

2021 DEC 23 AM 8:08



ORDER NO. 2021-135-001
REQUEST OF THE FINANCE SUBCOMMITTEE

UPON THE REQUEST OF THE FINANCE SUBCOMMITTEE, THE CITY OF FRAMINGHAM, THROUGH THE FRAMINGHAM CITY COUNCIL, IT IS SO ORDERED:

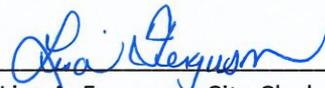
That the City Council approve funding of a Collective Bargaining Agreement between the City of Framingham and the LIUNA Department of Public Works, Local 1116 Union as prescribed in the Memorandum of Agreement. The agreement is for 3 years effective July 1, 2019 to June 30, 2022 for the fiscal years FY2020, FY2021 and FY2022. Said agreement to be funded from the existing FY2022 Public Works Division Enterprise and Operating budgets without further appropriation; and further accept the new salary schedules as attached.

YEAS: Bryant, Cannon, Case, King, Leombruno, Long, Ottaviani, Shepard, Stefanini, Steiner, Stewart-Morales
NAYS: None
ABSENT: All members were present in person or via teleconferencing
PASSED IN COUNCIL: DECEMBER 21, 2021

A True Record, Attest:

12/22/2021

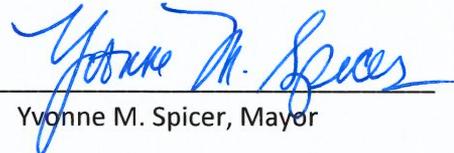
Date Approved



Lisa A. Ferguson, City Clerk
Emily L. Butler, Assistant City Clerk

12/23/2021

Date Approved



Yvonne M. Spicer, Mayor

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TRAIN DATABASE Nov 8 2021
SALARY TABLES

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2019	PWSF PUBLIC WOR	PW10	PW SUPERS 10	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
NO Change per contract No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	23.4532	187.6260	938.13	48,782.76
02	0.0000	24.2038	193.6300	968.15	50,343.80
03	0.0000	24.9056	199.2440	996.22	51,803.44
04	0.0000	25.5780	204.6240	1,023.12	53,202.24
05	0.0000	26.2432	209.9460	1,049.73	54,585.96
06	0.0000	26.8992	215.1940	1,075.97	55,950.44
07	0.0000	27.5584	220.4680	1,102.34	57,321.68
08	0.0000	28.1646	225.3160	1,126.58	58,582.16
09	0.0000	28.7278	229.8220	1,149.11	59,753.72
10	0.0000	29.3024	234.4200	1,172.10	60,949.20

07/01/2019	PWSF PUBLIC WOR	PW11	PW SUPERS 11	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
NO Change per contract No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	24.6501	197.2000	986.00	51,272.00
02	0.0000	25.3896	203.1160	1,015.58	52,810.16
03	0.0000	26.1259	209.0080	1,045.04	54,342.08
04	0.0000	26.8574	214.8600	1,074.30	55,863.60
05	0.0000	27.5826	220.6600	1,103.30	57,371.60
06	0.0000	28.2997	226.3980	1,131.99	58,863.48
07	0.0000	29.0073	232.0580	1,160.29	60,335.08
08	0.0000	29.7034	237.6280	1,188.14	61,783.28
09	0.0000	30.3272	242.6180	1,213.09	63,080.68
10	0.0000	30.9337	247.4700	1,237.35	64,342.20

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TRAIN DATABASE Nov 8 2021
SALARY TABLES

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2019	PWSF PUBLIC WOR	PW12	PW SUPERS 12	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
NO Change per contract No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	25.8826	207.0600	1,035.30	53,835.60
02	0.0000	26.6591	213.2720	1,066.36	55,450.72
03	0.0000	27.4322	219.4580	1,097.29	57,059.08
04	0.0000	28.2002	225.6020	1,128.01	58,656.52
05	0.0000	28.9616	231.6920	1,158.46	60,239.92
06	0.0000	29.7147	237.7180	1,188.59	61,806.68
07	0.0000	30.4576	243.6600	1,218.30	63,351.60
08	0.0000	31.1885	249.5080	1,247.54	64,872.08
09	0.0000	31.8436	254.7480	1,273.74	66,234.48
10	0.0000	32.4804	259.8440	1,299.22	67,559.44

07/01/2019	PWSF PUBLIC WOR	PW13	PW SUPERS 13	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
NO Change per contract No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	27.1767	217.4140	1,087.07	56,527.64
02	0.0000	27.9920	223.9360	1,119.68	58,223.36
03	0.0000	28.8039	230.4320	1,152.16	59,912.32
04	0.0000	29.6104	236.8840	1,184.42	61,589.84
05	0.0000	30.4098	243.2780	1,216.39	63,252.28
06	0.0000	31.2005	249.6040	1,248.02	64,897.04
07	0.0000	31.9804	255.8440	1,279.22	66,519.44
08	0.0000	32.7479	261.9840	1,309.92	68,115.84
09	0.0000	33.4357	267.4860	1,337.43	69,546.36
10	0.0000	34.1044	272.8360	1,364.18	70,937.36

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TRAIN DATABASE Nov 8 2021
SALARY TABLES

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2019	PWSF PUBLIC WOR	PW14	PW SUPERS 14	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
NO Change per contract No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	28.6035	228.8280	1,144.14	59,495.28
02	0.0000	29.4759	235.8080	1,179.04	61,310.08
03	0.0000	30.3307	242.6460	1,213.23	63,087.96
04	0.0000	31.2104	249.6840	1,248.42	64,917.84
05	0.0000	31.9937	255.9500	1,279.75	66,547.00
06	0.0000	32.6655	261.3240	1,306.62	67,944.24
07	0.0000	33.3189	266.5520	1,332.76	69,303.52
08	0.0000	33.9853	271.8820	1,359.41	70,689.32
09	0.0000	34.6990	277.5920	1,387.96	72,173.92
10	0.0000	35.3930	283.1440	1,415.72	73,617.44

07/01/2019	PWSF PUBLIC WOR	PW15	PW SUPERS 15	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
NO Change per contract No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	30.0337	240.2700	1,201.35	62,470.20
02	0.0000	30.9348	247.4780	1,237.39	64,344.28
03	0.0000	31.8627	254.9020	1,274.51	66,274.52
04	0.0000	32.7867	262.2940	1,311.47	68,196.44
05	0.0000	33.7048	269.6380	1,348.19	70,105.88
06	0.0000	34.4125	275.3000	1,376.50	71,578.00
07	0.0000	35.3245	282.5960	1,412.98	73,474.96
08	0.0000	36.2060	289.6480	1,448.24	75,308.48
09	0.0000	37.0767	296.6140	1,483.07	77,119.64
10	0.0000	37.9665	303.7320	1,518.66	78,970.32

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SALARY TABLES

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2019	PWSF PUBLIC WOR	PW16	PW SUPERS 16	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
NO Change per contract No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	31.5353	252.2820	1,261.41	65,593.32
02	0.0000	32.4499	259.6000	1,298.00	67,496.00
03	0.0000	33.3909	267.1280	1,335.64	69,453.28
04	0.0000	34.3259	274.6080	1,373.04	71,398.08
05	0.0000	35.2527	282.0220	1,410.11	73,325.72
06	0.0000	36.0635	288.5080	1,442.54	75,012.08
07	0.0000	36.8569	294.8560	1,474.28	76,662.56
08	0.0000	37.6967	301.5740	1,507.87	78,409.24
09	0.0000	38.4287	307.4300	1,537.15	79,931.80
10	0.0000	39.1972	313.5780	1,567.89	81,530.28

07/01/2019	PWSF PUBLIC WOR	PW17	PW SUPERS 17	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
NO Change per contract No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	33.1121	264.8960	1,324.48	68,872.96
02	0.0000	34.1055	272.8440	1,364.22	70,939.44
03	0.0000	35.0946	280.7560	1,403.78	72,996.56
04	0.0000	36.0773	288.6180	1,443.09	75,040.68
05	0.0000	37.0513	296.4100	1,482.05	77,066.60
06	0.0000	38.0147	304.1180	1,520.59	79,070.68
07	0.0000	38.9651	311.7200	1,558.60	81,047.20
08	0.0000	39.9002	319.2020	1,596.01	82,992.52
09	0.0000	40.7381	325.9040	1,629.52	84,735.04
10	0.0000	41.5528	332.4220	1,662.11	86,429.72

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2019	PWSF PUBLIC WOR	PW18	PW SUPERS 18	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
NO Change per contract No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	34.7677	278.1420	1,390.71	72,316.92
02	0.0000	35.8109	286.4880	1,432.44	74,486.88
03	0.0000	36.8492	294.7940	1,473.97	76,646.44
04	0.0000	37.8811	303.0480	1,515.24	78,792.48
05	0.0000	38.9039	311.2320	1,556.16	80,920.32
06	0.0000	39.9154	319.3240	1,596.62	83,024.24
07	0.0000	40.9133	327.3060	1,636.53	85,099.56
08	0.0000	41.8952	335.1620	1,675.81	87,142.12
09	0.0000	42.7750	342.2000	1,711.00	88,972.00
10	0.0000	43.6305	349.0440	1,745.22	90,751.44

07/01/2019	PWSF PUBLIC WOR	PW19	PW SUPERS 19	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
NO Change per contract No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	37.7625	302.1000	1,510.50	78,546.00
02	0.0000	38.8010	310.4080	1,552.04	80,706.08
03	0.0000	39.9067	319.2540	1,596.27	83,006.04
04	0.0000	40.7048	325.6380	1,628.19	84,665.88
05	0.0000	41.5190	332.1520	1,660.76	86,359.52
06	0.0000	42.5363	340.2900	1,701.45	88,475.40
07	0.0000	43.3869	347.0960	1,735.48	90,244.96
08	0.0000	44.2547	354.0380	1,770.19	92,049.88
09	0.0000	45.2283	361.8260	1,809.13	94,074.76
10	0.0000	46.1328	369.0620	1,845.31	95,956.12

** END OF REPORT - Generated by Dawn M. Divito **

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TRAIN DATABASE Nov 8 2021
SALARY TABLES

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2020	PWSF PUBLIC WOR	PW10	PW SUPERS 10	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	23.9223	191.3780	956.89	49,758.28
02	0.0000	24.6879	197.5040	987.52	51,351.04
03	0.0000	25.4037	203.2300	1,016.15	52,839.80
04	0.0000	26.0896	208.7160	1,043.58	54,266.16
05	0.0000	26.7681	214.1440	1,070.72	55,677.44
06	0.0000	27.4372	219.4980	1,097.49	57,069.48
07	0.0000	28.1096	224.8760	1,124.38	58,467.76
08	0.0000	28.7279	229.8240	1,149.12	59,754.24
09	0.0000	29.3024	234.4200	1,172.10	60,949.20
10	0.0000	29.8884	239.1080	1,195.54	62,168.08

07/01/2020	PWSF PUBLIC WOR	PW11	PW SUPERS 11	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	25.1431	201.1440	1,005.72	52,297.44
02	0.0000	25.8974	207.1800	1,035.90	53,866.80
03	0.0000	26.6484	213.1880	1,065.94	55,428.88
04	0.0000	27.3945	219.1560	1,095.78	56,980.56
05	0.0000	28.1343	225.0740	1,125.37	58,519.24
06	0.0000	28.8657	230.9260	1,154.63	60,040.76
07	0.0000	29.5874	236.7000	1,183.50	61,542.00
08	0.0000	30.2975	242.3800	1,211.90	63,018.80
09	0.0000	30.9337	247.4700	1,237.35	64,342.20
10	0.0000	31.5524	252.4200	1,262.10	65,629.20

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TRAIN DATABASE Nov 8 2021
SALARY TABLES

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2020	PWSF PUBLIC WOR	PW12	PW SUPERS 12	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	26.4003	211.2020	1,056.01	54,912.52
02	0.0000	27.1923	217.5380	1,087.69	56,559.88
03	0.0000	27.9808	223.8460	1,119.23	58,199.96
04	0.0000	28.7642	230.1140	1,150.57	59,829.64
05	0.0000	29.5408	236.3260	1,181.63	61,444.76
06	0.0000	30.3090	242.4720	1,212.36	63,042.72
07	0.0000	31.0668	248.5340	1,242.67	64,618.84
08	0.0000	31.8123	254.4980	1,272.49	66,169.48
09	0.0000	32.4805	259.8440	1,299.22	67,559.44
10	0.0000	33.1300	265.0400	1,325.20	68,910.40

07/01/2020	PWSF PUBLIC WOR	PW13	PW SUPERS 13	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	27.7202	221.7620	1,108.81	57,658.12
02	0.0000	28.5518	228.4140	1,142.07	59,387.64
03	0.0000	29.3800	235.0400	1,175.20	61,110.40
04	0.0000	30.2026	241.6200	1,208.10	62,821.20
05	0.0000	31.0180	248.1440	1,240.72	64,517.44
06	0.0000	31.8245	254.5960	1,272.98	66,194.96
07	0.0000	32.6200	260.9600	1,304.80	67,849.60
08	0.0000	33.4029	267.2240	1,336.12	69,478.24
09	0.0000	34.1044	272.8360	1,366.18	70,937.36
10	0.0000	34.7865	278.2920	1,391.46	72,355.92

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TRAIN DATABASE Nov 8 2021
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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2020	PWSF PUBLIC WOR	PW14	PW SUPERS 14	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	29.1756	233.4040	1,167.02	60,685.04
02	0.0000	30.0654	240.5240	1,202.62	62,536.24
03	0.0000	30.9373	247.4980	1,237.49	64,349.48
04	0.0000	31.8346	254.6760	1,273.38	66,215.76
05	0.0000	32.6336	261.0680	1,305.34	67,877.68
06	0.0000	33.3188	266.5500	1,332.75	69,303.00
07	0.0000	33.9853	271.8820	1,359.41	70,689.32
08	0.0000	34.6650	277.3200	1,386.60	72,103.20
09	0.0000	35.3930	283.1440	1,415.72	73,617.44
10	0.0000	36.1009	288.8080	1,444.04	75,090.08

07/01/2020	PWSF PUBLIC WOR	PW15	PW SUPERS 15	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	30.6344	245.0760	1,225.38	63,719.76
02	0.0000	31.5535	252.4280	1,262.14	65,631.28
03	0.0000	32.5000	260.0000	1,300.00	67,600.00
04	0.0000	33.4424	267.5400	1,337.70	69,560.40
05	0.0000	34.3789	275.0320	1,375.16	71,508.32
06	0.0000	35.1008	280.8060	1,404.03	73,009.56
07	0.0000	36.0310	288.2480	1,441.24	74,944.48
08	0.0000	36.9301	295.4400	1,477.20	76,814.40
09	0.0000	37.8182	302.5460	1,512.73	78,661.96
10	0.0000	38.7258	309.8060	1,549.03	80,549.56

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TRAIN DATABASE Nov 8 2021
SALARY TABLES

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2020	PWSF PUBLIC WOR	PW16	PW SUPERS 16	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	32.1660	257.3280	1,286.64	66,905.28
02	0.0000	33.0989	264.7920	1,323.96	68,845.92
03	0.0000	34.0587	272.4700	1,362.35	70,842.20
04	0.0000	35.0124	280.1000	1,400.50	72,826.00
05	0.0000	35.9578	287.6620	1,438.31	74,792.12
06	0.0000	36.7848	294.2780	1,471.39	76,512.28
07	0.0000	37.5940	300.7520	1,503.76	78,195.52
08	0.0000	38.4506	307.6040	1,538.02	79,977.04
09	0.0000	39.1973	313.5780	1,567.89	81,530.28
10	0.0000	39.9811	319.8480	1,599.24	83,160.48

07/01/2020	PWSF PUBLIC WOR	PW17	PW SUPERS 17	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	33.7743	270.1940	1,350.97	70,250.44
02	0.0000	34.7876	278.3000	1,391.50	72,358.00
03	0.0000	35.7965	286.3720	1,431.86	74,456.72
04	0.0000	36.7988	294.3900	1,471.95	76,541.40
05	0.0000	37.7923	302.3380	1,511.69	78,607.88
06	0.0000	38.7750	310.2000	1,551.00	80,652.00
07	0.0000	39.7444	317.9560	1,589.78	82,668.56
08	0.0000	40.6982	325.5860	1,627.93	84,652.36
09	0.0000	41.5529	332.4240	1,662.12	86,430.24
10	0.0000	42.3839	339.0720	1,695.36	88,158.72

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2020	PWSF PUBLIC WOR	PW18	PW SUPERS 18	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	35.4631	283.7040	1,418.52	73,763.04
02	0.0000	36.5271	292.2160	1,461.08	75,976.16
03	0.0000	37.5862	300.6900	1,503.45	78,179.40
04	0.0000	38.6387	309.1100	1,545.55	80,368.60
05	0.0000	39.6820	317.4560	1,587.28	82,538.56
06	0.0000	40.7137	325.7100	1,628.55	84,684.60
07	0.0000	41.7316	333.8520	1,669.26	86,801.52
08	0.0000	42.7331	341.8640	1,709.32	88,884.64
09	0.0000	43.6305	349.0440	1,745.22	90,751.44
10	0.0000	44.5031	356.0240	1,780.12	92,566.24

07/01/2020	PWSF PUBLIC WOR	PW19	PW SUPERS 19	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	38.5178	308.1420	1,540.71	80,116.92
02	0.0000	39.5770	316.6160	1,583.08	82,320.16
03	0.0000	40.7048	325.6380	1,628.19	84,665.88
04	0.0000	41.5189	332.1520	1,660.76	86,359.52
05	0.0000	42.3494	338.7960	1,693.98	88,086.96
06	0.0000	43.3870	347.0960	1,735.48	90,244.96
07	0.0000	44.2546	354.0360	1,770.18	92,049.36
08	0.0000	45.1398	361.1180	1,805.59	93,890.68
09	0.0000	46.1329	369.0640	1,845.32	95,956.64
10	0.0000	47.0555	376.4440	1,882.22	97,875.44

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2021	PWSF PUBLIC WOR	PW10	PW SUPERS 10	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	24.4007	195.2060	976.03	50,753.56
02	0.0000	25.1817	201.4540	1,007.27	52,378.04
03	0.0000	25.9118	207.2940	1,036.47	53,896.44
04	0.0000	26.6114	212.8920	1,064.46	55,351.92
05	0.0000	27.3035	218.4280	1,092.14	56,791.28
06	0.0000	27.9859	223.8880	1,119.44	58,210.88
07	0.0000	28.6718	229.3740	1,146.87	59,637.24
08	0.0000	29.3025	234.4200	1,172.10	60,949.20
09	0.0000	29.8884	239.1080	1,195.54	62,168.08
10	0.0000	30.4862	243.8900	1,219.45	63,411.40

07/01/2021	PWSF PUBLIC WOR	PW11	PW SUPERS 11	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	25.6460	205.1680	1,025.84	53,343.68
02	0.0000	26.4153	211.3220	1,056.61	54,943.72
03	0.0000	27.1814	217.4520	1,087.26	56,537.52
04	0.0000	27.9424	223.5400	1,117.70	58,120.40
05	0.0000	28.6970	229.5760	1,147.88	59,689.76
06	0.0000	29.4430	235.5440	1,177.72	61,241.44
07	0.0000	30.1791	241.4320	1,207.16	62,772.32
08	0.0000	30.9035	247.2280	1,236.14	64,279.28
09	0.0000	31.5524	252.4200	1,262.10	65,629.20
10	0.0000	32.1834	257.4680	1,287.34	66,941.68

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2021	PWSF PUBLIC WOR	PW12	PW SUPERS 12	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	26.9283	215.4260	1,077.13	56,010.76
02	0.0000	27.7361	221.8880	1,109.44	57,690.88
03	0.0000	28.5404	228.3240	1,141.62	59,364.24
04	0.0000	29.3395	234.7160	1,173.58	61,026.16
05	0.0000	30.1316	241.0520	1,205.26	62,673.52
06	0.0000	30.9152	247.3220	1,236.61	64,303.72
07	0.0000	31.6881	253.5040	1,267.52	65,911.04
08	0.0000	32.4485	259.5880	1,297.94	67,492.88
09	0.0000	33.1301	265.0400	1,325.20	68,910.40
10	0.0000	33.7926	270.3400	1,351.70	70,288.40

07/01/2021	PWSF PUBLIC WOR	PW13	PW SUPERS 13	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	28.2746	226.1960	1,130.98	58,810.96
02	0.0000	29.1228	232.9820	1,164.91	60,575.32
03	0.0000	29.9676	239.7400	1,198.70	62,332.40
04	0.0000	30.8067	246.4540	1,232.27	64,078.04
05	0.0000	31.6384	253.1080	1,265.54	65,808.08
06	0.0000	32.4610	259.6880	1,298.44	67,518.88
07	0.0000	33.2724	266.1800	1,330.90	69,206.80
08	0.0000	34.0710	272.5680	1,362.84	70,867.68
09	0.0000	34.7865	278.2920	1,391.46	72,355.92
10	0.0000	35.4822	283.8580	1,419.29	73,803.08

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2021	PWSF PUBLIC WOR	PW14	PW SUPERS 14	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	29.7591	238.0720	1,190.36	61,898.72
02	0.0000	30.6667	245.3340	1,226.67	63,786.84
03	0.0000	31.5560	252.4480	1,262.24	65,636.48
04	0.0000	32.4713	259.7700	1,298.85	67,540.20
05	0.0000	33.2863	266.2900	1,331.45	69,235.40
06	0.0000	33.9852	271.8820	1,359.41	70,689.32
07	0.0000	34.6650	277.3200	1,386.60	72,103.20
08	0.0000	35.3583	282.8660	1,414.33	73,545.16
09	0.0000	36.1009	288.8080	1,444.04	75,090.08
10	0.0000	36.8229	294.5840	1,472.92	76,591.84

07/01/2021	PWSF PUBLIC WOR	PW15	PW SUPERS 15	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	31.2471	249.9760	1,249.88	64,993.76
02	0.0000	32.1846	257.4760	1,287.38	66,943.76
03	0.0000	33.1500	265.2000	1,326.00	68,952.00
04	0.0000	34.1112	272.8900	1,364.45	70,951.40
05	0.0000	35.0665	280.5320	1,402.66	72,938.32
06	0.0000	35.8028	286.4220	1,432.11	74,469.72
07	0.0000	36.7516	294.0120	1,470.06	76,443.12
08	0.0000	37.6687	301.3500	1,506.75	78,351.00
09	0.0000	38.5746	308.5960	1,542.98	80,234.96
10	0.0000	39.5003	316.0020	1,580.01	82,160.52

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2021	PWSF PUBLIC WOR	PW16	PW SUPERS 16	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	32.8093	262.4740	1,312.37	68,243.24
02	0.0000	33.7609	270.0880	1,350.44	70,222.88
03	0.0000	34.7399	277.9200	1,389.60	72,259.20
04	0.0000	35.7126	285.7000	1,428.50	74,282.00
05	0.0000	36.6770	293.4160	1,467.08	76,288.16
06	0.0000	37.5205	300.1640	1,500.82	78,042.64
07	0.0000	38.3459	306.7680	1,533.84	79,759.68
08	0.0000	39.2196	313.7560	1,568.78	81,576.56
09	0.0000	39.9812	319.8500	1,599.25	83,161.00
10	0.0000	40.7807	326.2460	1,631.23	84,823.96

07/01/2021	PWSF PUBLIC WOR	PW17	PW SUPERS 17	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	34.4498	275.5980	1,377.99	71,655.48
02	0.0000	35.4834	283.8680	1,419.34	73,805.68
03	0.0000	36.5124	292.1000	1,460.50	75,946.00
04	0.0000	37.5348	300.2780	1,501.39	78,072.28
05	0.0000	38.5481	308.3840	1,541.92	80,179.84
06	0.0000	39.5505	316.4040	1,582.02	82,265.04
07	0.0000	40.5393	324.3140	1,621.57	84,321.64
08	0.0000	41.5122	332.0980	1,660.49	86,345.48
09	0.0000	42.3840	339.0720	1,695.36	88,158.72
10	0.0000	43.2316	345.8520	1,729.26	89,921.52

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SALARY TABLES

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2021	PWSF PUBLIC WOR	PW18	PW SUPERS 18	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	36.1724	289.3800	1,446.90	75,238.80
02	0.0000	37.2576	298.0600	1,490.30	77,495.60
03	0.0000	38.3379	306.7040	1,533.52	79,743.04
04	0.0000	39.4115	315.2920	1,576.46	81,975.92
05	0.0000	40.4756	323.8040	1,619.02	84,189.04
06	0.0000	41.5280	332.2240	1,661.12	86,378.24
07	0.0000	42.5662	340.5300	1,702.65	88,537.80
08	0.0000	43.5878	348.7020	1,743.51	90,662.52
09	0.0000	44.5031	356.0240	1,780.12	92,566.24
10	0.0000	45.3932	363.1460	1,815.73	94,417.96

07/01/2021	PWSF PUBLIC WOR	PW19	PW SUPERS 19	H HOURLY	W WEEKLY	02	52.0000	8.00	40.00	5.00	2080.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	39.2882	314.3060	1,571.53	81,719.56
02	0.0000	40.3685	322.9480	1,614.74	83,966.48
03	0.0000	41.5189	332.1520	1,660.76	86,359.52
04	0.0000	42.3493	338.7940	1,693.97	88,086.44
05	0.0000	43.1964	345.5720	1,727.86	89,848.72
06	0.0000	44.2547	354.0380	1,770.19	92,049.88
07	0.0000	45.1397	361.1180	1,805.59	93,890.68
08	0.0000	46.0426	368.3400	1,841.70	95,768.40
09	0.0000	47.0556	376.4440	1,882.22	97,875.44
10	0.0000	47.9966	383.9720	1,919.86	99,832.72

** END OF REPORT - Generated by Dawn M. Divito **