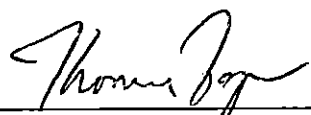
XXIII. All other terms and conditions of the collective negotiations agreement which expired on March 31, 2023, shall remain unchanged and in full force, unless otherwise modified above.

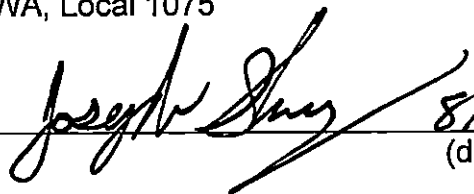
EXECUTION OF MOU

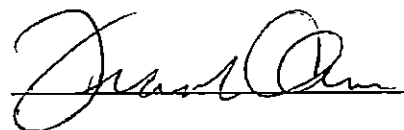
The undersigned hereby agree to the above terms and conditions and specifically indicated and acknowledge no other promises have been made to either party. Further, the undersigned hereby agree to take this memorandum of understanding back to its respective party and recommend its approval.

It is specifically understood by both parties that nothing herein is binding upon either party until such time as full approval and ratification has occurred from the membership of the CWA Local 1075 and the Board of Chosen Freeholders of the County of Ocean.

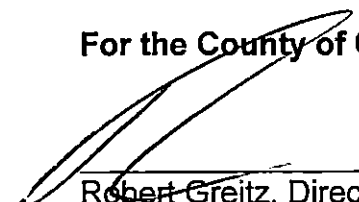
For the CWA Local 1075

 8/30/23
Thomas Fagan, Sr. Staff Rep (date)
CWA, Local 1075

 8/30/23
(date)

 08/30/23
(date)

For the County of Ocean

 8/30/23
Robert Greitz, Director (date)
Office of Employee Relations

APPENDIX A
MINIMUM SALARIES

<u>GROUP 1</u>	<u>4/1/23</u>	<u>4/1/24</u>	<u>4/1/25</u>	<u>4/1/26</u>
Bldg. Maintenance Worker	18.00	18.75	19.25	20.00
Bridge Operator Trainee	37,440	39,000	40,040	41,600
Food Service Worker				
Garage Attendant				
Laborer 1				
Stock Clerk				

<u>GROUP 2</u>	<u>4/1/23</u>	<u>4/1/24</u>	<u>4/1/25</u>	<u>4/1/26</u>
Bridge Operator	18.50	19.25	19.75	20.50
Bridge Repairer	38,480	40,040	41,080	42,640
Laborer 2				
Maintenance Repairer				
Maintenance Worker 1 Grounds				
Sr. Food Service Worker				
Store Keeper 1				
Traffic Maintenance Worker				
Tree Maintenance Worker 1				
Bldg. Main. Worker/Maint. Worker 1 Grounds				

<u>GROUP 3</u>	<u>4/1/23</u>	<u>4/1/24</u>	<u>4/1/25</u>	<u>4/1/26</u>
Cook	19.00	19.75	20.25	21.00
Equipment Operator	39,520	41,080	42,120	43,680
Greenskeeper				
Maintenance Worker 2 Grounds				
Recycling Operator				
Road Repairer 2				
Security Guard				
Signal Systems Maintenance Worker				
Sr. Bridge Operator				
Sr. Bridge Repairer				
Sr. Building Maintenance Worker				
Sr. Garage Attendant				
Sr. Maintenance Repairer				
Sr. Traffic Maintenance Worker				
Storekeeper 2				
Tree Maintenance Worker 2				
Truck Driver, Heavy				

<u>GROUP 4</u>	<u>4/1/23</u>	<u>4/1/24</u>	<u>4/1/25</u>	<u>4/1/26</u>
Heavy. Equip. Operator	20.00	20.75	21.25	22.00
Motor Broom Driver	41,600	43,160	44,200	45,760
Mechanical Repairer, Light Equipment				
Omnibus Operator				
Sign Maker I				
Sr. Cook				
Sr. Greenskeeper				
Sr. Maintenance Repairer Carpenter				
Sr. Maintenance Repairer Electrician				
Sr. Maintenance Repairer Painter				
Sr. Maintenance Repairer Plumber				
Sr. Recycling Operator				
Sr. Security Guard				
Traffic Signal Technician 1				

<u>GROUP 5</u>	<u>4/1/23</u>	<u>4/1/24</u>	<u>4/1/25</u>	<u>4/1/26</u>
Carpenter	21.00	21.75	22.25	23.00
Electrician	43,680	45,240	46,280	47,840
Locksmith				
Maintenance Repairer, Ref. & A/C				
Mason				
Painter				
Plumber				
Sign Maker 2				
Traffic Signal Technician 2				
Welder				

<u>GROUP 6</u>	<u>4/1/23</u>	<u>4/1/24</u>	<u>4/1/25</u>	<u>4/1/26</u>
Heavy E/O/Welder	21.50	22.25	22.75	23.50
Sr. Carpenter	44,720	46,280	47,320	48,880
Sr. Electrician				
Sr. Mason				
Sr. Painter				
Sr. Plumber				
Traffic Signal Electrician				
Sr. Maint. Repairer Refrigeration & AC (per 7-2022 moa)				
Sr. Bridge Construction Worker (per 11/2019 moa at grade 5)				

GROUP 7	<u>4/1/23</u>	<u>4/1/24</u>	<u>4/1/25</u>	<u>4/1/26</u>
Maintenance Repairer LPL	22.00	22.75	23.25	24.00
Sr. Traffic Signal Electrician (new)	45,760	47,320	48,360	49,920

GROUP 8	<u>4/1/23</u>	<u>4/1/24</u>	<u>4/1/25</u>	<u>4/1/26</u>
Sr. Maintenance Repairer LPL	22.50	23.25	23.75	24.25
Sr. Welder	46,800	48,360	49,400	50,440
Locksmith/Senior Maintenance Repairer LPL				

MECHANICS	<u>4/1/23</u>	<u>4/1/24</u>	<u>4/1/25</u>	<u>4/1/26</u>
Mechanic Helper	19.00 39,520	19.75 41,080	20.25 42,120	21.00 43,680
Mechanic	24.04 50,000	25.00 52,000	25.96 54,000	26.92 56,000
Mechanic Diesel	26.44	27.40	28.37	29.33
Senior Mechanic	55,000	57,000	59,000	61,000
Body & Fender Mechanic	27.16	28.13	29.09	30.05
Mechanic Welder	56,500	58,500	60,500	62,500
Sr Mechanic Diesel	27.88	28.85	29.81	30.77
Sr Body & Fender	58,000	60,000	62,000	64,000

- Current employees in Mechanic positions shall be placed at a salary level effective 4/1/2023 and 4/1/2024 as defined between the parties. *Such placement may be less than the Minimum Salaries listed for 2023.* New employees in Mechanic positions hired after ratification and prior to 4/1/2024 shall be placed at a salary that does not exceed that of a senior employee in the same title.