

**THE TOWN OF MIDDLETOWN AND
TEAMSTERS LOCAL UNION No. 251**

**TENTATIVE AGREEMENT
INFORMAL NEGOTIATIONS**

The terms of the parties' collective bargaining agreement effective July 1, 2014 to June 30, 2017 will continue in the next agreement except as modified below:

1. ARTICLE IV – SALARY

Amend Section 1 as follows:

- a) Add 1% effective 7/1/2017 (FY2018)
- b) Add 1% effective 1/1/2018 (FY2018)
- c) Add 1% effective 7/1/2018 (FY2019)
- d) Add 1% effective 1/1/2019 (FY2019)

2. ARTICLE XV – PROTECTIVE CLOTHING, BULLETIN BOARDS & SAFETY

Amend Section 2 as follows:

“The Town agrees to reimburse employees for the purchase of one (1) steel toe safety shoes, not to exceed a total of \$400.00 per employee over the term of this Agreement (i.e., 7/1/2017 through 6/30/2019).”

“The Town agrees to reimburse employees for the purchase of one (1) pair of winter weight Carheart overalls over the term if this Agreement (i.e., 7/1/2017 through 6/30/2019).”

3. ARTICLE XXIII – DURATION OF AGREEMENT

Amend dates to reflect an extension of the agreement commencing on July 1, 2017 and ending on June 30, 2019.

The foregoing tentative agreement shall be contingent upon the parties agreeing to terms on a final contract, which shall be contingent upon final ratification by the Town Council and the Union membership.

TOWN OF MIDDLETOWN

Signature

Shawn J. Brown
Town Administrator
Town of Middletown, RI

Print Name and Title

Date

12/12/2016

WITNESS

Signature

Print Name and Title

Date

Maureen D. Maurer

Maureen D. Maurer

12-12-16


TEAMSTERS
LOCAL UNION NO. 251


Signature

NICK WILLIAMS BUSINESS AGENT
Print Name and Title

12/29/16
Date

WITNESS


Signature

Maureen D. Maurer
Print Name and Title

12-29-16
Date

**SALARY SCALE DETAIL - DPW
FY2015 - FY2019**

Appendix A		FY2015 (+ 1.5%)			
CLASSIFICATION	LEVEL	HOURLY	WEEKLY	BI-WEEKLY	ANNUAL
MECHANIC	A	19.8214	792.86	1,585.71	41,228.53
	B	20.8646	834.59	1,669.17	43,398.43
	C	21.9628	878.51	1,757.02	45,682.54
	D	23.1143	924.57	1,849.14	48,077.73
FOREMAN	A	-	-	-	-
	B	22.0302	881.21	1,762.41	45,822.72
	C	23.1757	927.03	1,854.06	48,205.50
	D	24.3809	975.23	1,950.47	50,712.18
LABOR EQUIPMENT OPERATOR III	A	19.4571	778.28	1,556.57	40,470.79
	B	20.4300	817.20	1,634.40	42,494.30
	C	21.4515	858.06	1,716.12	44,619.02
	D	22.5240	900.96	1,801.92	46,849.99
LABOR EQUIPMENT OPERATOR II	A	18.8746	754.98	1,509.97	39,259.21
	B	19.8680	794.72	1,589.44	41,325.45
	C	20.9137	836.55	1,673.10	43,500.50
	D	22.0144	880.58	1,761.15	45,789.99
LABOR EQUIPMENT OPERATOR I	A	17.2568	690.27	1,380.54	35,894.11
	B	18.0782	723.13	1,446.26	37,602.68
	C	19.0301	761.20	1,522.40	39,582.51
	D	20.0316	801.27	1,602.53	41,665.79
CLERK / TYPIST / DISPATCHER	A	19.5568	782.27	1,564.54	40,678.15
	B	20.4368	817.47	1,634.94	42,508.47
	C	21.4587	858.35	1,716.70	44,634.08
	D	22.5316	901.26	1,802.53	46,865.73
		FY2016 (+ 2.5%)			
CLASSIFICATION	LEVEL	HOURLY	WEEKLY	BI-WEEKLY	ANNUAL
MECHANIC	A	20.3169	812.68	1,625.36	42,259.24
	B	21.3862	855.45	1,710.90	44,483.39
	C	22.5118	900.47	1,800.95	46,824.60
	D	23.6921	947.69	1,895.37	49,279.67
FOREMAN	A	-	-	-	-
	B	22.5809	903.24	1,806.47	46,968.29
	C	23.7551	950.20	1,900.41	49,410.63
	D	24.9904	999.62	1,999.23	51,979.99
LABOR EQUIPMENT OPERATOR III	A	19.9435	797.74	1,595.48	41,482.56
	B	20.9407	837.63	1,675.26	43,556.66
	C	21.9877	879.51	1,759.02	45,734.50
	D	23.0871	923.49	1,846.97	48,021.24
LABOR EQUIPMENT OPERATOR II	A	19.3465	773.86	1,547.72	40,240.69
	B	20.3647	814.59	1,629.18	42,358.59
	C	21.4365	857.46	1,714.92	44,588.01
	D	22.5648	902.59	1,805.18	46,934.74
LABOR EQUIPMENT OPERATOR I	A	17.6882	707.53	1,415.06	36,791.47
	B	18.5302	741.21	1,482.41	38,542.74
	C	19.5058	780.23	1,560.46	40,572.07
	D	20.5324	821.30	1,642.59	42,707.43
CLERK / TYPIST / DISPATCHER	A	20.0457	801.83	1,603.66	41,695.10
	B	20.9477	837.91	1,675.81	43,571.19
	C	21.9952	879.81	1,759.61	45,749.93
	D	23.0949	923.80	1,847.59	48,037.37

**SALARY SCALE DETAIL - DPW
FY2015 - FY2019**

Appendix A		FY2017 (+ 2.5%)			
CLASSIFICATION	LEVEL	HOURLY	WEEKLY	BI-WEEKLY	ANNUAL
MECHANIC	A	20.8249	832.99	1,665.99	43,315.72
	B	21.9209	876.84	1,753.67	45,595.48
	C	23.0746	922.98	1,845.97	47,995.22
	D	24.2845	971.38	1,942.76	50,511.66
FOREMAN	A	-	-	-	-
	B	23.1454	925.82	1,851.63	48,142.50
	C	24.3490	973.96	1,947.92	50,645.90
	D	25.6151	1,024.61	2,049.21	53,279.49
LABOR EQUIPMENT OPERATOR III	A	20.4421	817.69	1,635.37	42,519.63
	B	21.4642	858.57	1,717.14	44,645.58
	C	22.5374	901.50	1,802.99	46,877.86
	D	23.6643	946.57	1,893.14	49,221.77
LABOR EQUIPMENT OPERATOR II	A	19.8301	793.21	1,586.41	41,246.71
	B	20.8738	834.95	1,669.91	43,417.56
	C	21.9725	878.90	1,757.80	45,702.72
	D	23.1289	925.16	1,850.31	48,108.11
LABOR EQUIPMENT OPERATOR I	A	18.1304	725.22	1,450.43	37,711.25
	B	18.9934	759.74	1,519.47	39,506.31
	C	19.9934	799.74	1,599.48	41,586.37
	D	21.0457	841.83	1,683.66	43,775.12
CLERK / TYPIST / DISPATCHER	A	20.5469	821.87	1,643.75	42,737.48
	B	21.4714	858.86	1,717.71	44,660.47
	C	22.5450	901.80	1,803.60	46,893.68
	D	23.6723	946.89	1,893.78	49,238.30

FY2018
Eff. 7/1/2017 1.00%

CLASSIFICATION	LEVEL	HOURLY	WEEKLY	BI-WEEKLY	ANNUAL
MECHANIC	A	21.0331	841.32	1,682.65	43,748.88
	B	22.1401	885.60	1,771.21	46,051.43
	C	23.3054	932.21	1,864.43	48,475.17
	D	24.5273	981.09	1,962.18	51,016.78
FOREMAN	A	-	-	-	-
	B	23.3769	935.08	1,870.15	48,623.92
	C	24.5925	983.70	1,967.40	51,152.36
	D	25.8713	1,034.85	2,069.70	53,812.28
LABOR EQUIPMENT OPERATOR III	A	20.6465	825.86	1,651.72	42,944.82
	B	21.6789	867.15	1,734.31	45,092.03
	C	22.7628	910.51	1,821.02	47,346.64
	D	23.9010	956.04	1,912.08	49,713.99
LABOR EQUIPMENT OPERATOR II	A	20.0284	801.14	1,602.28	41,659.17
	B	21.0826	843.30	1,686.61	43,851.73
	C	22.1922	887.69	1,775.37	46,159.74
	D	23.3602	934.41	1,868.82	48,589.19
LABOR EQUIPMENT OPERATOR I	A	18.3117	732.47	1,464.94	38,088.37
	B	19.1834	767.33	1,534.67	39,901.37
	C	20.1934	807.74	1,615.47	42,002.23
	D	21.2562	850.25	1,700.49	44,212.87
CLERK / TYPIST / DISPATCHER	A	20.7523	830.09	1,660.19	43,164.85
	B	21.6861	867.44	1,734.89	45,107.07
	C	22.7705	910.82	1,821.64	47,362.61
	D	23.9090	956.36	1,912.72	49,730.69

**SALARY SCALE DETAIL - DPW
FY2015 - FY2019**

		FY2018		1.00%	
		Eff. 1/1/2018			
CLASSIFICATION	LEVEL	HOURLY	WEEKLY	BI-WEEKLY	ANNUAL
MECHANIC	A	21.2434	849.74	1,699.48	44,186.37
	B	22.3615	894.46	1,788.92	46,511.95
	C	23.5384	941.54	1,883.07	48,959.92
	D	24.7726	990.90	1,981.81	51,526.95
FOREMAN	A	-	-	-	-
	B	23.61065	944.43	1,888.85	49,110.16
	C	24.83841	993.54	1,987.07	51,663.88
	D	26.13000	1,045.20	2,090.40	54,350.40
LABOR EQUIPMENT OPERATOR III	A	20.85301	834.12	1,668.24	43,374.27
	B	21.89565	875.83	1,751.65	45,542.95
	C	22.99043	919.62	1,839.23	47,820.10
	D	24.13996	965.60	1,931.20	50,211.13
LABOR EQUIPMENT OPERATOR II	A	20.22873	809.15	1,618.30	42,075.77
	B	21.29339	851.74	1,703.47	44,290.25
	C	22.41411	896.56	1,793.13	46,621.34
	D	23.59379	943.75	1,887.50	49,075.08
LABOR EQUIPMENT OPERATOR I	A	18.49483	739.79	1,479.59	38,469.25
	B	19.37519	775.01	1,550.01	40,300.39
	C	20.39532	815.81	1,631.63	42,422.26
	D	21.46875	858.75	1,717.50	44,655.00
CLERK / TYPIST / DISPATCHER	A	20.95986	838.39	1,676.79	43,596.50
	B	21.90295	876.12	1,752.24	45,558.14
	C	22.99819	919.93	1,839.86	47,836.24
	D	24.14807	965.92	1,931.85	50,227.99

		FY2019		1.00%	
		Eff 7/1/2018			
CLASSIFICATION	LEVEL	HOURLY	WEEKLY	BI-WEEKLY	ANNUAL
MECHANIC	A	21.4559	858.24	1,716.47	44,628.23
	B	22.5851	903.41	1,806.81	46,977.07
	C	23.7738	950.95	1,901.90	49,449.52
	D	25.0203	1,000.81	2,001.62	52,042.22
FOREMAN	A	-	-	-	-
	B	23.8468	953.87	1,907.74	49,601.26
	C	25.0868	1,003.47	2,006.94	52,180.52
	D	26.3913	1,055.65	2,111.30	54,893.91
LABOR EQUIPMENT OPERATOR III	A	21.0615	842.46	1,684.92	43,808.01
	B	22.1146	884.58	1,769.17	45,998.38
	C	23.2203	928.81	1,857.63	48,298.30
	D	24.3814	975.25	1,950.51	50,713.24
LABOR EQUIPMENT OPERATOR II	A	20.4310	817.24	1,634.48	42,496.52
	B	21.5063	860.25	1,720.51	44,733.15
	C	22.6382	905.53	1,811.06	47,087.55
	D	23.8297	953.19	1,906.38	49,565.84
LABOR EQUIPMENT OPERATOR I	A	18.6798	747.19	1,494.38	38,853.94
	B	19.5689	782.76	1,565.52	40,703.39
	C	20.5993	823.97	1,647.94	42,846.48
	D	21.6834	867.34	1,734.67	45,101.55
CLERK / TYPIST / DISPATCHER	A	21.1695	846.78	1,693.56	44,032.47
	B	22.1220	884.88	1,769.76	46,013.72
	C	23.2282	929.13	1,858.25	48,314.60
	D	24.3896	975.58	1,951.16	50,730.27

**SALARY SCALE DETAIL - DPW
FY2015 - FY2019**

CLASSIFICATION	LEVEL	FY2019	1.00%		
		Eff. 1/1/2019	HOURLY	WEEKLY	BI-WEEKLY
MECHANIC	A	21.67044	866.82	1,733.64	45,074.51
	B	22.81098	912.44	1,824.88	47,446.84
	C	24.01155	960.46	1,920.92	49,944.01
	D	25.27050	1,010.82	2,021.64	52,562.64
FOREMAN	A	-	-	-	-
	B	24.08523	963.41	1,926.82	50,097.28
	C	25.33766	1,013.51	2,027.01	52,702.33
	D	26.65521	1,066.21	2,132.42	55,442.85
LABOR EQUIPMENT OPERATOR III	A	21.27216	850.89	1,701.77	44,246.09
	B	22.33575	893.43	1,786.86	46,458.36
	C	23.45254	938.10	1,876.20	48,781.29
	D	24.62518	985.01	1,970.01	51,220.37
LABOR EQUIPMENT OPERATOR II	A	20.63533	825.41	1,650.83	42,921.49
	B	21.72139	868.86	1,737.71	45,180.48
	C	22.86463	914.59	1,829.17	47,558.43
	D	24.06803	962.72	1,925.44	50,061.49
LABOR EQUIPMENT OPERATOR I	A	18.86658	754.66	1,509.33	39,242.48
	B	19.76463	790.59	1,581.17	41,110.43
	C	20.80526	832.21	1,664.42	43,274.94
	D	21.90027	876.01	1,752.02	45,552.56
CLERK / TYPIST / DISPATCHER	A	21.38115	855.25	1,710.49	44,472.79
	B	22.34320	893.73	1,787.46	46,473.86
	C	23.46046	938.42	1,876.84	48,797.75
	D	24.63345	985.34	1,970.68	51,237.57