



**LEWISTON**  
Maine

**UNION:** Maine Service Employees Association (MSEA)

**CBA REFERENCE:** 7/1/20 – 6/30/23

**RE:** Wage Adjustments

**SIDE LETTER OF AGREEMENT**

The City of Lewiston and the Maine Service Employees Association (MSEA) 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.

7/20/2022

Date

Rolen Uph-Sexton

Signed MSEA Representative

7/20/22

Date

Sharon Skute

Signed City Administrator

FY20 Drop/Add Step + 2%			Effective 7/1/2019								
YOS	0	2	5	8	10	12	15	18	21	24	28
Step #	1	2	3	4	5	6	7	8	9	10	11
G-7	14.10	14.53	14.95	15.41	15.86	16.35	16.84	17.33	17.85	18.39	18.94
G-8	14.53	14.95	15.41	15.86	16.35	16.84	17.33	17.83	18.37	18.92	19.49
G-9	14.95	15.41	15.86	16.35	16.84	17.33	17.83	18.38	18.93	19.50	20.08
G-10	15.41	15.86	16.35	16.84	17.33	17.83	18.39	18.94	19.51	20.10	20.70
G-11	15.86	16.35	16.84	17.33	17.83	18.39	18.92	19.50	20.08	20.69	21.31
G-12	16.35	16.84	17.33	17.83	18.39	18.92	19.50	20.08	20.69	21.31	21.95
G-13	16.84	17.33	17.83	18.39	18.92	19.50	20.08	20.70	21.32	21.96	22.62
G-14	17.33	17.83	18.39	18.92	19.50	20.08	20.70	21.33	21.97	22.63	23.31
G-15	17.83	18.39	18.92	19.50	20.08	20.70	21.33	21.97	22.63	23.31	24.01
G-16	18.39	18.92	19.50	20.08	20.70	21.33	21.97	22.62	23.30	24.00	24.71
G-17	18.92	19.50	20.08	20.70	21.33	21.97	22.62	23.30	24.00	24.72	25.46
G-18	19.50	20.08	20.70	21.33	21.97	22.62	23.30	23.99	24.71	25.45	26.21
G-19	20.08	20.70	21.33	21.97	22.62	23.30	23.99	24.71	25.45	26.22	27.00
G-20	20.70	21.33	21.97	22.62	23.30	23.99	24.71	25.45	26.22	27.00	27.81
G-21	21.53	22.18	22.84	23.52	24.23	24.95	25.71	26.47	27.26	28.08	28.92
G-22	22.39	23.07	23.76	24.46	25.19	25.95	26.73	27.53	28.35	29.20	30.08
G-23	23.29	23.99	24.71	25.43	26.21	26.98	27.80	28.63	29.48	30.37	31.28
G-24	24.22	24.95	25.69	26.45	27.25	28.06	28.91	29.78	30.67	31.59	32.54
G-25	25.18	25.95	26.72	27.52	28.34	29.18	30.07	30.96	31.89	32.84	33.83

FY21 - 2.5%		Effective 7/1/2020									
YOS	0	2	5	8	10	12	15	18	21	24	28
Step #	1	2	3	4	5	6	7	8	9	10	11
G-7	14.45	14.89	15.32	15.80	16.26	16.76	17.26	17.76	18.30	18.85	19.41
G-8	14.89	15.32	15.80	16.26	16.76	17.26	17.76	18.28	18.83	19.39	19.98
G-9	15.32	15.80	16.26	16.76	17.26	17.76	18.28	18.84	19.40	19.99	20.58
G-10	15.80	16.26	16.76	17.26	17.76	18.28	18.85	19.41	20.00	20.60	21.22
G-11	16.26	16.76	17.26	17.76	18.28	18.85	19.39	19.99	20.58	21.21	21.84
G-12	16.76	17.26	17.76	18.28	18.85	19.39	19.99	20.58	21.21	21.84	22.50
G-13	17.26	17.76	18.28	18.85	19.39	19.99	20.58	21.22	21.85	22.51	23.19
G-14	17.76	18.28	18.85	19.39	19.99	20.58	21.22	21.86	22.52	23.20	23.89
G-15	18.28	18.85	19.39	19.99	20.58	21.22	21.86	22.52	23.20	23.89	24.61
G-16	18.85	19.39	19.99	20.58	21.22	21.86	22.52	23.19	23.88	24.60	25.33
G-17	19.39	19.99	20.58	21.22	21.86	22.52	23.19	23.88	24.60	25.34	26.10
G-18	19.99	20.58	21.22	21.86	22.52	23.19	23.88	24.59	25.33	26.09	26.87
G-19	20.58	21.22	21.86	22.52	23.19	23.88	24.59	25.33	26.09	26.88	27.68
G-20	21.22	21.86	22.52	23.19	23.88	24.59	25.33	26.09	26.88	27.68	28.51
G-21	22.07	22.73	23.41	24.11	24.84	25.57	26.35	27.13	27.94	28.78	29.64
G-22	22.95	23.65	24.35	25.07	25.82	26.60	27.40	28.22	29.06	29.93	30.83
G-23	23.87	24.59	25.33	26.07	26.87	27.65	28.50	29.35	30.22	31.13	32.06
G-24	24.83	25.57	26.33	27.11	27.93	28.76	29.63	30.52	31.44	32.38	33.35
G-25	25.81	26.60	27.39	28.21	29.05	29.91	30.82	31.73	32.69	33.66	34.68

FY21 - 0.5%		Effective 1/1/2021									
YOS	0	2	5	8	10	12	15	18	21	24	28
Step #	1	2	3	4	5	6	7	8	9	10	11
G-7	14.52	14.96	15.40	15.88	16.34	16.84	17.35	17.85	18.39	18.94	19.51
G-8	14.96	15.40	15.88	16.34	16.84	17.35	17.85	18.37	18.92	19.49	20.08
G-9	15.40	15.88	16.34	16.84	17.35	17.85	18.37	18.93	19.50	20.09	20.68
G-10	15.88	16.34	16.84	17.35	17.85	18.37	18.94	19.51	20.10	20.70	21.33

<b>G-11</b>	16.34	16.84	17.35	17.85	18.37	18.94	19.49	20.09	20.68	21.32	21.95
<b>G-12</b>	16.84	17.35	17.85	18.37	18.94	19.49	20.09	20.68	21.32	21.95	22.61
<b>G-13</b>	17.35	17.85	18.37	18.94	19.49	20.09	20.68	21.33	21.96	22.62	23.31
<b>G-14</b>	17.85	18.37	18.94	19.49	20.09	20.68	21.33	21.97	22.63	23.32	24.01
<b>G-15</b>	18.37	18.94	19.49	20.09	20.68	21.33	21.97	22.63	23.32	24.01	24.73
<b>G-16</b>	18.94	19.49	20.09	20.68	21.33	21.97	22.63	23.31	24.00	24.72	25.46
<b>G-17</b>	19.49	20.09	20.68	21.33	21.97	22.63	23.31	24.00	24.72	25.47	26.23
<b>G-18</b>	20.09	20.68	21.33	21.97	22.63	23.31	24.00	24.71	25.46	26.22	27.00
<b>G-19</b>	20.68	21.33	21.97	22.63	23.31	24.00	24.71	25.46	26.22	27.01	27.82
<b>G-20</b>	21.33	21.97	22.63	23.31	24.00	24.71	25.46	26.22	27.01	27.82	28.65
<b>G-21</b>	22.18	22.84	23.53	24.23	24.96	25.70	26.48	27.27	28.08	28.92	29.79
<b>G-22</b>	23.06	23.77	24.47	25.20	25.95	26.73	27.54	28.36	29.21	30.08	30.98
<b>G-23</b>	23.99	24.71	25.46	26.20	27.00	27.79	28.64	29.50	30.37	31.29	32.22
<b>G-24</b>	24.95	25.70	26.46	27.25	28.07	28.90	29.78	30.67	31.60	32.54	33.52
<b>G-25</b>	25.94	26.73	27.53	28.35	29.20	30.06	30.97	31.89	32.85	33.83	34.85

<b>FY22 - 2.5%</b>		<b>Effective 7/1/2021</b>									
<b>YOS</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>8</b>	<b>10</b>	<b>12</b>	<b>15</b>	<b>18</b>	<b>21</b>	<b>24</b>	<b>28</b>
<b>Step #</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
<b>G-7</b>	14.88	15.33	15.79	16.28	16.75	17.26	17.78	18.30	18.85	19.41	20.00
<b>G-8</b>	15.33	15.79	16.28	16.75	17.26	17.78	18.30	18.83	19.39	19.98	20.58
<b>G-9</b>	15.79	16.28	16.75	17.26	17.78	18.30	18.83	19.40	19.99	20.59	21.20
<b>G-10</b>	16.28	16.75	17.26	17.78	18.30	18.83	19.41	20.00	20.60	21.22	21.86
<b>G-11</b>	16.75	17.26	17.78	18.30	18.83	19.41	19.98	20.59	21.20	21.85	22.50
<b>G-12</b>	17.26	17.78	18.30	18.83	19.41	19.98	20.59	21.20	21.85	22.50	23.18
<b>G-13</b>	17.78	18.30	18.83	19.41	19.98	20.59	21.20	21.86	22.51	23.19	23.89
<b>G-14</b>	18.30	18.83	19.41	19.98	20.59	21.20	21.86	22.52	23.20	23.90	24.61
<b>G-15</b>	18.83	19.41	19.98	20.59	21.20	21.86	22.52	23.20	23.90	24.61	25.35
<b>G-16</b>	19.41	19.98	20.59	21.20	21.86	22.52	23.20	23.89	24.60	25.34	26.10
<b>G-17</b>	19.98	20.59	21.20	21.86	22.52	23.20	23.89	24.60	25.34	26.11	26.89
<b>G-18</b>	20.59	21.20	21.86	22.52	23.20	23.89	24.60	25.33	26.10	26.88	27.68
<b>G-19</b>	21.20	21.86	22.52	23.20	23.89	24.60	25.33	26.10	26.88	27.69	28.52
<b>G-20</b>	21.86	22.52	23.20	23.89	24.60	25.33	26.10	26.88	27.69	28.52	29.37
<b>G-21</b>	22.73	23.41	24.12	24.84	25.58	26.34	27.14	27.95	28.78	29.64	30.53
<b>G-22</b>	23.64	24.36	25.08	25.83	26.60	27.40	28.23	29.07	29.94	30.83	31.75
<b>G-23</b>	24.59	25.33	26.10	26.86	27.68	28.48	29.36	30.24	31.13	32.07	33.03
<b>G-24</b>	25.57	26.34	27.12	27.93	28.77	29.62	30.52	31.44	32.39	33.35	34.36
<b>G-25</b>	26.59	27.40	28.22	29.06	29.93	30.81	31.74	32.69	33.67	34.68	35.72

<b>FY22 - 0.5%</b>		<b>Effective 1/1/2022</b>									
<b>YOS</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>8</b>	<b>10</b>	<b>12</b>	<b>15</b>	<b>18</b>	<b>21</b>	<b>24</b>	<b>28</b>
<b>Step #</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
<b>G-7</b>	14.95	15.41	15.87	16.36	16.83	17.35	17.87	18.39	18.94	19.51	20.10
<b>G-8</b>	15.41	15.87	16.36	16.83	17.35	17.87	18.39	18.92	19.49	20.08	20.68
<b>G-9</b>	15.87	16.36	16.83	17.35	17.87	18.39	18.92	19.50	20.09	20.69	21.31
<b>G-10</b>	16.36	16.83	17.35	17.87	18.39	18.92	19.51	20.10	20.70	21.33	21.97
<b>G-11</b>	16.83	17.35	17.87	18.39	18.92	19.51	20.08	20.69	21.31	21.96	22.61
<b>G-12</b>	17.35	17.87	18.39	18.92	19.51	20.08	20.69	21.31	21.96	22.61	23.30
<b>G-13</b>	17.87	18.39	18.92	19.51	20.08	20.69	21.31	21.97	22.62	23.31	24.01
<b>G-14</b>	18.39	18.92	19.51	20.08	20.69	21.31	21.97	22.63	23.32	24.02	24.73
<b>G-15</b>	18.92	19.51	20.08	20.69	21.31	21.97	22.63	23.32	24.02	24.73	25.48
<b>G-16</b>	19.51	20.08	20.69	21.31	21.97	22.63	23.32	24.01	24.72	25.47	26.23
<b>G-17</b>	20.08	20.69	21.31	21.97	22.63	23.32	24.01	24.72	25.47	26.24	27.02

<b>G-18</b>	20.69	21.31	21.97	22.63	23.32	24.01	24.72	25.46	26.23	27.01	27.82
<b>G-19</b>	21.31	21.97	22.63	23.32	24.01	24.72	25.46	26.23	27.01	27.83	28.66
<b>G-20</b>	21.97	22.63	23.32	24.01	24.72	25.46	26.23	27.01	27.83	28.66	29.52
<b>G-21</b>	22.84	23.53	24.24	24.96	25.71	26.47	27.28	28.09	28.92	29.79	30.68
<b>G-22</b>	23.76	24.48	25.21	25.96	26.73	27.54	28.37	29.22	30.09	30.98	31.91
<b>G-23</b>	24.71	25.46	26.23	26.99	27.82	28.62	29.51	30.39	31.29	32.23	33.20
<b>G-24</b>	25.70	26.47	27.26	28.07	28.91	29.77	30.67	31.60	32.55	33.52	34.53
<b>G-25</b>	26.72	27.54	28.36	29.21	30.08	30.96	31.90	32.85	33.84	34.85	35.90

<b>FY23 - 2.5% + 1%</b>		Effective 7/1/2022									
<b>YOS</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>8</b>	<b>10</b>	<b>12</b>	<b>15</b>	<b>18</b>	<b>21</b>	<b>24</b>	<b>28</b>
<b>Step #</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
<b>G-7</b>	15.47	15.96	16.43	16.94	17.42	17.96	18.50	19.04	19.60	20.20	20.81
<b>G-8</b>	15.96	16.43	16.94	17.42	17.96	18.50	19.04	19.58	20.18	20.79	21.41
<b>G-9</b>	16.43	16.94	17.42	17.96	18.50	19.04	19.58	20.19	20.80	21.42	22.06
<b>G-10</b>	16.94	17.42	17.96	18.50	19.04	19.58	20.20	20.81	21.43	22.08	22.75
<b>G-11</b>	17.42	17.96	18.50	19.04	19.58	20.20	20.79	21.42	22.06	22.74	23.41
<b>G-12</b>	17.96	18.50	19.04	19.58	20.20	20.79	21.42	22.06	22.74	23.41	24.12
<b>G-13</b>	18.50	19.04	19.58	20.20	20.79	21.42	22.06	22.75	23.42	24.13	24.86
<b>G-14</b>	19.04	19.58	20.20	20.79	21.42	22.06	22.75	23.43	24.14	24.87	25.60
<b>G-15</b>	19.58	20.20	20.79	21.42	22.06	22.75	23.43	24.14	24.87	25.60	26.38
<b>G-16</b>	20.20	20.79	21.42	22.06	22.75	23.43	24.14	24.86	25.59	26.37	27.16
<b>G-17</b>	20.79	21.42	22.06	22.75	23.43	24.14	24.86	25.59	26.37	27.17	27.98
<b>G-18</b>	21.42	22.06	22.75	23.43	24.14	24.86	25.59	26.36	27.16	27.97	28.81
<b>G-19</b>	22.06	22.75	23.43	24.14	24.86	25.59	26.36	27.16	27.97	28.82	29.67
<b>G-20</b>	22.75	23.43	24.14	24.86	25.59	26.36	27.16	27.97	28.82	29.67	30.56
<b>G-21</b>	23.64	24.36	25.10	25.84	26.61	27.40	28.24	29.08	29.94	30.84	31.76
<b>G-22</b>	24.59	25.34	26.10	26.88	27.67	28.51	29.37	30.25	31.15	32.07	33.04
<b>G-23</b>	25.58	26.36	27.16	27.94	28.81	29.63	30.55	31.46	32.39	33.37	34.37
<b>G-24</b>	26.60	27.40	28.22	29.06	29.93	30.82	31.75	32.71	33.69	34.70	35.74
<b>G-25</b>	27.66	28.51	29.36	30.24	31.14	32.05	33.03	34.01	35.04	36.08	37.17

<b>FY23 - 0.5%/1%</b>		Effective 1/1/2023									
<b>YOS</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>8</b>	<b>10</b>	<b>12</b>	<b>15</b>	<b>18</b>	<b>21</b>	<b>24</b>	<b>28</b>
<b>Step #</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
<b>G-7</b>	15.62	16.12	16.59	17.11	17.59	18.14	18.69	19.23	19.80	20.40	21.02
<b>G-8</b>	16.12	16.59	17.11	17.59	18.14	18.69	19.23	19.78	20.38	21.00	21.62
<b>G-9</b>	16.59	17.11	17.59	18.14	18.69	19.23	19.78	20.39	21.01	21.63	22.28
<b>G-10</b>	17.11	17.59	18.14	18.69	19.23	19.78	20.40	21.02	21.64	22.30	22.98
<b>G-11</b>	17.59	18.14	18.69	19.23	19.78	20.40	21.00	21.63	22.28	22.97	23.64
<b>G-12</b>	18.14	18.69	19.23	19.78	20.40	21.00	21.63	22.28	22.97	23.64	24.36
<b>G-13</b>	18.69	19.23	19.78	20.40	21.00	21.63	22.28	22.98	23.65	24.37	25.11
<b>G-14</b>	19.23	19.78	20.40	21.00	21.63	22.28	22.98	23.66	24.38	25.12	25.86
<b>G-15</b>	19.78	20.40	21.00	21.63	22.28	22.98	23.66	24.38	25.12	25.86	26.64
<b>G-16</b>	20.40	21.00	21.63	22.28	22.98	23.66	24.38	25.11	25.85	26.63	27.43
<b>G-17</b>	21.00	21.63	22.28	22.98	23.66	24.38	25.11	25.85	26.63	27.44	28.26
<b>G-18</b>	21.63	22.28	22.98	23.66	24.38	25.11	25.85	26.62	27.43	28.25	29.10
<b>G-19</b>	22.28	22.98	23.66	24.38	25.11	25.85	26.62	27.43	28.25	29.11	29.97
<b>G-20</b>	22.98	23.66	24.38	25.11	25.85	26.62	27.43	28.25	29.11	29.97	30.87
<b>G-21</b>	23.88	24.60	25.35	26.10	26.88	27.67	28.52	29.37	30.24	31.15	32.08
<b>G-22</b>	24.84	25.59	26.36	27.15	27.95	28.80	29.66	30.55	31.46	32.39	33.37
<b>G-23</b>	25.84	26.62	27.43	28.22	29.10	29.93	30.86	31.77	32.71	33.70	34.71
<b>G-24</b>	26.87	27.67	28.50	29.35	30.23	31.13	32.07	33.04	34.03	35.05	36.10

<b>G-25</b>	27.94	28.80	29.65	30.54	31.45	32.37	33.36	34.35	35.39	36.44	37.54
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