

AGREEMENT

Between

TOWN OF BAR HARBOR

and

TEAMSTERS LOCAL NO. 340

affiliated with the

International Brotherhood of Teamsters

for the

Public Works Department

Expires: June 30, 2028

Table of Contents

ARTICLE 1 - PREAMBLE	1
ARTICLE 2 - RECOGNITION	1
ARTICLE 3 - UNION SECURITY	1
ARTICLE 4 - CHECKOFF	1
ARTICLE 5 - MANAGEMENT RIGHTS.....	2
ARTICLE 6 - UNION BENEFITS OUTLINED IN THE PERSONNEL RULES.....	2
ARTICLE 7 - EXTRA CONTRACT AGREEMENTS	2
ARTICLE 8 - WORK PERFORMED BY SUPERVISORS	2
ARTICLE 9 - STEWARDS.....	3
ARTICLE 10 - ACCESS TO PREMISES.....	4
ARTICLE 11 - EMPLOYEE/MANAGEMENT CONFERENCES	4
ARTICLE 12 - BULLETIN BOARDS.....	4
ARTICLE 13 - WORK RULES AND DISCIPLINE.....	5
ARTICLE 14 - GRIEVANCE PROCEDURE.....	5
ARTICLE 15 - SEPARATION OF EMPLOYMENT	6
ARTICLE 16 - SENIORITY LISTS	6
ARTICLE 17 - REGULARLY SCHEDULED WORK WEEK AND OVERTIME.....	7
ARTICLE 18 - SPECIAL DUTY ASSIGNMENTS.....	11
ARTICLE 19 - HOLIDAYS.....	15
ARTICLE 20 - VACATIONS	16
ARTICLE 21 - SICK LEAVE.....	16
ARTICLE 22 - BEREAVEMENT LEAVE	17
ARTICLE 23 - LEAVE OF ABSENCE	17
ARTICLE 24 - HEALTH INSURANCE	18
ARTICLE 25 - RETIREMENT	18
ARTICLE 26 - IDENTIFICATION FEES	19
ARTICLE 27 - UNIFORMS	19
ARTICLE 28 - HEALTH AND SAFETY	19
ARTICLE 29 - PROTECTION OF PROPERTY AND EQUIPMENT	20
ARTICLE 30 - SAVINGS AND SEPARABILITY CLAUSE	20
ARTICLE 31 - STRIKES AND LOCKOUTS PROHIBITED	20
ARTICLE 32 - REST BREAKS, LUNCH, AND CLEAN-UP TIME.....	21
ARTICLE 33 - WAGES.....	21
ARTICLE 34 - GENERAL PROVISIONS.....	21
ARTICLE 35 - DURATION OF AGREEMENT	22
APPENDIX A - RATE TABLES AND LONGEVITY.....	23

This AGREEMENT is entered into between the Town of Bar Harbor, hereinafter referred to as the "TOWN" and Teamsters Local Union No. 340, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the "UNION."

ARTICLE 1 - PREAMBLE

Pursuant to the provisions of the Municipal Public Employees Labor Relations Act (Title 26, M.R.S.A., Chapter 9-A, as amended), the parties hereto have entered into this AGREEMENT in order to establish mutual rights, preserve proper employee morale and to promote effective and efficient operations.

ARTICLE 2 - RECOGNITION

The TOWN recognizes the UNION as the sole and exclusive bargaining agent for the purpose of negotiating salaries, wages, hours and other conditions of employment for all its eligible employees, within the bargaining unit in the Bar Harbor Public Works Department (see appendix A for list of positions), as determined in accordance with the Municipal Public Employees Labor Relations Act.

ARTICLE 3 - UNION SECURITY

3.1 Equal Treatment Regarding Union Membership

No employee shall receive preferential or adverse treatment by the TOWN or by the UNION due to membership or non- membership in the UNION. The UNION recognizes its responsibility as a bargaining agent and agrees to represent all employees in the bargaining unit without discrimination, interference, or coercion.

3.2 Employee Rights & Union Participation

All employees covered by this Agreement have the right to join, participate, or refrain from joining the UNION. Participation in the UNION is entirely voluntary, and no employee shall be required to pay dues, fees, or other charges as a condition of employment. The UNION shall remain responsible for representing all employees within the bargaining unit, regardless of membership status, in accordance with applicable law.

ARTICLE 4 - CHECKOFF

The TOWN shall deduct regular monthly dues and initiation fees upon receipt of signed authorizations from the members (a copy of which is to be retained by the TOWN) and a certified statement from the Secretary-Treasurer of the Local Union as to the amount for dues. The TOWN shall forward all such dues so collected to the Secretary-Treasurer of the Local Union before the end of each month in which deductions are made. The UNION shall indemnify and save the TOWN harmless against all claims and suits which may arise by reason of any action taken in making deductions of said dues and remitting the same to the UNION pursuant to this Article.

The TOWN will provide payroll deductions for the Teamsters Credit Union.

ARTICLE 5 - MANAGEMENT RIGHTS

The TOWN retains all rights to manage and operate municipal services, except as expressly limited by this AGREEMENT. These rights include, but are not limited to:

- Establishing and enforcing rules, policies, and procedures;
- Directing, assigning, and evaluating work;
- Hiring, promoting, disciplining, suspending, or discharging employees for just cause;
- Determining staffing levels, schedules, duties, methods, and equipment;
- Introducing new technologies, systems, or operational models.

5.1 Adopting and Amending Policies

The TOWN may adopt or amend policies without negotiation, provided they do not conflict with this AGREEMENT.

5.2 Subcontracting Work

The TOWN retains the right to subcontract work when necessary for operational or financial efficiency. The UNION shall be notified in advance of any decision that materially and negatively affects bargaining unit work.

5.3 Workplace Rules

The UNION acknowledges that the TOWN may establish reasonable workplace rules, and such rules shall be provided to the UNION upon implementation.

ARTICLE 6 - UNION BENEFITS OUTLINED IN THE PERSONNEL RULES

6.1 Applicability of Town Personnel Rules

The UNION is entitled to all the rights and benefits outlined in the Town of Bar Harbor's personnel rules-as adopted by Town Council September 2, 2025.

6.2 Preservation of Existing Personnel Rules and Benefits

Personnel Rules in effect at the time of this contract shall remain in force through the end of this current contract, regardless of amendments to the current personnel policy. Any future contract shall be required to negotiate any benefits removed.

ARTICLE 7 - EXTRA CONTRACT AGREEMENTS

The TOWN agrees not to enter into any agreement or contract with its employees, individually or collectively, which in any way conflicts with the terms and provisions of this AGREEMENT. Any such agreement shall be null and void.

ARTICLE 8 - WORK PERFORMED BY SUPERVISORS

A supervisor may continue to perform work which they normally performed at the time this AGREEMENT became effective. In addition, a supervisor may perform work ordinarily performed by production or maintenance employees as a temporary measure in case of emergency; to fill in for an absentee until a replacement can be obtained; to relieve an employee for a short period of time; for purposes of instructing or training, to check work or equipment to

ensure proper standards of work; and to protect the safety of employees and equipment. The TOWN shall determine whether such circumstances constitute a legitimate emergency, training requirement, or operational need.

These operational needs, when determined by the TOWN to be present, shall take precedence over any exclusive claim to the work by bargaining unit employees. Should an occasion arise where a supervisor performs work regularly assigned to bargaining unit employees under circumstances not listed above, the UNION agrees that it shall not file a grievance regarding such work unless a bargaining unit employee is materially displaced. For the purposes of this section, displacement shall mean a verifiable loss of scheduled hours, or assignment to a shift or duty that results in a reduction in pay.

ARTICLE 9 - STEWARDS

9.1 Paid Time Off for Grievance-Related Duties

An employee who is an authorized steward of the UNION (or alternate) may be allowed time off with pay during their regular work or shift hours, by written permission, including email, of the Public Works Director, to investigate grievances or to attend grievance hearings, but in no case shall such time exceed a total of two (2) hours per week. The alternate steward shall serve as steward only in the steward's absence from work for their shift.

9.2 Unpaid Leave for Union Functions

With written permission, including email, of the Public Works Director, the stewards (or alternates) may be allowed time off, without pay, to attend official UNION functions (such as an annual convention) for up to five (5) working days per year provided that the request is made in writing at least five (5) working days in advance of such function, there is no disruption of departmental operations as determined by the Public Works Director, and provided that the TOWN does not incur any expenses as a result of the absence of said steward or alternate.

9.3 Conduct While Engaged in Union Activities

Employees acting in an official capacity on behalf of the UNION are expected to conduct themselves professionally and in accordance with TOWN policies and workplace standards. Participation in UNION activities does not exempt any employee from their responsibility to maintain appropriate behavior or to avoid disruptions of operations.

The TOWN will not take adverse actions against any employee solely because of their lawful union membership or participation in protected union activities. However, this protection does not extend to conduct that is inappropriate, unprofessional, or interferes with the effective delivery of town services.

9.4 Use of Town Time and Resources for Union Business

Employees may engage in UNION related activities during working hours only to the extent specifically authorized in this AGREEMENT, such as grievance processing or scheduled labor-management conferences. All other UNION business shall be conducted outside of working hours. Use of town property must be approved in writing, including email, by the Public Works Director, or Town Manager.

The use of town resources, including email, telephone, printers, vehicles, or facilities for UNION business is prohibited unless explicitly authorized by the TOWN in writing. Use of any town resources for partisan, political, or non-representational union purposes is prohibited. Nothing in this section is intended to constrain or restrict lawful union activities while off the clock either on break, before working hours, or after working hours.

ARTICLE 10 - ACCESS TO PREMISES

With prior written approval by the Public Works Director, authorized representatives of Teamsters Local Union #340 may enter Town premises for the purpose of investigating specific, active disputes arising under this AGREEMENT. Nothing in this section shall limit the UNION from making other visits in accordance with the law. Such visits shall be limited to reasonable times and shall not interfere with normal operations of the department or the work of employees.

All requests for access must be submitted in writing, including email, at least twenty-four (24) hours in advance and must include the reason for entry, the specific location(s) requested, and the name(s) of the authorized representative(s). The TOWN reserves the right to delay or restrict access to any area due to operational, safety, or confidentiality concerns.

The UNION shall provide the Town Manager with a list of authorized union representatives who may request access to TOWN premises upon execution of this AGREEMENT. Thereafter, the UNION shall submit an updated list immediately if changes have occurred. No individual may request access unless they are named on the most recently submitted file with the Town Manager.

ARTICLE 11 - EMPLOYEE/MANAGEMENT CONFERENCES

Conferences between representatives of the TOWN and up to three (3) members of the UNION may be arranged by mutual consent of the parties to discuss matters of mutual concern including methods of improving the relationship between the parties (but not to include amendment of this AGREEMENT). A written agenda may be prepared in advance, and all discussions during these meetings shall remain non-binding and informational in nature.

No statement, proposal, or agreement reached during these conferences shall be considered enforceable or binding on either party unless it is expressly incorporated into this AGREEMENT through written mutual consent.

Employees acting on behalf of the Unit shall suffer no loss of time or pay should such meetings fall within the regular work hours.

ARTICLE 12 - BULLETIN BOARDS

The TOWN agrees to provide suitable space for and maintain a bulletin board in each work location. The UNION shall limit its use of the bulletin board to official UNION business. For the purposes of this Article, official UNION business shall be limited to:

- The dates of union meetings or elections;
- Official union election results or officer appointments;
- Dates and times of union sponsored training or benefit programs;

- Information required by law or regulation to be posted for bargaining unit members.

All posted materials must be signed and dated by a designated UNION officer. Any materials not clearly falling within the scope of these categories, including those referencing grievances, contract negotiations, internal disputes, or town communications shall not be posted.

The TOWN reserves the right to remove any materials that do not conform to these provisions.

ARTICLE 13 - WORK RULES AND DISCIPLINE

Employees are required to abide by the terms of this AGREEMENT and to comply with such rules and regulations as the TOWN may adopt which are consistent with this AGREEMENT. The UNION follows the Personnel Rules for Work Rules and Discipline.

13.1 Management Authority to Establish Rules

The TOWN retains the right to adopt, amend, or repeal work rules and policies governing employee conduct, discipline, and workplace procedures. Any such rules shall be applied consistently and communicated to affected employees and the UNION prior to implementation when practicable.

13.2 Dispute Resolution and Grievance Process

Disputes regarding the interpretation or application of work rules may be addressed through the grievance procedure outlined in this AGREEMENT. The adoption or revision of rules shall not, in and of itself, trigger renegotiation of this AGREEMENT.

ARTICLE 14 - GRIEVANCE PROCEDURE

14.1 Grievance Defined.

A grievance is hereby defined as any dispute, controversy, or misunderstanding which may arise under the interpretation or application of this agreement. Days mentioned in this article shall mean calendar days.

14.2 Step One.

Within thirty (30) days of the event or first knowledge of giving rise to the grievance, the Stewards or Alternates, with or without the employee, shall file a written grievance with the Public Works Director. The Public Works Director shall hold a meeting regarding the grievance within seven (7) days of the request. The Public Works Director shall have fourteen (14) days to provide a written response to the grievance after the meeting.

14.3 Step Two.

In the event the decision of the Public Works Director in Step One is not acceptable to the UNION, the UNION shall file the grievance with the Town Manager, or designee, within seven (7) days after the Public Works Director's response or when the response was due, whichever is sooner. The Town Manager shall arrange a meeting within fourteen (14) days of the filing of the grievance. Within seven (7) days after such meeting, the Town Manager shall render a written decision on the grievance.

14.4 Step Three: Arbitration

The TOWN and the UNION shall adhere to the arbitration process as outlined in Title 26, §965

of the Maine Revised Statutes, which governs the resolution of impasses through compulsory final and binding arbitration. In the event that the decision of the Town Manager as rendered in Step Two is not acceptable to the UNION, the UNION shall, within fourteen (14) days provide the arbitration board with a written demand for a grievance arbitration of the issue and shall provide the TOWN a copy at the same time. Said arbitration shall be before a mutually agreed arbitrator or the State of Maine Board of Arbitration and Conciliation.

ARTICLE 15 - SEPARATION OF EMPLOYMENT

15.1 Payment

Upon separation, the TOWN shall pay all wages owed and any accrued vacation pay on the next regular pay day.

15.2 Notice

In all cases of voluntary separation, the employee shall provide the TOWN with written notice of intent to terminate employment ten (10) working days prior to such termination to remain in good standing with the TOWN. Notice shall be provided to the employee's direct supervisor, or to the Public Works Director if their direct supervisor is unavailable.

15.3 Town Property

Payments under this clause may be withheld by the TOWN if any town property remains in the possession of the separated employee.

ARTICLE 16 – SENIORITY LISTS

16.1 Seniority Definitions and Separate Lists

For the purposes of this AGREEMENT, seniority shall be defined as the length of continuous service within the employee's assigned section and shall be tracked separately for the following three (3) groups:

1. Water Section
2. Wastewater Section
3. Highway Section (including Garage and Environmental Services)

Each Section shall maintain a separate and distinct seniority list. Seniority shall not transfer between Sections for the purposes of a layoff, recall, promotion, or other employment actions governed by this AGREEMENT.

Seniority shall be defined as follows:

- a. *For promotion, layoff, and recall:* by date of last hire into the current Section.
- b. *For longevity and benefits:* by date of original hire with the TOWN

The TOWN shall update the seniority list annually and upon written request provide a copy to Union Stewards by July 1 of each year.

16.2 Layoff and Recall Procedures

In the event that layoffs are required, employees shall be laid off in inverse order of seniority within their Section and job classification. Bumping rights shall apply only within the affected Section, and employees shall not bump into positions in other Sections.

Affected employees shall receive a minimum of ten (10) working days' advance written notice of layoff. The TOWN shall meet with affected employees prior to the effective date of any layoff.

Employees shall be eligible for recall within their Section according to seniority. No new hires shall be made within a Section until all laid-off employees from that Section have been offered recall in accordance with the following:

- Recall notices will be sent via certified mail to the last known address on file. Email and/or telephone notices may also be provided when such contact information is available.
- Employees must respond in writing with fourteen (14) calendar days of the date of mailing.
- Employees who accept recall must report to work within fourteen (14) calendar days of confirming their intent to return, or as otherwise mutually agreed to in writing.
- Failure to respond or report within the specified timeframe shall be considered a voluntary resignation, and recall rights shall be forfeited.

Employees shall retain recall rights for a period of twelve (12) months from the date of layoff, provided they maintain current mailing address and telephone number with the TOWN. It is the responsibility of the employee to notify the TOWN in writing of any changes during the recall period.

ARTICLE 17 - REGULARLY SCHEDULED WORK WEEK AND OVERTIME

17.1 Regularly Scheduled Work Week:

The work week shall be five (5) consecutive days consisting of a forty (40) hour week within a seven (7) day period with the exception of the Environmental Services Section.

17.2 Temporary Work Schedule

The TOWN may, at its discretion, implement a temporary work schedule, such as a four-day, ten-hour (4/10) work schedule, for employees for specific projects or operational needs. The TOWN may apply this schedule to all or part of the workforce and for defined time periods, as determined appropriate by the Public Works Director.

Implementation or reversion of a modified schedule shall remain at the sole discretion of the TOWN. However, unless emergency conditions apply, the TOWN will provide:

- A minimum of twenty (20) business days' notice prior to implementing a modified schedule (e.g. 4/10s); and
- A minimum of two (2) weeks' notice prior to reverting back to a regular work schedule.

These notice periods may be waived by mutual agreement or shorted in the event of emergency or time-sensitive operational demands. Adoption of any modified work schedule shall not affect employees' leave accruals, overtime eligibility, or benefits calculations, which shall remain based on the employee's regularly scheduled work week. Nothing in this section shall limit the TOWN'S authority to revise or suspend a modified work schedule at its sole discretion. Modified work schedules are a management tool to support operational needs including but not limited to staffing management, project efficiency, coverage and cost control, consistent with law and this AGREEMENT.

17.3 Work Schedule

The following work schedules reflect the TOWN's regular schedule for a work week, by Section and function. These hours are provided for reference only and are subject to modification at the discretion of the Public Works Director based on operational needs, seasonal changes, or project demands.

Wastewater/Water

Monday to Friday

7:00 a.m. to 3:30 p.m.

Highway

Monday to Friday

6:30 a.m. to 3:00 p.m.

Garage

Monday to Friday

6:30am to 3:00 p.m.

Environmental Services

Summer Hours (June 1 to September 30) M, T, W, F

7:00 a.m. to 4:00 p.m.

Thursday 7:00 a.m. to 12:00 p.m.

Saturday 8:00 a.m. to 12:00 p.m.

Winter Hours (October 1 to May 31)

M, T, W, F

8:00 a.m. to 4:00 p.m.

Thursday 8:00 a.m. to 12:00 p.m.

Saturday 8:00 a.m. to 12:00 p.m.

17.4 Seniority Rights for Modified Work Schedule Assignments

When the TOWN elects to implement a modified work schedule under Section 17.2, employees may exercise seniority rights to decline assignment to such schedule, subject to operational needs.

The following protocol shall apply:

1. The Public Works Director will first identify the specific number of employees needed for the modified work schedule, including any necessary skill sets, licenses,

- or classifications required to meet operational needs.
2. For assignments involving multiple skill groups or classifications, the TOWN shall separately identify the required number of employees for each group based on the operational needs of the modified work schedule.
 3. The TOWN will notify affected employees in writing, specifying the proposed schedule, duration, required positions, and operational justification.
 4. Employees within each identified skill group or classification will be offered the opportunity to decline assignment to the modified work schedule in order of seniority, with the most senior employees having the first right to refuse.
 5. If, after this process, there are still unfilled positions necessary to meet operational needs, the TOWN may assign employees by inverse seniority within the same identified skill group or classification, beginning with the least senior qualified employee in that group.
 6. Seniority for the purpose of section 17.4 shall be defined as continuous service within the employee's current classification or work unit.
 7. Nothing in section 17.4 shall restrict the TOWN's right to temporarily reassign employees during emergency conditions or for time-sensitive operational needs, as provided in Section 17.2.
 8. Nothing in section 17.4 shall restrict the TOWN's right to apply a modified work schedule to all employees within an entire section.

17.5 Overtime

All hours worked by employees over forty (40) hours in a regular work week shall be paid at a monetary rate of one and one-half (1 1/2) times the base hourly rate of pay.

The TOWN will make every reasonable effort to distribute overtime equally among unit employees.

17.6 Overtime Computation

For the purposes of calculation "hours worked" shall mean:

1. hours actually worked.
2. hours compensated for by holiday base pay.
3. hours compensated for by bereavement leave.
4. hours compensated for by vacation leave.
5. hours compensated for by sick leave.
6. hours compensated for by compensatory time.

17.7 Compensatory Time

Employees who earn overtime may, at their discretion, choose to accumulate compensatory time or receive payment at the applicable rate. Compensatory time shall be earned at one and one-half (1.5) hours for each hour of over-time worked.

The use of compensatory time shall require prior approval from the Public Works Director, or their designee, and must be consistent with staffing availability and operational needs. All compensatory times shall be tracked and administered in hours, regardless of the employee's work schedule.

An employee may also request payout of accrued compensatory time at any point in any increment, with reasonable advance notice. Payment will be issued in the next regular payroll cycle following approval.

If an employee uses Compensatory time for time off, they will be ineligible to add time back to the Compensatory Bank for that work week and eligible over-time will be paid out instead.

17.7.1 Highway/Garage

Employees may accumulate up to eighty (80) hours of compensatory time at any one time. From December 1 to May 31, employees may accumulate up to one hundred twenty (120) hours. On June 1, any compensatory time in excess of eighty (80) hours shall be automatically paid out at the applicable over-time rate.

During the winter operations period of December 1 to May 31, use of compensatory time may be limited to short-duration absences (e.g., single days or partial shifts) unless operational coverage allows for extended leave. Vacation leave shall take scheduling precedence over compensatory time off during periods of limited staffing or schedule conflicts.

17.7.2 Water/Wastewater

Employees may accumulate up to eighty (80) hours of compensatory time at any one time. From April 1 to October 31, employees may accumulate up to one hundred twenty (120) hours. On November 1, any compensatory time in excess of eighty (80) hours shall be automatically paid out at the applicable over-time rate.

During the summer operations period (April 1 to October 31), use of compensatory time may be limited to short-duration absences (e.g., single days or partial shifts) unless operational coverage allows for extended leave. Vacation leave shall take scheduling precedence over compensatory time off during periods of limited staffing or schedule conflicts.

17.7.3 Environmental Services

Employees may accumulate up to eighty (80) hours of compensatory time at any one time. From June 1 to September 30, employees may accumulate up to one hundred twenty (120) hours. On October 1, any compensatory time in excess of eighty (80) hours shall be automatically paid out at the applicable overtime rate.

During the summer operations period (June 1 to September 30), use of compensatory time may be limited to short-duration absences (e.g., single days or partial shifts) unless operational coverage allows for extended leave. Vacation leave shall take scheduling precedence over compensatory time off during periods of limited staffing or schedule conflicts.

ARTICLE 18 - SPECIAL DUTY ASSIGNMENTS

18.1 Purpose and Scope of Special Duty Compensation

The purpose of this section is to ensure clarity, consistency, and fairness across all Sections in how special duty assignments are scheduled, performed, and compensated. The following provisions govern compensation for special duty assignments performed outside of an employee's normal work schedule. These special duty assignments include On-Call, and scheduled Weekend Rounds. Weekend Rounds only applies to the Water and Wastewater Sections. These hours are distinct from scheduled over-time or regular shift extensions, and eligibility for compensation is subject to the conditions described herein.

Unless specifically noted, all special duty assignments are made at the discretion of management and are based on operational needs. Assignment does not guarantee recurring eligibility or uniform scheduling, and participation is subject to qualifications, performance, availability, and coverage requirements.

18.2 Compensation for Special Duty Assignments

In addition to regular wages, employees may receive compensation for special duty assignments that fall outside of their regularly scheduled work week. These assignments and corresponding pay rules are outlined below. Assignment to these duties shall be at the discretion of management and may vary by Section.

18.3 On-Call List and Coverage Procedures

- An On-Call List shall be created and maintained, by Management, for Highway (including Environmental Services and Garage), Water, and Wastewater in order to ensure coverage for after-hours and weekend responses. These lists shall rotate on a regular schedule, as determined by Management, in order to provide equitable distribution of On-Call responsibilities.
- Management shall post each On Call rotation and schedule with an effective date at least thirty calendar days after the posting date. The posting shall identify the covered period, the effective date, and a management contact for questions.

18.3.1 Swapping:

1. Employees may request schedule swaps up to 48 hours before the On Call assignment. Schedule swaps of this nature do not need to be made in accordance with the rotating seniority lists
2. Requests must be on a form provided by management.
3. Forms must be signed by both employees requesting and agreeing to the swap.
4. All swaps require management approval.
5. The employee assigned to On-Call duty remains responsible for coverage unless and until a swap is approved and reposted by Management.

18.3.2 Coverage Responsibility

1. If the assigned employee becomes unavailable due to illness or other unforeseen circumstances after the swap window closes, the employee shall immediately notify Management and Management will identify a qualified replacement willing to accept the assignment.
 2. Management will first offer the assignment to qualified employees on a rotating seniority list in order to ensure fair opportunity for additional hours.
 3. If no employee accepts the assignment through this process, or if operational needs require immediate coverage, Management retains discretion to assign coverage as necessary.
 4. Acceptance of an On-Call replacement assignment is mandatory once assigned.
 5. All changes will be documented by Management for payroll and accountability purposes. The originally posted schedule remains the official schedule of record.
- An employee who calls in sick for their own illness is considered unable to fulfill their On-Call duty assignment if they did not work their shift on the same day as the On-Call assignment.
 - In cases where an employee repeatedly cancels their On-Call availability or is repeatedly absent but maintains the On-Call assignment without valid justification, the matter may be reviewed by management. Repeated unavailability or full day absences prior to an On-Call assignment may result in temporary removal from the On-Call List for up to 12-months and may be subject to disciplinary action, up to including termination, consistent with TOWN policy and this Agreement.
 - An employee who responds to a Call Out event shall inform Management of the real time situation so Management can determine if additional staff are needed to be called in in order to help with the response.
 - Nothing in this section limits the TOWN's right to determine On-Call eligibility, rotation frequency, schedule, or list administration.

18.4 On-Call Eligibility

The following requirements determine an employee's eligibility to be placed on the On- Call list, as determined by Management:

1. All eligible employees must be able to respond within a 1-hour window of time.
2. Employees who do not work their regularly scheduled shift on the same day as an On-Call assignment, due to illness or other unscheduled absence, are not eligible to receive the On-Call Stipend for that assignment, as determined by Management.
3. This restriction does not apply to absences that were scheduled and approved in advance (for example medical appointments or pre-approved leave)
4. Determinations of eligibility under this section shall be made by Management.
5. Highway: Employees must have a minimum Class B CDL license.
6. Water: Employees must have a minimum of a Grade 1 treatment and distribution license with

two years of experience working under the Water Distribution and Treatment Managers direct supervision; and be determined competent on the TOWN's system by management; OR a minimum of a Grade 2 treatment and distribution license and be determined competent on the TOWN's system by management.

7. Wastewater: Employees must have a minimum of a Grade B treatment license and be determined competent on the TOWN's system by management.

18.5 On-Call Schedule Coverage

Schedule coverage varies by Section as outlined below:

Highway (includes Highway, Garage and Environmental Services Sections):

- During winter operations (November 1 to April 30), Management maintains a regularly scheduled rotating On-Call list.
- During summer operations (May 1 to October 31), the Highway Foreman is On- Call and the Highway Superintendent serves as back-up coverage.

Water

- Throughout the year, one employee is assigned to the On-Call list. Management maintains the On-Call List that rotates on a regular basis.

Wastewater

- Throughout the year, one employee is assigned to the On-Call list. Management maintains the On-Call List that rotates on a regular basis.

18.6 On Call Stipend

The parties agree to follow current practice with regard to the on-call stipend until June 30, 2027

18.6.1 On Call Stipend after July 1, 2027

- On-Call status refers to a designated period during which an employee is assigned to remain available for work-related responses outside of the regularly schedule work week.
- Employees assigned to On-Call shall receive a stipend equal to two (2) hours of straight-time pay for each full On-Call Day (Defined as a 24 hour period excluding scheduled work hours).
- The On-Call stipend is paid in addition to any compensation for actual Call-Out events, where work is actually performed.
- These hours must be paid out as straight time hours and shall not be considered overtime or eligible for converting to compensatory time.
- Included in the two (2) hours of straight pay for On-Call status are responses that take less than 15-minues and do not require an employee to physically report for duty.
- On-Call hours do not count toward the 40-hour "hours worked" total for over-time calculation.
- Assignment and scheduling of On-Call is determined by management.
- Employees who cannot perform On-Call, or Call-Out duties, for any reason are responsible for securing coverage and immediately notifying their respective

- Superintendent, unless inability is due to illness or other unforeseen circumstances.
 - Employees must remain available and responsive throughout the entire On-Call period in order to qualify for the minimum compensation.
 - Water and Wastewater employees assigned to On-Call duty shall have the use of an assigned work truck in order to reduce emergency response time, in the event of an actual Call-Out.
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18.6.2 Water & Wastewater Only: Minimum on Call Eligibility

The TOWN will work to ensure that at least three (3) eligible employees are qualified to cover On-Call Assignments. If the number of eligible employees falls below this minimum, employees responsible for coverage will receive an increased stipend equal to four (4) hours of straight-time pay instead of the standard two (2) hour stipend.

However, if management designates an employee as "competent" even though that employee does not hold the preferred license level, and licensed employees under whose license the plant or system operates reject or protest the designation, then those employees covering On-Call Assignments will not qualify for the increased stipend.

18.7 Call-Out

A Call-Out event shall be when an On-Call employee physically responds to a Call-Out event and performs actual work.

1. Highway/Garage/Environmental Services:

Since these employees are expected to use their own vehicles and report back to the shop, if an employee is called out for an event and is in the process of responding only to be cancelled before performing actual duties, then this shall be considered a Call-Out event.

2. Water/Wastewater

Since these employees have use of a TOWN owned vehicle and report directly to the incident or job site, if an employee is called out for an event and is in the process of responding only to be cancelled before arriving on the job site and they do not begin performing actual duties, then this shall not be considered a Call-Out event.

- Employees who respond and perform actual work shall be compensated for a minimum of 3-hours of work, regardless of the actual duration of the initial response time.
- If an employee is Called Out multiple times within the same coverage period for separate incidents, each event shall be treated as an individual Call-Out for operational purposes.
- However, the total actual time worked across all Call-Outs related to the same issue during that same period shall be tallied into total hours actually worked.
- Employees shall be entitled to the greater of the minimum 3-hour payment or the sum of the total hours actually worked.
- Employees will receive compensation for the cumulative hours actually worked. These

hours shall count toward the 40-hour work week hours and any hours actually worked in excess of 40-hours in a work week shall be counted as time and half (1.5).

- The Public Works Director or designee will determine qualifying events and confirm actual time worked.

18.8 Remote Response Exception (Water and Wastewater Only)

- The On-Call employee first attempts to address an issue using the remote response tools provided by the TOWN.
- If a work-related issue is resolved remotely (e.g., SCADA system response) and requires 15 minutes or less, it is not considered a Call-Out event.
- Any event requiring more than 15 minutes or travel to a site is considered a Call-Out event and will be compensated accordingly.

18.9 Weekend Rounds (Water and Wastewater Sections Only)

- The On-Call employee shall perform the Weekend Round Duties.
- Employees assigned to perform scheduled weekend rounds shall receive the following straight time compensation in addition to the standard On-Call:
 - a) Water Section: 3.5 hours per day, or hours worked (Saturday and Sunday).
 - b) Wastewater Section: 3.5 hours per day, or hours worked (Saturday and Sunday).
- Weekend Rounds are considered "hours worked" for the purpose of over-time calculation and are in addition to any "On-Call" or "Call-Out" pay events.

18.9.1 Weekend Holidays;

If a holiday falls on a weekend, all regular employees will receive a paid time off equivalent to their regularly scheduled hours as follows: the preceding Friday for a Saturday holiday, or the following Monday for a Sunday holiday.

Employees assigned to cover Weekend Rounds must work both the actual holiday on the weekend and the additional day off that other employee receive (Friday or Monday). They will also receive holiday pay.

ARTICLE 19 - HOLIDAYS

The following days shall be observed as holidays by all regular employees in the bargaining unit:

1. New Year's Day
2. Martin Luther King, Jr. Day
3. Presidents' Day
4. Patriot's Day
5. Memorial Day
6. Juneteenth
7. Independence Day
8. Labor Day
9. Veteran's Day
10. Thanksgiving Day
11. Day after Thanksgiving
12. Christmas Day

19.1 Independence Day Provisions

Independence Day in Bar Harbor draws large crowds and public events that require expanded services, for example pickup, temporary traffic control, street closures, and post event cleanup. Any actual work performed on Independence Day shall be compensated at double the employee's rate of regular pay. This premium pay is in addition to Holiday pay of (8) hours per Article 19. Actual hours worked on Independence Day shall count toward the 40 hour work week.

ARTICLE 20 - VACATIONS

20.1 Accrual

Employees shall accrue vacation leave according to the schedule and established in this AGREEMENT. Accrual shall occur per pay period, based on the employee's completed years of continuous service and may accumulate up to twice the employee's annual entitlement. Leave shall not accrue beyond this limit.

Years of Service	Hours of Vacation (per Year)
Start of first year through end of fifth year	80
Start of sixth year	88
Start of seventh year	96
Start of eighth year	104
Start of ninth year	112
Start of tenth year	120
Start of eleventh year	128
Start of twelfth year	136
Start of thirteenth year	144
Start of fourteenth year	152
Start of fifteenth year	160
Start of eighteenth year	168
Start of twenty-first year	176
Start of twenty-fourth year	184
Start of twenty-seventh year	192
Start of thirtieth year	200
Start of thirty-third year	208

ARTICLE 21 - SICK LEAVE

21.1 Accrual

Eligible employees shall be entitled to eight (8) hours of sick leave per month to accumulate to a maximum of nine hundred and sixty (960) hours. Sick leave shall be accumulated on an hourly basis and shall be used and accounted for on an hourly basis. Sick leave shall be accumulated by an employee at the above-mentioned rate in any month in which the employee is compensated for forty (40) or more hours of actual work. Sick leave shall accrue per pay period.

21.2 Use of Sick Leave

An eligible employee shall be entitled to sick leave pay when they are unable to perform the duties of their classification due to injury or illness, or is unable to schedule a medical appointment during non-working hours, or is otherwise unable to make suitable arrangements to provide healthcare for their immediate family as defined in Section 1.9 of the Town's personnel rules. Employees shall not be entitled to sick leave pay for absences for any reason other than injury, illness or medical appointments (such as rest or recreation following a snow event or period of work outside regularly scheduled hours). Sick time may be used for doctor, eye, dental, or similar medical appointments only if the employee provides at least 30 days advance notice to their Superintendent. If less than 30 days' notice is given, the sick time used will not count as hours worked for overtime purposes, unless the employee provides a note from a medical provider verifying that the appointment was medically necessary and could not be scheduled with greater notice, or a receipt or other documentation that shows the appointment was urgent.

21.3 No Payout

Sick leave is a privilege granted by the TOWN for those persons when they are sick and unable to work. Therefore, sick leave may not be credited towards retirement time, vacation time, or in any other way construed to be supplemental to salary or wages.

21.4 Excuses

The TOWN, at its discretion, may require that a request for sick leave pay for more than three (3) consecutive days shall be Accompanied by a written statement from the employee's physician showing the need therefore. The employee shall keep the TOWN advised on their medical status and expected date of return to work. The TOWN, at its discretion, may also require that a request for sick leave on more than 3 Fridays or Mondays in a six-month period or any request for sick leave in the regularly scheduled shift following a snow event or period of work outside regularly scheduled hours shall be accompanied by a written statement from the employee's physician showing the need therefor. If the TOWN believes that an employee is abusing sick leave, or shows a consistent pattern of suspected sick leave abuse, the TOWN may take appropriate disciplinary action.

21.5 Sick Leave Transfer

Refer to Personnel Rules Chapter 8 Section 7.

ARTICLE 22 - BEREAVEMENT LEAVE

Refer to Chapter 9 of the Personnel Rules.

ARTICLE 23 - LEAVE OF ABSENCE

A regular employee may be granted a leave of absence without pay by the Director of Public Works when approved by the Town Manager but for no period greater than one (1) year. Failure of an employee to return to work at the expiration of the leave without having arranged for an extension will be deemed a resignation. Full seniority rights shall be maintained during the absence. The UNION shall be notified by the Town Manager, in writing, of any such leave of absence within one (1) week of the effective date, if possible. If due to an emergency, the leave of absence is granted, notification to the UNION will be made as soon as possible thereafter.

The leave of absence shall be used for the purposes for which it was originally approved. Failure to comply with this provision could result in the complete loss of seniority rights for the employee involved. Insurances may be continued at 100% employee-paid during the leave of absence. No benefits shall accrue while on leave of absence.

ARTICLE 24 - HEALTH INSURANCE

The TOWN will provide employees the MMEHT the PPO-1500-Plan, or the Moosehead Plan. Employees will pay 20% of the cost of their health insurance premium. In the event the TOWN offers an additional health insurance option, with or without a supplemental Health Reimbursement Account, the UNION will have the opportunity for its members to elect to enroll in such plan.

24.1 Flex Spending Account (FSA)

The TOWN agrees to provide access to a Flexible Spending Account, with no TOWN contribution included.

24.2 Health Reimbursement Account (HRA)

The PPO-1500 plan will have an HRA account funded by the TOWN at 100% of the maximum out-of-pocket expenses for a single subscriber and for employee/child and family level subscriber per year available to the primary plan participant annually enrolled in the PPO-1500 plan.

24.3 Provision for Other Coverage

If an employee does not take the TOWN-offered insurance program and shows that they and their family have adequate health insurance coverage, the TOWN will pay to the employee out-of-pocket health insurance expenses, including premiums and deductibles for eligible procedures under the TOWN's insurance coverage up to what the employee would otherwise be entitled for each calendar year of the contract.

ARTICLE 25 - RETIREMENT

25.1 Social Security

The TOWN shall provide coverage (Social Security) to all members of the bargaining unit during the term of this Agreement.

25.2 Maine Public Employees Retirement System

The TOWN agrees to continue in the Maine Public Employee's Retirement System (MPERS) or the International City Managers Association's public sector employee retirement program known as Mission Square Retirement. The TOWN shall match the employee's contribution to the Mission Square Retirement up to a maximum of 6.5 percent of the employee's gross wages.

25.3 Retirement Health Savings (RHS)

The TOWN agrees to provide a Retirement Health Savings (RHS) to unit employees. For employees who have accumulated their maximum amount of sick leave, the TOWN will calculate the amount of sick leave the employee would have earned beyond their maximum following each calendar year, the TOWN will then contribute twenty-five percent (25%) of that amount to the employee's RHS account. For example, if an employee reached his/her maximum

accumulation of sick leave time (960) hours in this unit at the end of June and did not take any sick leave for the remainder of the calendar year, they would have earned an additional 48 hours of sick leave, the TOWN will credit to the individual's RHS account the dollar value of 25% of the 96 hours (24 hours) to the employee's RHS account. In addition, employees who use 24 hours or less of sick leave per calendar year will have eight (8) hours of pay credited to their RHS accounts.

ARTICLE 26 - IDENTIFICATION FEES

Should the TOWN find it necessary to require employees to carry or record full personal identification, such requirement shall be compiled with by the employees. The cost of such personal identification shall be borne by the TOWN.

ARTICLE 27 - UNIFORMS

The TOWN agrees to the following uniform arrangements:

27.1 Cleaning Services

Provide uniforms with cleaning services through a uniform rental company or a clothing allowance (typically 10 pants, 10 shirts, 4 sweatshirts, and 1 cold weather jacket if needed by the employee) through a cost-effective arrangement negotiated by the TOWN with an agreed upon vendor, and in department laundry facilities.

27.2 Boot Allowance

Provide safety-toed boots through a cost-effective arrangement negotiated by the TOWN with appropriate vendors. Or the TOWN will reimburse employees upon the showing of proper receipts up to \$300.00 per year for steel toed safety boots. Additionally, at the discretion of the Public Works Director, damaged boots may be replaced more than once per year at a cost not to exceed \$300.00 per pair of boots.

27.3 Rain Gear

Provide Rain Gear through a cost-effective arrangement negotiated by the TOWN with appropriate vendors, cost is not to exceed \$350.00 per eligible employee. Damaged or worn-out rain gear can be replaced with written approval of Public Works Director; replacement cost is not to exceed \$350.00 per eligible employee.

27.4 Appearance

Uniforms are to be worn in a manner prescribed by the TOWN.

27.5 Return of Uniforms

If an employee, upon separation of employment, does not return their uniforms supplied from a rental company, the TOWN may deduct the cost of those uniforms from the employee's final paycheck.

ARTICLE 28 – HEALTH AND SAFETY

The UNION recognizes the right of the TOWN to establish reasonable rules and regulations for the safe, sanitary, and efficient conduct of the TOWN's business and reasonable penalties for the violation of such rules and regulations.

The TOWN is responsible for meeting safety standards which are considered to be minimum standards required by the Occupational Safety and Health Act of 1970 as well as other federal and state laws.

Proper safety devices shall be provided by the TOWN for all employees engaged in work where such devices are necessary. Such devices, where provided must be used as intended.

If a member of the unit believes their vehicle or equipment to be unsafe, they shall notify the Foreman who shall arrange for or conduct an appropriate inspection to assess the concern. The final determination as to whether the vehicle or equipment is safe for continued use shall be made by the Department Head, or their designee. All such determinations shall be made in good faith, based on applicable safety standards, operational guidelines, and the condition of the equipment.

Any employee involved in any work related accident shall immediately, report to their supervisor said accident and any physical injury sustained. Said report will be made on a proper form provided by the TOWN.

ARTICLE 29 - PROTECTION OF PROPERTY AND EQUIPMENT

It shall be the responsibility of any employee having custody of any TOWN equipment or property to ensure that it is properly cared for, kept clean, and returned to its place of storage after use. Employees must immediately notify the Foreman of any malfunction, damage, loss, or safety concern related to assigned equipment. Employees must promptly report any damage or misuse to a supervisor.

Failure to use, maintain, or report issues with equipment or property in a proper and timely manner shall be grounds for progressive discipline.

ARTICLE 30 – SAVINGS AND SEPARABILITY CLAUSE

If any provision of this AGREEMENT shall be contrary to any law, such invalidity shall not affect the validity of the remaining provisions. The TOWN and the UNION agree to meet and confer with regard to a replacement clause within thirty (30) days of the declaration of invalidity of such clause.

ARTICLE 31 - STRIKES AND LOCKOUTS PROHIBITED

The UNION agrees that during the terms of this AGREEMENT, neither it nor its officers or members will engage in, encourage, sanction, support, or suggest any (1) strikes, (2) slowdowns, (3) mass absenteeism, (4) mass resignations, (5) picketing which would involve suspension of or interference with normal work of the department or other TOWN departments, or (6) any other similar action which would involve suspension of or interference with the normal work of the department or other TOWN departments. The TOWN agrees there will be no lockouts during the term of this AGREEMENT.

In the event that Union members participate in such activities in violation of this provision, the UNION shall notify those members so engaged to cease and desist from such activities and shall instruct the members to return to their normal duties.

ARTICLE 32 - REST BREAKS, LUNCH, AND CLEAN-UP TIME

Morning and afternoon rest breaks of fifteen (15) minutes maximum duration may be granted to employees by their supervisor, but no such break need be granted during periods of emergency affecting the health, safety, and welfare of Bar Harbor's citizens.

When working in the field, away from the employee's respective base of operations, the employee is required to be present and accounted for at the job site once their allotted 15- minute morning break, 15- minute afternoon break, and 30-minute lunch break have expired.

ARTICLE 33 - WAGES

33.1 General Wage Provisions

Wages for this unit shall be established in accordance with the wage schedule outlined in Appendix A of this AGREEMENT, which includes positions, titles, base rates and applicable longevity steps. These positions may be filled or left vacant depending on operational needs of the TOWN, fiscal considerations, and employee qualifications. Final determination as to these decisions is at the sole discretion of the TOWN.

33.2 Management Discretion

Nothing in this Article shall limit the TOWN's right to schedule, reassign, or discontinue On Call, Call Out, or other duty-based assignments in accordance with operational needs. These provisions define pay eligibility only and do not constitute a guarantee of assignment or schedule.

ARTICLE 34 - GENERAL PROVISIONS

34.1 Use of Facilities

The use of the Public Works Facility by the UNION is allowed for up to three (3) hours per month by the UNION as a meeting place with the provisions of:

1. Prior written approval of the Public Works Director;
2. The premises must be kept clean and secure; and
3. The Shop Steward will accept responsibility for the use of the room.

34.2 Special Events

The TOWN supports efforts to promote workplace morale and team camaraderie and will allow sufficient time during the workday or work week for employees to participate in observances related to the Christmas and New Year holidays. The timing and format of these holiday celebrations shall be determined by the Public Works Director, or their designee, with consideration given to operational needs and equitable participation among employees.

In instances where coverage or service obligations require certain employees to remain on duty, the TOWN will make a good faith effort to ensure that comparable time for celebration is made available to an alternate time during the same holiday period.

34.3 Tools & Equipment

The TOWN will allow use of hand and power tools on off time if signed out by the employees for off-premise personal use. Per MMA policy, insured equipment is not allowed.

34.4 Safety Equipment

Depending on the employee's need for prescription glasses and the employee's job description and assigned job duties which requires daily use of safety goggles/glasses, the Public Works Director or designee at their sole discretion shall approve the purchase and/or reimbursement of the employee's prescription safety glasses in lieu of the standard issue safety goggles/glasses.

34.5 Educational Stipends

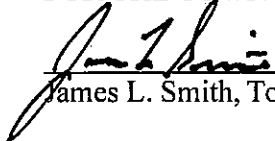
Employees holding the following degrees shall be paid an additional stipend based on the degree as follows:

- Associate degree (\$.25) per hour
- Bachelor's degree (\$.50) per hour
- Master's degree (\$.75) per hour

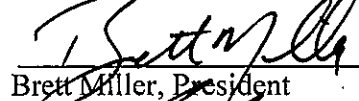
ARTICLE 35 - DURATION OF AGREEMENT

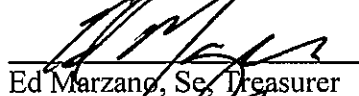
This AGREEMENT shall be in effect as of the date of execution and shall remain in full force and effect until midnight on June 30, 2028. The parties agree that employees will receive a retroactive payment equivalent to wages from July 1, 2025 to October 31, 2025 in the first payroll following full execution of this agreement.

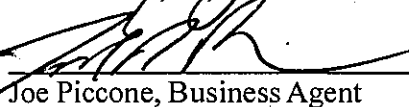
FOR THE TOWN OF BAR HARBOR

 8/4/26
James L. Smith, Town Manager Date

FOR THE UNION

 8/7/26
Brett Miller, President Date

 8-7-26
Ed Marzano, Se, Treasurer Date

 8-5-26
Joe Piccone, Business Agent Date

Appendix A Rate Tables and Longevity

Completed Years of Service Rate	1	3	5	7	10	15	20
Increase on Base	1%	2%	3%	4%	5%	6%	7%

Proposed COLA from FY25 to FY26		FY26							
	FY25 Base Rate	FY26 Base Rate							
Highway Section									
Foreman	\$ 31.65	\$ 34.88	\$ 35.23	\$ 35.58	\$ 35.93	\$ 36.28	\$ 36.62	\$ 36.97	\$ 37.32
Crew Leader		\$ 31.50	\$ 31.82	\$ 32.13	\$ 32.45	\$ 32.76	\$ 33.08	\$ 33.39	\$ 33.71
Heavy Equipment Operator	\$ 29.81	\$ 30.48	\$ 30.78	\$ 31.09	\$ 31.39	\$ 31.70	\$ 32.00	\$ 32.31	\$ 32.61
Light Equipment Operator	\$ 27.91	\$ 28.54	\$ 28.83	\$ 29.11	\$ 29.40	\$ 29.68	\$ 29.97	\$ 30.25	\$ 30.54
Crew Member II	\$ 26.91	\$ 27.52	\$ 27.80	\$ 28.07	\$ 28.35	\$ 28.62	\$ 28.90	\$ 29.17	\$ 29.45
Crew Member I	\$ 25.20	\$ 25.77	\$ 26.03	\$ 26.29	\$ 26.54	\$ 26.80	\$ 27.06	\$ 27.32	\$ 27.57
Garage Services									
Lead Mechanic	\$ 31.25	\$ 34.00	\$ 34.34	\$ 34.68	\$ 35.02	\$ 35.36	\$ 35.70	\$ 36.04	\$ 36.38
Mechanic	\$ 29.81	\$ 31.48	\$ 31.79	\$ 32.11	\$ 32.42	\$ 32.74	\$ 33.05	\$ 33.37	\$ 33.68
Service Technician		\$ 28.63	\$ 28.92	\$ 29.20	\$ 29.49	\$ 29.78	\$ 30.06	\$ 30.35	\$ 30.63
Environmental Services									
Foreman	\$ 31.65	\$ 32.36	\$ 32.68	\$ 33.01	\$ 33.33	\$ 33.65	\$ 33.98	\$ 34.30	\$ 34.63
Senior Environmental Services Operator	\$ 30.00	\$ 30.68	\$ 30.99	\$ 31.29	\$ 31.60	\$ 31.91	\$ 32.21	\$ 32.52	\$ 32.83
Environmental Service Operator	\$ 27.91	\$ 28.54	\$ 28.83	\$ 29.11	\$ 29.40	\$ 29.68	\$ 29.97	\$ 30.25	\$ 30.54
Environmental Service Crew Member II	\$ 26.91	\$ 27.52	\$ 27.80	\$ 28.07	\$ 28.35	\$ 28.62	\$ 28.90	\$ 29.17	\$ 29.45
Environmental Service Crew Member I	\$ 25.20	\$ 25.77	\$ 26.03	\$ 26.29	\$ 26.54	\$ 26.80	\$ 27.06	\$ 27.32	\$ 27.57
Wastewater Section									
Plant & Pumps Unit									
Operations Manager	\$ 33.13	\$ 34.88	\$ 35.23	\$ 35.58	\$ 35.93	\$ 36.28	\$ 36.62	\$ 36.97	\$ 37.32
Operator II	\$ 30.97	\$ 31.67	\$ 31.99	\$ 32.30	\$ 32.62	\$ 32.94	\$ 33.25	\$ 33.57	\$ 33.89
Operator I	\$ 29.75	\$ 30.42	\$ 30.72	\$ 31.03	\$ 31.33	\$ 31.64	\$ 31.94	\$ 32.25	\$ 32.55
Lab Unit									
Lab Manager	\$ 33.13	\$ 34.88	\$ 35.23	\$ 35.58	\$ 35.93	\$ 36.28	\$ 36.62	\$ 36.97	\$ 37.32
Collections Unit									
Collection System Manager	\$ 33.13	\$ 34.88	\$ 35.23	\$ 35.58	\$ 35.93	\$ 36.28	\$ 36.62	\$ 36.97	\$ 37.32
Collection Technician II	\$ 27.91	\$ 28.54	\$ 28.83	\$ 29.11	\$ 29.40	\$ 29.68	\$ 29.97	\$ 30.25	\$ 30.54
Collection Technician I	\$ 26.91	\$ 27.52	\$ 27.80	\$ 28.07	\$ 28.35	\$ 28.62	\$ 28.90	\$ 29.17	\$ 29.45
Water Section									
Treatment System Manager	\$ 33.05	\$ 34.88	\$ 35.23	\$ 35.58	\$ 35.93	\$ 36.28	\$ 36.62	\$ 36.97	\$ 37.32
Distribution System Manager	\$ 33.05	\$ 34.88	\$ 35.23	\$ 35.58	\$ 35.93	\$ 36.28	\$ 36.62	\$ 36.97	\$ 37.32
Water Systems Specialist	\$ 31.85	\$ 32.57	\$ 32.90	\$ 33.22	\$ 33.55	\$ 33.87	\$ 34.20	\$ 34.52	\$ 34.85
Water Technician II	\$ 30.97	\$ 31.67	\$ 31.99	\$ 32.30	\$ 32.62	\$ 32.94	\$ 33.25	\$ 33.57	\$ 33.89
Water Technician I	\$ 29.75	\$ 30.42	\$ 30.72	\$ 31.03	\$ 31.33	\$ 31.64	\$ 31.94	\$ 32.25	\$ 32.55

Appendix A Rate Tables and Longevity

Completed Years of Service Rate	1	3	5	7	10	15	20
Increase on Base	1%	2%	3%	4%	5%	6%	7%

Proposed COLA from FY26 to FY27		3.00%							
	FY26	FY27							
	Base Rate	Base Rate							
Highway Section									
Foreman	\$ 34.88	\$ 35.93	\$ 36.29	\$ 36.65	\$ 37.01	\$ 37.37	\$ 37.73	\$ 38.09	\$ 38.45
Crew Leader	\$ 31.50	\$ 32.45	\$ 32.77	\$ 33.10	\$ 33.42	\$ 33.75	\$ 34.07	\$ 34.40	\$ 34.72
Heavy Equipment Operator	\$ 30.48	\$ 31.39	\$ 31.70	\$ 32.02	\$ 32.33	\$ 32.65	\$ 32.96	\$ 33.27	\$ 33.59
Light Equipment Operator	\$ 28.54	\$ 29.40	\$ 29.69	\$ 29.99	\$ 30.28	\$ 30.58	\$ 30.87	\$ 31.16	\$ 31.46
Crew Member II	\$ 27.52	\$ 28.35	\$ 28.63	\$ 28.92	\$ 29.20	\$ 29.48	\$ 29.77	\$ 30.05	\$ 30.33
Crew Member I	\$ 25.77	\$ 26.54	\$ 26.81	\$ 27.07	\$ 27.34	\$ 27.60	\$ 27.87	\$ 28.13	\$ 28.40
Garage Services									
Lead Mechanic	\$ 34.00	\$ 35.02	\$ 35.37	\$ 35.72	\$ 36.07	\$ 36.42	\$ 36.77	\$ 37.12	\$ 37.47
Mechanic	\$ 31.48	\$ 32.42	\$ 32.74	\$ 33.07	\$ 33.39	\$ 33.72	\$ 34.04	\$ 34.37	\$ 34.69
Service Technician	\$ 28.63	\$ 29.49	\$ 29.78	\$ 30.08	\$ 30.37	\$ 30.67	\$ 30.96	\$ 31.26	\$ 31.55
Environmental Services									
Foreman	\$ 32.36	\$ 33.33	\$ 33.66	\$ 34.00	\$ 34.33	\$ 34.66	\$ 35.00	\$ 35.33	\$ 35.66
Senior Environmental Services Operator	\$ 30.68	\$ 31.60	\$ 31.92	\$ 32.23	\$ 32.55	\$ 32.86	\$ 33.18	\$ 33.50	\$ 33.81
Environmental Service Operator	\$ 28.54	\$ 29.40	\$ 29.69	\$ 29.99	\$ 30.28	\$ 30.58	\$ 30.87	\$ 31.16	\$ 31.46
Environmental Service Crew Member II	\$ 27.52	\$ 28.35	\$ 28.63	\$ 28.92	\$ 29.20	\$ 29.48	\$ 29.77	\$ 30.05	\$ 30.33
Environmental Service Crew Member I	\$ 25.77	\$ 26.54	\$ 26.81	\$ 27.07	\$ 27.34	\$ 27.60	\$ 27.87	\$ 28.13	\$ 28.40
Wastewater Section									
Plant & Pumps Unit									
Operations Manager	\$ 34.88	\$ 35.93	\$ 36.29	\$ 36.65	\$ 37.01	\$ 37.37	\$ 37.73	\$ 38.09	\$ 38.45
Operator II	\$ 31.67	\$ 32.62	\$ 32.95	\$ 33.27	\$ 33.60	\$ 33.92	\$ 34.25	\$ 34.58	\$ 34.90
Operator I	\$ 30.42	\$ 31.33	\$ 31.64	\$ 31.96	\$ 32.27	\$ 32.58	\$ 32.90	\$ 33.21	\$ 33.52
Lab Unit									
Lab Manager	\$ 34.88	\$ 35.93	\$ 36.29	\$ 36.65	\$ 37.01	\$ 37.37	\$ 37.73	\$ 38.09	\$ 38.45
Collections Unit									
Collection System Manager	\$ 34.88	\$ 35.93	\$ 36.29	\$ 36.65	\$ 37.01	\$ 37.37	\$ 37.73	\$ 38.09	\$ 38.45
Collection Technician II	\$ 28.54	\$ 29.40	\$ 29.69	\$ 29.99	\$ 30.28	\$ 30.58	\$ 30.87	\$ 31.16	\$ 31.46
Collection Technician I	\$ 27.52	\$ 28.35	\$ 28.63	\$ 28.92	\$ 29.20	\$ 29.48	\$ 29.77	\$ 30.05	\$ 30.33
Water Section									
Treatment System Manager	\$ 34.88	\$ 35.93	\$ 36.29	\$ 36.65	\$ 37.01	\$ 37.37	\$ 37.73	\$ 38.09	\$ 38.45
Distribution System Manager	\$ 34.88	\$ 35.93	\$ 36.29	\$ 36.65	\$ 37.01	\$ 37.37	\$ 37.73	\$ 38.09	\$ 38.45
Water Systems Specialist	\$ 32.57	\$ 33.55	\$ 33.89	\$ 34.22	\$ 34.56	\$ 34.89	\$ 35.23	\$ 35.56	\$ 35.90
Water Technician II	\$ 31.67	\$ 32.62	\$ 32.95	\$ 33.27	\$ 33.60	\$ 33.92	\$ 34.25	\$ 34.58	\$ 34.90
Water Technician I	\$ 30.42	\$ 31.33	\$ 31.64	\$ 31.96	\$ 32.27	\$ 32.58	\$ 32.90	\$ 33.21	\$ 33.52

Appendix A Rate Tables and Longevity

Completed Years of Service Rate	1	3	5	7	10	15	20
Increase on Base	1%	2%	3%	4%	5%	6%	7%

Proposed COLA from FY27 to FY28		FY28							
	FY27 Base Rate	Base Rate							
Highway Section									
Foreman	\$ 35.93	\$ 37.10	\$ 37.47	\$ 37.84	\$ 38.21	\$ 38.58	\$ 38.96	\$ 39.33	\$ 39.70
Crew Leader	\$ 32.45	\$ 33.50	\$ 33.84	\$ 34.17	\$ 34.51	\$ 34.84	\$ 35.18	\$ 35.51	\$ 35.85
Heavy Equipment Operator	\$ 31.39	\$ 32.41	\$ 32.73	\$ 33.06	\$ 33.38	\$ 33.71	\$ 34.03	\$ 34.35	\$ 34.68
Light Equipment Operator	\$ 29.40	\$ 30.36	\$ 30.66	\$ 30.97	\$ 31.27	\$ 31.57	\$ 31.88	\$ 32.18	\$ 32.49
Crew Member II	\$ 28.35	\$ 29.27	\$ 29.56	\$ 29.86	\$ 30.15	\$ 30.44	\$ 30.73	\$ 31.03	\$ 31.32
Crew Member I	\$ 26.54	\$ 27.40	\$ 27.67	\$ 27.95	\$ 28.22	\$ 28.50	\$ 28.77	\$ 29.04	\$ 29.32
Garage Services									
Lead Mechanic	\$ 35.02	\$ 36.16	\$ 36.52	\$ 36.88	\$ 37.24	\$ 37.61	\$ 37.97	\$ 38.33	\$ 38.69
Mechanic	\$ 32.42	\$ 33.47	\$ 33.80	\$ 34.14	\$ 34.47	\$ 34.81	\$ 35.14	\$ 35.48	\$ 35.81
Service Technician	\$ 29.49	\$ 30.45	\$ 30.75	\$ 31.06	\$ 31.36	\$ 31.67	\$ 31.97	\$ 32.28	\$ 32.58
Environmental Services									
Foreman	\$ 33.33	\$ 34.41	\$ 34.75	\$ 35.10	\$ 35.44	\$ 35.79	\$ 36.13	\$ 36.47	\$ 36.82
Senior Environmental Services Operator	\$ 31.60	\$ 32.63	\$ 32.96	\$ 33.28	\$ 33.61	\$ 33.94	\$ 34.26	\$ 34.59	\$ 34.91
Environmental Service Operator	\$ 29.40	\$ 30.36	\$ 30.66	\$ 30.97	\$ 31.27	\$ 31.57	\$ 31.88	\$ 32.18	\$ 32.49
Environmental Service Crew Member II	\$ 28.35	\$ 29.27	\$ 29.56	\$ 29.86	\$ 30.15	\$ 30.44	\$ 30.73	\$ 31.03	\$ 31.32
Environmental Service Crew Member I	\$ 26.54	\$ 27.40	\$ 27.67	\$ 27.95	\$ 28.22	\$ 28.50	\$ 28.77	\$ 29.04	\$ 29.32
Wastewater Section									
Plant & Pumps Unit									
Operations Manager	\$ 35.93	\$ 37.10	\$ 37.47	\$ 37.84	\$ 38.21	\$ 38.58	\$ 38.96	\$ 39.33	\$ 39.70
Operator II	\$ 32.62	\$ 33.68	\$ 34.02	\$ 34.35	\$ 34.69	\$ 35.03	\$ 35.36	\$ 35.70	\$ 36.04
Operator I	\$ 31.33	\$ 32.35	\$ 32.67	\$ 33.00	\$ 33.32	\$ 33.64	\$ 33.97	\$ 34.29	\$ 34.61
Lab Unit									
Lab Manager	\$ 35.93	\$ 37.10	\$ 37.47	\$ 37.84	\$ 38.21	\$ 38.58	\$ 38.96	\$ 39.33	\$ 39.70
Collections Unit									
Collection System Manager	\$ 35.93	\$ 37.10	\$ 37.47	\$ 37.84	\$ 38.21	\$ 38.58	\$ 38.96	\$ 39.33	\$ 39.70
Collection Technician II	\$ 29.40	\$ 30.36	\$ 30.66	\$ 30.97	\$ 31.27	\$ 31.57	\$ 31.88	\$ 32.18	\$ 32.49
Collection Technician I	\$ 28.35	\$ 29.27	\$ 29.56	\$ 29.86	\$ 30.15	\$ 30.44	\$ 30.73	\$ 31.03	\$ 31.32
Water Section									
Treatment System Manager	\$ 35.93	\$ 37.10	\$ 37.47	\$ 37.84	\$ 38.21	\$ 38.58	\$ 38.96	\$ 39.33	\$ 39.70
Distribution System Manager	\$ 35.93	\$ 37.10	\$ 37.47	\$ 37.84	\$ 38.21	\$ 38.58	\$ 38.96	\$ 39.33	\$ 39.70
Water Systems Specialist	\$ 33.55	\$ 34.64	\$ 34.99	\$ 35.33	\$ 35.68	\$ 36.03	\$ 36.37	\$ 36.72	\$ 37.06
Water Technician II	\$ 32.62	\$ 33.68	\$ 34.02	\$ 34.35	\$ 34.69	\$ 35.05	\$ 35.36	\$ 35.70	\$ 36.04
Water Technician I	\$ 31.33	\$ 32.35	\$ 32.67	\$ 33.00	\$ 33.32	\$ 33.64	\$ 33.97	\$ 34.29	\$ 34.61

