



**LEWISTON**  
Maine

UNION: AFSCME Council 93 Pro-Tech

CBA REFERENCE: 7/1/20 – 6/30/23

RE: Wage Adjustments

**SIDE LETTER OF AGREEMENT**

The City of Lewiston and AFSCME, Lewiston Professional Technical Unit, hereby agree to wage adjustments, consisting of an additional 1% COLA effective July 1, 2022 and an additional .5% COLA effective January 1, 2023. See the attached wage table.

7/22/2022  
Date

7/25/22  
Date

7/25/2023  
Date

ally of FR OIKK MOIN  
Signed Union President

Heather White  
Signed City Administrator

[Signature]  
Signed AFSCME Representative

FY2021

2.5% effective 7/1/20

	<u>0 Years</u>	<u>2 Years</u>	<u>5 Years</u>	<u>8 Years</u>	<u>11 Years</u>	<u>14 Years</u>	<u>17 Years</u>	<u>20 Years</u>	<u>25 Years</u>	<u>28 Years</u>
Step	1	2	3	4	5	6	7	8	9	10
Level 1	\$14.10	\$14.46	\$15.31	\$16.15	\$17.00	\$17.85	\$18.68	\$19.53	\$20.22	\$20.83
Level 2	\$16.24	\$16.63	\$17.62	\$18.59	\$19.55	\$20.53	\$21.51	\$22.47	\$23.26	\$23.95
Level 3	\$17.78	\$18.23	\$19.30	\$20.38	\$21.43	\$22.52	\$23.58	\$24.63	\$25.49	\$26.26
Level 4	\$19.34	\$19.85	\$21.01	\$22.16	\$23.32	\$24.46	\$25.61	\$26.77	\$27.73	\$28.56
Level 5	\$22.79	\$23.35	\$24.65	\$26.00	\$27.32	\$28.62	\$29.94	\$31.25	\$32.36	\$33.32
Level 6	\$24.69	\$25.34	\$26.81	\$28.32	\$29.78	\$31.26	\$32.72	\$34.21	\$35.42	\$36.48
Level 7	\$28.20	\$28.91	\$30.61	\$32.28	\$33.98	\$35.66	\$37.34	\$39.03	\$40.39	\$41.60
Level 8	\$31.88	\$32.68	\$34.59	\$36.50	\$38.40	\$40.32	\$42.22	\$44.15	\$45.68	\$47.06
Level 9	\$33.96	\$34.81	\$36.86	\$38.89	\$40.92	\$42.93	\$44.99	\$47.01	\$48.68	\$50.13
Level 10	\$35.66	\$36.58	\$38.70	\$40.86	\$42.96	\$45.10	\$47.24	\$49.37	\$51.12	\$52.64
Level 11	\$37.47	\$38.44	\$40.67	\$42.92	\$45.16	\$47.41	\$49.63	\$51.89	\$53.70	\$55.31
Level 12	\$40.50	\$41.51	\$43.90	\$46.28	\$48.65	\$51.03	\$53.42	\$55.79	\$57.72	\$59.45
Level 13	\$42.01	\$43.09	\$45.62	\$48.12	\$50.64	\$53.13	\$55.67	\$58.18	\$60.21	\$62.01

FY2021

0.5% effective 1/1/21

	<u>0 Years</u>	<u>2 Years</u>	<u>5 Years</u>	<u>8 Years</u>	<u>11 Years</u>	<u>14 Years</u>	<u>17 Years</u>	<u>20 Years</u>	<u>25 Years</u>	<u>28 Years</u>
Step	1	2	3	4	5	6	7	8	9	10
Level 1	\$14.17	\$14.53	\$15.39	\$16.23	\$17.09	\$17.94	\$18.77	\$19.63	\$20.32	\$20.93
Level 2	\$16.32	\$16.71	\$17.71	\$18.68	\$19.65	\$20.63	\$21.62	\$22.58	\$23.38	\$24.07
Level 3	\$17.87	\$18.32	\$19.40	\$20.48	\$21.54	\$22.63	\$23.70	\$24.75	\$25.62	\$26.39
Level 4	\$19.44	\$19.95	\$21.12	\$22.27	\$23.44	\$24.58	\$25.74	\$26.90	\$27.87	\$28.70
Level 5	\$22.90	\$23.47	\$24.77	\$26.13	\$27.46	\$28.76	\$30.09	\$31.41	\$32.52	\$33.49
Level 6	\$24.81	\$25.47	\$26.94	\$28.46	\$29.93	\$31.42	\$32.88	\$34.38	\$35.60	\$36.66
Level 7	\$28.34	\$29.05	\$30.76	\$32.44	\$34.15	\$35.84	\$37.53	\$39.23	\$40.59	\$41.81
Level 8	\$32.04	\$32.84	\$34.76	\$36.68	\$38.59	\$40.52	\$42.43	\$44.37	\$45.91	\$47.30
Level 9	\$34.13	\$34.98	\$37.04	\$39.08	\$41.12	\$43.14	\$45.21	\$47.25	\$48.92	\$50.38
Level 10	\$35.84	\$36.76	\$38.89	\$41.06	\$43.17	\$45.33	\$47.48	\$49.62	\$51.38	\$52.90
Level 11	\$37.66	\$38.63	\$40.87	\$43.13	\$45.39	\$47.65	\$49.88	\$52.15	\$53.97	\$55.59
Level 12	\$40.70	\$41.72	\$44.12	\$46.51	\$48.89	\$51.29	\$53.69	\$56.07	\$58.01	\$59.75
Level 13	\$42.22	\$43.31	\$45.85	\$48.36	\$50.89	\$53.40	\$55.95	\$58.47	\$60.51	\$62.32

FY2022

2.5% effective 7/1/21

	<u>0 Years</u>	<u>2 Years</u>	<u>5 Years</u>	<u>8 Years</u>	<u>11 Years</u>	<u>14 Years</u>	<u>17 Years</u>	<u>20 Years</u>	<u>25 Years</u>	<u>28 Years</u>
Step	1	2	3	4	5	6	7	8	9	10
Level 1	\$14.52	\$14.89	\$15.77	\$16.64	\$17.52	\$18.39	\$19.24	\$20.12	\$20.83	\$21.45
Level 2	\$16.73	\$17.13	\$18.15	\$19.15	\$20.14	\$21.15	\$22.16	\$23.14	\$23.96	\$24.67
Level 3	\$18.32	\$18.78	\$19.89	\$20.99	\$22.08	\$23.20	\$24.29	\$25.37	\$26.26	\$27.05
Level 4	\$19.93	\$20.45	\$21.65	\$22.83	\$24.03	\$25.19	\$26.38	\$27.57	\$28.57	\$29.42
Level 5	\$23.47	\$24.06	\$25.39	\$26.78	\$28.15	\$29.48	\$30.84	\$32.20	\$33.33	\$34.33
Level 6	\$25.43	\$26.11	\$27.61	\$29.17	\$30.68	\$32.21	\$33.70	\$35.24	\$36.49	\$37.58
Level 7	\$29.05	\$29.78	\$31.53	\$33.25	\$35.00	\$36.74	\$38.47	\$40.21	\$41.60	\$42.86
Level 8	\$32.84	\$33.66	\$35.63	\$37.60	\$39.55	\$41.53	\$43.49	\$45.48	\$47.06	\$48.48
Level 9	\$34.98	\$35.85	\$37.97	\$40.06	\$42.15	\$44.22	\$46.34	\$48.43	\$50.14	\$51.64
Level 10	\$36.74	\$37.68	\$39.86	\$42.09	\$44.25	\$46.46	\$48.67	\$50.86	\$52.66	\$54.22
Level 11	\$38.60	\$39.60	\$41.89	\$44.21	\$46.52	\$48.84	\$51.13	\$53.45	\$55.32	\$56.98
Level 12	\$41.72	\$42.76	\$45.22	\$47.67	\$50.11	\$52.57	\$55.03	\$57.47	\$59.46	\$61.24
Level 13	\$43.28	\$44.39	\$47.00	\$49.57	\$52.16	\$54.74	\$57.35	\$59.93	\$62.02	\$63.88

FY2022

0.5% effective 1/1/22

Step	0 Years	2 Years	5 Years	8 Years	11 Years	14 Years	17 Years	20 Years	25 Years	28 Years
	1	2	3	4	5	6	7	8	9	10
Level 1	\$14.59	\$14.96	\$15.85	\$16.72	\$17.61	\$18.48	\$19.34	\$20.22	\$20.93	\$21.56
Level 2	\$16.81	\$17.22	\$18.24	\$19.25	\$20.24	\$21.26	\$22.27	\$23.26	\$24.08	\$24.79
Level 3	\$18.41	\$18.87	\$19.99	\$21.09	\$22.19	\$23.32	\$24.41	\$25.50	\$26.39	\$27.19
Level 4	\$20.03	\$20.55	\$21.76	\$22.94	\$24.15	\$25.32	\$26.51	\$27.71	\$28.71	\$29.57
Level 5	\$23.59	\$24.18	\$25.52	\$26.91	\$28.29	\$29.63	\$30.99	\$32.36	\$33.50	\$34.50
Level 6	\$25.56	\$26.24	\$27.75	\$29.32	\$30.83	\$32.37	\$33.87	\$35.42	\$36.67	\$37.77
Level 7	\$29.20	\$29.93	\$31.69	\$33.42	\$35.18	\$36.92	\$38.66	\$40.41	\$41.81	\$43.07
Level 8	\$33.00	\$33.83	\$35.81	\$37.79	\$39.75	\$41.74	\$43.71	\$45.71	\$47.30	\$48.72
Level 9	\$35.15	\$36.03	\$38.16	\$40.26	\$42.36	\$44.44	\$46.57	\$48.67	\$50.39	\$51.90
Level 10	\$36.92	\$37.87	\$40.06	\$42.30	\$44.47	\$46.69	\$48.91	\$51.11	\$52.92	\$54.49
Level 11	\$38.79	\$39.80	\$42.10	\$44.43	\$46.75	\$49.08	\$51.39	\$53.72	\$55.60	\$57.26
Level 12	\$41.93	\$42.97	\$45.45	\$47.91	\$50.36	\$52.83	\$55.31	\$57.76	\$59.76	\$61.55
Level 13	\$43.50	\$44.61	\$47.24	\$49.82	\$52.42	\$55.01	\$57.64	\$60.23	\$62.33	\$64.20

FY2023 2.5% + 1% effective 7/1/22

Step	0 Years	2 Years	5 Years	8 Years	11 Years	14 Years	17 Years	20 Years	25 Years	28 Years
	1	2	3	4	5	6	7	8	9	10
Level 1	\$15.10	\$15.48	\$16.41	\$17.31	\$18.23	\$19.13	\$20.02	\$20.94	\$21.66	\$22.32
Level 2	\$17.40	\$17.83	\$18.89	\$19.93	\$20.96	\$22.01	\$23.06	\$24.08	\$24.93	\$25.66
Level 3	\$19.06	\$19.53	\$20.69	\$21.84	\$22.97	\$24.14	\$25.27	\$26.40	\$27.32	\$28.15
Level 4	\$20.74	\$21.27	\$22.52	\$23.75	\$25.00	\$26.21	\$27.44	\$28.68	\$29.72	\$30.61
Level 5	\$24.42	\$25.03	\$26.42	\$27.86	\$29.29	\$30.67	\$32.08	\$33.50	\$34.68	\$35.71
Level 6	\$26.46	\$27.17	\$28.72	\$30.35	\$31.92	\$33.51	\$35.07	\$36.67	\$37.97	\$39.10
Level 7	\$30.23	\$30.99	\$32.80	\$34.60	\$36.42	\$38.22	\$40.03	\$41.83	\$43.29	\$44.59
Level 8	\$34.17	\$35.03	\$37.08	\$39.12	\$41.15	\$43.21	\$45.25	\$47.32	\$48.96	\$50.44
Level 9	\$36.39	\$37.30	\$39.50	\$41.68	\$43.85	\$46.01	\$48.21	\$50.39	\$52.17	\$53.73
Level 10	\$38.22	\$39.21	\$41.47	\$43.79	\$46.04	\$48.34	\$50.63	\$52.91	\$54.78	\$56.41
Level 11	\$40.16	\$41.21	\$43.58	\$46.00	\$48.40	\$50.81	\$53.20	\$55.61	\$57.56	\$59.28
Level 12	\$43.41	\$44.48	\$47.06	\$49.60	\$52.14	\$54.69	\$57.26	\$59.79	\$61.86	\$63.72
Level 13	\$45.04	\$46.19	\$48.90	\$51.58	\$54.27	\$56.95	\$59.67	\$62.36	\$64.53	\$66.47

FY2023 0.5%/1% effective 1/1/23

Step	0 Years	2 Years	5 Years	8 Years	11 Years	14 Years	17 Years	20 Years	25 Years	28 Years
	1	2	3	4	5	6	7	8	9	10
Level 1	\$15.25	\$15.63	\$16.57	\$17.48	\$18.41	\$19.32	\$20.22	\$21.15	\$21.88	\$22.54
Level 2	\$17.57	\$18.01	\$19.08	\$20.13	\$21.17	\$22.23	\$23.29	\$24.32	\$25.18	\$25.92
Level 3	\$19.25	\$19.73	\$20.90	\$22.06	\$23.20	\$24.38	\$25.52	\$26.66	\$27.59	\$28.43
Level 4	\$20.95	\$21.48	\$22.75	\$23.99	\$25.25	\$26.47	\$27.71	\$28.97	\$30.02	\$30.92
Level 5	\$24.66	\$25.28	\$26.68	\$28.14	\$29.58	\$30.98	\$32.40	\$33.84	\$35.03	\$36.07
Level 6	\$26.72	\$27.44	\$29.01	\$30.65	\$32.24	\$33.85	\$35.42	\$37.04	\$38.35	\$39.49
Level 7	\$30.53	\$31.30	\$33.13	\$34.95	\$36.78	\$38.60	\$40.43	\$42.25	\$43.72	\$45.04
Level 8	\$34.51	\$35.38	\$37.45	\$39.51	\$41.56	\$43.64	\$45.70	\$47.79	\$49.45	\$50.94
Level 9	\$36.75	\$37.67	\$39.90	\$42.10	\$44.29	\$46.47	\$48.69	\$50.89	\$52.69	\$54.27
Level 10	\$38.60	\$39.60	\$41.88	\$44.23	\$46.50	\$48.82	\$51.14	\$53.44	\$55.33	\$56.97
Level 11	\$40.56	\$41.62	\$44.02	\$46.46	\$48.88	\$51.32	\$53.73	\$56.17	\$58.14	\$59.87
Level 12	\$43.84	\$44.92	\$47.53	\$50.10	\$52.66	\$55.24	\$57.83	\$60.39	\$62.48	\$64.36
Level 13	\$45.49	\$46.65	\$49.39	\$52.10	\$54.81	\$57.52	\$60.27	\$62.98	\$65.18	\$67.13