



LEWISTON
Maine

UNION: AFSCME 93 Local 1458-00 Public Works Unit

CBA REFERENCE: 7/1/20 – 6/30/23

RE: Wage Adjustments

SIDE LETTER OF AGREEMENT

The City of Lewiston and AFSCME 93 Local 1458-00 Public Works 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.

7/25/22
Date

7/25/22
Date

7/25/2022
Date


Signed Union President


Signed City Administrator


Signed AFSCME Representative

FY2020 - Effective July 1, 2019 - 2.0%

| Grade | Starting pay | 2 | 5 | 8 | 10 | 12 | 15 | 18 | 21 | 25 | 28 |
|--------|--------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Step # | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| PW-1 | \$15.72 | \$16.20 | \$16.67 | \$17.17 | \$17.69 | \$18.23 | \$18.77 | \$19.33 | \$19.90 | \$20.50 | \$21.12 |
| PW-2 | \$16.20 | \$16.67 | \$17.17 | \$17.69 | \$18.23 | \$18.77 | \$19.33 | \$19.90 | \$20.50 | \$21.13 | \$21.77 |
| PW-3 | \$17.00 | \$17.49 | \$18.03 | \$18.59 | \$19.14 | \$19.70 | \$20.30 | \$20.90 | \$21.52 | \$22.20 | \$22.86 |
| PW-4 | \$17.85 | \$18.39 | \$18.93 | \$19.48 | \$20.09 | \$20.70 | \$21.32 | \$21.94 | \$22.59 | \$23.29 | \$23.99 |
| PW-5 | \$18.75 | \$19.31 | \$19.88 | \$20.48 | \$21.09 | \$21.73 | \$22.38 | \$23.05 | \$23.75 | \$24.46 | \$25.19 |
| PW-6 | \$19.68 | \$20.28 | \$20.88 | \$21.50 | \$22.16 | \$22.81 | \$23.49 | \$24.23 | \$24.94 | \$25.67 | \$26.44 |
| PW-7 | \$20.68 | \$21.28 | \$21.91 | \$22.57 | \$23.27 | \$23.94 | \$24.67 | \$25.41 | \$26.16 | \$26.96 | \$27.77 |
| PW-8 | \$21.71 | \$22.36 | \$23.02 | \$23.72 | \$24.43 | \$25.14 | \$25.92 | \$26.69 | \$27.48 | \$28.32 | \$29.16 |
| PW-9 | \$22.79 | \$23.46 | \$24.16 | \$24.90 | \$25.63 | \$26.41 | \$27.20 | \$28.01 | \$28.86 | \$29.71 | \$30.60 |

FY2021 - Effective July 1, 2020 - 2.5%

| Grade | Starting pay | 2 | 5 | 8 | 10 | 12 | 15 | 18 | 21 | 25 | 28 |
|--------|--------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Step # | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| PW-1 | \$16.11 | \$16.61 | \$17.09 | \$17.60 | \$18.13 | \$18.69 | \$19.24 | \$19.81 | \$20.40 | \$21.01 | \$21.65 |
| PW-2 | \$16.61 | \$17.09 | \$17.60 | \$18.13 | \$18.69 | \$19.24 | \$19.81 | \$20.40 | \$21.01 | \$21.66 | \$22.31 |
| PW-3 | \$17.43 | \$17.93 | \$18.48 | \$19.05 | \$19.62 | \$20.19 | \$20.81 | \$21.42 | \$22.06 | \$22.76 | \$23.43 |
| PW-4 | \$18.30 | \$18.85 | \$19.40 | \$19.97 | \$20.59 | \$21.22 | \$21.85 | \$22.49 | \$23.15 | \$23.87 | \$24.59 |
| PW-5 | \$19.22 | \$19.79 | \$20.38 | \$20.99 | \$21.62 | \$22.27 | \$22.94 | \$23.63 | \$24.34 | \$25.07 | \$25.82 |
| PW-6 | \$20.17 | \$20.79 | \$21.40 | \$22.04 | \$22.71 | \$23.38 | \$24.08 | \$24.84 | \$25.56 | \$26.31 | \$27.10 |
| PW-7 | \$21.20 | \$21.81 | \$22.46 | \$23.13 | \$23.85 | \$24.54 | \$25.29 | \$26.05 | \$26.81 | \$27.63 | \$28.46 |
| PW-8 | \$22.25 | \$22.92 | \$23.60 | \$24.31 | \$25.04 | \$25.77 | \$26.57 | \$27.36 | \$28.17 | \$29.03 | \$29.89 |
| PW-9 | \$23.36 | \$24.05 | \$24.76 | \$25.52 | \$26.27 | \$27.07 | \$27.88 | \$28.71 | \$29.58 | \$30.45 | \$31.37 |

FY2021 - Effective January 1, 2021 - 0.5%

| Grade | Starting pay | 2 | 5 | 8 | 10 | 12 | 15 | 18 | 21 | 25 | 28 |
|--------|--------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Step # | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| PW-1 | \$16.19 | \$16.69 | \$17.18 | \$17.69 | \$18.22 | \$18.78 | \$19.34 | \$19.91 | \$20.50 | \$21.12 | \$21.76 |
| PW-2 | \$16.69 | \$17.18 | \$17.69 | \$18.22 | \$18.78 | \$19.34 | \$19.91 | \$20.50 | \$21.12 | \$21.77 | \$22.42 |
| PW-3 | \$17.52 | \$18.02 | \$18.57 | \$19.15 | \$19.72 | \$20.29 | \$20.91 | \$21.53 | \$22.17 | \$22.87 | \$23.55 |
| PW-4 | \$18.39 | \$18.94 | \$19.50 | \$20.07 | \$20.69 | \$21.33 | \$21.96 | \$22.60 | \$23.27 | \$23.99 | \$24.71 |
| PW-5 | \$19.32 | \$19.89 | \$20.48 | \$21.09 | \$21.73 | \$22.38 | \$23.05 | \$23.75 | \$24.46 | \$25.20 | \$25.95 |
| PW-6 | \$20.27 | \$20.89 | \$21.51 | \$22.15 | \$22.82 | \$23.50 | \$24.20 | \$24.96 | \$25.69 | \$26.44 | \$27.24 |
| PW-7 | \$21.31 | \$21.92 | \$22.57 | \$23.25 | \$23.97 | \$24.66 | \$25.42 | \$26.18 | \$26.94 | \$27.77 | \$28.60 |
| PW-8 | \$22.36 | \$23.03 | \$23.72 | \$24.43 | \$25.17 | \$25.90 | \$26.70 | \$27.50 | \$28.31 | \$29.18 | \$30.04 |
| PW-9 | \$23.48 | \$24.17 | \$24.88 | \$25.65 | \$26.40 | \$27.21 | \$28.02 | \$28.85 | \$29.73 | \$30.60 | \$31.53 |

FY2022 - Effective July 1, 2021 - 2.5%

| Grade | Starting pay | 2 | 5 | 8 | 10 | 12 | 15 | 18 | 21 | 25 | 28 |
|--------|--------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Step # | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| PW-1 | \$16.59 | \$17.11 | \$17.61 | \$18.13 | \$18.68 | \$19.25 | \$19.82 | \$20.41 | \$21.01 | \$21.65 | \$22.30 |
| PW-2 | \$17.11 | \$17.61 | \$18.13 | \$18.68 | \$19.25 | \$19.82 | \$20.41 | \$21.01 | \$21.65 | \$22.31 | \$22.98 |
| PW-3 | \$17.96 | \$18.47 | \$19.03 | \$19.63 | \$20.21 | \$20.80 | \$21.43 | \$22.07 | \$22.72 | \$23.44 | \$24.14 |
| PW-4 | \$18.85 | \$19.41 | \$19.99 | \$20.57 | \$21.21 | \$21.86 | \$22.51 | \$23.17 | \$23.85 | \$24.59 | \$25.33 |
| PW-5 | \$19.80 | \$20.39 | \$20.99 | \$21.62 | \$22.27 | \$22.94 | \$23.63 | \$24.34 | \$25.07 | \$25.83 | \$26.60 |
| PW-6 | \$20.78 | \$21.41 | \$22.05 | \$22.70 | \$23.39 | \$24.09 | \$24.81 | \$25.58 | \$26.33 | \$27.10 | \$27.92 |

| | | | | | | | | | | | |
|------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| PW-7 | \$21.84 | \$22.47 | \$23.13 | \$23.83 | \$24.57 | \$25.28 | \$26.06 | \$26.83 | \$27.61 | \$28.46 | \$29.32 |
| PW-8 | \$22.92 | \$23.61 | \$24.31 | \$25.04 | \$25.80 | \$26.55 | \$27.37 | \$28.19 | \$29.02 | \$29.91 | \$30.79 |
| PW-9 | \$24.07 | \$24.77 | \$25.50 | \$26.29 | \$27.06 | \$27.89 | \$28.72 | \$29.57 | \$30.47 | \$31.37 | \$32.32 |

FY2022 - Effective January 1, 2022 - 0.5%

| Grade | Starting pay | 2 | 5 | 8 | 10 | 12 | 15 | 18 | 21 | 25 | 28 |
|--------|--------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Step # | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| PW-1 | \$16.67 | \$17.20 | \$17.70 | \$18.22 | \$18.77 | \$19.35 | \$19.92 | \$20.51 | \$21.12 | \$21.76 | \$22.41 |
| PW-2 | \$17.20 | \$17.70 | \$18.22 | \$18.77 | \$19.35 | \$19.92 | \$20.51 | \$21.12 | \$21.76 | \$22.42 | \$23.09 |
| PW-3 | \$18.05 | \$18.56 | \$19.13 | \$19.73 | \$20.31 | \$20.90 | \$21.54 | \$22.18 | \$22.83 | \$23.56 | \$24.26 |
| PW-4 | \$18.94 | \$19.51 | \$20.09 | \$20.67 | \$21.32 | \$21.97 | \$22.62 | \$23.29 | \$23.97 | \$24.71 | \$25.46 |
| PW-5 | \$19.90 | \$20.49 | \$21.09 | \$21.73 | \$22.38 | \$23.05 | \$23.75 | \$24.46 | \$25.20 | \$25.96 | \$26.73 |
| PW-6 | \$20.88 | \$21.52 | \$22.16 | \$22.81 | \$23.51 | \$24.21 | \$24.93 | \$25.71 | \$26.46 | \$27.24 | \$28.06 |
| PW-7 | \$21.95 | \$22.58 | \$23.25 | \$23.95 | \$24.69 | \$25.41 | \$26.19 | \$26.96 | \$27.75 | \$28.60 | \$29.47 |
| PW-8 | \$23.03 | \$23.73 | \$24.43 | \$25.17 | \$25.93 | \$26.68 | \$27.51 | \$28.33 | \$29.17 | \$30.06 | \$30.94 |
| PW-9 | \$24.19 | \$24.89 | \$25.63 | \$26.42 | \$27.20 | \$28.03 | \$28.86 | \$29.72 | \$30.62 | \$31.53 | \$32.48 |

FY2023 - Effective July 1, 2022 - 2.5% + 1%

| Grade | Starting pay | 2 | 5 | 8 | 10 | 12 | 15 | 18 | 21 | 25 | 28 |
|--------|--------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Step # | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| PW-1 | \$17.26 | \$17.81 | \$18.32 | \$18.87 | \$19.43 | \$20.03 | \$20.62 | \$21.23 | \$21.87 | \$22.52 | \$23.20 |
| PW-2 | \$17.81 | \$18.32 | \$18.87 | \$19.43 | \$20.03 | \$20.62 | \$21.23 | \$21.87 | \$22.52 | \$23.21 | \$23.91 |
| PW-3 | \$18.69 | \$19.21 | \$19.81 | \$20.42 | \$21.03 | \$21.63 | \$22.30 | \$22.96 | \$23.63 | \$24.39 | \$25.12 |
| PW-4 | \$19.60 | \$20.20 | \$20.80 | \$21.40 | \$22.07 | \$22.75 | \$23.42 | \$24.11 | \$24.82 | \$25.58 | \$26.36 |
| PW-5 | \$20.60 | \$21.21 | \$21.84 | \$22.49 | \$23.17 | \$23.87 | \$24.58 | \$25.32 | \$26.09 | \$26.88 | \$27.67 |
| PW-6 | \$21.61 | \$22.28 | \$22.94 | \$23.61 | \$24.34 | \$25.07 | \$25.81 | \$26.61 | \$27.39 | \$28.20 | \$29.05 |
| PW-7 | \$22.73 | \$23.37 | \$24.07 | \$24.80 | \$25.56 | \$26.31 | \$27.11 | \$27.91 | \$28.72 | \$29.61 | \$30.51 |
| PW-8 | \$23.85 | \$24.56 | \$25.29 | \$26.06 | \$26.85 | \$27.62 | \$28.48 | \$29.33 | \$30.20 | \$31.12 | \$32.03 |
| PW-9 | \$25.04 | \$25.77 | \$26.53 | \$27.35 | \$28.16 | \$29.02 | \$29.88 | \$30.76 | \$31.70 | \$32.64 | \$33.62 |

FY2023 - Effective January 1, 2023 - 0.5%/1%

| Grade | Starting pay | 2 | 5 | 8 | 10 | 12 | 15 | 18 | 21 | 25 | 28 |
|--------|--------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Step # | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| PW-1 | \$17.43 | \$17.99 | \$18.50 | \$19.06 | \$19.62 | \$20.23 | \$20.83 | \$21.44 | \$22.09 | \$22.75 | \$23.43 |
| PW-2 | \$17.99 | \$18.50 | \$19.06 | \$19.62 | \$20.23 | \$20.83 | \$21.44 | \$22.09 | \$22.75 | \$23.44 | \$24.15 |
| PW-3 | \$18.88 | \$19.40 | \$20.01 | \$20.62 | \$21.24 | \$21.85 | \$22.52 | \$23.19 | \$23.87 | \$24.63 | \$25.37 |
| PW-4 | \$19.80 | \$20.40 | \$21.01 | \$21.61 | \$22.29 | \$22.98 | \$23.65 | \$24.35 | \$25.07 | \$25.84 | \$26.62 |
| PW-5 | \$20.81 | \$21.42 | \$22.06 | \$22.71 | \$23.40 | \$24.11 | \$24.83 | \$25.57 | \$26.35 | \$27.15 | \$27.95 |
| PW-6 | \$21.83 | \$22.50 | \$23.17 | \$23.85 | \$24.58 | \$25.32 | \$26.07 | \$26.88 | \$27.66 | \$28.48 | \$29.34 |
| PW-7 | \$22.96 | \$23.60 | \$24.31 | \$25.05 | \$25.82 | \$26.57 | \$27.38 | \$28.19 | \$29.01 | \$29.91 | \$30.82 |
| PW-8 | \$24.09 | \$24.81 | \$25.54 | \$26.32 | \$27.12 | \$27.90 | \$28.76 | \$29.62 | \$30.50 | \$31.43 | \$32.35 |
| PW-9 | \$25.29 | \$26.03 | \$26.80 | \$27.62 | \$28.44 | \$29.31 | \$30.18 | \$31.07 | \$32.02 | \$32.97 | \$33.96 |