

COLLECTIVE BARGAINING AGREEMENT

TOWN OF FARMINGTON

AND

**AMERICAN FEDERATION OF STATE, COUNTY
AND MUNICIPAL EMPLOYEES, AFL-CIO, LOCAL 1689**

JULY 1, 2018 - JUNE 30, 2021

Town of Farmington - AFSCME Local 1689
2018-2021 Agreement
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AGREEMENT
BETWEEN

TOWN OF FARMINGTON, STATE OF CONNECTICUT

AND

AMERICAN FEDERATION OF STATE, COUNTY
AND MUNICIPAL EMPLOYEES, AFL-CIO, LOCAL 1689

PREAMBLE

Section 0.1.0 This Agreement entered into by and between the Town of Farmington, State of Connecticut, hereinafter referred to as the Town, and the American Federation of State, County & Municipal Employees, Local #1689, hereinafter referred to as the Union, has as its purpose the promotion of harmonious relations between the Town and Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and establishment of rates of pay, hours of work, working privileges or benefits or any other matters that come within the general meaning of the terms, working conditions or conditions of employment.

ARTICLE 1
RECOGNITION

Section 1.1.0 The Town hereby recognizes the Union as the exclusive bargaining agent, for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment for the unit consisting of all employees who work twenty (20) or more hours per week in the following groups: Town Hall, Parks Department, Highway Department, Youth Worker, and civilian employees of the Police Department, and employees of Westwoods Golf Course, Water Pollution Control Unit, excluding the Town Manager, Assistant Town Manager, Secretary to the Town Manager, Secretary to the Assistant Town Manager, Administrative Assistants, the Greenskeeper and Professional at Westwoods Golf Course, seasonal employees working not more than one hundred twenty (120) calendar days per year, elected officials, supervisory personnel, and employees represented by SEIU Local 2001, hereinafter collectively referred to as "Employees" or "Employee".

ARTICLE 2
UNION SECURITY, DUES DEDUCTION

Section 2.1.0 As a condition of employment (i) all present employees who are members of the Union upon the effective date of this Agreement shall either remain members for the duration of this Agreement or pay an agency fee to the Union; and (ii) all employees who are not members shall, within thirty-one (31) days after the effective date of this Agreement, either become mem-

bers of the Union and remain members for the duration of this Agreement, or pay an agency fee to the Union.

Section 2.2.0 All employees hired thereafter, as a condition of employment, shall become members of the Union on or before their thirty-first (31st) day of employment, and remain members for the duration of this Agreement, or pay an agency fee to the Union.

Section 2.3.0 The Town agrees to deduct from the salary of all employees covered herein, who authorize in writing such deductions from their salary, such dues and initiation fees or agency fees as may be fixed and certified to the Town by the Union and allowed by law. The Town will remit to the Union on or before the last day of the month in which such deductions are made, the aggregate of amounts collected, together with a list of employees from whose salary such sums have been deducted. Such dues deductions shall continue for the duration of the Agreement and any extension thereof. The Union agrees that it will save the Town harmless from any claim for damages by reason of carrying out the provisions of this Agreement concerning the deduction from salary of such dues and fees, as hereinbefore mentioned.

Section 2.4.0 These deductions will be made on the payday of each month as specified by the Town and agreed to by the Union.

Section 2.5.0 In the event an employee receives no pay on the payday on which Union dues are deducted, no deduction shall be made for that month.

ARTICLE 3 EMPLOYEE RIGHTS AND REPRESENTATION

Section 3.1.0 Employees have and shall be protected in the exercise of the right, without fear of penalty or reprisal, to join and assist the Union. The freedom of employees to assist the Union shall be recognized as extending to participation in the management of the Union and acting for the Union in the capacity of a Union Officer or representative or otherwise.

Section 3.2.0 Union shall provide a written list of Union Officers within one week of their appointment or election to the Town Manager.

ARTICLE 4 MANAGEMENT RIGHTS

Section 4.1.0 The Town has and will continue to retain, whether exercised or not, all of the rights, powers and authority heretofore had by it and, except where such rights, powers and authority are specifically relinquished, abridged or limited by the provisions of this Agreement, it shall have the sole and unquestioned right, responsibility and prerogative of management of the affairs of the Town and direction of the working forces, including, but not limited to the following:

Section 4.1.1 To determine the care, maintenance and operation of equipment used for and on behalf of the purposes of the Town.

Section 4.1.2 To establish or continue policies, practices, and procedures for the conduct of Town business and, from time to time, to change or abolish such policies, practices, or procedures.

Section 4.1.3 To discontinue processes or operations or to discontinue their performance by employees.

Section 4.1.4 To select and to determine the number and types of employees required to perform the Town's operations.

Section 4.1.5 To employ, transfer, promote or demote employees, or to lay off, terminate or otherwise relieve employees from duty for lack of work or other legitimate reasons when it shall be in the best interests of the Town or the department. In the event of a reduction in the number of employees, lay-off shall be by classification in inverse order of seniority and recall shall be by seniority and the minimum qualifications to perform in the position to which the employee is recalled.

Section 4.1.6 To prescribe and enforce reasonable rules and regulations for the maintenance of discipline and for the performance of work in accordance with the requirements of the Town, provided such rules and regulations are made known in a reasonable manner to the employees affected by them.

Section 4.1.7 To insure that incidental duties connected with the departmental operations whether enumerated in job descriptions or not, shall be performed by employees.

Section 4.1.8 To establish contracts or sub-contracts for municipal operations, provided that this right shall not be used for the purposes or intention of undermining the Union or of discriminating against its members. All work customarily performed by the employees of the bargaining unit shall be continued to be so performed unless in the sole judgment of the Town it can be done more economically or expeditiously otherwise.

Section 4.1.9 To perform wage classification studies.

Section 4.2.0 The above rights, responsibilities and prerogatives are inherent in the Town Council and the Town Manager by virtue of statutory and charter provisions and are not subject to delegation in whole or in part. Such rights may not be subject to review or determination in any grievance or arbitration proceeding, but the manner of exercise of such rights may be subject to the grievance procedure of this Agreement.

ARTICLE 5 SENIORITY

Section 5.1.0 Seniority shall be by group, (1) Public Works and Development Group, (2) Town Hall Group. All clerical and secretarial staff is included in the Town Hall group. Seniority shall commence upon the date that the employee begins work as a full-time, paid employee within such group except as provided in Section 5.3.0. For this purpose, construction inspectors and survey party personnel within the Engineering Department shall be in the Public Works and Development Group.

Section 5.2.0 An employee's seniority shall be broken and he shall forfeit all rights and benefits under this Agreement if he (1) voluntarily resigns and quits, (2) is discharged, (3) takes a leave of absence for the purpose of working at another occupation, or (4) takes a leave of absence for more than 90 days, unless the leave is for military service or educational programs approved by the Town or for approved leave under the federal Family and Medical Leave Act.

Section 5.3.0 No employee shall attain seniority rights under this Agreement until he has been continuously employed by the Town as a full-time member of the department for a period of six months, except for Dispatchers for which period shall be one (1) year. During such period, the employee is on probation and may be discharged by the Town at will. In such event, neither the Union nor the employee shall have recourse to the grievance and arbitration provisions of this Agreement. Upon completion of the employee's probationary period, his/her seniority shall date back to the date of his/her original employment with the Town. Additionally, probationary employees may not apply for promotions until their probationary period has been completed. These employees shall have the right to apply for promotions if they are the only internal candidate applying for the position.

Section 5.4.0 An employee's seniority shall not be lost because of absence due to illness, authorized leave, worker's compensation, vacation, personal leave, military leave, layoff, suspension or discharge (except for cause). Upon return to full-time employment, the employee shall resume his/her former position, at his/her former salary, without loss of seniority or accrued benefits.

Section 5.6.0 In the event that the Town determines that there is a need to lay off an employee(s), the Town shall identify the position to be eliminated, by classification. The least senior employee in such classification shall be laid off, but such employee shall have the opportunity to bump the least senior employee in any lateral classification or the least senior employee in any lower classification within the seniority group specified in Section 5.1.0. If an employee exercises his/her bumping rights to a lateral or lower classification, the employee shall have a six (6) month trial period to establish his/her ability to perform the job.

Section 5.6.1 Employees shall be placed on a recall list for a period of two (2) years from the date of an employee's layoff, during which time each employee shall be notified of any opportunity of re-employment with the Town for any position for which an employee is qualified. The Town shall not hire any new employee for a position until each employee on the recall list, who is qualified for the position, has had an opportunity to decline the position. The Town shall send

a letter by certified mail to the employee's last known address giving him fifteen (15) calendar days to accept or reject the offer to be recalled.

Section 5.6.2 No employee shall forfeit his/her recall rights for declining a temporary or part-time position, unless it is equal to the position held by the employee when he/she was laid off. An employee who declines a position in the same classification as he/she previously held, shall forfeit recall rights.

Section 5.7.0 There shall be a ninety (90) day probationary period for an employee who is either transferred between seniority groups, promoted to a higher classification, or transferred to a similar position within a seniority group. Probationary employees may not apply for promotions until their probationary period has been completed. These employees shall have the right to apply for promotions if they are the only internal candidate applying for the position. An employee who has previously passed a six-month probation is fully covered by this contract during the new probation. If an employee does not demonstrate the ability to satisfactorily perform the duties in the new position, the employee will be returned to the position, pay grade and pay rate the employee held before the transfer or promotion. This language shall in no way restrict the ability of the Town to take disciplinary action for cause up to and including discharge.

Section 5.8.0 The Town may from time to time make special work arrangements for employees with disabilities. In such cases, seniority will be specially determined by mutual agreement by the Town and Union.

ARTICLE 6 HOURS OF WORK

Section 6.1.0 Employees within the Town Hall Group pursuant to Section 5.1 above, (which does not include survey party personnel and construction inspectors in the Engineering Department and emergency dispatch center employees), except employees performing janitorial services, shall work 37.5 hours per week as their regular work week, with a one-half hour unpaid lunch break each day. For work performed in excess of 37.5 hours but not in excess of 40 hours or 8 hours per day, such employees shall be paid regular hourly rate of pay. For work performed in excess of 40 hours per week or 8 hours per day, such employees shall be paid one and one-half times their regular hourly rate of pay. Town Hall clerical (non-dispatching) personnel who are required to work on Saturday shall be paid time and one-half for the time worked with a minimum 4 hour block.

Section 6.2.0 Non-clerical employees within the Highway and Parks Group and Water Pollution Control Unit, pursuant to Section 5.1 above, shall work forty (40) hours per week, excluding a one-half (½) hour unpaid lunch per day as their regular workweek. Employees performing janitorial services shall receive a one-half (½) hour unpaid lunch break each day and shall work forty (40) hours per week. Clerical employees within the Highway and Parks and Water Pollution Control Unit shall receive a one-half (½) hour unpaid lunch break each day and shall work thirty-seven and one-half (37½) hours per week. For all employees, the lunch break shall begin at the

time the employees are relieved of duty by the Town. Accordingly, for employees who choose to travel from their work locations to the garage or other location for lunch, such travel time shall be included as part of the lunch period. Any employee required by his/her supervisor to return a piece of equipment to the Town Garage shall not be relieved of duty until such equipment is returned. Any employee working with toxic chemicals or other materials requiring clean up to comply with OSHA at a job site prior to the lunch break shall be provided with materials, at the site, to wash his/her hands, which he/she shall be permitted to do prior to commencing his/her lunch break. For work performed in excess of eight (8) hours per day or forty (40) hours per week, such employees shall be paid one and one-half (1½) times their hourly rate of pay. Both parties agree that the hours of work and their effective date for the Summer season shall be as mutually agreed upon.

Section 6.3.0 The work for each emergency dispatch center employee shall be scheduled as agreed to by the Town and the Union. The schedule shall be posted five (5) days prior to the schedule taking effect. The work schedule shall be determined by seniority bid in accordance with the existing procedure. Dispatchers who have been newly hired shall not participate in shift bidding during their initial training period. Bids shall be for periods consisting of three (3) months and shall be submitted to the Chief of Police not later than thirty days prior to the period the bid shift begins. Any dispatcher receiving an evaluation with a rating of “requires improvement” or “not satisfactory” shall be exempt from shift bidding until such time as they receive an overall meets standards or better evaluation.

Section 6.3.1 All emergency dispatch center employees shall bid for shifts using “shift bid” forms provided by the Town, and based on seniority shall be assigned. These assignments shall be based on a three (3) month cycle. For emergency dispatch employees, the work schedule shall be posted five (5) days prior to it taking effect. The dispatcher who is on Shift F (Jumper Shift) may be jumped from shift to shift within the normal workweek, as needed, to complete the schedule. Such changes will be made five (5) days in advance, unless otherwise mutually agreed. Changes in the bid system will be made during a bid cycle effective the first of the month when a vacancy occurs on a shift which is anticipated to last at least a month.

Section 6.3.2 There shall be six (6) established 8 hour work shifts:

- Shift A, to start between 6:45 and 7:15 a.m.
- Shift B, to start between 2:45 and 3:15 p.m.
- Shift C, to start between 10:45 and 11:15 p.m.
- Shift D, to start at 11:00 a.m.
- Shift E, to start at 7:00 p.m.
- Shift F (Jumper Shift) to start during established hours for shifts A, B, C, D, and E

The amount of slots allocated to each shift shall be determined by the Town, but the minimum number of dispatchers assigned shall not be any less than one for shifts A, B, C, D, and E.

Section 6.3.3 All emergency dispatch center employees shall be compensated at the rate of one and one-half (1½) times their regular rate of pay for work performed in excess of eight (8) hours per day or for any hours worked not consistent with the normally-scheduled 37.5 hour work week. The Town shall have the right to require emergency dispatch center employees to work overtime. This shall be done in a fair and equitable manner.

Section 6.3.4 Annual wages for the Dispatchers shall be calculated by taking the 35 hour rate (1820 hours) and converting it to a 37.5 hour rate (1950 hours). The annual wages, as calculated above, shall be paid in 26 bi-weekly installments for the normally-scheduled hours based upon a 37.5 hour work week.

Section 6.3.5 A shift premium shall be paid at 3-month intervals to each emergency dispatch center employee having bid Shift B, C, D, or E using the following schedule:

Shift B: \$244.00

Shift C- \$366.00

Shift D- \$122.00

Shift E- \$305.00

Employees working overtime on those shifts or swapping to work a shift shall not be additionally compensated with shift differential. Employees bidding the shifts shall be paid the shift premium regardless of time off used during the 3 months.

Section 6.3.6 Each emergency dispatch center employee shall either be given the holiday off or, if he works on such holiday he shall either (i) receive the rate of compensation described in Section 7.1.1, or (ii) take another day off and receive the rate of compensation described in Section 7.1.1, for each of the listed holidays. The decision as to who should be off on holidays and on days in lieu of holidays shall be made in a fair and equitable manner irrespective of seniority. If the employee is off-duty on such holiday, the employee shall be allowed the option of either straight-time pay for that holiday or another mutually-acceptable day off in place of that holiday. For emergency dispatch center employees the holiday is the actual date of the holiday, not the observed date, unless the date is the same. The maximum accumulated holiday time which an employee can carry over is 15 days.

For Dispatch employees, each employee shall be paid at the rate described in Section 7.1.1 for all work performed during the twenty four (24) hours constituting each of the holidays listed in Section 7.1.0.

Section 6.3.7 An emergency dispatch center employee may arrange for another emergency dispatch center employee to substitute for him/her on his/her work shift provided the supervisor is given written notice of such substitution 24 hours prior to the effective date of such substitution. The shift substitution shall be repaid within two weeks of the substitution. The supervisor shall not rescind such substitution unless good cause exists for such rescission. Any such substitution shall not impose additional cost on the Town.

Section 6.3.8 Emergency dispatch center employees shall make every effort to submit requests for time off including vacations, earned days and holidays to their supervisor five days in advance. This shall not preclude dispatch center employees from requesting time off with less notice.

Section 6.4.0 Except as otherwise agreed, the regular work week for Town Hall employees shall consist of five days, Monday through Friday, 8.0 hours per day, 8:30 a.m. to 4:30 p.m. including 1/2 hour per day for unpaid lunch. The daily hours of work for the Youth Worker shall be as mutually agreed to by the Director of Community and Recreational Services and the Youth Worker.

Section 6.4.1 Evening Office Hours. Town Hall Offices will be open from 8:30 a.m. until 7:00 p.m. on a regularly scheduled weeknight, Monday - Thursday, to be determined by the Town Manager.

At the discretion of the Town Manager, offices in the Town Hall will be required to schedule a maximum of one bargaining unit employee to cover the hours from 4:30 p.m. to 7:00 p.m. Volunteers will be solicited in each department to staff the office. In the event there are no volunteers to sufficiently staff an office, an employee will be assigned to work on a rotating basis with the least senior employee in the department being selected first.

Notwithstanding the above, if any employee has voluntarily agreed to work the previous week, he or she will be considered to have the most seniority for establishing the rotation. It is the desire of the parties that the employees will work collaboratively to provide department coverage. An employee scheduled to work from 4:30 p.m. to 7:00 p.m. on an evening will be excused from working one three and one-half (3.5) hour time block within two (2) weeks of accrual.

Section 6.5.0 At any time an employee is called back for extra work the employee shall be guaranteed a minimum of four hours pay. If another call occurs during the initial four hour call back period, employees shall not receive another call back minimum. Overtime shall be allocated among employees on a fair and reasonable basis.

Section 6.6.0 A secretary performing work after 7:00 p.m. shall be paid one and one-half times the secretary's regular hourly rate of pay or the amount of \$50.00, whichever amount is greater.

Section 6.7.0 All work performed on Sunday except for emergency dispatch center personnel shall be paid at double time the regular hourly rate of pay.

Section 6.8.0 If an employee has a reasonable basis to believe that a call-in situation may be hazardous for performance by one employee, said employee may request additional assistance from his/her supervisor. Two employees shall be called out for emergency snow and ice control, and emergency tree removal. For other night-time emergencies, two employees shall be called out for emergencies, as determined by the supervisor.

Section 6.9 Compensatory Time.

Employees may elect to receive compensatory time off in lieu of overtime pay for any overtime hours worked. Compensatory time received by an employee in lieu of cash must be computed at the same rate that overtime pay would have been calculated and in no event less than one-and one-half hours of compensatory time for each hour of overtime worked.

Employees may accrue and maintain a balance of up to forty (40) hours of compensatory time for twelve months. The twelve month period will be defined as July 1 – June 30. Employees should request the use of accrued compensatory time through his/her immediate supervisor. Employees shall be permitted to use such time off at a minimum of thirty minute increments, provided such use does not unduly disrupt the operations of the Division. It will be in the sole discretion of the Town to determine if the time off will be granted.

Unused accumulated compensatory time shall be paid out at the end of each twelve month period, at the rate of pay in effect at the time of accrual. All compensatory time shall be reported on form supplied by the Town both when it is earned and when it is used.

ARTICLE 7 HOLIDAYS

Section 7.1.0 The following holidays shall be observed by all employees covered by the collective bargaining agreement:

*New Year's Day	Veteran's Day
Martin Luther King Day	*Thanksgiving Day
Washington's Birthday	*Friday following Thanksgiving
Good Friday	*Christmas Day
*Independence Day	*Labor Day
*Memorial Day	Floating Day (not cumulative)
Columbus Day	

Good Friday shall not be a designated holiday for dispatching personnel only. Instead, Easter Sunday shall be designated a holiday for dispatching personnel only.

Section 7.1.1 Employees scheduled to work on any of the above normal holidays shall be paid one and one-half times their regular rate of pay for the hours worked in addition to holiday pay (holiday pay is at straight time). Employees scheduled to work on any of the above super-holidays so designated (*) above, shall be paid twice his/her regular rate of pay in addition to his/her holiday pay (holiday pay is at straight time).

Section 7.2.0 Holidays falling on Saturday will be observed on Friday; holidays falling on Sunday will be observed on Monday. Holiday overtime rate calculations, as defined in section 7.1.1, will be paid for overtime worked on the observed holiday day.

Section 7.3.0 If an employee is on vacation or sick leave when a holiday occurs, the day will be considered a holiday, not a vacation or sick leave day

ARTICLE 8
VACATIONS

Section 8.1.0 Vacation periods may be selected by employees according to seniority. An employee shall be required to obtain from his/her department head permission in advance to take specific vacation days. Vacation periods exceeding ten (10) consecutive working days must be authorized by the Town Manager or his/her assistant. No reasonable request for such vacation period shall be denied, except if the absence of the employee at that time is inconsistent with the needs of the Town.

Section 8.2.0 Employees who were hired prior to June 9, 1988 shall have vacation time credited to them on July 1 annually. Employees who were hired on or after June 9, 1988 shall have vacation time credited to them on the anniversary date of hire. Employees shall receive the following annual vacation based on years of service completed on their anniversary date of employment.

LENGTH OF SERVICE COMPLETED	NUMBER OF VACATION DAYS
6 months	5
1 year	10
5 years	15
10 years	20
16 years	21
17 years	22
18 years	23
19 years	24
20 years or more	25

Section 8.3.0 Full vacations are expected to be taken each year. The maximum accumulated vacation time which an employee can carry over from anniversary year to anniversary year is five (5) days unless special arrangements are made in advance with the Town Manager.

Section 8.4.0 When an employee becomes ill while on vacation, he shall not be charged for a vacation during the time he is sick; such time will be charged as sick time when verification is made with a physician's note.

Section 8.5.0 Employees may take vacation increments of not less than thirty (30) minutes.

Section 8.6.0 Employees may request advanced vacation pay provided such request is submitted to the Finance Department at least two (2) weeks before the start of vacation.

ARTICLE 9
GOOD ATTENDANCE

Section 9.1.0 Effective January 1, 2019, in addition to holidays and vacations herein provided, if an employee shall have perfect attendance during any calendar quarter, he shall receive an extra day off, with pay. The employee can only accrue up to a maximum of five (5) days, without expiration. Absence for vacation leave and funeral leave will not mar otherwise perfect attendance; absence for sick leave, suspension or tardiness will mar perfect attendance. Employees may take earned time in increments of not less than thirty (30) minutes.

ARTICLE 10
SICKNESS

Section 10.1.0 An employee may be absent from work with pay during such period as actual illness or injury prevents him from performing his/her duties. Each such absence will be supported by a physician's statement if the absence exceeds three days unless the illness or injury is of such a nature that the Town waives the furnishing of a physician's statement. To have an absence counted as a day of sick leave, an employee shall notify an appropriate person within his/her department of his illness no later than one half hour after his/her normal time for reporting to work. To have an absence counted as a day of sick leave for dispatching personnel, such personnel must notify an appropriate person within his/her department of his/her illness no later than one hour prior to his/her normal work time. If the Town believes, in its discretion, that any employee is abusing sick leave, it may require a doctor's certificate or other proof of illness, provided the Town has first counseled the employee prior to the illness or injury in question. Annual sick leave allowance shall be credited to each employee at the rate of one and one-quarter (1-1/4) working days per month which may be accumulated to a maximum of one hundred seventy-five (175) working days.

Section 10.2.0 When an employee has depleted his/her accumulated sick leave allowance, the employee may request and the Town Manager may authorize a loan of sick leave to be repaid when the employee's sick leave has accrued beyond five days.

Section 10.3.0 If an employee is absent from work because of injury sustained in the course of his/her work for which he is entitled to compensation under the Worker's Compensation Act, the Town shall pay to the employee during the period of disability, not to exceed nine (9) months from the date of disability, an amount equal to the difference between the employee's regular salary and the amount of Worker's Compensation received by the employee, adjusted for tax withholding, and to the extent the Town may have paid the employee an amount greater than said difference, the employee shall pay over and assign to the Town the appropriate amount of Worker's Compensation payments received by the employee. Lump sum Worker's Compensation payment for indemnification to the employee for permanent injuries received by him/her shall not be paid over or assigned to the Town.

Section 10.4.0 Authorized absence under this Article will include the situation when a member of an employee's immediate family is so ill as to require the employee's presence at home. The employee may use his/her accrued sick leave for a short-term immediate family illness that is not covered by the Family and Medical Leave Act. If the absence is for an immediate family member's illness that is covered by the Family and Medical Leave Act please refer to Family and Medical Leave Act provision for use of accrued sick time. If the Town believes this provision is being abused by an employee, the Town may require the employee to submit a certification of such illness by a physician. For purposes of this section "immediate family" shall mean family relations recognized by the federal Family and Medical Leave Act.

Section 10.4.1 The Family and Medical Leave Act (FMLA) provides up to 12 weeks of unpaid, job-protected leave every calendar year to eligible male and female employees for any of the following reasons:

- To care for the employee's child after birth
- Following placement of a child with the employee for adoption or foster care
- To care for the employee's immediate family member (spouse, child or parent who has a serious health condition; and
- For the employee's own serious health condition that requires inpatient or outpatient care;
- To serve as an organ or bone marrow donor;
- To care or the serious illness or injury of a covered service member who is the spouse, child, parent or next of kin of an employee; and
- For a qualifying exigency.

To care for the employee's child after birth the employee is entitled to 12 weeks of unpaid leave in accordance with the Family and Medical Leave Act. Such leave may be charged to accrued vacation leave or earned leave, to the extent the employee has accrued those days. To the extent that the female employee is incapacitated, she may charge her FMLA leave against such accrued sick time, vacation leave, or earned days, to the extent she has accrued those days.

Following placement of a child with the employee for adoption or foster care the employee is entitled to 12 weeks of unpaid leave in accordance with the Family and Medical Leave Act. Such leave may be charged to accrued vacation leave or earned leave, to the extent the employee has accrued those days.

To care for the employee's immediate family member (spouse, child or parent) who has a serious health condition (including a condition that results from giving birth or the illness/injury of a covered service member), an employee may charge a maximum of seven (7) days of FMLA leave against sick leave, to the extent an employee has accrued, unused sick leave. Once the seven days of sick leave is exhausted, an employee may charge additional FMLA leave against his/her accrued vacation leave or earned days, to the extent the employee has accrued those days. An employee may reserve a maximum of five days vacation leave for future use. Once the accrued vacation and earned leave is exhausted, the remaining absence as permitted by FMLA may be charged to sick leave, to the extent the employee has accrued those days.

For employees whose spouse, child or parent is on active duty and experiences a qualifying exigency, the employee may charge FMLA leave against his/her accrued vacation leave or earned days, to the extent the employee has accrued those days. A qualifying exigency is defined as: (1) short-notice deployment; (2) military events and related activities; (3) childcare and school activities; (4) financial and legal arrangements; (5) counseling; (6) rest and recuperation; (7) post-deployment activities; and (8) other activities which arise out of the covered military member's active duty or call to active duty status that the employer and employee agree qualify as an exigency and agree as to the timing and duration of such leave.

For the employee's own serious health condition that makes him/her unable to perform the essential function of his/her job and require inpatient or outpatient care, or when an employee is a bone marrow or organ donor, an employee may charge his/her FMLA leave against accrued sick leave, vacation leave or earned days, to the extent the employee has accrued those days.

Section 10.5.0 Employees in the bargaining unit shall be allowed to take and be charged for sick leave, earned leave or personal leave increments of not less than one-half (1/2) hour, i.e. employees taking one-half (1/2) hour or less leave shall be charged one-half (1/2) hour; employees taking more than one-half (1/2) hour leave but less than one (1) hour shall be charged one (1) hour, etc. Sick leave may be used for Doctors, Eye Doctors or Dentist appointments.

Section 10.6.0 An employee shall receive 35% of his/her accumulated sick leave (up to a maximum of 150 days) upon retirement. An employee shall receive 25% of his/her accumulated sick leave (up to a maximum of 150 days) if he terminates in good standing with at least five (5) years of credited service. An employee's estate shall receive 100% of his/her accumulated sick leave (up to a maximum of 150 days) if the employee should die while employed by the Town.

ARTICLE 11 FUNERAL LEAVE

Section 11.1.0 In the event of the death of an employee's spouse, father, mother, father-in-law, mother-in-law, sister, brother, child, step-child, step-father, step-mother, step-brother, step-sister, grandparents, son-in-law, daughter-in-law or grandchild, or any member of the household regardless of relationship, an employee may have time off starting on the date of death (not to exceed four working days) without loss of regular pay. Such days off shall not be charged to sick leave.

Section 11.2.0 In the event of the death of an employee's brother-in-law, sister-in-law, grandparent-in-law, aunt or uncle, an employee may have one working day to attend the funeral without loss of regular pay. Such day off shall not be charged to sick leave.

ARTICLE 12 UNION ACTIVITIES LEAVE

Section 12.1.0 The four (4) members of the Union Negotiating Committee shall be granted leave from duty with full pay for all meetings between the Town and the Union for the purpose of negotiating the terms of Agreements when such meetings take place at a time during which such members are scheduled to be on duty.

Section 12.2.0 One (1) member of the Union Grievance Committee, in addition to the employee or employees who filed the grievance, shall be granted leave from duty with full pay for all meetings between the Town and the Union for the purpose of processing grievances through arbitration when such meetings take place at a time during which such members are scheduled to be on duty.

Section 12.3.0 Four (4) persons designated by the Union shall be given two (2) days annual leave from duty with full pay to attend special union activities, the purpose of which is to improve employees in related Town matters.

Section 12.4.0 For operational purposes, employees shall give as much advance notice as possible of the need for leave under this section.

ARTICLE 13 GRIEVANCE PROCEDURE

Section 13.1.0 The purpose of the grievance procedure shall be to settle employee grievances at as low an administrative level as is possible and practicable, so as to insure efficiency and employee morale.

Section 13.2.0 A grievance for the purpose of this procedure shall be considered to be an employee complaint concerned with:

Section 13.2.1 Discharge, suspension or other disciplinary action.

Section 13.2.2 Charge of favoritism or discrimination.

Section 13.2.3 Matters relating to the interpretation and application of the articles and sections of this Agreement.

Section 13.3.0 Except as otherwise provided in Section 13.3.3., any employee may use this grievance procedure with or without Union assistance. Should an employee process a grievance through one or more steps provided herein prior to seeking Union aid, the Union may process the grievance from the next succeeding step following that which the employee has utilized. No grievance settlement made as a result of an individually processed grievance shall contravene the provisions of this Agreement. The Union shall have the right to be present at all steps of the grievance procedure.

Section 13.3.1 Step One. Any employee who has a grievance shall reduce the grievance to writing and submit it within fifteen (15) working days of the date of the occurrence to the head of the department, who shall use his/her best efforts to settle the dispute. The department head's decision shall be submitted in writing to the aggrieved employee and his representative, if represented, within fifteen (15) working days of receipt of the grievance.

Section 13.3.2 Step Two. If no agreement is reached with the decision rendered by the head of the department, the employee or his/her representative shall submit the grievance in writing within ten (10) working days to the Town Manager. Within fifteen (15) working days after receiving such grievance, the Town Manager shall render his/her decision in writing to the aggrieved employee and his/her representative.

Section 13.3.3 Step Three. If no agreement is reached with the decision rendered by the Town Manager, the Union may submit the grievance to arbitration to the Connecticut State Board of Mediation and Arbitration ("Board") within twenty (20) working days after receipt of the written decision of the Town Manager or if mediation services are used, within twenty (20) working days after the conference with the State Mediator, and the decision rendered by the arbitrator or arbitrators shall be final and binding upon both parties.

Section 13.3.4 Mediation. The mediation services of the Board may be used after the second step above, provided both parties mutually agree. A request for mediation shall be filed with the Board by the employee or his/her representative within twenty (20) working days after receipt of the written decision of the Town Manager.

Section 13.3.5 Meetings. If either of the parties related to the grievance process desires to meet for the purposes of oral discussion, a meeting shall be requested and if satisfactory to the other party, a meeting shall be promptly scheduled. Such procedure shall not extend the time limitations above.

Section 13.3.6 Time Extensions. Time extensions beyond those set forth in this grievance procedure may be arranged by mutual written agreement of both parties.

Section 13.3.7 Recording of Minutes or Testimony. Either party shall have the right to employ at his expense a public stenographer at any step of this procedure and provide a copy of the transcript to the other party.

Section 13.3.8 Representation. Either party shall have the right at his expense of choice of representation whenever representation is desired.

ARTICLE 14 DISCIPLINARY HEARING

Section 14.1.0 No employee shall be suspended or discharged without just cause. All suspensions and discharges must be given in writing with reasons stated. A copy of such notice must be given to the employee at the time of the suspension or discharge. Disciplinary actions shall normally follow this order:

Section 14.1.1 Verbal warning with notation or order in writing.

Section 14.1.2 Written warning.

Section 14.1.3 Suspension without pay.

Section 14.1.4 Discharge.

Section 14.1.5 Any of the above steps may be omitted depending upon the severity of the discipline required. All disciplinary actions shall be applied in a fair and equitable manner and shall be consistent with the infraction for which disciplinary action is being applied.

Section 14.2.0 Employees shall have the right to have a Union representative of their choosing at a meeting where disciplinary action for suspension or discharge is taken. The employee's supervisor will inform the employee that a representative can be present.

Section 14.2.1 The Town shall notify the Union President verbally, within a reasonable period of time, of any suspension or discharge of an employee covered under this Agreement.

Section 14.3.0 If at any time the Town elects to have a formal hearing and investigation pertaining to the actions of any employee at which witnesses shall be called and interrogated, the employee shall have a right to be represented by counsel of his/her choice and shall have the right to produce witnesses on his/her behalf. All witnesses shall be sworn. Such hearings shall be closed to the public including the press unless the parties shall agree to have an open hearing. Any party may have a public stenographer present at that party's expense. If formal charges are made against an employee, the employee shall be given a copy of such charges prior to the hearing. A minimum notice of seven (7) days shall be given to an employee whose actions are the subject of the hearing.

Section 14.4.0 Each employee shall have the right to review his/her personnel file by appointment, which right shall be exercised reasonably. Employees shall be notified if materials are placed in their file other than materials which are related to time keeping. Copies of material placed in the employee's file shall be furnished to the employee upon request. Employees have the right to respond, in writing, to materials placed in their personnel files.

Section 14.5.0 An employee may petition the Town Manager in writing to have records relating to oral or written reprimands, only, removed from the employee's personnel file after one (1)

year of satisfactory service has elapsed from the date of the specific reprimand. The Town Manager, in his/her discretion may grant such requests.

ARTICLE 15 INSURANCE

Section 15.1.0 The Town shall provide the Anthem Blue Cross Century Preferred Health Care Benefit Plan plan:

The Town has the right to offer on a voluntary basis, additional insurance plans. Any additional plans offered shall be in addition to, not in lieu of, the Anthem Blue Cross Century Preferred Health Care Benefit Plan (or equivalent coverage with a different carrier or by self-insurance).

Section 15.1.1 Effective January 1, 2019, all employees shall pay 21% of the premium or premium equivalent through payroll deduction.

Effective July 1, 2019, all employees shall pay 22% of the premium or premium equivalent through payroll deduction.

Effective July 1, 2020, all employees shall pay 23% of the premium or premium equivalent through payroll deduction.

Effective January 1, 2019, the office visit co-payment under the plan is thirty dollars (\$30) per visit.

Specialist	\$40 per visit
ER	\$125 per visit
Urgent Care	\$50 per visit
Inpatient	\$500 per admission
Outpatient	\$200 per OP surgery

The following shall apply to the prescription drug benefit effective January 1, 2019:

Co-payments shall be as follows:

\$10	for generic drugs
\$30	for brand name formulary drugs
\$45	for brand name non-formulary drugs

Twice the co-payment for a 90-day supply by mail order; mandatory mail order on maintenance drugs and mandatory generic when available. Medically necessary use of non-generic drugs must be pre-authorized by a physician. Any disputes with regard to this provision shall be resolved between the physician and the insurance company.

The annual maximum for drugs shall be three thousand dollars (\$3,000).

The Town will provide a wage deduction plan for each employee's contributions. The insurance deductions will be on a pre-tax basis in accordance with Section 125 of the IRS Code.

Section 15.1.2 Dental Plan (Connecticut Blue Cross Full Service) with Dental Rider A (Additional Basic Benefits).

The employee shall pay an annual deductible of \$25 per person with no reimbursement from the Town.

Effective January 1, 2019, all employees shall pay 21% of the premium or the premium equivalent through payroll deduction.

Effective July 1, 2019, all employees shall pay 22% of the premium or premium equivalent through payroll deduction.

Effective July 1, 2020, all employees shall pay 23% of the premium or premium equivalent through payroll deduction.

Section 15.1.3 The Town shall provide each employee with life and accidental death and dismemberment insurance. Such insurance shall be in the amount of one times the employee's annual base salary. Employees will have the option to elect additional life and accidental death and dismemberment insurance, at two times, three times, etc., of the employee's annual base salary, provided the employee pays the additional cost and subject to any rules and restrictions of the insurance company.

Section 15.1.4 The Town reserves the right to provide equivalent coverage to that described herein with a different carrier(s) or by self-insurance. The Town shall notify the Union of a proposed change at least thirty (30) days in advance and, if the Union so requests, will meet to discuss the proposed change. After such discussion, if the Union maintains that the coverage will not be equivalent, the issue shall be submitted to arbitration before a single arbitrator chosen jointly by the Town and the Union.

Section 15.1.5 Payment in Lieu of Health Benefits

This provision is designed and applicable to those employees who currently have dual health insurance coverage or who have the ability to acquire health insurance from another source, other than in a government run health exchange. To take advantage of this offer employees must complete the "Waiver of Insurance Agreement" and provide documentation of alternate coverage. An employee may request participation in this program in June of each year although new employees can enroll at the time they are initially appointed.

The annual payment by the Town to the employee who terminates their coverage is \$1,200, \$2,000, \$2,700 for single, two person or family coverage respectively.

Payments will be made semiannually in July and January and if an employee terminates or joins the program at any time following the date of payment, the employee shall refund that portion of payment following their reenrollment or termination on a prorated basis.

Employees may reenroll in the Town's group health insurance program if the coverage that the employee had through another plan is terminated; if the employee or their dependents become ineligible for coverage under the other plan; if the employee acquires a new dependent and the dependent is not covered under the other plan.

Employees wishing to re-enroll under any of the above conditions shall provide required documentation and notify the Town in writing. Provided that all information is received by the Twentieth of the month and subject to any restrictions from the carrier, the Town shall enroll the employee in the group health care plan effective the first of the month following the notification.

Section 15.2.0 The Town will provide eligible retirees with a post-retirement health benefit plan. The cost of the program shall be shared equally by the retiree and the Town. Employees who qualify for the retiree health benefit plan will be eligible for the following coverages:

Section 15.2.1 Pre Age 65 Coverage: Employees eligible for the Retiree Health Insurance Program before age 65 will have the same health coverage at retirement as the active employee excluding dental coverage.

Section 15.2.2 Post Age 65 Coverage: Employees eligible for the Retiree Health Insurance Program will have the following lifetime health coverages (or their equivalents) at age 65:

- (1) Blue Cross 65 High Option Plan
- (2) Blue Shield 65 Plan 81
- (3) Blue Cross Prescription Drug Rider

Section 15.3.0 Eligibility for Retiree-Health Insurance Program.

Section 15.3.1 Employees who retire from the Town of Farmington's Pension Plan at Normal Retirement or Defined Contribution Plan will be eligible for the Retiree Health Insurance Program, provided they have completed at least fifteen (15) years of continuous service with the Town.

Section 15.3.2 Employees who retire from the Town of Farmington's Pension Plan or Defined Contribution Plan at Early Retirement or later shall be eligible for the Program provided they have completed at least twenty (20) years of continuous service with the Town.

Section 15.3.3 Employees who retire from the Town of Farmington's Pension Plan with a Disability Retirement will be eligible for the active employee group insurance coverage (excluding dental) until they qualify for Medicare up to a maximum of 30 months. Once they qualify for Medicare, they will be eligible for the post-age 65 Retiree Health Insurance Program (Medicare Supplemental).

Section 15.3.4 Terminated vested employees who leave employment after qualifying for Early Retirement and who subsequently retire under the Town of Farmington's Pension Plan will be eligible for the program provided they have completed at least 20 years of continuous service with the Town.

Section 15.3.5 Full-time employees in the bargaining unit who leave the Town service with vested rights to a pension benefit, may participate in the Town's group health insurance plan, subject to all the conditions applicable to other participants in the plan, provided they pay the full cost of such coverage plus a premium of five percent (5%), for themselves and any eligible enrolled dependents, for as long as they participate in the plan. Eligibility for participation in the Town's group health insurance plan shall terminate upon the former employee's eligibility for Medicare.

Section 15.3.6 An employee who retires shall be permitted to continue participation in the group life insurance program, at the same level of coverage as in effect at the time of retirement, up to age seventy (70). In order to be eligible for this benefit, an individual must retire on normal retirement with at least fifteen (15) years of continuous service with the Town or, on early retirement, with at least twenty (20) years of continuous service with the Town. Terminated vested employees shall not be eligible for retiree life insurance. The cost of retiree life insurance shall be shared equally by the Town and the retiree.

Section 15.3.7 Upon the death of an employee, their surviving spouse may participate in the Town's group health insurance plan, subject to all the conditions applicable to other participants in the plan, provided they pay the full cost of such coverage plus a premium of five percent (5%), for themselves and any eligible enrolled dependents, for as long as they participate in the plan. Eligibility for participation in the Town's group health insurance plan shall terminate upon the spouse's eligibility for Medicare, or if they remarry.

Section 15.4.0 The Town may establish a Committee to assist in creating and monitoring a "Retiree Medical Reserve Trust Fund" (the Trust Fund). The Purpose of the Trust Fund will be to assist in funding the cost of retiree health insurance. Each bargaining unit will have at least one participating member on the Committee.

ARTICLE 16 PENSION

Section 16.1.0 The existing Town of Farmington Employee Pension Plan, Part 2, Non-Police Employees as amended March 13, 2001 shall remain in full force and effect for all employees hired prior to July 1, 2011.

For employees hired on or after July 1, 2011 the Town will provide a Defined Contribution Plan for retirement purposes. Employees will be required to contribute a minimum of six percent (6%) of the employee's annual base salary and may contribute up to the maximum allowed by law. The Town will match the employee's contributions at 100% to a maximum amount equal to

six percent (6%) of the employee's annual base salary. Employees must be employed at least five years before they "vest" in the Defined Contribution Plan, i.e. are entitled to the Town's contributions in the event employment is terminated.

The Town and the Union understand and agree that effective upon ratification of this Agreement, the Defined Contribution Plan(s) available will be those currently offered through ICMA and the Hartford. In the event there are a sufficient number of participants in the Defined Contribution Plan(s) to justify seeking new provider(s), the Town will prepare a Request for Proposal (RFP) for such investment service providers, and will notify the participants and the Union of the results of any such RFP process before any changes are implemented.

ARTICLE 17 RATES OF PAY

Section 17.1.0

Effective and retroactive to July 1, 2018: All employees shall receive a General Wage Increase of 2.5% and step movement (if applicable)

Effective July 1, 2019: All employees shall receive a General Wage Increase of 2.35% and step movement (if applicable)

Effective July 1, 2020: All employees shall receive a General Wage Increase of 2.35% and step movement (if applicable)

Section 17.2.0 All members of various job classifications and job titles listed in the attached salary schedules shall be paid at a rate in accordance with the amount of service they have in that particular classification or job title except that any member promoted to a higher classification or title shall be paid the next highest rate of pay, not less than one full step, over which she/he was receiving at the lower title or classification. This higher rate shall also apply to any employee who is assigned by the Town to temporarily work in a higher classification for a minimum of five working days, retroactive to the first day, for the length of the temporary assignment. The Town Manager or his/her designee may place newly hired employees on a step commensurate with past work experience which the employee brings to his/her assignment. Each employee will advance one step in the applicable salary schedule for every year of completed employment based on anniversary date of employment.

Section 17.3.0 When a vacancy in the bargaining unit exists or a new position is created, for jobs other than those listed in Appendix C, the Town shall post an announcement of the vacancy for a period of ten (10) working days and interested employees may make a written application within such posting period. The posting shall include the topics to be included in the written examination, required reading materials (if any), description of the performance examination, and the weight to be given to each examination factor. Vacancies shall be filled from within the bargaining unit whenever possible. Job appointments shall be awarded by the Town Manager, or

his/her designee, based on the outcome of the test results, qualifications as included in the job description, prior job evaluations for the previous two years, and seniority. All things being equal, seniority shall prevail. The word "equal" shall be defined as the passing score of any senior employee on the combined test that is within ten percent (10%) of the highest score.

Section 17.3.1 When a vacancy in the bargaining unit exists or a new position is created for all jobs listed in Appendix C, the Town shall post an announcement of the vacancy for a period of ten (10) working days and interested employees may make a written application within such posting period. The posting shall include the topics to be included in the written examination, required reading materials (if any), description of the performance examination, description of the practical examination, and the weight to be given to each examination factor. Vacancies shall be filled from within the bargaining unit whenever possible. Job appointments shall be awarded by the Town Manager or his/her designee, based on the outcome of the test results, qualifications as included in the job description, prior job evaluations for the previous two years, and seniority. All things being equal, seniority shall prevail. The word "equal" shall be defined as the passing score of any senior employee on the combined test that is within ten percent (10%) of the highest score. The Town and the Union can mutually agree to waive any part or portion of the testing process for any job posting.

Section 17.3.2 When a position is vacated, the Town shall have the right not to fill such position. However, if the Town chooses to fill such position it must do so within seventy-five (75) days from the date the position was vacated.

Section 17.4.0 Whenever the Town creates a new job classification in the bargaining unit, the Town shall notify the Union. Within ten (10) days following receipt of such notice, the Union may request to negotiate concerning the appropriate pay rate for such new classification. If the parties are unable to reach an agreement on the pay rate, they shall resolve the matter in accordance with MERA.

Section 17.5.0 Request for reclassification must be made by the employee to the Town Manager prior to January 1 of each year. The Town Manager will respond formally to the employee on or before April 1 of each year unless mutually extended by the Union and the Town. Any disputes that are not resolved shall be settled at the Mediation and Arbitration level of the Grievance Procedure.

Section 17.6.0 Effective July 1, 2005 Communications Dispatchers will receive a one thousand (\$1,000) dollar annual stipend. A Communications Dispatcher must successfully pass probation before receiving this stipend. This stipend will be a lump sum paid on an annual basis in July. The stipend is not a part of the Communications Dispatcher's base salary and compensates for EMD and Regional Dispatch duties.

ARTICLE 18
GENERAL PROVISIONS

Section 18.1.0 During the term of this Agreement, the Town shall furnish the Union with an up-to-date list of bargaining unit members. When a new employee is hired into a bargaining unit position, the Town shall notify the Union and furnish the Union President with the name, date of employment, classification and rate of pay of the new employee. When a bargaining unit member is reclassified, the Town shall furnish the Union President the name, new classification and effective date of the change. When the employment of a bargaining unit member terminates, the Town shall notify the Union President and furnish the name and date of termination of the employee.

Section 18.2.0 The Town shall give to each employee, and to each new employee when he/she is hired, a copy of this Agreement.

Section 18.3.0 The Town shall, on every other Thursday, distribute to those employees on a bi-weekly basis, their regular paychecks; and, on every Thursday distribute to those employees on a weekly basis, their regular payroll checks. If a holiday occurs on a pay day, payments shall be made on the last working day preceding the holiday. All employees hired on or after July 1, 2011 will be required to have direct deposit for their payroll checks.

Section 18.4.0 This Agreement along with directives and orders issued by department heads and the office of the Town Manager and the Town's personnel policy shall be the only document relating to wages, hours and conditions of employment.

Section 18.5.0 There shall be no variation, alteration or amendment to this Agreement unless agreed in writing by both parties.

Section 18.6.0 Each full-time employee of the Public Works and Development Group, and employees performing janitorial services shall be supplied uniforms at no cost to the employee. New sets of uniforms will be issued to such employees every two years. Unsatisfactory uniforms shall be repaired or replaced by the vendor by tagging such garments for repair or replacement by the vendor. Failure of the vendor to satisfactorily repair or replace a uniform will be followed-up by management. Replacement uniforms are not necessarily new uniforms, but are more acceptable uniforms than the ones tagged for repair or replacement.

Section 18.7.0 The Town shall provide bulletin board space for the Union located in the designated areas for the posting of notices concerning the Union's business and activities.

Section 18.8.0 Neither the Town nor the Union shall unlawfully discriminate against any employee because of such employee's race, color, religion, sex, national origin, sexual orientation, gender identity or expression, Union activity, age, or because he or she is disabled; provided that this provision shall not prohibit different treatment of employees as permitted by law.

Section 18.9.0 The Town shall provide items of clothing including shoes as required for safety by OSHA or State regulations. The Town shall provide one pair of safety shoes per year not to exceed a cost of \$175 per pair for each of the full-time members of the Public Works and Development Group, including construction inspectors and survey party personnel.

Section 18.10.0 Clothing or eyeglasses that are damaged under unusual circumstances while the employee is in the course of performing his/her responsibilities shall be replaced by the Town to the extent that such damage is due in no part to employee negligence.

Section 18.11.0 An employee working overtime during a period of emergency shall be allowed meal allowances as follows:

(a)	Breakfast	\$7.00
(b)	Lunch	\$9.00
(c)	Dinner	\$11.00

The Town and the Union shall mutually agree to designate those restaurants at which the above-stated meal allowances may be used.

Section 18.12.0 An employee working overtime through normal meal periods during a period of emergency shall be paid for such meal time periods.

Section 18.13.0 An employee shall have the right to have personal time off not to exceed eight hours per year without loss of pay provided that the employee has made arrangements with the employee's supervisor for such absence. Such time off will not mar perfect attendance computations. Employees may take personal time in increments of not less than thirty (30) minutes.

Section 18.14.0 When an employee is required to use his or her own motor vehicle to perform Town business, he or she shall be reimbursed on the basis of the IRS Rate in effect when the mileage was incurred.

Section 18.15.0 An employee may have two coffee breaks per day, one during the first half of the shift not to exceed 15 minutes and one during the second half of the shift not to exceed 10 minutes. Breaks shall commence at the time employees are relieved of duty by the Town.

Section 18.16.0 The Town shall continue its employee suggestion program under which:

Section 18.16.1 An employee may submit to the employee's supervisor a suggestion in writing for promoting safety, saving money or improving service;

Section 18.16.2 The supervisor, after discussing the suggestion with the employee, will implement promising suggestions;

Section 18.16.3 The supervisor, after a satisfactory trial period, will forward the suggestion to the Town Manager; and

Section 18.16.4 The Town Manager will make an award of \$25 to \$300, based on savings, or improved safety or service, for the best implemented suggestions.

Section 18.17.0 The Town agrees to establish a Safe Driving Bonus Plan. The Plan will apply to employees who spend the majority of their working hours driving Town vehicles. The Town will give a day off to a driver who demonstrates three (3) consecutive years of accident-free driving that is determined not to be the employee's fault or the employee may elect pay for the day.

Section 18.18.0 During winter emergencies, when employees are required to work for extended periods, no such employee shall be required to work more than sixteen (16) consecutive hours, said sixteen (16) hours to include the normal working day of said employee. However, each employee shall be paid at straight time for up to four (4) hours of rest time in every twenty-four (24) hours work period after working sixteen (16) hours consecutively, after which another sixteen (16) hours may be worked if emergency conditions persist. The rest time provided herein shall be scheduled by the Town at its discretion with a view toward maximum efficiency of work and safety of employees.

Section 18.19.0 Education programs shall be provided in accordance with the Personnel Rules.

Section 18.20.0 Members of the Water Pollution Control Unit shall be allowed (5) minutes paid dressing time after the start of work and fifteen (15) minutes paid wash-up time before the end of work.

Section 18.21.0 Any employee who is required by the Town to attend any training or conferences shall be reimbursed for the reasonable expenses associated with said training or conferences.

Section 18.22.0 The Town shall make reasonable efforts to offer at least sixteen (16) paid hours of training each fiscal year to each emergency dispatch center employee.

Section 18.23.0 The Town shall establish a U.S. Savings Bond program for employees via payroll deductions and solely at the employee's cost.

Section 18.24.0 If any employee receives an evaluation with a total rating of "Requires Improvement" or "Not Satisfactory" such employee may, within 10 days, request a review of such evaluation by a committee consisting of the Town Manager (or his/her designee), a department head chosen by the Town Manager (who may not be the department head who issued the evaluation) and a rank and file union member or union officer (who is not a member of the AFSCME unit) also chosen by the Town Manager. The committee will investigate the evaluation and decide whether the evaluation should be revised by majority vote. Neither the final evaluation nor the decision of the committee shall be subject to review through the grievance procedure set forth in Article 13.

Section 18.25.0 Any employee who is not a Town of Farmington resident shall be allowed to use any Farmington municipal facility as if they were a resident of the Town of Farmington. This provision does not include members of the employee's family or Season Tickets at Westwoods Golf Course.

Section 18.26.0 When an employee who holds a CDL is required to have a medical exam to maintain his/her license, he or she shall be reimbursed for any out of pocket expenses associated with the exam, up to a maximum of \$150, and shall be allowed to have the exam on Town paid time if the exam is scheduled at the Town's designated medical facility.

ARTICLE 19 WESTWOODS GOLF COURSE EMPLOYEES

Section 19.1.0 Full-time employees at Westwoods Golf Course who are members of the bargaining unit shall be covered by all Articles and Sections of this Agreement.

Section 19.2.0 Seasonal employees at Westwoods shall be a separate seniority group from full-time employees.

Section 19.3.0 Westwoods seasonal employees shall serve a probationary period of three (3) months.

Section 19.4.0 Seasonal employees shall work a regular work week of 40 consecutive hours per week, weather and course conditions permitting. Time and one-half shall be paid for hours worked in excess of 40 hours per week.

Section 19.5.0 Seasonal employees will work during the period covering April 1 through October 30 each year, weather permitting. At the end of employment, seasonal workers shall be given any accumulated earned days, to be paid out or carried over to the following year at the employee's option.

Section 19.6.0 Seasonal employees shall earn sick time at the rate of one (1) day per month up to a maximum accumulation of thirty (30) days.

Section 19.7.0 Seasonal employees shall earn Earned Days at the rate of one day for each period of 90 consecutive days of perfect attendance, said days to be paid to the employee as stated in Section 19.5 above.

Section 19.8.0 Seasonal employees may buy the insurance coverage afforded other bargaining members under Article 15 at the group rate.

Section 19.9.0 Seasonal employees of good standing shall be given first preference for recall to work each season.

Section 19.10.0 Seasonal employees do not include students employed by the Town during school breaks.

Section 19.11.0 The base wages for employees covered by this Article, which are in effect as of July 1, 1995, shall be increased by the percentage for which other Town employees' hourly wages are increased, as stated in Section 17.1.0.

Section 19.12.0 The following Articles and Sections do not apply to seasonal workers: Section 5.1.0, 5.3.0, 5.5.0; Section 6.1.0, 6.2.0, 6.3.0, 6.4.0, 6.6.0; Section 8.1.0, 8.3.0, 8.4.0, 8.5.0; Section 10.1.0; Article 16; Section 17.1.0; Section 18.11.0, 18.13.0, 18.17.0, and 18.20.0. All other Articles and Sections of the Agreement apply.

Section 19.13.0 Seasonal employees shall not be entitled to vacation benefits.

Section 19.14.0 Salary schedule for seasonal Westwoods employees is part of the contract, listed under 40 hours per week, grade 2.

ARTICLE 20 SAFETY

Section 20.1.0 The Town and the Union shall establish a Joint Health and Safety Committee which shall consist of two management members and two Union members. The Committee shall meet upon request but no more than quarterly, unless both parties mutually agree to meet more often, to discuss health and safety problems.

ARTICLE 21 SAVINGS CLAUSE

Section 21.1.0 If any Article or any Section of this Agreement is declared invalid for any reason, such declaration of invalidity shall not affect the other Articles and Sections or portions thereof, which shall be valid.

ARTICLE 22
DURATION

Section 22.1.0 This Agreement shall be retroactive July 1, 2018. This Agreement shall remain in effect through June 30, 2021, and thereafter shall continue in effect from year to year except that it may be amended effective at the date of expiration by one party giving notice of its intention to amend the Agreement to the other parties not later than one hundred fifty (150) days prior to the expiration date. Within ten (10) days of receipt of such notice by either party, a conference shall be held between the Town and the Union for the purpose of considering such proposed amendment.

For the Union:

Robert J Wadowski

President, AFSCME Local 1689

Date:

12-20-18

For the Town:

Kathleen A Eagen

Kathleen A. Eagen
Town Manager

Date:

12-20-2018

NOTE: THE FOLLOWING IS A DRAFT THAT REQUIRES REVIEW AND INFORMATION REGARDING THE APPLICABLE PAY PLAN

**TOWN OF FARMINGTON
JOB CLASSIFICATIONS**

<u>Classification</u>	<u>Pay Grade</u>
Westwoods Seasonal	2
Janitor	3
Assessment Clerk II	5
Secretary	5
Accounting Clerk	5
Police Clerk	5
Tax Clerk	5
Assistant Town Clerk I	5
Youth Coordinator	6
Communications Dispatcher	6
Payroll/Insurance Coordinator	6
Assistant Tax Collector	7
Assistant Assessor	7
Assistant Town Clerk II	7
Public Works Management Assistant	7
Maintainer I	10
Highway Maintainer I	10
Maintainer I/Parks Worker	10
WPCP Maintainer/Truck Driver	10
Plant Operator I	10
Westwoods Maintainer	11
Recycler/Maintainer I	11
Highway Maintainer II	11
Highway Maintainer II/Signs	11
Parks Maintainer	11
Engineering Aide I	11
WPCA Plant Maintainer	11

<u>Classification</u>	<u>Pay Grade</u>
Draftsperson	12
Engineering Aide II	12
Highway Maintainer III	12
Composter/Maintainer III	12
Mechanic I	12
Crew Leader	13
Mechanic II	13
Development Inspector II	13
Plant Operator II	13
Electrician	13
Laboratory. Analyst	13
Electrician II	14
Parks Crew Leader II	14
Westwoods Crew Leader II	14
Chief of Party	15
Building Maintainer 2	15
Equipment Maintenance Supervisor	15
Foreman	16
Operations Supervisor	16

NOTE: See Appendix C for new classifications and pay grades for Public Works, effective July 1, 2003.

APPENDIX A
July 1, 2018 - June 30, 2019
AFSCME 40 HOUR PAY PLAN

GRADE	HIRE	1	2	3	4	5	Maximum
1	\$33,016	\$36,160	\$39,685	\$41,728	\$43,592	\$44,602	\$45,635
	\$15.87	\$17.38	\$19.08	\$20.06	\$20.96	\$21.44	\$21.94
2	\$34,566	\$37,979	\$41,728	\$43,592	\$45,635	\$46,960	\$47,836
	\$16.62	\$18.26	\$20.06	\$20.96	\$21.94	\$22.58	\$23.00
3	\$36,160	\$39,730	\$43,592	\$45,635	\$47,836	\$48,869	\$50,104
	\$17.38	\$19.10	\$20.96	\$21.94	\$23.00	\$23.49	\$24.09
4	\$37,821	\$41,504	\$45,635	\$47,836	\$50,104	\$51,226	\$52,484
	\$18.18	\$19.95	\$21.94	\$23.00	\$24.09	\$24.63	\$25.23
5	\$39,550	\$43,502	\$47,836	\$50,104	\$52,484	\$53,674	\$55,044
	\$19.01	\$20.91	\$23.00	\$24.09	\$25.23	\$25.80	\$26.46
6	\$41,459	\$45,590	\$50,104	\$52,484	\$55,044	\$56,278	\$57,738
	\$19.93	\$21.92	\$24.09	\$25.23	\$26.46	\$27.06	\$27.76
7	\$43,367	\$47,679	\$52,484	\$55,044	\$57,738	\$59,040	\$60,567
	\$20.85	\$22.92	\$25.23	\$26.46	\$27.76	\$28.38	\$29.12
8	\$45,411	\$49,969	\$55,044	\$57,738	\$60,567	\$61,937	\$63,441
	\$21.83	\$24.02	\$26.46	\$27.76	\$29.12	\$29.78	\$30.50
9	\$47,634	\$52,416	\$57,738	\$60,567	\$63,441	\$64,901	\$66,630
	\$22.90	\$25.20	\$27.76	\$29.12	\$30.50	\$31.20	\$32.03
10	\$49,902	\$54,931	\$60,567	\$63,441	\$66,630	\$68,157	\$69,841
	\$23.99	\$26.41	\$29.12	\$30.50	\$32.03	\$32.77	\$33.58
11	\$52,259	\$57,536	\$63,441	\$66,315	\$69,841	\$71,547	\$73,343
	\$25.12	\$27.66	\$30.50	\$31.88	\$33.58	\$34.40	\$35.26
12	\$54,797	\$60,388	\$66,630	\$69,841	\$73,343	\$75,050	\$76,936
	\$26.34	\$29.03	\$32.03	\$33.58	\$35.26	\$36.08	\$36.99
13	\$57,469	\$63,329	\$69,841	\$73,343	\$76,936	\$78,890	\$80,416
	\$27.63	\$30.45	\$33.58	\$35.26	\$36.99	\$37.93	\$38.66
14	\$60,230	\$66,473	\$73,343	\$76,936	\$80,416	\$82,639	\$84,548
	\$28.96	\$31.96	\$35.26	\$36.99	\$38.66	\$39.73	\$40.65
15	\$63,172	\$69,706	\$76,936	\$80,416	\$84,548	\$86,546	\$88,590
	\$30.37	\$33.51	\$36.99	\$38.66	\$40.65	\$41.61	\$42.59
16	\$65,979	\$72,827	\$80,416	\$84,548	\$88,590	\$90,700	\$92,789
	\$31.72	\$35.01	\$38.66	\$40.65	\$42.59	\$43.61	\$44.61
17	\$69,369	\$76,532	\$84,548	\$88,590	\$92,789	\$95,012	\$97,212
	\$33.35	\$36.79	\$40.65	\$42.59	\$44.61	\$45.68	\$46.74
18	\$72,603	\$80,169	\$88,590	\$92,789	\$97,212	\$99,502	\$101,770
	\$34.91	\$38.54	\$42.59	\$44.61	\$46.74	\$47.84	\$48.93
19	\$76,016	\$84,481	\$92,789	\$97,212	\$101,770	\$104,240	\$106,733
	\$36.55	\$40.62	\$44.61	\$46.74	\$48.93	\$50.12	\$51.31
20	\$79,586	\$87,939	\$97,212	\$101,770	\$106,733	\$109,292	\$111,785
	\$38.26	\$42.28	\$46.74	\$48.93	\$51.31	\$52.54	\$53.74

APPENDIX A

July 1, 2019 - June 30, 2020

AFSCME 40 HOUR PAY PLAN

GRADE	HIRE	1	2	3	4	5	Maximum
1	\$33,792	\$37,009	\$40,618	\$42,709	\$44,616	\$45,651	\$46,708
	\$16.25	\$17.79	\$19.53	\$20.53	\$21.45	\$21.95	\$22.46
2	\$35,378	\$38,871	\$42,709	\$44,616	\$46,708	\$48,064	\$48,960
	\$17.01	\$18.69	\$20.53	\$21.45	\$22.46	\$23.11	\$23.54
3	\$37,009	\$40,664	\$44,616	\$46,708	\$48,960	\$50,017	\$51,281
	\$17.79	\$19.55	\$21.45	\$22.46	\$23.54	\$24.05	\$24.65
4	\$38,710	\$42,479	\$46,708	\$48,960	\$51,281	\$52,430	\$53,717
	\$18.61	\$20.42	\$22.46	\$23.54	\$24.65	\$25.21	\$25.83
5	\$40,480	\$44,524	\$48,960	\$51,281	\$53,717	\$54,935	\$56,337
	\$19.46	\$21.41	\$23.54	\$24.65	\$25.83	\$26.41	\$27.09
6	\$42,433	\$46,662	\$51,281	\$53,717	\$56,337	\$57,601	\$59,095
	\$20.40	\$22.43	\$24.65	\$25.83	\$27.09	\$27.69	\$28.41
7	\$44,387	\$48,799	\$53,717	\$56,337	\$59,095	\$60,428	\$61,991
	\$21.34	\$23.46	\$25.83	\$27.09	\$28.41	\$29.05	\$29.80
8	\$46,478	\$51,143	\$56,337	\$59,095	\$61,991	\$63,392	\$64,932
	\$22.35	\$24.59	\$27.09	\$28.41	\$29.80	\$30.48	\$31.22
9	\$48,753	\$53,648	\$59,095	\$61,991	\$64,932	\$66,426	\$68,196
	\$23.44	\$25.79	\$28.41	\$29.80	\$31.22	\$31.94	\$32.79
10	\$51,074	\$56,222	\$61,991	\$64,932	\$68,196	\$69,758	\$71,482
	\$24.55	\$27.03	\$29.80	\$31.22	\$32.79	\$33.54	\$34.37
11	\$53,487	\$58,888	\$64,932	\$67,874	\$71,482	\$73,229	\$75,067
	\$25.72	\$28.31	\$31.22	\$32.63	\$34.37	\$35.21	\$36.09
12	\$56,084	\$61,807	\$68,196	\$71,482	\$75,067	\$76,814	\$78,744
	\$26.96	\$29.71	\$32.79	\$34.37	\$36.09	\$36.93	\$37.86
13	\$58,819	\$64,817	\$71,482	\$75,067	\$78,744	\$80,744	\$82,306
	\$28.28	\$31.16	\$34.37	\$36.09	\$37.86	\$38.82	\$39.57
14	\$61,646	\$68,035	\$75,067	\$78,744	\$82,306	\$84,581	\$86,535
	\$29.64	\$32.71	\$36.09	\$37.86	\$39.57	\$40.66	\$41.60
15	\$64,656	\$71,344	\$78,744	\$82,306	\$86,535	\$88,580	\$90,672
	\$31.08	\$34.30	\$37.86	\$39.57	\$41.60	\$42.59	\$43.59
16	\$67,529	\$74,538	\$82,306	\$86,535	\$90,672	\$92,832	\$94,969
	\$32.47	\$35.84	\$39.57	\$41.60	\$43.59	\$44.63	\$45.66
17	\$70,999	\$78,330	\$86,535	\$90,672	\$94,969	\$97,244	\$99,497
	\$34.13	\$37.66	\$41.60	\$43.59	\$45.66	\$46.75	\$47.83
18	\$74,309	\$82,053	\$90,672	\$94,969	\$99,497	\$101,841	\$104,162
	\$35.73	\$39.45	\$43.59	\$45.66	\$47.83	\$48.96	\$50.08
19	\$77,802	\$86,466	\$94,969	\$99,497	\$104,162	\$106,690	\$109,241
	\$37.40	\$41.57	\$45.66	\$47.83	\$50.08	\$51.29	\$52.52
20	\$81,456	\$90,005	\$99,497	\$104,162	\$109,241	\$111,861	\$114,412
	\$39.16	\$43.27	\$47.83	\$50.08	\$52.52	\$53.78	\$55.01

APPENDIX A
July 1, 2020 - June 30, 2021
AFSCME 40 HOUR PAY PLAN

GRADE	HIRE	1	2	3	4	5	Maximum
1	\$34,586	\$37,879	\$41,572	\$43,713	\$45,665	\$46,723	\$47,805
	\$16.63	\$18.21	\$19.99	\$21.02	\$21.95	\$22.46	\$22.98
2	\$36,209	\$39,784	\$43,713	\$45,665	\$47,805	\$49,193	\$50,110
	\$17.41	\$19.13	\$21.02	\$21.95	\$22.98	\$23.65	\$24.09
3	\$37,879	\$41,619	\$45,665	\$47,805	\$50,110	\$51,192	\$52,486
	\$18.21	\$20.01	\$21.95	\$22.98	\$24.09	\$24.61	\$25.23
4	\$39,620	\$43,477	\$47,805	\$50,110	\$52,486	\$53,662	\$54,979
	\$19.05	\$20.90	\$22.98	\$24.09	\$25.23	\$25.80	\$26.43
5	\$41,431	\$45,571	\$50,110	\$52,486	\$54,979	\$56,226	\$57,661
	\$19.92	\$21.91	\$24.09	\$25.23	\$26.43	\$27.03	\$27.72
6	\$43,430	\$47,758	\$52,486	\$54,979	\$57,661	\$58,955	\$60,484
	\$20.88	\$22.96	\$25.23	\$26.43	\$27.72	\$28.34	\$29.08
7	\$45,430	\$49,946	\$54,979	\$57,661	\$60,484	\$61,848	\$63,447
	\$21.84	\$24.01	\$26.43	\$27.72	\$29.08	\$29.73	\$30.50
8	\$47,570	\$52,345	\$57,661	\$60,484	\$63,447	\$64,882	\$66,458
	\$22.87	\$25.17	\$27.72	\$29.08	\$30.50	\$31.19	\$31.95
9	\$49,899	\$54,909	\$60,484	\$63,447	\$66,458	\$67,987	\$69,798
	\$23.99	\$26.40	\$29.08	\$30.50	\$31.95	\$32.69	\$33.56
10	\$52,274	\$57,543	\$63,447	\$66,458	\$69,798	\$71,398	\$73,162
	\$25.13	\$27.67	\$30.50	\$31.95	\$33.56	\$34.33	\$35.17
11	\$54,744	\$60,272	\$66,458	\$69,469	\$73,162	\$74,949	\$76,831
	\$26.32	\$28.98	\$31.95	\$33.40	\$35.17	\$36.03	\$36.94
12	\$57,402	\$63,259	\$69,798	\$73,162	\$76,831	\$78,619	\$80,595
	\$27.60	\$30.41	\$33.56	\$35.17	\$36.94	\$37.80	\$38.75
13	\$60,201	\$66,340	\$73,162	\$76,831	\$80,595	\$82,641	\$84,240
	\$28.94	\$31.89	\$35.17	\$36.94	\$38.75	\$39.73	\$40.50
14	\$63,094	\$69,633	\$76,831	\$80,595	\$84,240	\$86,569	\$88,568
	\$30.33	\$33.48	\$36.94	\$38.75	\$40.50	\$41.62	\$42.58
15	\$66,176	\$73,021	\$80,595	\$84,240	\$88,568	\$90,662	\$92,802
	\$31.82	\$35.11	\$38.75	\$40.50	\$42.58	\$43.59	\$44.62
16	\$69,116	\$76,290	\$84,240	\$88,568	\$92,802	\$95,013	\$97,201
	\$33.23	\$36.68	\$40.50	\$42.58	\$44.62	\$45.68	\$46.73
17	\$72,668	\$80,171	\$88,568	\$92,802	\$97,201	\$99,530	\$101,835
	\$34.94	\$38.54	\$42.58	\$44.62	\$46.73	\$47.85	\$48.96
18	\$76,055	\$83,982	\$92,802	\$97,201	\$101,835	\$104,234	\$106,610
	\$36.56	\$40.38	\$44.62	\$46.73	\$48.96	\$50.11	\$51.25
19	\$79,630	\$88,498	\$97,201	\$101,835	\$106,610	\$109,197	\$111,808
	\$38.28	\$42.55	\$46.73	\$48.96	\$51.25	\$52.50	\$53.75
20	\$83,370	\$92,120	\$101,835	\$106,610	\$111,808	\$114,489	\$117,100
	\$40.08	\$44.29	\$48.96	\$51.25	\$53.75	\$55.04	\$56.30

APPENDIX A

July 1, 2018 - June 30, 2019 AFSCME 37.5 HOUR PAY PLAN

Grade	Hire	1	2	3	4	5	Maximum
1	\$27,858	\$30,469	\$33,395	\$ -	\$ -	\$ -	\$37,015
	\$14.29	\$15.62	\$17.13	\$ -	\$ -	\$ -	\$18.98
2	\$28,363	\$31,037	\$34,005	\$35,373	\$41,583	\$42,131	\$45,225
	\$14.55	\$15.92	\$17.44	\$18.14	\$21.32	\$21.61	\$23.19
3	\$32,742	\$35,800	\$39,336	\$42,031	\$47,462	\$49,840	\$53,314
	\$16.79	\$18.36	\$20.17	\$21.55	\$24.34	\$25.56	\$27.34
4	\$39,331	\$43,225	\$47,562	\$49,940	\$54,992	\$57,350	\$62,339
	\$20.17	\$22.17	\$24.39	\$25.61	\$28.20	\$29.41	\$31.97
5	\$42,615	\$46,888	\$51,645	\$54,340	\$59,792	\$62,486	\$65,728
	\$21.85	\$24.05	\$26.48	\$27.87	\$30.66	\$32.04	\$33.71
6	\$45,351	\$49,940	\$54,992	\$58,424	\$65,202	\$68,549	\$73,306
	\$23.26	\$25.61	\$28.20	\$29.96	\$33.44	\$35.15	\$37.59
7	\$50,824	\$56,003	\$61,792	\$65,202	\$71,959	\$75,306	\$79,432
	\$26.06	\$28.72	\$31.69	\$33.44	\$36.90	\$38.62	\$40.73
8	\$56,424	\$62,234	\$68,738	\$71,959	\$78,716	\$82,127	\$86,274
	\$28.94	\$31.91	\$35.25	\$36.90	\$40.37	\$42.12	\$44.24
9	\$61,813	\$68,191	\$75,306	\$78,716	\$87,747	\$88,905	\$93,094
	\$31.70	\$34.97	\$38.62	\$40.37	\$45.00	\$45.59	\$47.74
10	\$67,307	\$74,317	\$82,127	\$87,747	\$92,273	\$95,683	\$99,935
	\$34.52	\$38.11	\$42.12	\$45.00	\$47.32	\$49.07	\$51.25

APPENDIX A

July 1, 2019 - June 30, 2020 AFSCME 37.5 HOUR PAY PLAN

Grade	Hire	1	2	3	4	5	Maximum
1	\$28,513	\$31,185	\$34,179	\$ -	\$ -	\$ -	\$37,885
	\$14.62	\$15.99	\$17.53	\$ -	\$ -	\$ -	\$19.43
2	\$29,030	\$31,766	\$34,804	\$36,205	\$42,560	\$43,121	\$46,288
	\$14.89	\$16.29	\$17.85	\$18.57	\$21.83	\$22.11	\$23.74
3	\$33,511	\$36,641	\$40,261	\$43,018	\$48,577	\$51,012	\$54,567
	\$17.19	\$18.79	\$20.65	\$22.06	\$24.91	\$26.16	\$27.98
4	\$40,255	\$44,241	\$48,679	\$51,114	\$56,285	\$58,698	\$63,804
	\$20.64	\$22.69	\$24.96	\$26.21	\$28.86	\$30.10	\$32.72
5	\$43,616	\$47,990	\$52,859	\$55,617	\$61,197	\$63,955	\$67,273
	\$22.37	\$24.61	\$27.11	\$28.52	\$31.38	\$32.80	\$34.50
6	\$46,417	\$51,114	\$56,285	\$59,797	\$66,734	\$70,160	\$75,029
	\$23.80	\$26.21	\$28.86	\$30.66	\$34.22	\$35.98	\$38.48
7	\$52,019	\$57,319	\$63,244	\$66,734	\$73,650	\$77,076	\$81,299
	\$26.68	\$29.39	\$32.43	\$34.22	\$37.77	\$39.53	\$41.69
8	\$57,750	\$63,696	\$70,354	\$73,650	\$80,566	\$84,057	\$88,301
	\$29.62	\$32.66	\$36.08	\$37.77	\$41.32	\$43.11	\$45.28
9	\$63,265	\$69,794	\$77,076	\$80,566	\$89,809	\$90,994	\$95,282
	\$32.44	\$35.79	\$39.53	\$41.32	\$46.06	\$46.66	\$48.86
10	\$68,889	\$76,063	\$84,057	\$89,809	\$94,441	\$97,932	\$102,284
	\$35.33	\$39.01	\$43.11	\$46.06	\$48.43	\$50.22	\$52.45

APPENDIX A

July 1, 2020 - June 30, 2021 AFSCME 37.5 HOUR PAY PLAN

Grade	Hire	1	2	3	4	5	Maximum
1	\$29,183	\$31,917	\$34,983	\$ -	\$ -	\$ -	\$38,775
	\$14.97	\$16.37	\$17.94	\$ -	\$ -	\$ -	\$19.88
2	\$29,712	\$32,513	\$35,622	\$37,055	\$43,561	\$44,134	\$47,376
	\$15.24	\$16.67	\$18.27	\$19.00	\$22.34	\$22.63	\$24.30
3	\$34,299	\$37,502	\$41,207	\$44,029	\$49,719	\$52,210	\$55,849
	\$17.59	\$19.23	\$21.13	\$22.58	\$25.50	\$26.77	\$28.64
4	\$41,201	\$45,281	\$49,823	\$52,315	\$57,607	\$60,077	\$65,303
	\$21.13	\$23.22	\$25.55	\$26.83	\$29.54	\$30.81	\$33.49
5	\$44,641	\$49,118	\$54,101	\$56,924	\$62,635	\$65,458	\$68,854
	\$22.89	\$25.19	\$27.74	\$29.19	\$32.12	\$33.57	\$35.31
6	\$47,508	\$52,315	\$57,607	\$61,202	\$68,302	\$71,809	\$76,792
	\$24.36	\$26.83	\$29.54	\$31.39	\$35.03	\$36.82	\$39.38
7	\$53,241	\$58,666	\$64,730	\$68,302	\$75,381	\$78,887	\$83,209
	\$27.30	\$30.09	\$33.19	\$35.03	\$38.66	\$40.45	\$42.67
8	\$59,107	\$65,193	\$72,007	\$75,381	\$82,460	\$86,032	\$90,376
	\$30.31	\$33.43	\$36.93	\$38.66	\$42.29	\$44.12	\$46.35
9	\$64,752	\$71,434	\$78,887	\$82,460	\$91,920	\$93,133	\$97,521
	\$33.21	\$36.63	\$40.45	\$42.29	\$47.14	\$47.76	\$50.01
10	\$70,508	\$77,851	\$86,032	\$91,920	\$96,661	\$100,233	\$104,688
	\$36.16	\$39.92	\$44.12	\$47.14	\$49.57	\$51.40	\$53.69

**TOWN OF FARMINGTON DISCIPLINARY POLICIES,
CONSEQUENCES AND INTERVENTIONS AFTER A POSITIVE DRUG TEST
OR AN ALCOHOL TEST OF .020 OR GREATER**

1. Prohibited Drugs:

- A. On-Duty/On-Call Standby Use of a Prohibited Drug: The admitted or witnessed On-Duty/On-Call Standby use or possession of a prohibited drug is cause for termination. The observations of the witness will be verified before any action is taken.
- B. Positive Drug Test:
1. The following will all be considered positive drug results within the meaning of this policy:
 - a. a positive laboratory drug test result verified and confirmed by the Professional Testing Services Medical Review Officer as having no reasonable medical explanation,
 - b. refusal to provide a urine specimen,
 - c. clear obstruction of the testing procedures including attempts to adulterate or substitute,
 - d. shy bladder with no reasonable medical explanation.
 2. If the positive drug test indicates on-duty/on-call standby use of a prohibited drug, the employee will be terminated.
 3. The following procedure will be followed in response to a positive drug test result that does not involve on-duty/on-call standby use of a prohibited drug:
 - a. The employee will be relieved of duty, suspended without pay and offered an opportunity for Substance Abuse Professional (hereafter SAP) Assessment and Evaluation.
 - b. The SAP will develop and appropriate rehabilitation plan if one is required. A negative return to duty test will be a condition of return to work.
 - c. If the employee declines to be assessed by the Substance Abuse Professional or refuses to follow the treatment recommendations and/or conditions of the SAP Assessment he/she will be terminated from employment.

APPENDIX B

- d. Rehabilitation/Treatment beyond the scope of the Town of Farmington Employee Assistance Program or Medical Plan offerings will be the financial responsibility of the employee. Employees enrolled in a formal treatment program will be granted rehabilitation leave retroactive at full pay up to accumulated sick leave. Employees using up accumulated sick leave will be permitted to use vacation and other accumulated leave time.
- e. To be eligible for continuation of employment on a rehabilitation pay basis in accordance with Section 1.B.2.d above; the employees must have been employed six (6) months and will be monitored by the SAP regarding his/her continued cooperation with the treatment or condition of his/her return to duty program.
- f. Upon return to duty the employee is subject to unannounced follow up drug testing for a period of up to 60 months at intervals scheduled by the SAP and MRO, beyond the random drug testing also required by regulation.

C. Post - SAP Intervention/Return to Duty:

- 1. Termination of employment will be the consequence if an employee at any time following return to duty:
 - a. fails any type of drug test at any time within a five (5) year period following return to duty,
 - b. refuses to provide a urine specimen,
 - c. clearly obstructs the testing procedures including attempts to adulterate or substitute,
 - d. or shy bladder with no reasonable medical explanation.

II. Alcohol:

- A. On-Duty/On-Call Standby Use of Alcohol: The admitted or witnessed On-Duty/On-Call Standby use or possession of alcohol on the Town/s time or premises shall result in disciplinary action of at least suspension and up to termination of employment. Over the counter medicine with alcohol content is included in the definition of alcohol. The observations of the witness will be verified before any action is taken.
- B. Refusal to Submit: An employee who refuses to provide adequate breath for alcohol testing with no reasonable medical explanation or who engages in conduct that clearly obstructs the testing procedure will be considered to be .040.

APPENDIX B

C. Alcohol Test of .040 or Greater:

1. The following procedures will be followed in response to a confirmation alcohol test of .040 or greater:
 - a. The employee will be removed from his/her safety sensitive position without pay and offered an opportunity for SAP assessment and evaluation.
 - b. The SAP will develop and appropriate rehabilitation plan if one is required. A negative return to duty will be a condition of return to work.
 - c. If the employee declines to be assessed by the Substance Abuse Professional or refuses to follow the treatment recommendations and/or conditions of the SAP Assessment he/she will be terminated from employment.
 - d. Rehabilitation/Treatment beyond the scope of the Town of Farmington Employee Assistance Program or Medical Plan offerings will be the financial responsibility of the employee. Employees enrolled in a formal treatment program will be granted rehabilitation leave retroactive at full pay up to accumulated sick leave. Employees using up accumulated sick leave will be permitted to use vacation and other accumulated leave time. After exhausting paid leave, the employee shall be placed on leave of absence without pay.
 - e. To be eligible for continuation of employment on a rehabilitation basis in accordance with the above; the employee must have been employed for at least six (6) months and will be monitored by the SAP regarding his/her continued cooperation with the treatment program as a condition of his/her return to duty.
 - f. Upon return to duty the employee is subject to unannounced follow up alcohol testing for the period and at intervals scheduled by the SAP and MRO beyond the random alcohol testing also required by regulation.

D. Return to Duty:

If at any time within a five (5) year period following return to duty the employee's alcohol confirmation test results indicate an alcohol concentration of .040 or greater, or at any time if there is a refusal to submit, the employee will be immediately removed from the safety sensitive position and terminated from employment.

APPENDIX B

E. Alcohol Test of .020 to .039:

1. The following procedures will be followed in response to a confirmation alcohol of .020 through .039:
 - a. An alcohol confirmation test result indicating an alcohol concentration of .020 through .039 will result in removal from the safety sensitive position for 24 hours.
 - b. An alcohol test of less than .020 will be required just prior to return to duty.
2. A second alcohol confirmation test result at any time over the next two year period which indicates an alcohol concentration of .020 through .039 will result in removal from the safety sensitive position for 24 hours and referral to the Employee Assistance Program for a minimum of one session in addition to disciplinary action of suspension being taken. At the employee's election, the session may take place during business hours and will be considered on-duty time. The employee must cooperate by participating in the session as soon as it is scheduled. An alcohol test of less than .020 will be required just prior to return to duty.
3. A third alcohol confirmation test result at any time over the next two year period which indicates an alcohol concentration of .020 through .039 will subject to the same consequences as if the result was .040 or greater and the following procedures will be followed:
 - a. The employee will be removed from his/her safety sensitive duty without pay and offered an opportunity for SAP assessment and evaluation.
 - b. The SAP will develop an appropriate rehabilitation plan if one is required. A negative return to duty test will be a condition of return to work.
 - c. If the employee declines to be assessed by the Substance Abuse Professional or refuses to follow the treatment recommendation and/or conditions of the SAP Assessment he/she will be terminated from employment.
 - d. Rehabilitation/Treatment beyond the scope of the Town of Farmington EAP or Medical Plan Offering will be the financial responsibility of the employee. Employees enrolled in a formal treatment program will be granted rehabilitation leave retroactive at full pay up to accumulated sick leave. Employees using up accumulated sick leave will be permitted to use vacation and other accumulated

APPENDIX B

leave time. After exhausting paid leave, the employee shall be placed on leave of absence without pay.

- e. To be eligible for continuation of employment on a rehabilitation basis in accordance with Section II.B above; the employee must have been employed for at least six (6) months and will be monitored by the SAP regarding his/her continued cooperation with the treatment program as a condition of his/her return to duty.
 - f. Upon return to duty the employee is subject to unannounced follow up alcohol testing for the period and at intervals scheduled by the SAP and MRO beyond the random alcohol testing also required by regulation.
 - g. If at any time following return to duty after a third positive alcohol confirmation test, the employee refuses to submit to any alcohol test as set forth in II.B, the employee will be terminated from employment.
 - h. A fourth alcohol confirmation test of .020 or greater at any time will result in termination of employment.
4. For call-backs, an employee who test positive for alcohol in the range of .020 to .039 will be sent home without pay for the remainder of the day and shall be required to comply with all other policy requirements provided that such employee shall not be disciplined further on account of such positive testing.

APPENDIX C

PUBLIC WORKS JOB DESCRIPTIONS AND RATES OF PAY

Effective July 1, 2003, new job descriptions for Public Works (formerly Highway, Grounds and Westwoods) will be implemented. These job description shall be as proposed by the Town, with the following modifications:

- All references to employees being “on-call” shall be deleted
- The Crew Leader job description shall not require a Supervisory Pesticide Applicator license

The new titles and pay grades shall be as follows:

- C-7 Public Works Foreman
Building Maintenance Foreman
- C-6 Chief Mechanic
Westwoods Forman (added 2014)
Grounds Foreman (added 2013)
Highway Foreman (added 2013)
- C-5 Crew Leader
- C-4 Public Works Maintainer III
Mechanic
- C-4 Building Maintenance Maintainer
- C-3 Public Works Maintainer II
- C-2 Public Works Maintainer I

Each pay grade will have 8 steps. The rates of pay for the new grades shall be as follows:

On 7/1/03 each employee will be placed on the step of the pay grade for his classification, which is closest to but not less than his/her current rate of pay. An employee who is over the maximum for the new grade will be red-circled at his rate of pay as of 6/30/03. On July 1 of each year of the contract the red-circled employees shall receive the same general wage increases as other bargaining unit employees and therefore will remain above the maximum for the grade.

Employees in the existing Highway Maintainer II and Parks Maintainer jobs will be cross-trained. For example, Highway Maintainers II will be trained in athletic field maintenance and pesticides; Parks Maintainers will be trained in operation of highway light equipment. Those who do not successfully complete training will be classified as Public Works Maintainer I. Cross-training will include both hands-on or practical training and study of written material. Training will be done on Town time. All Maintainer IIs will be given a fair and reasonable opportunity for the cross training, and will be given a reasonable number of chances to pass any testing, particularly DMV testing.

APPENDIX C

Until the cross-training has been completed, there shall be no change in the procedure and groupings for distribution of overtime. (For example, former highway employees shall continue to be in the rotation for highway overtime.) Upon completion of the cross-training, the Town and the Union shall discuss any changes in overtime distribution that may be appropriate.

July 1, 2018 - June 30, 2019

HIGHWAY & GROUNDS PAY PLAN

Grade	1	2	3	4	5	6	7	8
C7	\$66,742	\$69,863	\$73,119	\$76,577	\$80,147	\$83,942	\$87,916	\$92,093
	\$32.09	\$33.59	\$35.15	\$36.82	\$38.53	\$40.36	\$42.27	\$44.28
C6	\$62,296	\$65,193	\$68,246	\$71,412	\$74,758	\$78,283	\$81,966	\$85,850
	\$29.95	\$31.34	\$32.81	\$34.33	\$35.94	\$37.64	\$39.41	\$41.27
C5	\$58,816	\$61,555	\$64,407	\$67,393	\$70,537	\$73,860	\$77,318	\$80,955
	\$28.28	\$29.59	\$30.96	\$32.40	\$33.91	\$35.51	\$37.17	\$38.92
C4	\$55,964	\$58,546	\$61,263	\$64,115	\$67,079	\$70,222	\$73,501	\$76,936
	\$26.91	\$28.15	\$29.45	\$30.82	\$32.25	\$33.76	\$35.34	\$36.99
C3	\$53,427	\$55,874	\$58,412	\$61,129	\$63,958	\$66,944	\$70,065	\$73,343
	\$25.69	\$26.86	\$28.08	\$29.39	\$30.75	\$32.18	\$33.69	\$35.26
C2	\$50,440	\$52,753	\$55,156	\$57,693	\$60,343	\$63,127	\$66,091	\$69,167
	\$24.25	\$25.36	\$26.52	\$27.74	\$29.01	\$30.35	\$31.77	\$33.25

July 1, 2019 - June 30, 2020

HIGHWAY & GROUNDS PAY PLAN

Grade	1	2	3	4	5	6	7	8
C7	\$68,310	\$71,505	\$74,837	\$78,376	\$82,030	\$85,914	\$89,982	\$94,257
	\$32.84	\$34.38	\$35.98	\$37.68	\$39.44	\$41.30	\$43.26	\$45.32
C6	\$63,760	\$66,725	\$69,850	\$73,091	\$76,515	\$80,123	\$83,892	\$87,868
	\$30.65	\$32.08	\$33.58	\$35.14	\$36.79	\$38.52	\$40.33	\$42.24
C5	\$60,198	\$63,002	\$65,920	\$68,977	\$72,194	\$75,596	\$79,135	\$82,858
	\$28.94	\$30.29	\$31.69	\$33.16	\$34.71	\$36.34	\$38.05	\$39.84
C4	\$57,279	\$59,922	\$62,703	\$65,622	\$68,655	\$71,873	\$75,228	\$78,744
	\$27.54	\$28.81	\$30.15	\$31.55	\$33.01	\$34.55	\$36.17	\$37.86
C3	\$54,682	\$57,187	\$59,784	\$62,565	\$65,461	\$68,517	\$71,712	\$75,067
	\$26.29	\$27.49	\$28.74	\$30.08	\$31.47	\$32.94	\$34.48	\$36.09
C2	\$51,626	\$53,993	\$56,452	\$59,049	\$61,761	\$64,610	\$67,644	\$70,792
	\$24.82	\$25.96	\$27.14	\$28.39	\$29.69	\$31.06	\$32.52	\$34.03

APPENDIX C

July 1, 2020 - June 30, 2021 HIGHWAY & GROUNDS PAY PLAN

Grade	1	2	3	4	5	6	7	8
C7	\$69,916	\$73,185	\$76,596	\$80,218	\$83,958	\$87,933	\$92,097	\$96,472
	\$33.61	\$35.19	\$36.82	\$38.57	\$40.36	\$42.28	\$44.28	\$46.38
C6	\$65,258	\$68,293	\$71,492	\$74,808	\$78,313	\$82,006	\$85,863	\$89,933
	\$31.37	\$32.83	\$34.37	\$35.97	\$37.65	\$39.43	\$41.28	\$43.24
C5	\$61,613	\$64,482	\$67,470	\$70,598	\$73,891	\$77,372	\$80,994	\$84,805
	\$29.62	\$31.00	\$32.44	\$33.94	\$35.52	\$37.20	\$38.94	\$40.77
C4	\$58,625	\$61,330	\$64,176	\$67,164	\$70,269	\$73,562	\$76,996	\$80,595
	\$28.19	\$29.49	\$30.85	\$32.29	\$33.78	\$35.37	\$37.02	\$38.75
C3	\$55,967	\$58,531	\$61,189	\$64,035	\$66,999	\$70,127	\$73,397	\$76,831
	\$26.91	\$28.14	\$29.42	\$30.79	\$32.21	\$33.72	\$35.29	\$36.94
C2	\$52,839	\$55,262	\$57,779	\$60,437	\$63,212	\$66,129	\$69,234	\$72,456
	\$25.40	\$26.57	\$27.78	\$29.06	\$30.39	\$31.79	\$33.29	\$34.83

APPENDIX D

**WAGE SCALES FOR EMPLOYEES
HIRED ON OR AFTER JULY 1, 2011**

Hired on or after July 1, 2011

July 1, 2018 - June 30, 2019

AFSCME 40 HOUR PAY PLAN

Grade	1	2	3	4	5	6
1	\$39,906	\$40,615	\$41,337	\$42,075	\$42,827	\$43,594
2	\$41,755	\$42,501	\$43,261	\$44,037	\$44,828	\$45,635
3	\$43,725	\$44,510	\$45,310	\$46,127	\$46,961	\$47,810
4	\$45,805	\$46,632	\$47,475	\$48,335	\$49,212	\$50,107
5	\$47,946	\$48,815	\$49,701	\$50,606	\$51,529	\$52,470
6	\$50,275	\$51,190	\$52,125	\$53,078	\$54,050	\$55,041
7	\$52,717	\$53,681	\$54,665	\$55,669	\$56,692	\$57,737
8	\$55,278	\$56,295	\$57,331	\$58,388	\$59,467	\$60,566
9	\$57,891	\$58,959	\$60,049	\$61,160	\$62,294	\$63,450
10	\$60,764	\$61,889	\$63,038	\$64,209	\$65,404	\$66,622
11	\$63,703	\$64,887	\$66,096	\$67,328	\$68,585	\$69,867
12	\$66,833	\$68,080	\$69,353	\$70,651	\$71,974	\$73,323
13	\$70,111	\$71,423	\$72,762	\$74,129	\$75,521	\$76,942
14	\$73,263	\$74,639	\$76,043	\$77,473	\$78,934	\$80,422
15	\$77,008	\$78,459	\$79,939	\$81,448	\$82,987	\$84,557
16	\$80,648	\$82,171	\$83,726	\$85,310	\$86,926	\$88,576
17	\$84,456	\$86,055	\$87,687	\$89,351	\$91,049	\$92,781
18	\$88,447	\$90,127	\$91,839	\$93,587	\$95,369	\$97,187
19	\$92,610	\$94,373	\$96,171	\$98,004	\$99,875	\$101,784
20	\$97,083	\$98,935	\$100,824	\$102,751	\$104,717	\$106,722

APPENDIX D

Hired on or after July 1, 2011

July 1, 2019 - June 30, 2020

AFSCME 40 HOUR PAY PLAN

Grade	1	2	3	4	5	6
1	\$40,844	\$41,570	\$42,309	\$43,063	\$43,833	\$44,618
2	\$42,736	\$43,500	\$44,278	\$45,072	\$45,882	\$46,707
3	\$44,753	\$45,556	\$46,375	\$47,211	\$48,064	\$48,934
4	\$46,882	\$47,728	\$48,591	\$49,471	\$50,369	\$51,285
5	\$49,073	\$49,962	\$50,869	\$51,795	\$52,740	\$53,703
6	\$51,456	\$52,393	\$53,350	\$54,325	\$55,320	\$56,334
7	\$53,955	\$54,942	\$55,950	\$56,977	\$58,025	\$59,094
8	\$56,577	\$57,618	\$58,679	\$59,760	\$60,864	\$61,989
9	\$59,251	\$60,345	\$61,460	\$62,598	\$63,758	\$64,941
10	\$62,192	\$63,344	\$64,519	\$65,718	\$66,941	\$68,187
11	\$65,200	\$66,412	\$67,649	\$68,910	\$70,197	\$71,509
12	\$68,404	\$69,680	\$70,983	\$72,311	\$73,665	\$75,047
13	\$71,758	\$73,102	\$74,472	\$75,871	\$77,296	\$78,750
14	\$74,985	\$76,393	\$77,830	\$79,294	\$80,789	\$82,312
15	\$78,817	\$80,302	\$81,817	\$83,362	\$84,937	\$86,544
16	\$82,543	\$84,102	\$85,693	\$87,315	\$88,969	\$90,657
17	\$86,441	\$88,078	\$89,748	\$91,451	\$93,189	\$94,961
18	\$90,526	\$92,245	\$93,998	\$95,786	\$97,610	\$99,471
19	\$94,786	\$96,591	\$98,431	\$100,308	\$102,222	\$104,176
20	\$99,364	\$101,260	\$103,193	\$105,166	\$107,178	\$109,229

APPENDIX D

Hired on or after July 1, 2011

July 1, 2020 - June 30, 2021

AFSCME 40 HOUR PAY PLAN

Grade	1	2	3	4	5	6
1	\$41,803	\$42,546	\$43,303	\$44,075	\$44,864	\$45,666
2	\$43,741	\$44,522	\$45,318	\$46,131	\$46,960	\$47,805
3	\$45,804	\$46,627	\$47,465	\$48,321	\$49,194	\$50,084
4	\$47,984	\$48,850	\$49,733	\$50,633	\$51,553	\$52,490
5	\$50,226	\$51,136	\$52,065	\$53,012	\$53,979	\$54,965
6	\$52,665	\$53,624	\$54,604	\$55,602	\$56,620	\$57,658
7	\$55,223	\$56,233	\$57,264	\$58,316	\$59,388	\$60,483
8	\$57,907	\$58,972	\$60,058	\$61,165	\$62,295	\$63,446
9	\$60,643	\$61,763	\$62,904	\$64,069	\$65,256	\$66,467
10	\$63,654	\$64,832	\$66,035	\$67,262	\$68,514	\$69,790
11	\$66,732	\$67,973	\$69,239	\$70,529	\$71,847	\$73,189
12	\$70,011	\$71,318	\$72,651	\$74,010	\$75,397	\$76,810
13	\$73,445	\$74,820	\$76,222	\$77,654	\$79,113	\$80,601
14	\$76,747	\$78,189	\$79,659	\$81,157	\$82,687	\$84,247
15	\$80,670	\$82,190	\$83,740	\$85,321	\$86,933	\$88,578
16	\$84,483	\$86,079	\$87,707	\$89,367	\$91,060	\$92,788
17	\$88,473	\$90,147	\$91,857	\$93,600	\$95,379	\$97,193
18	\$92,653	\$94,413	\$96,206	\$98,037	\$99,904	\$101,809
19	\$97,014	\$98,861	\$100,745	\$102,665	\$104,625	\$106,624
20	\$101,699	\$103,640	\$105,619	\$107,637	\$109,696	\$111,796

APPENDIX D

Hired on or after July 1, 2011

July 1, 2018 - June 30, 2019

AFSCME 37.5 HOUR PAY PLAN

Grade	1	2	3	4	5	6
1	\$31,872	\$32,425	\$32,989	\$33,566	\$34,153	\$34,752
2	\$38,074	\$38,752	\$39,443	\$40,147	\$40,866	\$41,599
3	\$43,473	\$44,259	\$45,060	\$45,878	\$46,712	\$47,562
4	\$50,224	\$51,143	\$52,083	\$53,040	\$54,017	\$55,013
5	\$54,527	\$55,534	\$56,560	\$57,608	\$58,676	\$59,766
6	\$59,436	\$60,541	\$61,668	\$62,817	\$63,990	\$65,186
7	\$65,567	\$66,794	\$68,046	\$69,324	\$70,625	\$71,954
8	\$71,710	\$73,060	\$74,437	\$75,842	\$77,275	\$78,737
9	\$79,884	\$81,399	\$82,943	\$84,518	\$86,124	\$87,763
10	\$83,979	\$85,575	\$87,201	\$88,862	\$90,556	\$92,283

Hired on or after July 1, 2011

July 1, 2019 - June 30, 2020

AFSCME 37.5 HOUR PAY PLAN

Grade	1	2	3	4	5	6
1	\$32,621	\$33,187	\$33,764	\$34,354	\$34,955	\$35,569
2	\$38,968	\$39,662	\$40,369	\$41,091	\$41,827	\$42,577
3	\$44,495	\$45,299	\$46,119	\$46,956	\$47,810	\$48,679
4	\$51,404	\$52,345	\$53,307	\$54,287	\$55,286	\$56,306
5	\$55,808	\$56,839	\$57,890	\$58,961	\$60,055	\$61,170
6	\$60,833	\$61,963	\$63,117	\$64,294	\$65,493	\$66,718
7	\$67,108	\$68,364	\$69,646	\$70,953	\$72,285	\$73,645
8	\$73,396	\$74,777	\$76,187	\$77,624	\$79,091	\$80,587
9	\$81,762	\$83,312	\$84,892	\$86,504	\$88,148	\$89,825
10	\$85,953	\$87,586	\$89,251	\$90,950	\$92,684	\$94,451

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Hired on or after July 1, 2011

July 1, 2020 - June 30, 2021

AFSCME 37.5 HOUR PAY PLAN

Grade	1	2	3	4	5	6
1	\$33,387	\$33,966	\$34,558	\$35,162	\$35,777	\$36,405
2	\$39,884	\$40,594	\$41,318	\$42,057	\$42,810	\$43,578
3	\$45,541	\$46,364	\$47,203	\$48,059	\$48,933	\$49,823
4	\$52,612	\$53,575	\$54,559	\$55,562	\$56,586	\$57,630
5	\$57,119	\$58,175	\$59,250	\$60,347	\$61,466	\$62,608
6	\$62,263	\$63,419	\$64,600	\$65,804	\$67,033	\$68,286
7	\$68,685	\$69,970	\$71,282	\$72,620	\$73,984	\$75,376
8	\$75,120	\$76,534	\$77,977	\$79,448	\$80,950	\$82,481
9	\$83,683	\$85,270	\$86,887	\$88,537	\$90,219	\$91,936
10	\$87,972	\$89,644	\$91,348	\$93,087	\$94,862	\$96,671

APPENDIX D

Hired on or after July 1, 2011

July 1, 2018 - June 30, 2019

HIGHWAY & GROUNDS 40 HOUR PAY PLAN

Grade	1	2	3	4	5	6	7	8
c7	\$73,659	\$75,042	\$76,454	\$77,893	\$79,361	\$80,860	\$82,387	\$83,945
c6	\$68,723	\$70,008	\$71,319	\$72,655	\$74,019	\$75,409	\$76,829	\$78,275
c5	\$64,873	\$66,081	\$67,313	\$68,569	\$69,851	\$71,159	\$72,492	\$73,852
c4	\$61,708	\$62,852	\$64,019	\$65,211	\$66,425	\$67,664	\$68,928	\$70,217
c3	\$58,849	\$59,937	\$61,046	\$62,177	\$63,331	\$64,509	\$65,710	\$66,934
c2	\$55,544	\$56,565	\$57,607	\$58,669	\$59,753	\$60,858	\$61,986	\$63,136

Hired on or after July 1, 2011

July 1, 2019 - June 30, 2020

HIGHWAY & GROUNDS 40 HOUR PAY PLAN

Grade	1	2	3	4	5	6	7	8
c7	\$75,390	\$76,805	\$78,251	\$79,723	\$81,226	\$82,760	\$84,323	\$85,917
c6	\$70,337	\$71,653	\$72,995	\$74,363	\$75,758	\$77,181	\$78,634	\$80,115
c5	\$66,397	\$67,634	\$68,895	\$70,181	\$71,492	\$72,831	\$74,196	\$75,588
c4	\$63,158	\$64,329	\$65,523	\$66,743	\$67,986	\$69,254	\$70,547	\$71,867
c3	\$60,232	\$61,346	\$62,481	\$63,639	\$64,820	\$66,025	\$67,254	\$68,507
c2	\$56,849	\$57,894	\$58,960	\$60,048	\$61,157	\$62,288	\$63,443	\$64,620

Hired on or after July 1, 2011

July 1, 2020 - June 30, 2021

HIGHWAY & GROUNDS 40 HOUR PAY PLAN

Grade	1	2	3	4	5	6	7	8
c7	\$77,162	\$78,610	\$80,090	\$81,597	\$83,135	\$84,705	\$86,305	\$87,937
c6	\$71,990	\$73,337	\$74,710	\$76,110	\$77,538	\$78,995	\$80,482	\$81,997
c5	\$67,958	\$69,223	\$70,514	\$71,830	\$73,172	\$74,543	\$75,939	\$77,364
c4	\$64,642	\$65,841	\$67,063	\$68,312	\$69,584	\$70,881	\$72,205	\$73,556
c3	\$61,648	\$62,788	\$63,949	\$65,134	\$66,343	\$67,577	\$68,834	\$70,117
c2	\$58,185	\$59,255	\$60,346	\$61,459	\$62,594	\$63,752	\$64,934	\$66,138

