

City of Hartford
1716 – Individual Position Agreement Summary
Meeting with MARB 5/26/22

1. The Pension plan does not include a COLA adjustment tied to increases for positions; therefore, the only effect on pension would be the salary base for pension calculations. This amount would not be material to the annual City pension contribution.
2. MOUs go into effect the later of the pay date following approval of the agreements or 7/1/22, unless otherwise noted below.
3. Each MOU was analyzed for the first-year cost; the contracted increases (2.5% increases for FY23 and FY24) on the new salaries vs. the old salaries are not material for the purposes of presentation.
4. A summary of the individual MOUs is as follows. The cost analysis for each MOU is attached to this memo.
 - a. Emergency Telecommunications Dispatcher and Trainee Wages
 - i. New rates go into effect the pay date following approval of the agreement
 - ii. Costs for trainees, dispatchers and step movements for current employees were considered for the cost analysis.
 - iii. Sign On Bonuses – assumed the highest cost for all vacant positions (11)
 - iv. Retention Bonuses – assumed all current employees would qualify (22)
 - v. Referral Bonus – Due to the nature of this item, no costs were included and would not be material to the overall cost of the contract
 - b. Wages of Early Learning Teacher Wages
 - i. All Early Learning Teachers are grant funded; no analysis was included in this analysis for these positions
 - c. Hiring and Retention Incentives for Early Learning Center Staff
 - i. All Early Learning Staff are grant funded; no analysis was included in this analysis for these positions
 - d. Electrician and Plumber Wages
 - i. 15% increase was included in the analysis. No changes to steps.
 - e. Automotive and Heavy Equipment Mechanic Wages
 - i. 6% increase for Automotive Mechanics and 9% increase for Heavy Equipment Mechanics were included in the analysis. No changes to steps.
 - ii. Annual tool stipend was \$500; agreement increasing to \$1,000. Increase included in analysis.
 - f. Tree Trimmer I and II Wages
 - i. 2.5% increase was included in the analysis. No changes to steps.
 - g. Cashier, Data Input Clerk & Medical Coding Clerk and Senior Supply Clerk Wages
 - i. 12.5% increase was included in the analysis. No changes to steps.
 - h. Licensed Practical Nurse Wages
 - i. All Licensed Practical Nurses are grant funded; no analysis was included in this analysis for these positions

**AGREEMENT
 BETWEEN THE CITY OF HARTFORD
 AND
 LOCAL 1716, COUNCIL 4, AFSCME, AFL-CIO
 REGARDING
 COMPENSATION OF CERTAIN
 EMERGENCY TELECOMMUNICATIONS JOB CLASSIFICATIONS**

The City of Hartford and Local 1716, Council 4, AFSCME, AFL-CIO (collectively, "the parties") acknowledge a need to amend the compensation of certain emergency telecommunications job classifications to ensure that the City can competitively recruit and retain employees in these roles; and

To that end, the parties hereby agree as follows, subject to approval by the Court of Common Council and the Municipal Accountability Review Board.

1. Effective the first pay period following approval of this Agreement, the salary of an Emergency Telecommunications Dispatcher Trainee (hereinafter, "ETD Trainee") will be increased, as follows:

0	1
<u>Base</u>	<u>1/2 Year</u>
\$925.00	\$952.75
\$48,100.00	\$49,543.00

2. Effective the pay period following approval of this Agreement, the salary of Emergency Telecommunications Dispatcher (hereinafter, "ETD") will be increased, as follows:

Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
<u>Base</u>	<u>1/2 Year</u>	<u>1 Year</u>	<u>1 1/2 Years</u>	<u>2 Years</u>	<u>3 Years</u>	<u>4 Years</u>	<u>5 Years</u>
\$1,055.00	\$1,086.75	\$1,118.25	\$1,150.00	\$1,181.50	\$1,213.25	\$1,245.00	\$1,276.50
\$54,860.00	\$56,511.00	\$58,149.00	\$59,800.00	\$61,438.00	\$63,089.00	\$64,740.00	\$66,378.00

- Current employees will be placed on this salary scale as follows:
 - ETDs with 15 or more completed years of service will go to Step 7 -- max step
 - ETDs with 10 completed years of service but less than 15 will go to Step 6; they will move to Step 7 one year later under the same rules of the current contract.
 - ETDs with 5 completed years of service but less than 10 will go to Step 5; they will move to Step 6 and then Step 7 in accordance with the same rules of the current contract.
 - The remaining ETDs, including the ETD Trainees, will remain on the same step that they are on currently.

3. If the effective date of the salary changes set forth in paragraphs 1 and 2 above is after July 1, 2022, the salary tables will be amended to reflect the 2.5% increase resulting from Local 1716's Fiscal Year 2023 GWI.

4. Newly hired Emergency Telecommunications Dispatchers and Call Takers whose first day of work with the City is after the effective date of this Agreement and before June 30, 2024 will be eligible for sign-on and retention bonuses, as follows:

- a. Full-time Certified ETD: \$2000 upon completion of probation, and an additional \$2000 paid after twelve (12) months of service
- b. Full-time non-Certified ETD: \$1500 upon completion of probation, and an additional \$1500 paid after twelve (12) months of service
- c. Full-time Certified Call Taker: \$1000 upon completion of probation, and an additional \$1000 paid after twelve (12) months of service
- d. Full-time non-Certified Call Taker: \$750 upon completion of probation, and an additional \$750 paid after twelve (12) months of service
- e. For purposes of this paragraph, "Certified" is defined as holding a current State of Connecticut Telecommunicator Certification, Collect/NCIC Certification and EMD Certification

5. Full-time, ETDs and ETD Trainees who are currently employed by the City of Hartford as of the effective date of this Agreement and who remain employed as an ETD or ETD Trainee with the City of Hartford and obtain or maintain all certifications will receive a one-time retention bonus of \$2000 to be paid twelve months from the execution of this Agreement.

6. Full-time ETDs, ETD Trainees, Call Takers, and Call Taker Trainees will be eligible for a referral bonus of \$1,000 per new ETD and \$500 per new Call Taker, to be paid after the new employee completes their probationary period. This is instead of, and not in addition to, referral bonuses available to other members of Local 1716. Candidates will indicate who referred them to the position on their job application, which will be the sole determining factor with respect to entitlement to a referral bonus pursuant to this paragraph. In any instance where an applicant indicates that more than one individual referred the candidate, all listed employees will receive an equal percentage of the applicable referral bonus. Referrals must be indicated on job applications submitted on or before June 30, 2024 to be eligible for the referral bonus.

CITY OF HARTFORD

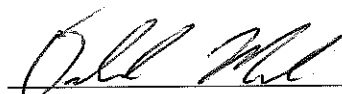


LUKE BRONIN, MAYOR

5/12/2022

DATE

LOCAL 1716, AFSCME, COUNCIL 4



ORLANDO MERCADO, PRESIDENT

5-12-22

DATE

**AGREEMENT
BETWEEN THE CITY OF HARTFORD
AND
LOCAL 1716, COUNCIL 4, AFSCME, AFL-CIO
REGARDING
WAGES OF EARLY LEARNING TEACHER ASSISTANT**

The City of Hartford and Local 1716, Council 4, AFSCME, AFL-CIO (collectively, "the parties") acknowledge a need to amend wages of Early Learning Teacher Assistants to ensure that the City can competitively recruit and retain employees in this role; and

To that end, the parties hereby agree as follows, subject to approval by the Court of Common Council and the Municipal Accountability Review Board.

1. Effective the pay period following approval of this Agreement, the current salary table for the Early Learning Teacher Assistant be changed as follows:

Base	1 st Year
\$600.00	\$670.00

2. If the effective date of this salary change is after July 1, 2022, the salary table for Early Learning Teacher Assistant will be amended to reflect the 2.5% increase resulting from Local 1716's Fiscal Year 2023 GWI.
3. Current bargaining unit members who are employed in this classification, will be placed on the new Base Step if employed in this classification for less than one (1) year and Max Step if employed in this classification for one (1) or more years.

CITY OF HARTFORD

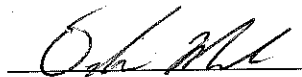


LUKE BRONIN, MAYOR

5/12/2022

DATE

LOCAL 1716, AFSCME, COUNCIL 4



ORLANDO MERCADO, PRESIDENT

5-12-22

DATE

**AGREEMENT
BETWEEN THE CITY OF HARTFORD
AND
LOCAL 1716, COUNCIL 4, AFSCME, AFL-CIO
REGARDING
HIRING AND RETENTION INCENTIVES FOR
EARLY LEARNING CENTER STAFF**

The City of Hartford and Local 1716, Council 4, AFSCME, AFL-CIO (collectively, "the parties") acknowledge a need to provide hiring and retention incentives to staff of the Early Learning Centers to ensure that the City can competitively recruit and retain employees in these roles; and

To that end, the parties hereby agree as follows, subject to approval by the Court of Common Council and the Municipal Accountability Review Board.

1. **Retention Bonuses for Teaching Staff in the Early Learning Centers.** Retention bonuses will be paid to full-time bargaining unit members employed in the Early Learning Teacher and Early Learning Teacher Assistant classifications as follows:
 - In July 2022, full-time bargaining unit members employed in the Early Learning Teacher and Early Learning Teacher Assistant classifications will receive a \$1000 retention bonus.
 - In January 2023, full-time bargaining unit members employed in the Early Learning Teacher and Early Learning Teacher Assistant classifications will receive a final \$500 retention bonus. There will be no further retention bonuses.

2. **Hiring Bonus for Newly Hired Teaching Staff in the Early Learning Centers.** Retention bonuses will be paid to new full-time employees who are hired in the Early Learning Teacher and Early Learning Teacher Assistant classifications between the approval date of this Agreement and January 1, 2023 as follows:
 - One (1) year after their date of hire, new full-time employees who are hired in the Early Learning Teacher and Early Learning Teacher Assistant classifications will receive a \$500 retention bonus. There will be no further retention bonuses.

3. **Retention Bonus for Non-Teaching Staff in the Early Learning Centers.** A one-time retention bonus in the amount of \$500 will be paid to full-time non-teaching City staff in the Early Learning Centers and the two part-time recreation employees who worked on a regular basis in the Early Learning Centers in 2021 in the first pay period of July 2022.

CITY OF HARTFORD



LUKE BRONIN, MAYOR

5/12/22
DATE

LOCAL 1716, AFSCME, COUNCIL 4


ORLANDO MERCADO, PRESIDENT

5-12-22
DATE

**AGREEMENT
BETWEEN THE CITY OF HARTFORD
AND
LOCAL 1716, COUNCIL 4, AFSCME, AFL-CIO
REGARDING
ELECTRICIAN AND PLUMBER WAGES**

The City of Hartford and Local 1716, Council 4, AFSCME, AFL-CIO (collectively, "the parties") acknowledge a need to amend wages of the Electrician I and II, Plumber and Master Plumber, Electro-Mechanical Technician, and Plumbing & Heating Mechanic job classifications to ensure that the City can competitively recruit and retain employees in these roles; and

To that end, the parties hereby agree as follows, subject to approval by the Court of Common Council and the Municipal Accountability Review Board.

1. Effective the pay period following approval of this Agreement or July 1, 2022, whichever is later, the current Base Step of the salary schedule of the Electrician I and II, Plumber and Master Plumber, Electro-Mechanical Technician, and Plumbing & Heating Mechanic classifications will be increased by fifteen (15%). The remaining steps will be calculated consistent with the current salary tables for these positions.

CITY OF HARTFORD

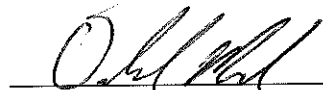


LUKE BRONIN, MAYOR

5/12/2022

DATE

LOCAL 1716, AFSCME, COUNCIL 4



ORLANDO MERCADO, PRESIDENT

5/12/22

DATE

**AGREEMENT
BETWEEN THE CITY OF HARTFORD
AND
LOCAL 1716, COUNCIL 4, AFSCME, AFL-CIO
REGARDING
DUTIES, RESPONSIBILITIES AND WAGES OF
AUTOMOTIVE AND HEAVY EQUIPMENT MECHANICS**

The City of Hartford and Local 1716, Council 4, AFSCME, AFL-CIO (collectively, "the parties") acknowledge a need to amend the duties, responsibilities, and wages of Automotive and Heavy Equipment Mechanics to ensure the City can competitively recruit and retain employees in these roles; and

To that end, the parties hereby agree as follows, subject to approval by the Court of Common Council and the Municipal Accountability Review Board.

1. Effective upon approval of the Agreement, comprehensive repairs, maintenance and service on all vehicles that fall within the U.S. Gross Vehicle Weight Rating (GVWR) categories of Class 1, Class 2a, Class 2b, Class 3 and Class 4 will become shared work between the classifications of Automotive Mechanic (Class Code 4141) and Heavy Equipment Mechanic (Class Code 4161).
2. In recognition of these additional duties and responsibilities to the Automotive Mechanic classification, effective the pay period following approval of this Agreement or July 1, 2022, whichever is later, the current Base Step of the salary schedule of this job classification will be increased by six percent (6%). The remaining steps will be calculated consistent with the current salary table (3% steps).
3. In recognition of the work performed by the Heavy Equipment Mechanics, effective the pay period following approval of this Agreement or July 1, 2022, whichever is later, the current Base Step of the salary schedule of this job classification will be increased by nine percent (9%) and an additional max step will be added to the salary table. The steps will be calculated consistent with the current salary table (5% steps).
4. Bargaining unit employees in the Automotive Mechanic and Heavy Equipment Mechanic classifications will also receive an annual tool stipend in the amount of one thousand dollars (\$1,000), provided they were actively working in one of these classifications for a minimum of six (6) months in the calendar year. The annual tool stipend will be paid in the last pay period of the calendar year.

CITY OF HARTFORD



LUKE BRONIN, MAYOR

5/12/22

DATE

LOCAL 1716, AFSCME, COUNCIL 4



ORLANDO MERCADO, PRESIDENT

5-12-2022

DATE

**AGREEMENT
BETWEEN THE CITY OF HARTFORD
AND
LOCAL 1716, COUNCIL 4, AFSCME, AFL-CIO
REGARDING
TREE TRIMMER I AND II WAGES**

The City of Hartford and Local 1716, Council 4, AFSCME, AFL-CIO (collectively, "the parties") acknowledge a need to amend wages of the Tree Trimmer I and II job classifications to ensure that the City can competitively recruit and retain employees in these roles; and

To that end, the parties hereby agree as follows, subject to approval by the Court of Common Council and the Municipal Accountability Review Board.

1. Effective the pay period following approval of this Agreement or July 1, 2022, whichever is later, the current Base Step of the salary schedule of the Tree Trimmer I and II classifications will be increased by two and a half percent (2.5%). The remaining steps will be calculated consistent with the current salary table for these positions.

CITY OF HARTFORD



LUKE BRONIN, MAYOR

5/12/22

DATE

LOCAL 1716, AFSCME, COUNCIL 4



ORLANDO MERCADO, PRESIDENT

5-12-22

DATE

**AGREEMENT
BETWEEN THE CITY OF HARTFORD
AND
LOCAL 1716, COUNCIL 4, AFSCME, AFL-CIO
REGARDING
CASHIER, DATA INPUT CLERK & MEDICAL CODING CLERK AND
SENIOR SUPPLY CLERK WAGES**

The City of Hartford and Local 1716, Council 4, AFSCME, AFL-CIO (collectively, "the parties") acknowledge a need to amend wages of the Cashier, Data Input Clerk & Medical Coding Clerk and Senior Supply Clerk job classifications to ensure that the City can competitively recruit and retain employees in these roles; and

To that end, the parties hereby agree as follows, subject to approval by the Court of Common Council and the Municipal Accountability Review Board.

1. Effective the pay period following approval of this Agreement or July 1, 2022, whichever is later, the current Base Step of the salary schedule of the Cashier, Data Input Clerk & Medical Coding Clerk and Senior Supply Clerk classifications will be increased by twelve and a half percent (12.5%). The remaining steps will be calculated consistent with the current salary table (5% steps).

CITY OF HARTFORD



LUKE BRONIN, MAYOR

5/12/2022

DATE

LOCAL 1716, AFSCME, COUNCIL 4



ORLANDO MERCADO, PRESIDENT

5-12-22

DATE

**AGREEMENT
 BETWEEN THE CITY OF HARTFORD
 AND
 LOCAL 1716, COUNCIL 4, AFSCME, AFL-CIO
 REGARDING
 LICENSED PRACTICAL NURSE WAGES**

The City of Hartford and Local 1716, Council 4, AFSCME, AFL-CIO (collectively, "the parties") acknowledge a need to amend wages of the Licensed Practical Nurse (LPN) job classification to ensure that the City can competitively recruit and retain employees in this role; and

To that end, the parties hereby agree as follows, subject to approval by both the Court of Common Council and the Municipal Accountability Review Board.

1. Consistent with the Memorandum of Agreement of June 2021 between the parties regarding rate of pay for part-time LPNs, effective the first pay period following the approval of this Agreement, the current salary schedule of the LPN classification will be changed as set forth below:

	Base	1 Year	2 Years
Weekly Pay	\$1,000.00	\$1,050.00	\$1,100.00
Annual Salary	\$52,000.00	\$54,600.00	\$57,200.00

2. If the effective date of this salary change is after July 1, 2022, the salary table will be amended to reflect the 2.5% increase resulting from Local 1716's Fiscal Year 2023 GWI.

CITY OF HARTFORD



 LUKE BRONIN, MAYOR

5/12/2022

 DATE

LOCAL 1716, AFSCME, COUNCIL 4



 ORLANDO MERCADO, PRESIDENT

~~5~~-12-22

 DATE

MOU	# of General Fund Employees	Annual Cost at New Rates of Pay	NOTES
Emergency Telecommunications	33	\$ 286,561	Includes 22 filled positions and 11 vacant positions
Retention/Sign On Bonus		88,000	Maximum exposure in one year (22 filled @ \$2,000; 11 vacancies \$4,000)
Early Learning Teacher Assistants	0	-	All positions are grant funded
Early Learning Center Staff	0	-	All positions are grant funded
Electrician and Plumber Wages	6	49,947	1 vacant position
Automotive and Heavy Equipment Mechanics	14	58,458	3 vacant positions
Increased Tool Stipend		7,000	Currently \$500 per Mechanic
Tree Trimmers	3	3,510	All positions are filled
Cashier, Data Input Clerk & Medical Coding Clerk and Senior Supply Clerk	4	19,734	
Licensed Practical Nurse	0	-	All positions are grant funded
	60	\$ 513,209	

Status	Job Desc	HC	FY2022 Annual Salary	FY2022 ANNUAL SALARY PLUS 2% (as of 1/1/22)	FY22 ANNUAL SALARY - New Contract to Updated MOUs	FY22 ANNUAL VARIANCE - New Contract to Updated MOUs
Filled	EMERG TELECOMM DISPATCHER	1	\$ 54,444	\$ 55,533	\$ 66,378	\$ 10,845
Filled	EMERG TELECOMM DISPATCHER	1	\$ 54,444	\$ 55,533	\$ 66,378	\$ 10,845
Filled	EMERG TELECOMM DISPATCHER	1	\$ 54,444	\$ 55,533	\$ 66,378	\$ 10,845
Filled	EMERG TELECOMM DISPATCHER	1	\$ 54,444	\$ 55,533	\$ 66,378	\$ 10,845
Filled	EMERG TELECOMM DISPATCHER	1	\$ 54,444	\$ 55,533	\$ 66,378	\$ 10,845
Filled	EMERG TELECOMM DISPATCHER	1	\$ 54,444	\$ 55,533	\$ 66,378	\$ 10,845
Filled	EMERG TELECOMM DISPATCHER	1	\$ 54,444	\$ 55,533	\$ 66,378	\$ 10,845
Filled	EMERG TELECOMM DISPATCHER	1	\$ 54,444	\$ 55,533	\$ 66,378	\$ 10,845
Filled	EMERG TELECOMM DISPATCHER	1	\$ 54,444	\$ 55,533	\$ 66,378	\$ 10,845
Filled	EMERG TELECOMM DISPATCHER	1	\$ 54,444	\$ 55,533	\$ 66,378	\$ 10,845
Filled	EMERG TELECOMM DISPATCHER	1	\$ 54,444	\$ 55,533	\$ 64,740	\$ 9,207
Filled	EMERG TELECOMM DISPATCHER	1	\$ 54,444	\$ 55,533	\$ 64,740	\$ 9,207
Filled	EMERG TELECOMM DISPATCHER	1	\$ 54,444	\$ 55,533	\$ 64,740	\$ 9,207
Filled	EMERG TELECOMM DISPATCHER	1	\$ 54,444	\$ 55,533	\$ 63,089	\$ 7,556
Filled	EMERG TELECOMM DISPATCHER	1	\$ 54,444	\$ 55,533	\$ 63,089	\$ 7,556
Filled	EMERG TELECOMM DISPATCHER	1	\$ 54,444	\$ 55,533	\$ 63,089	\$ 7,556
Filled	EMERG TELECOMM DISPATCHER	1	\$ 50,076	\$ 51,078	\$ 54,860	\$ 3,782
Filled	EMER TELECOMM DISP TRAINEE	1	\$ 37,440	\$ 38,189	\$ 48,100	\$ 9,911
Filled	EMERG TELECOMM DISPATCHER	1	\$ 43,550	\$ 44,421	\$ 54,860	\$ 10,439
Filled	EMER TELECOMM DISP TRAINEE	1	\$ 37,440	\$ 38,189	\$ 48,100	\$ 9,911
Filled	EMER TELECOMM DISP TRAINEE	1	\$ 37,440	\$ 38,189	\$ 48,100	\$ 9,911
Filled	EMER TELECOMM DISP TRAINEE	1	\$ 37,440	\$ 38,189	\$ 48,100	\$ 9,911
Vacant	EMERG TELECOMM DISPATCHER	1	\$ 49,101	\$ 50,083	\$ 54,860	\$ 4,777
Vacant	EMERG TELECOMM DISPATCHER	1	\$ 49,101	\$ 50,083	\$ 54,860	\$ 4,777
Vacant	EMERG TELECOMM DISPATCHER	1	\$ 49,101	\$ 50,083	\$ 54,860	\$ 4,777
Vacant	EMERG TELECOMM DISPATCHER	1	\$ 49,101	\$ 50,083	\$ 54,860	\$ 4,777
Vacant	EMERG TELECOMM DISPATCHER	1	\$ 49,101	\$ 50,083	\$ 54,860	\$ 4,777
Vacant	EMERG TELECOMM DISPATCHER	1	\$ 49,101	\$ 50,083	\$ 54,860	\$ 4,777
Vacant	EMERG TELECOMM DISPATCHER	1	\$ 54,444	\$ 55,533	\$ 63,089	\$ 7,556
Vacant	EMER TELECOMM DISP TRAINEE	1	\$ 37,440	\$ 38,189	\$ 48,100	\$ 9,911
Vacant	EMER TELECOMM DISP TRAINEE	1	\$ 37,440	\$ 38,189	\$ 48,100	\$ 9,911
Vacant	EMER TELECOMM DISP TRAINEE	1	\$ 37,440	\$ 38,189	\$ 48,100	\$ 9,911
Vacant	EMER TELECOMM DISP TRAINEE	1	\$ 39,312	\$ 40,098	\$ 48,100	\$ 8,002

Status	Job Desc	HC	FY2022 Annual Salary	FY2022 ANNUAL SALARY PLUS 2% (as of 1/1/22)	FY2022 ANNUAL SALARY - NEW MOU after 1/1/22 contract	FY22 ANNUAL VARIANCE - New Contract to Updated MOUs
Filled	HEAVY EQUIPMENT MECHANIC	1	\$ 57,889	\$ 59,047	\$ 64,361	\$ 5,314
Filled	HEAVY EQUIPMENT MECHANIC	1	\$ 57,889	\$ 59,047	\$ 64,361	\$ 5,314
Filled	AUTOMOTIVE MECHANIC	1	\$ 50,596	\$ 51,608	\$ 54,704	\$ 3,096
Filled	AUTOMOTIVE MECHANIC	1	\$ 50,596	\$ 51,608	\$ 54,704	\$ 3,096
Filled	AUTOMOTIVE MECHANIC	1	\$ 50,596	\$ 51,608	\$ 54,704	\$ 3,096
Filled	AUTOMOTIVE MECHANIC	1	\$ 50,596	\$ 51,608	\$ 54,704	\$ 3,096
Filled	AUTOMOTIVE MECHANIC	1	\$ 50,596	\$ 51,608	\$ 54,704	\$ 3,096
Filled	HEAVY EQUIPMENT MECHANIC	1	\$ 55,250	\$ 56,355	\$ 61,427	\$ 5,072
Filled	HEAVY EQUIPMENT MECHANIC	1	\$ 57,889	\$ 59,047	\$ 64,361	\$ 5,314
Filled	HEAVY EQUIPMENT MECHANIC	1	\$ 57,889	\$ 59,047	\$ 64,361	\$ 5,314
Vacant	HEAVY EQUIPMENT MECHANIC	1	\$ 57,889	\$ 59,047	\$ 64,361	\$ 5,314
Vacant	AUTOMOTIVE MECHANIC	1	\$ 50,596	\$ 51,608	\$ 54,704	\$ 3,096
Vacant	AUTOMOTIVE MECHANIC	1	\$ 47,736	\$ 48,691	\$ 51,612	\$ 2,921
Filled	HEAVY EQUIPMENT MECHANIC	1	\$ 57,889	\$ 59,047	\$ 64,361	\$ 5,314
						\$ 58,458

14

Status	Job Desc	HC	FY2022 Annual Salary	FY2022 ANNUAL SALARY PLUS 2% (as of 1/1/22)	FY2022 ANNUAL SALARY - NEW MOU after 1/1/22 contract	FY22 ANNUAL VARIANCE - New Contract to Updated MOUs
Filled	TREE TRIMMER II	1	\$ 46,020	\$ 46,940	\$ 48,114	\$ 1,174
Filled	TREE TRIMMER I	1	\$ 45,812	\$ 46,728	\$ 47,896	\$ 1,168
Filled	TREE TRIMMER I	1	\$ 45,812	\$ 46,728	\$ 47,896	\$ 1,168
		3				\$ 3,510

Status	Job Desc	HC	FY2022 Annual Salary	FY2022 ANNUAL SALARY PLUS 2% (as of 1/1/22)	FY2022 ANNUAL SALARY - NEW MOU after 1/1/22 contract	FY22 ANNUAL VARIANCE - New Contract to Updated MOUs
Filled	DATA INPUT CLERK	1	\$ 39,520	\$ 40,310	\$ 45,349	\$ 5,039
Vacant	DATA INPUT CLERK	1	\$ 36,218	\$ 36,942	\$ 41,560	\$ 4,618
Filled	DATA INPUT CLERK	1	\$ 39,520	\$ 40,310	\$ 45,349	\$ 5,039
Filled	DATA INPUT CLERK	1	\$ 39,520	\$ 40,310	\$ 45,349	\$ 5,039
		4				\$ 19,734