

TOWN OF MILTON, VERMONT

PUBLIC WORKS AGREEMENT

and the

A.F.S.C.M.E. COUNCIL 93,

LOCAL 1343. AFL-CIO

CHAPTER 10

July 1, 2014 – June 30, 2016

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PAY SCALES, 2014-201521

PAY SCALES, 2015-201623

RATIFICATION:25

ARTICLE I- GENERAL PROVISIONS

SECTION 101 – Recognition

The Town of Milton recognizes Local 1343, AFSCME Council 93, AFL-CIO, as the exclusive bargaining representative of employees of the Highway, and Water/Wastewater Divisions, and newly certified “Administrative Division” employees in several Town of Milton departments as listed in the “Wage and Salary Schedule” attached to this document.

SECTION 102 - Distribution of Agreement

The Union shall furnish each employee a copy of this Agreement. New employees shall be furnished a copy on the date of hire.

SECTION 103 - Savings Clause

Should any provision or any portion of a provision of this Agreement be held to violate a Federal or State law, all other provisions shall remain in force. In this case the Employer and the Union shall meet within forty-five (45) days to negotiate new language.

SECTION 104 - Modification of Agreement

No agreement, alternation, understanding, variation, waiver or modification of this agreement shall be made by any employee or group of employees with the Employer and in no case shall be binding upon the parties hereto, unless such agreement is made in writing and ratified by the Union and the Employer. The waiver of any breach or condition of this agreement by either party shall not constitute a precedent in the future enforcement of all terms and conditions herein.

SECTION 105 - Duration of Agreement

A. This Agreement shall be in effect from July 1, 2014 until June 30, 2016

B. Either party may notify the other party of its desire to modify this Agreement by written notice postmarked no later than January first proceeding the first day of July upon which the successor agreement would become effective.

C. This Agreement shall be automatically extended unless either party gives written notice of a desire to modify or amend the Agreement at least six (6) months prior to the expiration date of this Agreement. During negotiations, this Agreement shall remain in full force and effect.

SECTION 106 - Non-Discrimination

Neither the Employer nor the Union shall discriminate against any employee on the basis of race, religion, color, creed, national origin, sex, age, handicap, sexual preference, marital status, political affiliation or membership in the Union.

SECTION 107 - Personnel Rules and Regulations

This Agreement supersedes the Personnel Rules and Regulations. Any rule or regulation not specifically altered by this Agreement shall remain in full force and effect. Rules and Regulations of the Town of Milton shall prevail where they are not in conflict with this Agreement.

SECTION 108 - Management Rights

Except as otherwise specifically provided in this Agreement, or otherwise specifically agreed to in writing between the parties, the operation of the Town departments and the direction of the working force, including the right to plan, direct, and control department activities; to schedule and assign work to employees; to determine the means, methods, processes, materials, and equipment; to maintain the efficiency of the departments and their employees; to determine the manning of jobs; to create, revise and eliminate jobs; formulate or promulgate ordinances or other regulations incidental to the management of the Town affecting the public health, safety and welfare; to hire and terminate; to require physical examinations on a case by case basis; to conduct alcohol and drug testing, to maintain order, and to suspend, demote, discipline, and discharge employees for just cause are rights solely of the Town.

SECTION 109 - No Strike no Lockout

The Town and the Union subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of work. The Union agrees; therefore, that during the term of this Agreement there shall be no strikes, work stoppages or other concerted refusals to perform work by the employees covered by this Agreement.

The Town agrees that during the term of this Agreement it will not lock out any of the employees covered by this Agreement.

Any disciplinary measures taken by the Town against employees who violate this Article shall not be reviewable through the grievance procedure, except on the defense that the employee did not in fact interrupt work as defined.

In the event of any violation of paragraph 1 of this Section, there shall be no financial liability on the part of the Signatory International union, Local and/or officers thereof, provided that the Signatory International and Local union involved promptly after notice of the beginning of such action shall (1) publicly and privately declare such action to be a violation of this Agreement and promptly order their Members to return to work, and (2) take other prompt and vigorous steps to end the strike, work stoppage or other concerted action by the employees.

ARTICLE 2 - UNION RIGHTS

SECTION 201 - Union Security Clause

All employees in the Bargaining Unit must, as a condition of employment, be a Member of the Union or pay an agency fee equal to Union dues beginning with the first day of the month following thirty days of employment. Members shall start paying Union dues beginning with the first day of the month following twelve months of employment. The Union agrees to provide all agency fee payers with an annual written notice of their right to apply for a refund of that portion of their agency fee payments to which they may be entitled as required by law.

SECTION 202 - Payroll Deduction of Union Dues

The Employer agrees to deduct Union dues, as certified by the Union, each pay period and remit to the Treasurer of the Union within fifteen (15) working days after the month in which the dues were deducted. Such remittance shall be accompanied by a list of employees with the amount deducted for each.

SECTION 203 - PEOPLE Deductions

The Employer agrees to deduct from the wages of any employee who is a Member of the Union a PEOPLE deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written notice to both the employer and the Union. The Employer agrees to remit any deductions made pursuant to this provision promptly to the Union together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance. PEOPLE (Public Employees Organized to Promote Legislative Equality) is an AFSCME Political Action Committee.

SECTION 204 - Union Committees

- A. The grievance committee shall consist of the Union Chairperson, Steward and Grievant(s).

- B. The negotiation committee shall consist of the Union Representative and two Members of the bargaining unit.

- C. Members of the grievance and negotiating committees shall be paid for all pre-approved straight time investigating grievances and attending joint meetings between committee Members and the employer. All meetings shall be scheduled during normal working hours.

Union representatives shall not be compensated for time spent in grievance and adjustment meetings outside their regular working hours. Union representatives will not be compensated for time spent in conventions, in handling internal Union affairs or in preparing for Union/Town meetings. The Town may, on a case by case basis, pre-approve Union related training concepts that fall under Section 304.

SECTION 205 - Visitation

Union representatives shall be granted access to employees during working hours, for discussion of grievances and negotiations, provided work is not unreasonably interfered with.

ARTICLE 3 - WORKING CONDITIONS

SECTION 301 - Hours of Work

Normal working hours for the Public Works Department are 7:00 AM to 3:30 PM., Monday through Friday with one half (1/2) hour for lunch. Summer hours for the Highway Division between Memorial Day and Labor Day will be 6:00 AM through 4:00 PM with no break for lunch. This will be known as "summer hour work schedule". The "summer hours" agreement continuance is subject to positive division (Highway Division) annual performance evaluation by the department Supervisor. Normal working hours for the finance, planning, zoning and clerk offices shall be 8:00 AM to 5:00 PM, Monday through Friday, with one hour for lunch. Custodian hours will be flexible. Certified employees will work out office coverage subject to the approval of their Supervisor.

Parties mutually agree to reserve the right to temporarily adjust hours, from time to time, given reasonable notice in a cooperative manner as special needs and/or short term projects may require.

SECTION 302 - Pay Day

Compensation will be received on Friday's on a bi-weekly basis, no earlier than 8:00 a.m. in the Town Managers office.

SECTION 303 - Health and Safety

The Town of Milton and all employees agree to retain a safe and healthy working environment. Towards this goal, the employees will observe the current safety measures in the work place at all times. The employees agree to participate in safety training and health and safety committee's as organized, to strive toward this goal as well.

SECTION 304 - Training

Employees are encouraged to discuss promotional opportunities with their Supervisors and/or Division Heads. Whenever possible, in-service training programs may be established either in conjunction with the daily work schedule or after regular working hours, which may provide assistance in preparing for promotional opportunities.

On the job training: An in-service training program shall be established to prepare mid-management (and prospective mid-management) personnel for the duties and responsibilities of management positions.

Additionally, on the job training programs for all employees shall be established and shall include demonstrations, assignments or reading material, lecture courses or other devices as may be available for the purpose of improving the effectiveness and broadening the knowledge of employees in the performance of their duties. All Town employees may be required to engage in such on-the-job training or outside training as may be deemed necessary or desirable by the Town Manager and the appropriate Division Head.

Orientation - To assist new Town employees, each new employee shall receive an orientation to the Town Division and position. This orientation shall include, but not be limited to:

- Town Policies
- Specific policies and procedures of the Division
- An introduction to co-workers
- A review of the expectations and requirements of the position, with an identification of significant dates or deadlines
- Training in specific job functions or operation in which the employee is not specifically trained. Such training will normally be provided by the Supervisor or designated co-worker. Training here does not include external training which would require time off from the job or additional expense to the Town except in the case of the police department.

SECTION 305 - Tuition Reimbursement

Employees will be reimbursed 100% for tuition cost as funds permit for pre-approved, successfully completed courses that are either part of a job related degree program or specific to the employee's immediate position.

SECTION 306 - Licenses

The Town of Milton will cover the expenses for renewing a Commercial Driver's license (CDL), Water licenses and or Wastewater licenses for the maximum time period permitted under Department of Motor Vehicles or the appropriate regulatory agency guidelines. It is expected that the employee will retain their required license in good standing. Loss of the CDL shall be considered just cause for discharge. This is particularly true if the employee is also in violation of the Town of Milton Drug and Alcohol Policy.

SECTION 307- Clothing

- A. Winter clothing allowance for Water and Sewer: One (1) pair of insulated overalls and one coat for each employee during the term of this Agreement, supplied and owned by the Town to be stored in the work place, except for unusual circumstances.

- B. The Town of Milton will provide, during the term of this Agreement, uniforms, and cleaning of the same, for each Public Works Department employee. Each employee will receive 11 short and/or long sleeved shirts, 11 pants, 2 jackets and liners if needed. The Town may alter the number of uniforms to no less than 9 shirts and 9 pants with the award of a new uniform contract as a cost contaminant measure.

- C. Protective equipment- The Town of Milton agrees to provide coverage for acceptable safety toed boots in the amount of \$185 per year of this agreement. This benefit will be pro-rated for each Public Works employee given their approximate length of service within this Agreement.

- D. The Town agrees to purchase each member assigned to the public works duties a pair of rubber boots for their use. The rubber boots shall remain the Town's.

SECTION 308 – On-Call

Water/Wastewater On-Call Pay and Rotation

Effective July 1, 2014, when an employee is designated as on-call they shall receive a \$2 per hour differential for each hour worked in their normal forty hour schedule. Effective July 1, 2015, this hourly differential shall increase to \$2.38. Hours worked shall include casual vacation time, compensatory time, and personal leave. In no case shall an employee who is away from the area on any combined leave be eligible for the on-call differential.

ARTICLE 4 - COMPENSATION

SECTION 401 - Rate of Pay

- A. Effective July 1, 2014 there will be a 2% Annual Base Pay adjustment with 1% Step increases. Effective July 1, 2015 there will be a 2% Annual Base Pay adjustment with 1% Step increases.

- B. All Bargaining Unit Members who are not at the maximum step of the attached Wage and Classification Schedule shall advance to the next higher step on July 1 each year of this agreement.

C. Bargaining Unit Members who are at the maximum step shall receive a bonus of 1% on their anniversary date of hire each year of this agreement.

D. The Truck Driver title will be amended to be a dual title of Truck Driver/Small and Large Equipment Operator.

SECTION 402 - Overtime

A. Overtime will be paid to a Public Works Department employee compensated on an hourly basis, working in excess of forty (40) hours per pay period. The pay period begins Sunday at 12:00 AM and ends on Saturday at 11:59 PM.

SECTION 403 - Call In

Public Works employees, paid on an hourly basis shall be guaranteed four (4) hours pay when called to work by their Supervisor. However, employees who are called in to work early prior to the regular start time of the scheduled workday shall be paid only for time actually worked and shall not be eligible for call-in pay as provided above. Effective July 1, 2006 an employee called in to work early shall be paid a minimum of 2 hours pay.

ARTICLE 5 - FRINGE BENEFITS

SECTION 501 - Vacations

A. All full time permanent employees are eligible for the following paid annual leave benefits:

<u>YEARS OF SERVICE</u>	<u>DAYS PER MONTH</u>	
One (1) to four (4) inclusive	10	0.833
Five (5) to nine (9) inclusive	17	1.417
Fifteen (15) or more inclusive	22	1.833

B. The schedule above will apply to all individuals in this bargaining unit with two exceptions:

1. As of 7/1/02, any Member earning more annual leave than indicated in that schedule shall continue to earn at his/her current rate until he/she would earn time according to the schedule above.

C. Employees eligible for annual leave benefits will receive the annual leave benefit credited to their account as it is earned.

D. Employees leave requests are to be filed with and approved by the Division Head (in the case of a Division Head the Town Manager). All employees shall take at least one block of five (5) vacation days per fiscal year. This is to insure adequate time away from duty for rest and relaxation. This block of vacation time shall include five (5) vacation days within a seven

(7) day period. Vacation time shall be submitted for approval to the Division Head or his/her designee. Requests for blocks of leave of five (5) days or more shall be submitted for approval no less than eight (8) weeks prior to the start of vacation time. Requests to take more than two (2) full calendar weeks at one time must have prior specific approval from the Town Manager upon recommendation by the Department Head. Working in lieu of vacation shall not be permitted except in emergency as declared by the Division Head and/or Town Manager, but in no event without the approval to the Town Manager.

All other requests for annual leave time may be granted if submitted for approval at least seven (7) days before the leave is to occur. Approval of leave requests submitted less than seven (7) days prior to the date requested shall be at the discretion of the Department Head and his/her designee. Vacation time must be taken in blocks of at least four (4) hours.

E. Employees may use vacation time to or in lieu of sick leave, bereavement leave, compensatory time or personal leave.

F. Employees suffering from any illness/injury, prior to or during their annual leave, and upon reasonable notification to the Division Head, (in the case of a Division Head - Town Manager) shall be entitled to convert those days to sick leave days. The Division Head/Town Manager may request verification by requiring a certificate from an attending physician if the conversion is to be in excess of three (3) days.

G. Employees may convert up to nine (9) sick days into three (3) vacation days annually.

H. Monetary compensation shall not be exchanged for vacation time.

I. No more than twenty (20) annual leave days (160 hours) accrued may be carried into the next fiscal year by an employee except in the most unusual circumstances and with the approval of the Town Manager. Probationary employees in the first instance are exempt from this provision.

J. In the event of death of an employee the Town shall pay to the surviving spouse, parent(s), children or if none the deceased's estate, one hundred percent (100%) of the total accumulated unused annual leave (sick & vacation).

K. If a permanent employee retires or resigns from the service of the Town, or is otherwise discontinued there from, except for cause, he/she shall be entitled to receive a lump sum payment of all accumulated annual vacation leave.

SECTION 502 - Holidays

A. All full time employees will be paid the following eleven (11) official holidays:

New Year's Day	Labor Day	Thanksgiving Day
President's Day	Columbus Day	Day after Thanksgiving
Memorial Day	Veterans Day	Christmas Eve Day
4th of July		Christmas Day

B. If a holiday falls on a weekend, Saturday holidays shall be designated as Friday off. Sunday holidays are designated as Monday off. If a holiday falls on a Friday or weekend during the "summer hour schedule" then Friday or Saturday holidays are designated as Thursday off. Sunday holidays are designated as Monday off.

C. If a holiday occurs during an employee's regular scheduled vacation the holiday does not lose its identity. The extra day may be added to the employee's regular scheduled vacation or taken at another time with the approval of the Division Head.

D. Employees must be at work the day before and the day after the holiday in order to be compensated for the holiday. Any absences before and/or after the holiday must be approved by the Division Head in order to be compensated for the holiday.

E. Non-exempt employees who are required and/or authorized to work on a holiday shall be paid at one and one-half (1.5) times the regular rate of pay for these holidays, in addition to the amount they are entitled to as a regular rate of pay for these holidays in addition to the amount they are entitled to as a regular paid holiday, resulting in an actual payment of two and one half (2.5) times their regular pay. Employees who are required to work on July 4th, Thanksgiving Day, Christmas Day or New Year's Day shall receive two (2) times the regular rate of pay for these holidays in addition to the amount they are entitled to as a regular paid holiday resulting in actual payments of three (3) times their regular pay.

F. Exempt employees who opt to work on a holiday shall be allowed to take compensatory time at another time of their choice with the approval of the Town Manager.

G. Temporary and part time probationary employees are not eligible for holiday pay.

H. Non-exempt full time employees wishing to observe religious holiday not listed above shall, at their option, be given time off without pay or have the time charged to their vacation.

SECTION 503 - Sick Leave

Full time employees for the Town shall be authorized sick leave. Sick leave is a privilege that is to be used for the sole purpose of providing wage continuation when an employee is incapacitated due to illness or non-job related injury for medical treatment and for exposure to contagious disease when attendance and duties jeopardize the health of others. This provision extends to illness of a Member of the employee's household that requires the employee's personal care and attention. The sick leave policy shall be as follows:

A. All employees shall be entitled to sick leave in accordance with the following schedule:

1. Twelve (12) days per year. Accumulation begins on first day of continuous service.
2. Employees may accrue up to a total of one hundred (100) sick days (800 hours).

[Note: Any employee who was hired prior to 1997 and who had accrued sick time in excess of 100 days shall be permitted to maintain such hours but shall not accrue any additional time until the total accrued hours is less than 100 days.]

B. A certificate of illness from a doctor may be required to receive sick leave for more than three (3) consecutive working days or five (5) calendar days.

C. In the event of death in-line-of-duty of an Employee, the Town shall pay to the surviving spouse, parent(s), children or if none the deceased's estate, one hundred percent (100%) of the total accumulated unused sick leave up to the maximum allowed accumulation as stipulated in paragraphs A. and B. of this section.

D. An employee absent on account of illness or injury shall promptly notify his/her Supervisor, Department Head or other person.

E. In cases where the Town questions a Member's use of sick leave, the Town may require a physical examination at the Town's expense.

F. Sick leave shall not be payable to any employee who is injured while in the employ of an outside employer.

G. To receive compensation while on sick leave an employee must notify his/her Division Head prior to or within four (4) hours after the time set for the beginning of his/her regular duties.

H. The Town will allow employees time off for doctor, dentist, hospital or other medical related appointments for a maximum of two (2) hours per appointment, for a maximum of two (2) appointments per contract year, as long as no overtime hire replacement is required. This time shall be not counted as time worked for the purpose of overtime nor shall it be chargeable to sick time or any other bank of time.

SECTION 504 - Military Leave

To the extent of applicability to the Town and the eligibility of the Member, the Town shall observe the requirements of the Uniformed Services Employment and Reemployment Rights Act (USERRA), 38 U.S.C. §§ 4301 et seq. and 21 V.S.A. Chapter 5, subchapter 5 (Employment Rights for Reserve and National Guard Members), both as may be amended. In order to qualify for leave or other benefits thereunder provided, a Member is required to meet all criteria and notice obligations imposed under these statutes and applicable regulations. To the extent this Agreement provides a benefit greater than required by statute, in such case this Agreement's provision shall apply.

A. Any full time Employee who enters the active Armed Forces of the United States for a period not exceeding four (4) years (plus any involuntary extension) shall be granted a leave of absence without pay. If a voluntary extension not exceeding one (1) year is requested by the federal government, the leave shall be so extended.

B. Upon discharge from the Armed Forces the Employee shall be eligible for re-employment by the Town in the capacity in which employed at the time of departure or in a position of like seniority, status and pay, provided that an honorable discharge has been received; their service was satisfactory, they are physically and mentally able, with or without reasonable accommodation, to perform the essential functions of the available positions. An Employee

returning from military leave shall submit a letter of intent regarding re-employment to the Town Manager not less than thirty (30) days preceding termination. Failure to do so shall result in forfeiture of any reinstatement rights.

C. Reserve Duty: Military leave of fifteen (15) days or less shall be granted in accordance with provisions of State Law. All employees entitled to military leave shall give the appointing authority an opportunity within the limits of Military Regulations to determine when such leave is taken. Whenever possible, the employee involved shall notify the Division Head of such leave requested ten (10) working days in advance of the beginning date of such leave.

For any leave taken under this section, the employee may request that the Town make up the difference between the employee's compensation from military service, and the compensation the employee would have received were they working directly for the Town during the leave period. The income from military service during periods when the employee would not normally have been on Town duty (such as weekends) shall be excluded from the military income for this calculation, as will any non-salary allowances such as housing and separate rations allowances. As part of any such request the employee shall provide adequate information for the Town to determine which days the employee is entitled to additional pay, and the amount of pay due. Submission of military pay records such as copies of Leave and Earnings statements will be sufficient to meet this requirement.

SECTION 505 - Personal Leave

All full time employees shall be allowed two (2) non-cumulative Personal Days per fiscal year for religious, social or personal need. A Member shall provide his/her Division Head with as much notice as possible of the date selected for such date.

Effective, July 1, 2014 personal leave may be taken in blocks of one (1) hour, however, the Town may give notice effective January 1, 2015 to end this practice

SECTION 506 - Health Insurance

Members may enroll in the health insurance program on the first day of the first full month after they begin service with the Town. Members should verify coverage start date at the time of their enrollment. The Town provides all eligible Members and their dependents with medical and hospitalization insurance.

The Town of Milton agrees to make Blue Cross Blue Shield Health Insurance Plans offered through Vermont Health Connect available to employees. The Town of Milton will pay a defined contribution for 100% of the premium cost for a CDHP Bronze plan, 40% of the deductible associated with the CDHP Bronze Plan and all after deductible out-of-pocket co-insurance costs up to a maximum of \$6,250/\$12,500 for single/parent and child(ren), couple, and family. Co-insurance funds will be managed through a Health Reimbursement Account. Employees can choose to have a Health Savings Account to manage their deductibles. The Town will contribute 40% of the yearly deductible amount based upon the following schedule:

- a) 50% of 40% of the yearly deductible amount with the first payroll processed following January 1.
- b) 25% of 40% of the yearly deductible amount with the first payroll processed following July 1.

- c) 25% of e 40% of the yearly deductible amount with the first payroll processed following October 1.

A. For Member's choosing a Health Savings Account the Town will be responsible for 40% of the deductible amount. The Town's contribution to the Health Savings Account will be pro-rated for new hires with respect to their date of hire.

B. The Town will provide employees a stipend, in lieu of health insurance, at a rate of \$1,800 per year for opting out of single person coverage, \$2,400 per year for opting out of two person coverage, \$3,000 per year for opting out of family coverage if the employee provides proof that they are covered by other health insurance. An employee shall not receive such stipend when both spouses work for the Town. For this purpose the Town includes: Town, School, and Water/Wastewater. Further the Town will not provide Health and Dental coverage if an employee is already covered by the same or similar health and/or dental plan. If the employee is found to have dual coverage within the Town, the employee must pay back to the Town an amount equal to the premiums paid by the Town during dual coverage. The Town at its discretion may offer a greater stipend but is not contractually obligated to do so.

C. The Town will make available to retired Members of the bargaining unit and their dependants any medical insurance the Town is permitted to offer, at no expense to the Town.

D. The parties recognize that Vermont Health Connect is unique in that it is a closed market Health Insurance Exchange (meaning that employers cannot purchase insurance outside of the Exchange except under very limited circumstances) a condition that has been identified by the United States Congress has a violation of the National Affordable Care Act. All other State Governments have set up open market Exchanges to encourage competition, competitive plans, and competitive pricing. Therefore, the availability of Health Insurance Carriers and Plan Designs is inherently limited. The Town therefore agrees to provide the value of its defined contribution toward a High Deductible Health Insurance Plan going forward and that the Union will pay its defined contribution. Changes in Carrier, Plan availability, deductible structure, co-insurance structure can be made at the discretion of the State of Vermont acting through their Legislature, Green Mountain Care Board, or Vermont Health Connect. Therefore, the parties will be held harmless from any changes made to Carrier availability, Plan availability, Provider availability and increases or decreases in coverage offered through the Exchange that take affect after January 1, 2014. After January 1, 2014 the cost share of premium increases, Vermont Health Connect changes in any increase in deductibles, or any increase in co-insurance requirements will be negotiated and shared by the parties.

The Town will pay 100% of the Member's Health Insurance premium, however, effective July 1, 2014 Employees shall pay 1.25% of base pay as a contribution to Health Insurance and effective July 1, 2015 1.5% of base pay as contribution to Health Insurance.

SECTION 507- Optical Care

Effective January 1, 2010 the Town will provide Vision Insurance.

SECTION 508 - Dental Insurance

The Town provides Northeast Delta Dental Insurance Benefit Plan 2 and coverage D – Orthodontic Rider B.

SECTION 509 - Life Insurance

Life Insurance: The Town provides a Life Insurance Policy for all employees with the premium being entirely paid by the Town.

A. Continuation of coverage with Premium Payment: If an employee becomes totally disabled for a period of up to nine (9) consecutive months, his/her group life insurance will remain in force, if during that time the employee pays the premium to the Town.

B. Premium waiver for extended Disability: If the disability continues past nine (9) months, the Town will not be required to maintain the insurance.

C. Commencement of Coverage: Eligible employees are covered on the first of the calendar month coinciding with or next following, one (1) month continuous service.

D. Shall receive life insurance in the amount equal to two (2) times an employee's annual salary up to \$200,000.00 effective October 1, 2006.

SECTION 510 - Pension

Agreement between the State of Vermont and the Town of Milton.

A. The Town and the employees of the Town of Milton elected to be covered by old age and survivors insurance (OASI) (Social Security).

B. The Town agreed that all appropriate provisions representing old age and survivor's insurance coverage, as continued in Title II of the Federal Social Security Act 3371 ET seq. of the Vermont Revised Statutes Annotated as amended, shall be part of the agreement.

C. All its employees will be covered by the plan except those performing services specifically excluded by Federal and State Law.

D. The provisions of the manual of rules and regulations (as it is now and may be amended from time to time) issued by the State of Vermont are part of the agreement.

E. The Town shall appropriate and set aside sufficient funds to make the necessary wage contribution payments required for the insurance and administrative cost.

F. The Town joined the Vermont Municipal Employees Retirement System (VMERS) effective July 1, 1995 under the following guidelines:

1. Effective July 1, 1995, all full time employees, having completed one (1) full year of satisfactory, continuous service, with the Town of Milton, may participate in the Vermont State Employee Retirement Plan, and will be credited with one (1) year of service with the Plan.

2. Employees hired after July 1, 2000 will be enrolled in either the VMERS Plan "B" or defined contribution "DC" program ninety (90) days from the date of hire. This is an irrevocable option. New employees who fail to elect to participate in the DC

program within the 90 days will automatically be placed in the "B" plan upon reaching the end of that period.

3. Employee's in the "A" plan may elect annually to convert to the "B" plan, according to existing VMERS rules for voting and plan conversion.

SECTION 511 - Bereavement

A. Purpose - The purpose of bereavement leave is to enable an employee to take care of personal arrangements and problems caused by death of an immediate family member of his/her family and to relieve themselves of concern over the loss of earnings on the regularly scheduled work days immediately following the death. If a death and/or funeral occur during the employee's vacation, the employee, at his/her choosing, may convert those vacation days to be charged against sick leave.

B. Bereavement Leave Immediate Family - Upon the death of an employee's spouse or child, the employee may request bereavement leave of up to five (5) working days immediately following such death without loss of pay.

C. Bereavement Leave Parents, Etc. - Upon the death of an employee's parent, stepparent, sister, brother, stepsister, stepbrother, the employee may request up to three (3) working days immediately following such death without loss of pay.

D. Bereavement Leave General - An employee may request and the Town Manager, upon recommendation of the Division Head or his/her designee may grant bereavement leave not to exceed two (2) days for family members other than those listed in A. and B. above. Any leave granted in this case shall be charged against the employee's accumulated sick leave, if any.

SECTION 512 - Employee Assistance Program

The Town and the Union shall jointly develop and maintain an employee assistance program.

SECTION 513 - Personal Vehicles

The Road Foreman will be provided with a municipal pick-up strictly for Town use preferably within the Town boundaries of Milton. A log book shall be kept by the Road Foreman identifying daily use of this vehicle that will be available for inspection at any time by the Town. The Road Foreman will be permitted to have direct access to a vehicle at all times on a year round basis.

SECTION 514 - Drug and Alcohol Policy

The Town of Milton's Drug and Alcohol Policy shall be incorporated as a binding addendum to this Agreement.

SECTION 515 - Long Term Disability

The Town of Milton shall provide employees Long Term Disability Insurance at no cost to the employee. The plan will contain a 90 day elimination period and will pay 60% of base pay up to \$6,000.00 per month up to age 65. Implementation of this program shall occur no later than July 1, 2006. An employee on long term disability shall be entitled to return to a job for one year from the first day of absence without the loss of pay or benefits. This provision does not apply to

employees on initial probation. The Town, at its discretion, may terminate an employee on non work related disability for more than one year.

Section 516 - Short-Term Disability Insurance

Effective January 1, 2010 the Town will provide Short Term Disability insurance at no cost to the Member. The Plan contains a fourteen (14) day elimination period due to injury and sickness. The Plan will pay sixty percent (60%) of the weekly earnings to a maximum benefit of one thousand one hundred dollars (\$1,100) per week.

SECTION 517 – Mileage Reimbursement

The Town shall reimburse employees for the authorized use of personal vehicles the IRS mileage rate in effect on the November 15th prior to the start of the fiscal year each July 1st. However, in the event the IRS rate decreases, the mileage rate paid shall never exceed the maximum non-taxable IRS approved rate. This provision shall take effect July 1, 2006.

SECTION 518 – Workmen’s Compensation

When an employee has suffered an injury in the performance of their regular work duties and has been verified to return to work and resume full duties, an employee may be granted 2 hours (weekly) of time for physical therapy for continuing injuries that do not impair work performance that were caused as a result of the work injury for a period of three months from the time they return to work and resume full duties. The need for physical therapy appointments must be verified and documented. An employee on worker’s compensation shall be entitled to return to a job for one year from the first day of absence without the loss of pay or benefits. This provision does not apply to employees on initial probation or to an employee who’s injury was due to a terminable offense of failing to adhere to safety requirements. An employee on worker’s compensation for more than one year shall be entitled to return to work in accordance with Vermont worker’s compensation law.

ARTICLE 6 - PERSONNEL ACTIONS

SECTION 601 - Probation

All original appointments will be probationary in nature during the first consecutive twelve months of employment. All promotional appointments will be probationary in nature for the first (6) months. The Division Head shall, five (5) days prior to the termination of the initial probationary period, give notice in writing to the employee of such action and the reason(s) for same. A copy of the notice shall be filed with the Town Manager and inserted in the employee’s records. The probationary period is regarded as an integral part of the selection process. It is utilized for carefully observing the employees work, for securing the most effective adjustment of a new employee to the position and for rejecting any employee whose performance does not meet the required work standards. During this period, supervisory personnel shall observe the employee to ascertain the degree of adjustment and consistency of satisfactory work performance. At any time during the probationary period, any probationary employee may be dismissed upon the recommendation of the Division Head. Any rejected probationary employee who was promoted or transferred shall be reinstated in his/her former position. Any employee affected by this reinstatement procedure shall have the right to return to his/her former position even though it shall be necessary to lay off a person.

Within two (2) weeks prior to the termination of the probationary period or an extension thereof,

the Division Head shall submit in writing to the Town Manager a recommendation regarding the permanent employment of the employee. At the end of the probationary period or an extension thereof, any probationary employee must either be given permanent appointment, rejected or dismissed without cause. The failure of the Town to give notice of said decision shall in no way constitute a waiver of its right to reject or dismiss an employee.

SECTION 602 - General Types of Disciplinary Action

A. An employee who has completed the probationary period shall not be disciplined, suspended or discharged except for just cause.

B. Disciplinary action shall follow a procedure of progressive discipline. This is based upon the generally accepted standard that the discipline imposed will reflect the magnitude, nature and/or recurrence of the infraction.

C. The parties to this Agreement hereby recognize that the history of disciplinary action will be applied to all future personnel actions in inverse order to the scale of previous discipline. Documentation will remain in the personnel file for the duration of the individuals employ with the Town. Past incidents of disciplinary action by the Town will be recognized in any subsequent personnel action however on an inverse basis to the date and magnitude of the previous violation. Any verbal and or written warnings will count towards progressive discipline for a year except that if a second written warning is issued within a two year period, it shall continue to count towards progressive discipline for 3 years. More serious disciplinary infractions such as suspension or other measures identified in the Administrative Code shall be valid as a basis for progressive discipline for up to three years. An example of this relationship would be: a verbal warning documented in writing that may stay "active" in the personnel file for twelve (12) months. This infraction would in no way be considered beyond the twelve (12) month period for an unrelated disciplinary infraction. This same disciplinary action would in no way be considered at all beyond one (1) year, for any disciplinary action, like or unlike the initial violation, except as indicated above.

SECTION 603 – Retirement

Employees assigned to highway, building and grounds, water and wastewater duties shall retire at age 65.

SECTION 604 – Compensatory Time Accrual Limitations

Employees may opt to take compensatory time in lieu of overtime during the workweek, beginning on Sunday and ending on Saturday; however, the compensatory time taken counted as hours worked shall only be eligible for compensatory time earned at a rate of 1:1 up to the amount of compensatory time taken. Compensatory time taken shall continue to be counted as time worked for the purposes of calculating overtime pay. Employees shall be allowed to carry over a maximum of 32 hours of compensatory time into the next fiscal year; carryovers of time exceeding 32 hours shall only be allowed at the discretion of the Town Manager.

Illustration: So if an employee takes three (3) hours of compensatory time in a workweek and subsequently works five (5) hours of overtime in the same work week, the compensatory time taken shall not be counted as eligible for further accrual as compensatory time given in lieu of overtime. The employee may be compensated for the three (3) hours of compensatory time on a 1:1 basis or be paid overtime for it.

SECTION 605 - Grievance and Arbitration Procedure

A. The term grievance means any dispute between the Employer and/or the Union or any employee covered by this Agreement.

B. Grievances shall be processed as follows:

Step 1: An employee or the Union must present a grievance to the immediate Supervisor within two (2) working days after the alleged incident was known or should have been known by the grievant. Such grievance may be expressed verbally or in writing. The Supervisor shall respond to the grievance committee in writing within five (5) working days.

Step 2: If no satisfactory agreement is reached, the grievant or Union shall present a written grievance to the Town Manager within five (5) working days of the answer in Step 1: The Town Manager shall meet with the grievance committee within ten (10) working days after receipt of the grievance. The Town Manager shall respond to the grievance committee, in writing, within the five (5) working days of the meeting.

Step 3: If no satisfactory agreement is reached, the grievant of Union shall present a written grievance to the Personnel Advisory Board. The Personnel Advisory Board shall meet with the grievance committee within ten (10) working days after receipt of the grievance. The Personnel Advisory Board shall respond to the grievance committee, in writing, within the ten (10) working days of the meeting.

Step 4: If the grievance is still unsettled, the Union and not any individual employee may request arbitration. Arbitration must be requested within thirty (30) working days of receipt of the Personnel Advisory Board's decision. Submission to arbitration shall be accomplished by sending a notice of the Unions intent to the Town Manager. The parties shall attempt to mutually agree on the services of an arbitrator. If unable to agree on an arbitrator the Union shall submit a request for a panel of seven (7) arbitrators from the Federal Mediation and Conciliation Service (FMCS), the arbitrator shall be chosen in accordance with Paragraph C of this Section. The cost of submission to the FMCS shall be born equally by the parties.

C. The parties shall choose an arbitrator from the F.M.C.S. panel of seven (7) by the Employer striking a name from the list and alternately, the Union and Employer, until one name remains which shall be the arbitrator. If the Town and Union are not able to agree on the selection of an arbitrator within a period of seven (7) working days, after the date of such written list, such grievance may be referred by either party to the American Arbitrator's Association for selecting an arbitrator in accordance with their Rules. If the grievance is not referred within ten (10) days to the American Arbitration Association then it shall be considered settled and shall no longer be subject to the grievance or arbitration provisions of this Agreement.

D. Working days shall mean Monday through Friday, excluding days the Municipal Offices are closed.

E. Time limits may be extended by mutual agreement.

F. It is acknowledged that the Town of Milton has been authorized by the electorate to follow the procedure for interest arbitration provided in the Municipal Labor Relations Act, 21 V.S.A. Chapter 22, in the event that negotiations with AFSCME for a successor collective bargaining agreement reach an impasse. Absent a rescission of that decision by the electorate, the parties agree that they will follow the statutory procedure for interest arbitration.

SECTION 606 - Seniority

Seniority shall mean the length of service with the Public Works Department since the last date of hire.

SECTION 607 - Reduction in Force

In the event of a reduction in force or elimination of classification, employees shall be laid off. Lay off shall be in inverse order to seniority within each classification. Employees may displace any employee with less seniority if the employee is able to perform the duties in the job classification. Employees affected shall be given a sixty (60) days notice.

SECTION 608 - Recall

Employees will be recalled in order of seniority. An employee notified by certified, return signature required mail, must notify the employers within five (5) working days and return within fifteen (15) working days of receiving notification or forfeit recall rights.

SECTION 609- Personnel Files

A. Information shall not be placed in an employee's file unless the employee is given a copy. An employee shall have the right to grieve any adverse information placed in the file.

B. Employees shall have the right to inspect materials in their file.

C. A Union representative shall have the right to inspect employee files in investigating and processing grievances.

ACKNOWLEDGEMENT OF ARBITRATION

We understand that this Agreement between the Town of Milton and AFSCME Council 93, AFL-CIO, Local 1343, Chapter 10, contains an agreement to arbitrate. After signing this document, we understand that we will not be able to bring a lawsuit concerning any dispute that may arise which is covered by the arbitration agreement, unless it involves a question of constitutional or civil rights. Instead, we agree to submit any such dispute to an impartial arbitrator.

On behalf of **A.F.S.C.M.E. Council 93 - Local 1343 - AFL-CIO - Chapter 10**

Dated: 8/11/14

By , duly authorized
Bruce Trombly – Union Representative

William Sanderson, duly authorized
Will Sanderson – Union Representative

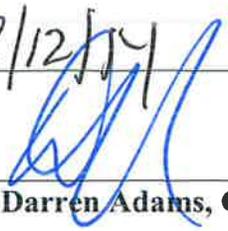
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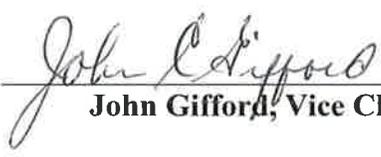
Erik Wells

HR Cour

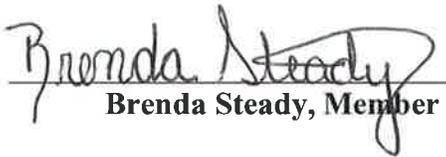
On behalf of the **Town of Milton**

Dated: 8/12/14

By , Duly Authorized
Darren Adams, Chairperson

, Duly Authorized
John Gifford, Vice Chairperson

_____, Duly Authorized
John Bartlett, Clerk

, Duly Authorized
Brenda Steady, Member

_____, Duly Authorized
Stuart King, Member

IN THE PRESENCE OF


Brian Palia - Town Manager

APPENDIX B
WAGE AND SALARY SCHEDULE

Grade	Position
1	Custodian
2	Laborer
3	Truck Driver/Small & Large Equip. Operator
4	No Current Positions
5	Mechanic/Truck Driver
6	Administrative Assistant I
7	Maintenance Technician I
8	No Current Position
9	Accounts Payable/Payroll Clerk Administrative Assistant II
10	Water/Wastewater Tech I
11	Planning Assistant
12	Fiscal Assistant I W/WW Tech I/Truck Driver/Equip Op
13	Admin. Asst. II-Town Clerk/Treasurer I Maintenance Mechanic
14	Equipment Operator Equip. Operator-W/W W Tech I
15	Water/Wastewater Technician II
16	Zoning Technician Planning & Permit Analyst
17	No Current Positions
18	Fiscal Assistant II Fiscal Analyst
19	Assistant Clerk and Treasurer I (1)
20	Water/Wastewater Assistant Chief Operator
21	No Current Position
22	Senior Equipment Operator (1)
23	Water/Wastewater Chief Operator
24	Zoning Admin./Health Officer (1) Supervising Equipment Operator

FY 2015 Pay scale

Grade	Rate	Step										
		Probation	1	2	3	4	5	6	7	8	9	10
1	Salary	21,590	22,984	23,213	23,442	23,670	23,920	24,149	24,378	24,606	24,856	25,126
	Hourly Rate	10.38	11.05	11.16	11.27	11.38	11.50	11.61	11.72	11.83	11.95	12.08
2	Salary	23,192	24,669	24,939	25,189	25,438	25,688	25,938	26,208	26,458	26,707	26,978
	Hourly Rate	11.15	11.86	11.99	12.11	12.23	12.35	12.47	12.60	12.72	12.84	12.97
3	Salary	24,378	25,917	26,187	26,437	26,686	26,957	27,248	27,518	27,789	28,059	28,350
	Hourly Rate	11.72	12.46	12.59	12.71	12.83	12.96	13.10	13.23	13.36	13.49	13.63
4	Salary	25,667	27,331	27,602	27,872	28,163	28,434	28,704	28,995	29,307	29,598	29,890
	Hourly Rate	12.34	13.14	13.27	13.40	13.54	13.67	13.80	13.94	14.09	14.23	14.37
5	Salary	26,832	28,558	28,829	29,120	29,432	29,723	30,014	30,326	30,618	30,909	31,221
	Hourly Rate	12.90	13.73	13.86	14.00	14.15	14.29	14.43	14.58	14.72	14.86	15.01
6	Salary	27,830	29,619	29,910	30,202	30,514	30,805	31,117	31,450	31,762	32,074	32,406
	Hourly Rate	13.38	14.24	14.38	14.52	14.67	14.81	14.96	15.12	15.27	15.42	15.58
7	Salary	28,704	30,555	30,846	31,158	31,491	31,803	32,115	32,448	32,760	33,072	33,426
	Hourly Rate	13.80	14.69	14.83	14.98	15.14	15.29	15.44	15.60	15.75	15.90	16.07
8	Salary	29,578	31,470	31,782	32,094	32,427	32,739	33,051	33,384	33,738	34,070	34,403
	Hourly Rate	14.22	15.13	15.28	15.43	15.59	15.74	15.89	16.05	16.22	16.38	16.54
9	Salary	30,742	32,698	33,010	33,342	33,696	34,029	34,362	34,715	35,048	35,402	35,776
	Hourly Rate	14.78	15.72	15.87	16.03	16.20	16.36	16.52	16.69	16.85	17.02	17.20
10	Salary	31,803	33,842	34,174	34,528	34,861	35,194	35,568	35,922	36,275	36,650	37,003
	Hourly Rate	15.29	16.27	16.43	16.60	16.76	16.92	17.10	17.27	17.44	17.62	17.79
11	Salary	32,240	34,299	34,653	34,986	35,318	35,693	36,046	36,400	36,774	37,128	37,502
	Hourly Rate	15.50	16.49	16.66	16.82	16.98	17.16	17.33	17.50	17.68	17.85	18.03
12	Salary	32,406	34,486	34,819	35,152	35,506	35,880	36,234	36,608	36,962	37,315	37,710
	Hourly Rate	15.58	16.58	16.74	16.90	17.07	17.25	17.42	17.60	17.77	17.94	18.13
13	Salary	32,656	34,736	35,069	35,422	35,797	36,150	36,504	36,878	37,232	37,606	38,002
	Hourly Rate	15.70	16.70	16.86	17.03	17.21	17.38	17.55	17.73	17.90	18.08	18.27
14	Salary	34,174	36,358	36,733	37,086	37,440	37,835	38,210	38,584	38,979	39,354	39,749
	Hourly Rate	16.43	17.48	17.66	17.83	18.00	18.19	18.37	18.55	18.74	18.92	19.11
15	Salary	34,611	36,816	37,170	37,544	37,939	38,314	38,688	39,083	39,458	39,874	40,269
	Hourly Rate	16.64	17.70	17.87	18.05	18.24	18.42	18.60	18.79	18.97	19.17	19.36
16	Salary	35,214	37,461	37,856	38,230	38,605	39,000	39,374	39,790	40,186	40,581	40,997
	Hourly Rate	16.93	18.01	18.20	18.38	18.56	18.75	18.93	19.13	19.32	19.51	19.71
17	Salary	35,568	37,835	38,210	38,584	38,979	39,354	39,749	40,165	40,560	40,976	41,371
	Hourly Rate	17.10	18.19	18.37	18.55	18.74	18.92	19.11	19.31	19.50	19.70	19.89
18	Salary	36,941	39,291	39,686	40,102	40,498	40,914	41,309	41,704	42,141	42,557	42,994
	Hourly Rate	17.76	18.89	19.08	19.28	19.47	19.67	19.86	20.05	20.26	20.46	20.67
19	Salary	38,251	40,685	41,101	41,496	41,933	42,349	42,765	43,202	43,618	44,075	44,512
	Hourly Rate	18.39	19.56	19.76	19.95	20.16	20.36	20.56	20.77	20.97	21.19	21.40
20	Salary	39,125	41,600	42,037	42,453	42,869	43,306	43,722	44,179	44,616	45,053	45,510
	Hourly Rate	18.81	20.00	20.21	20.41	20.61	20.82	21.02	21.24	21.45	21.66	21.88
21	Salary	40,061	42,598	43,035	43,451	43,867	44,325	44,762	45,219	45,656	46,114	46,592
	Hourly Rate	19.26	20.48	20.69	20.89	21.09	21.31	21.52	21.74	21.95	22.17	22.40
22	Salary	40,768	43,389	43,805	44,262	44,699	45,157	45,594	46,030	46,509	46,966	47,445
	Hourly Rate	19.60	20.86	21.06	21.28	21.49	21.71	21.92	22.13	22.36	22.58	22.81
23	Salary	41,954	44,637	45,094	45,531	45,968	46,446	46,904	47,382	47,840	48,339	48,818
	Hourly Rate	20.17	21.46	21.68	21.89	22.10	22.33	22.55	22.78	23.00	23.24	23.47
24	Salary	43,638	46,446	46,904	47,382	47,840	48,339	48,818	49,296	49,795	50,274	50,794
	Hourly Rate	20.98	22.33	22.55	22.78	23.00	23.24	23.47	23.70	23.94	24.17	24.42

Grade	Rate	Probation	11	12	13	14	15	16	17	18	19	20
1	Salary	21,590	25,376	25,626	25,875	26,146	26,395	26,645	26,915	27,206	27,477	27,747
	Hourly Rate	10.38	12.20	12.32	12.44	12.57	12.69	12.81	12.94	13.08	13.21	13.34
2	Salary	23,192	27,269	27,539	27,810	28,080	28,371	28,642	28,933	29,245	29,536	29,827
	Hourly Rate	11.15	13.11	13.24	13.37	13.50	13.64	13.77	13.91	14.06	14.20	14.34
3	Salary	24,378	28,621	28,891	29,203	29,494	29,786	30,077	30,389	30,680	30,971	31,304
	Hourly Rate	11.72	13.76	13.89	14.04	14.18	14.32	14.46	14.61	14.75	14.89	15.05
4	Salary	25,667	30,181	30,493	30,784	31,096	31,429	31,741	32,053	32,386	32,698	33,010
	Hourly Rate	12.34	14.51	14.66	14.80	14.95	15.11	15.26	15.41	15.57	15.72	15.87
5	Salary	26,832	31,554	31,866	32,178	32,510	32,822	33,134	33,488	33,821	34,154	34,507
	Hourly Rate	12.90	15.17	15.32	15.47	15.63	15.78	15.93	16.10	16.26	16.42	16.59
6	Salary	27,830	32,718	33,030	33,363	33,717	34,050	34,382	34,736	35,069	35,422	35,797
	Hourly Rate	13.38	15.73	15.88	16.04	16.21	16.37	16.53	16.70	16.86	17.03	17.21
7	Salary	28,704	33,758	34,091	34,424	34,778	35,110	35,464	35,838	36,192	36,546	36,920
	Hourly Rate	13.80	16.23	16.39	16.55	16.72	16.88	17.05	17.23	17.40	17.57	17.75
8	Salary	29,578	34,757	35,090	35,443	35,818	36,171	36,525	36,899	37,253	37,627	38,022
	Hourly Rate	14.22	16.71	16.87	17.04	17.22	17.39	17.56	17.74	17.91	18.09	18.28
9	Salary	30,742	36,130	36,483	36,858	37,211	37,586	37,981	38,355	38,750	39,125	39,499
	Hourly Rate	14.78	17.37	17.54	17.72	17.89	18.07	18.26	18.44	18.63	18.81	18.99
10	Salary	31,803	37,357	37,752	38,126	38,501	38,896	39,270	39,666	40,082	40,477	40,893
	Hourly Rate	15.29	17.96	18.15	18.33	18.51	18.70	18.88	19.07	19.27	19.46	19.66
11	Salary	32,240	37,898	38,272	38,646	39,042	39,416	39,832	40,227	40,622	41,038	41,434
	Hourly Rate	15.50	18.22	18.40	18.58	18.77	18.95	19.15	19.34	19.53	19.73	19.92
12	Salary	32,406	38,085	38,459	38,854	39,229	39,603	40,019	40,414	40,810	41,226	41,621
	Hourly Rate	15.58	18.31	18.49	18.68	18.86	19.04	19.24	19.43	19.62	19.82	20.01
13	Salary	32,656	38,376	38,771	39,146	39,520	39,936	40,331	40,726	41,142	41,538	41,974
	Hourly Rate	15.70	18.45	18.64	18.82	19.00	19.20	19.39	19.58	19.78	19.97	20.18
14	Salary	34,174	40,165	40,560	40,976	41,371	41,787	42,224	42,640	43,077	43,493	43,930
	Hourly Rate	16.43	19.31	19.50	19.70	19.89	20.09	20.30	20.50	20.71	20.91	21.12
15	Salary	34,611	40,664	41,080	41,475	41,912	42,328	42,744	43,181	43,597	44,054	44,491
	Hourly Rate	16.64	19.55	19.75	19.94	20.15	20.35	20.55	20.76	20.96	21.18	21.39
16	Salary	35,214	41,392	41,808	42,245	42,661	43,098	43,514	43,950	44,408	44,845	45,302
	Hourly Rate	16.93	19.90	20.10	20.31	20.51	20.72	20.92	21.13	21.35	21.56	21.78
17	Salary	35,568	41,787	42,224	42,640	43,077	43,493	43,930	44,387	44,824	45,282	45,718
	Hourly Rate	17.10	20.09	20.30	20.50	20.71	20.91	21.12	21.34	21.55	21.77	21.98
18	Salary	36,941	43,410	43,826	44,283	44,720	45,178	45,614	46,072	46,550	47,008	47,486
	Hourly Rate	17.76	20.87	21.07	21.29	21.50	21.72	21.93	22.15	22.38	22.60	22.83
19	Salary	38,251	44,949	45,406	45,843	46,322	46,779	47,258	47,715	48,173	48,672	49,150
	Hourly Rate	18.39	21.61	21.83	22.04	22.27	22.49	22.72	22.94	23.16	23.40	23.63
20	Salary	39,125	45,947	46,426	46,883	47,362	47,819	48,318	48,797	49,275	49,774	50,253
	Hourly Rate	18.81	22.09	22.32	22.54	22.77	22.99	23.23	23.46	23.69	23.93	24.16
21	Salary	40,061	47,050	47,528	47,986	48,485	48,963	49,462	49,941	50,461	50,960	51,480
	Hourly Rate	19.26	22.62	22.85	23.07	23.31	23.54	23.78	24.01	24.26	24.50	24.75
22	Salary	40,768	47,902	48,402	48,880	49,379	49,858	50,357	50,877	51,376	51,896	52,395
	Hourly Rate	19.60	23.03	23.27	23.50	23.74	23.97	24.21	24.46	24.70	24.95	25.19
23	Salary	41,954	49,296	49,795	50,274	50,794	51,293	51,813	52,312	52,853	53,373	53,914
	Hourly Rate	20.17	23.70	23.94	24.17	24.42	24.66	24.91	25.15	25.41	25.66	25.92
24	Salary	43,638	51,293	51,813	52,312	52,853	53,373	53,914	54,434	54,995	55,536	56,098
	Hourly Rate	20.98	24.66	24.91	25.15	25.41	25.66	25.92	26.17	26.44	26.70	26.97

FY 2016 Pay scale

Step Salaries are estimates, and are rounded. Hourly rates will be used to determine actual pay.

Grade	Rate	Probation	1	2	3	4	5	6	7	8	9	10
1	Salary	22,027	23,442	23,670	23,920	24,149	24,378	24,606	24,856	25,126	25,376	25,626
	Hourly Rate	10.59	11.27	11.38	11.50	11.61	11.72	11.83	11.95	12.08	12.20	12.32
2	Salary	23,650	25,168	25,418	25,667	25,917	26,187	26,437	26,686	26,957	27,248	27,518
	Hourly Rate	11.37	12.10	12.22	12.34	12.46	12.59	12.71	12.83	12.96	13.10	13.23
3	Salary	24,856	26,437	26,686	26,957	27,248	27,518	27,789	28,059	28,350	28,621	28,891
	Hourly Rate	11.95	12.71	12.83	12.96	13.10	13.23	13.36	13.49	13.63	13.76	13.89
4	Salary	26,187	27,872	28,163	28,434	28,704	28,995	29,307	29,598	29,890	30,181	30,493
	Hourly Rate	12.59	13.40	13.54	13.67	13.80	13.94	14.09	14.23	14.37	14.51	14.66
5	Salary	27,373	29,120	29,432	29,723	30,014	30,326	30,618	30,909	31,221	31,554	31,866
	Hourly Rate	13.16	14.00	14.15	14.29	14.43	14.58	14.72	14.86	15.01	15.17	15.32
6	Salary	28,392	30,202	30,514	30,805	31,117	31,450	31,762	32,074	32,406	32,718	33,030
	Hourly Rate	13.65	14.52	14.67	14.81	14.96	15.12	15.27	15.42	15.58	15.73	15.88
7	Salary	29,286	31,158	31,491	31,803	32,115	32,448	32,760	33,072	33,426	33,758	34,091
	Hourly Rate	14.08	14.98	15.14	15.29	15.44	15.60	15.75	15.90	16.07	16.23	16.39
8	Salary	30,160	32,094	32,427	32,739	33,051	33,384	33,738	34,070	34,403	34,757	35,090
	Hourly Rate	14.50	15.43	15.59	15.74	15.89	16.05	16.22	16.38	16.54	16.71	16.87
9	Salary	31,366	33,342	33,696	34,029	34,362	34,715	35,048	35,402	35,776	36,130	36,483
	Hourly Rate	15.08	16.03	16.20	16.36	16.52	16.69	16.85	17.02	17.20	17.37	17.54
10	Salary	32,448	34,528	34,861	35,194	35,568	35,922	36,275	36,650	37,003	37,357	37,752
	Hourly Rate	15.60	16.60	16.76	16.92	17.10	17.27	17.44	17.62	17.79	17.96	18.15
11	Salary	32,885	34,986	35,318	35,693	36,046	36,400	36,774	37,128	37,502	37,898	38,272
	Hourly Rate	15.81	16.82	16.98	17.16	17.33	17.50	17.68	17.85	18.03	18.22	18.40
12	Salary	33,051	35,173	35,547	35,901	36,254	36,629	36,982	37,336	37,731	38,106	38,480
	Hourly Rate	15.89	16.91	17.09	17.26	17.43	17.61	17.78	17.95	18.14	18.32	18.50
13	Salary	33,301	35,422	35,797	36,150	36,504	36,878	37,232	37,606	38,002	38,376	38,771
	Hourly Rate	16.01	17.03	17.21	17.38	17.55	17.73	17.90	18.08	18.27	18.45	18.64
14	Salary	34,861	37,086	37,440	37,835	38,210	38,584	38,979	39,354	39,749	40,165	40,560
	Hourly Rate	16.76	17.83	18.00	18.19	18.37	18.55	18.74	18.92	19.11	19.31	19.50
15	Salary	35,298	37,544	37,939	38,314	38,688	39,083	39,458	39,874	40,269	40,664	41,080
	Hourly Rate	16.97	18.05	18.24	18.42	18.60	18.79	18.97	19.17	19.36	19.55	19.75
16	Salary	35,922	38,210	38,584	38,979	39,354	39,749	40,165	40,560	40,976	41,371	41,787
	Hourly Rate	17.27	18.37	18.55	18.74	18.92	19.11	19.31	19.50	19.70	19.89	20.09
17	Salary	36,275	38,584	38,979	39,354	39,749	40,165	40,560	40,976	41,371	41,787	42,224
	Hourly Rate	17.44	18.55	18.74	18.92	19.11	19.31	19.50	19.70	19.89	20.09	20.30
18	Salary	37,690	40,082	40,477	40,893	41,288	41,683	42,120	42,536	42,973	43,389	43,805
	Hourly Rate	18.12	19.27	19.46	19.66	19.85	20.04	20.25	20.45	20.66	20.86	21.06
19	Salary	39,021	41,496	41,933	42,349	42,765	43,202	43,618	44,075	44,512	44,949	45,406
	Hourly Rate	18.76	19.95	20.16	20.36	20.56	20.77	20.97	21.19	21.40	21.61	21.83
20	Salary	39,915	42,432	42,848	43,285	43,701	44,158	44,595	45,032	45,490	45,926	46,405
	Hourly Rate	19.19	20.40	20.60	20.81	21.01	21.23	21.44	21.65	21.87	22.08	22.31
21	Salary	40,872	43,451	43,867	44,325	44,762	45,219	45,656	46,114	46,592	47,050	47,528
	Hourly Rate	19.65	20.89	21.09	21.31	21.52	21.74	21.95	22.17	22.40	22.62	22.85
22	Salary	41,579	44,262	44,699	45,157	45,594	46,030	46,509	46,966	47,445	47,902	48,402
	Hourly Rate	19.99	21.28	21.49	21.71	21.92	22.13	22.36	22.58	22.81	23.03	23.27
23	Salary	42,786	45,531	45,968	46,446	46,904	47,382	47,840	48,339	48,818	49,296	49,795
	Hourly Rate	20.57	21.89	22.10	22.33	22.55	22.78	23.00	23.24	23.47	23.70	23.94
24	Salary	44,512	47,382	47,840	48,339	48,818	49,296	49,795	50,274	50,794	51,293	51,813
	Hourly Rate	21.40	22.78	23.00	23.24	23.47	23.70	23.94	24.17	24.42	24.66	24.91

Grade	Rate	11	12	13	14	15	16	17	18	19	20
1	Salary	25,875	26,146	26,395	26,645	26,915	27,206	27,477	27,747	28,018	28,309
	Hourly Rate	12.44	12.57	12.69	12.81	12.94	13.08	13.21	13.34	13.47	13.61
2	Salary	27,789	28,059	28,350	28,621	28,891	29,203	29,494	29,786	30,077	30,389
	Hourly Rate	13.36	13.49	13.63	13.76	13.89	14.04	14.18	14.32	14.46	14.61
3	Salary	29,203	29,494	29,786	30,077	30,389	30,680	30,971	31,304	31,616	31,928
	Hourly Rate	14.04	14.18	14.32	14.46	14.61	14.75	14.89	15.05	15.20	15.35
4	Salary	30,784	31,096	31,429	31,741	32,053	32,386	32,698	33,010	33,342	33,696
	Hourly Rate	14.80	14.95	15.11	15.26	15.41	15.57	15.72	15.87	16.03	16.20
5	Salary	32,178	32,510	32,822	33,134	33,488	33,821	34,154	34,507	34,840	35,173
	Hourly Rate	15.47	15.63	15.78	15.93	16.10	16.26	16.42	16.59	16.75	16.91
6	Salary	33,363	33,717	34,050	34,382	34,736	35,069	35,422	35,797	36,150	36,504
	Hourly Rate	16.04	16.21	16.37	16.53	16.70	16.86	17.03	17.21	17.38	17.55
7	Salary	34,424	34,778	35,110	35,464	35,838	36,192	36,546	36,920	37,274	37,669
	Hourly Rate	16.55	16.72	16.88	17.05	17.23	17.40	17.57	17.75	17.92	18.11
8	Salary	35,443	35,818	36,171	36,525	36,899	37,253	37,627	38,022	38,397	38,792
	Hourly Rate	17.04	17.22	17.39	17.56	17.74	17.91	18.09	18.28	18.46	18.65
9	Salary	36,858	37,211	37,586	37,981	38,355	38,750	39,125	39,499	39,915	40,310
	Hourly Rate	17.72	17.89	18.07	18.26	18.44	18.63	18.81	18.99	19.19	19.38
10	Salary	38,126	38,501	38,896	39,270	39,666	40,082	40,477	40,893	41,288	41,683
	Hourly Rate	18.33	18.51	18.70	18.88	19.07	19.27	19.46	19.66	19.85	20.04
11	Salary	38,646	39,042	39,416	39,832	40,227	40,622	41,038	41,434	41,850	42,286
	Hourly Rate	18.58	18.77	18.95	19.15	19.34	19.53	19.73	19.92	20.12	20.33
12	Salary	38,875	39,250	39,645	40,061	40,456	40,872	41,267	41,662	42,099	42,515
	Hourly Rate	18.69	18.87	19.06	19.26	19.45	19.65	19.84	20.03	20.24	20.44
13	Salary	39,146	39,520	39,936	40,331	40,726	41,142	41,538	41,974	42,390	42,806
	Hourly Rate	18.82	19.00	19.20	19.39	19.58	19.78	19.97	20.18	20.38	20.58
14	Salary	40,976	41,371	41,787	42,224	42,640	43,077	43,493	43,930	44,387	44,824
	Hourly Rate	19.70	19.89	20.09	20.30	20.50	20.71	20.91	21.12	21.34	21.55
15	Salary	41,475	41,912	42,328	42,744	43,181	43,597	44,054	44,491	44,928	45,386
	Hourly Rate	19.94	20.15	20.35	20.55	20.76	20.96	21.18	21.39	21.60	21.82
16	Salary	42,224	42,640	43,077	43,493	43,930	44,387	44,824	45,282	45,718	46,197
	Hourly Rate	20.30	20.50	20.71	20.91	21.12	21.34	21.55	21.77	21.98	22.21
17	Salary	42,640	43,077	43,493	43,930	44,387	44,824	45,282	45,718	46,197	46,654
	Hourly Rate	20.50	20.71	20.91	21.12	21.34	21.55	21.77	21.98	22.21	22.43
18	Salary	44,262	44,699	45,157	45,594	46,030	46,509	46,966	47,445	47,902	48,402
	Hourly Rate	21.28	21.49	21.71	21.92	22.13	22.36	22.58	22.81	23.03	23.27
19	Salary	45,843	46,322	46,779	47,258	47,715	48,173	48,672	49,150	49,650	50,128
	Hourly Rate	22.04	22.27	22.49	22.72	22.94	23.16	23.40	23.63	23.87	24.10
20	Salary	46,862	47,341	47,798	48,298	48,776	49,254	49,754	50,232	50,752	51,251
	Hourly Rate	22.53	22.76	22.98	23.22	23.45	23.68	23.92	24.15	24.40	24.64
21	Salary	47,986	48,485	48,963	49,462	49,941	50,461	50,960	51,480	51,979	52,520
	Hourly Rate	23.07	23.31	23.54	23.78	24.01	24.26	24.50	24.75	24.99	25.25
22	Salary	48,880	49,379	49,858	50,357	50,877	51,376	51,896	52,395	52,936	53,456
	Hourly Rate	23.50	23.74	23.97	24.21	24.46	24.70	24.95	25.19	25.45	25.70
23	Salary	50,274	50,794	51,293	51,813	52,312	52,853	53,373	53,914	54,434	54,995
	Hourly Rate	24.17	24.42	24.66	24.91	25.15	25.41	25.66	25.92	26.17	26.44
24	Salary	52,312	52,853	53,373	53,914	54,434	54,995	55,536	56,098	56,638	57,221
	Hourly Rate	25.15	25.41	25.66	25.92	26.17	26.44	26.70	26.97	27.23	27.51

Notes:

1. No additional staff will be hired as Senior Equipment Operator at this grade level. When the incumbents leave these positions it is understood grade level will be reevaluated or the position eliminated.
2. Salaries are to be considered as estimates and are not entirely accurate due to rounding in which occurs when the calculations are made. In all cases the hourly rate will be used to determine actual pay.

A.F.S.C.M.E. CONTRACT

JULY 1, 2014 TO JUNE 30, 2016

Version 07-01-2008 Water/Wastewater Technician II (Grade 15) added back to the Schedule - removed last FY in error
Version 07-01-2008 Supervising Equipment Operator (Grade 22) added to the Schedule
Version 12-21-2009 Mechanic/Truck Driver (Grade 5) added to the Schedule
Version 05-31-2011 Grade 3 Truck Driver Title Amended to Truck Driver/Small & Large Equipment Operator
Version 06-13-2012 Removed Town Planner from Wage Schedule; added Planning & Permit Analyst to Grade 16
Version 12/07/2012 Added Water/Wastewater Tech I/Truck Driver/Small & Large Equip. Operator to Grade 12
Version 5/12/2013 Added Maintenance Technician I at Grade Level 7 and Maintenance Mechanic at Level 13
Version 9/15/2013 Added Fiscal Analyst to Grade 18
Version 10-2013 Moved Supervising Equipment Operator to Grade 24
Step are 1% - Probation to Step 1 is between 5% and 6%

- 0.02 Annual Base Pay Increase will be 2% for Fiscal Year 2015 Per Contract
- 0.02 Annual Base Pay Increase will be 2% for Fiscal Year 2016 Per Contract

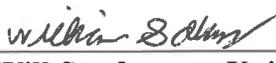
Ratification:

We, the undersigned, hereby confirm this agreement represents the parameters of the working relationship between those employees covered by the American Federation of State County and Municipal Employees, Local 1343, AFL-CIO, Chapter 10 and the Town of Milton, Vermont.

On behalf of **A.F.S.C.M.E. Council 93 - Local 1343 - AFL-CIO - Chapter 10**

Dated: 7-14-14

By , duly authorized
Bruce Trombly – Union Representative

, duly authorized
Will Sanderson – Union Representative

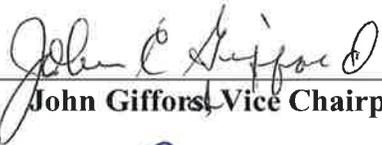
IN THE PRESENCE OF

Erik Wells, HR Coord.

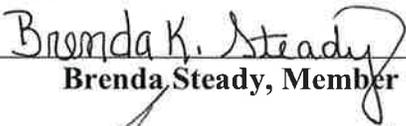
On behalf of the **Town of Milton**

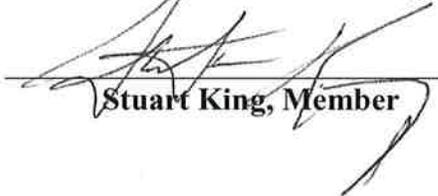
Dated: 8/12/14

By , Duly Authorized
Darren Adams, Chairperson

, Duly Authorized
John Giffors, Vice Chairperson

, Duly Authorized
John Bartlett, Clerk

, Duly Authorized
Brenda Steady, Member

, Duly Authorized
Stuart King, Member

IN THE PRESENCE OF


Brian Palaia - Town Manager

