

APPENDIX B(1)
AFSCME SUPERVISORS
CLASSIFICATION PLAN

Grade 23

Grade 24

Cemeteries Foreman
Public Assembly Facilities Operations Foreman
Public Works Foreman
Public Works Foreman (Islands)
Parks Maintenance Foreman

Grade 25

Grade 26

Fire Equipment Specialist*
Machine/Weld Shop Foreman*
Parking Meter Supervisor
Plow Bay Foreman*
Public Buildings Trades Supervisor
Public Works Supervisor
Public Works Dispatcher
Public Works Parts Manager*
Public Assembly Facilities Operations Supervisor
Service Writer*
Vehicle Maintenance Foreman*

Grade 24 (A)

Airport Maintenance Foreman

Grade 27 (A)

Airport Facilities Supervisor
Airport Maintenance Supervisor

Grade 27

Athletic Facilities Supervisor
Vehicle Maintenance Supervisor**
Senior Operations Dispatcher
Public Works Senior Supervisor – (**Operations**, Islands, Traffic, PDD)
Parks, Recreation & Facilities Senior Supervisor (Parks, Horticulture,
Forestry and Cemeteries)
Golf Course Supervisor
Public Buildings Operations Supervisor
Solid Waste Supervisor
Wastewater Supervisor

Note: During Winter Operations All Dispatchers will be Grade 27

Market Rate Stipend:

*Additional \$1.00 per hour is paid to employees in these classifications

**Additional \$2.00 per hour is paid to the Vehicle Maintenance Supervisor

APPENDIX B(2)								
AFSCME SUPERVISORS								
PAY PLAN EFFECTIVE JULY 2, 2017								
								2% Increase
PAY GRADE		2 6MOS-1YR	3 1-2YRS	4 2-4YRS	5 4-5YRS	6 6-8YRS	7 8-12YRS	8 12+ YRS
20	Wkly	\$624.40	\$646.80	\$668.80	\$692.00	\$716.40	\$741.60	\$766.00
	Hrly	\$15.61	\$16.17	\$16.72	\$17.30	\$17.91	\$18.54	\$19.15
21	Wkly	\$708.80	\$736.00	\$760.00	\$786.80	\$814.00	\$842.00	\$869.60
	Hrly	\$17.72	\$18.40	\$19.00	\$19.67	\$20.35	\$21.05	\$21.74
22	Wkly	\$738.80	\$763.20	\$789.60	\$822.80	\$848.00	\$876.00	\$904.80
	Hrly	\$18.47	\$19.08	\$19.74	\$20.57	\$21.20	\$21.90	\$22.62
23	Wkly	\$758.80	\$786.00	\$812.80	\$841.60	\$872.00	\$900.80	\$930.40
	Hrly	\$18.97	\$19.65	\$20.32	\$21.04	\$21.80	\$22.52	\$23.26
24	Wkly	\$784.80	\$812.00	\$840.00	\$871.60	\$899.60	\$932.80	\$963.60
	Hrly	\$19.62	\$20.30	\$21.00	\$21.79	\$22.49	\$23.32	\$24.09
25	Wkly	\$803.60	\$831.60	\$859.60	\$891.20	\$921.60	\$953.60	\$985.20
	Hrly	\$20.09	\$20.79	\$21.49	\$22.28	\$23.04	\$23.84	\$24.63
26	Wkly	\$830.00	\$858.00	\$889.20	\$918.80	\$952.40	\$984.80	\$1,017.20
	Hrly	\$20.75	\$21.45	\$22.23	\$22.97	\$23.81	\$24.62	\$25.43
27	Wkly	\$856.00	\$886.00	\$916.40	\$947.60	\$982.40	\$1,016.00	\$1,049.60
	Hrly	\$21.40	\$22.15	\$22.91	\$23.69	\$24.56	\$25.40	\$26.24
Pay plan adjusted by 2% effective July 2, 2017 and a 12 + year step added effective upon Council vote of approval								

APPENDIX B(3)								
AFSCME SUPERVISORS								
PAY PLAN EFFECTIVE JULY 1, 2018								
								2% Increase
PAY GRADE		2 6MOS-1YR	3 1-2YRS	4 2-4YRS	5 4-5YRS	6 6-8YRS	7 8-12YRS	8 12+ YRS
20	Wkly	\$660.80	\$683.60	\$706.00	\$730.00	\$754.80	\$780.40	\$805.20
	Hrly	\$16.52	\$17.09	\$17.65	\$18.25	\$18.87	\$19.51	\$20.13
21	Wkly	\$746.80	\$774.80	\$799.20	\$826.40	\$854.40	\$882.80	\$910.80
	Hrly	\$18.67	\$19.37	\$19.98	\$20.66	\$21.36	\$22.07	\$22.77
22	Wkly	\$777.60	\$802.40	\$829.20	\$863.20	\$888.80	\$917.60	\$946.80
	Hrly	\$19.44	\$20.06	\$20.73	\$21.58	\$22.22	\$22.94	\$23.67
23	Wkly	\$798.00	\$825.60	\$853.20	\$882.40	\$913.60	\$942.80	\$973.20
	Hrly	\$19.95	\$20.64	\$21.33	\$22.06	\$22.84	\$23.57	\$24.33
24	Wkly	\$824.40	\$852.40	\$880.80	\$913.20	\$941.60	\$975.60	\$1,006.80
	Hrly	\$20.61	\$21.31	\$22.02	\$22.83	\$23.54	\$24.39	\$25.17
25	Wkly	\$843.60	\$872.40	\$900.80	\$933.20	\$964.00	\$996.80	\$1,028.80
	Hrly	\$21.09	\$21.81	\$22.52	\$23.33	\$24.10	\$24.92	\$25.72
26	Wkly	\$870.80	\$899.20	\$930.80	\$961.20	\$995.60	\$1,028.40	\$1,061.60
	Hrly	\$21.77	\$22.48	\$23.27	\$24.03	\$24.89	\$25.71	\$26.54
27	Wkly	\$897.20	\$927.60	\$958.80	\$990.40	\$1,026.00	\$1,060.40	\$1,094.40
	Hrly	\$22.43	\$23.19	\$23.97	\$24.76	\$25.65	\$26.51	\$27.36

Pay plan adjusted 2% effective July 1st 2018 and added \$.60 to each grade and step that includes the following stipends: pants, boots, miscellaneous clothing, meal allowance and winter plowing stipend. Those stipends are built into the pay plan and are eliminated from the contract effective July 1, 2018.

APPENDIX B(4)
AFSCME SUPERVISORS

PAY PLAN EFFECTIVE JULY 7, 2019

									2% Increase
		2	3	4	5	6	7	8	
PAY GRADE		6MOS-1YR	1-2YRS	2-4YRS	4-5YRS	6-8YRS	8-12YRS	12+ YRS	
20	Wkly	\$682.00	\$705.20	\$728.00	\$752.80	\$778.00	\$804.00	\$829.20	
	Hrly	\$17.05	\$17.63	\$18.20	\$18.82	\$19.45	\$20.10	\$20.73	
21	Wkly	\$769.60	\$798.40	\$823.20	\$850.80	\$879.60	\$908.40	\$937.20	
	Hrly	\$19.24	\$19.96	\$20.58	\$21.27	\$21.99	\$22.71	\$23.43	
22	Wkly	\$801.20	\$826.40	\$853.60	\$888.40	\$914.40	\$944.00	\$973.60	
	Hrly	\$20.03	\$20.66	\$21.34	\$22.21	\$22.86	\$23.60	\$24.34	
23	Wkly	\$822.00	\$850.00	\$878.40	\$908.00	\$940.00	\$969.60	\$1,000.80	
	Hrly	\$20.55	\$21.25	\$21.96	\$22.70	\$23.50	\$24.24	\$25.02	
24	Wkly	\$848.80	\$877.60	\$906.40	\$939.60	\$968.40	\$1,003.20	\$1,034.80	
	Hrly	\$21.22	\$21.94	\$22.66	\$23.49	\$24.21	\$25.08	\$25.87	
25	Wkly	\$868.40	\$898.00	\$926.80	\$960.00	\$991.20	\$1,024.80	\$1,057.20	
	Hrly	\$21.71	\$22.45	\$23.17	\$24.00	\$24.78	\$25.62	\$26.43	
26	Wkly	\$896.40	\$925.20	\$957.60	\$988.40	\$1,023.60	\$1,056.80	\$1,090.80	
	Hrly	\$22.41	\$23.13	\$23.94	\$24.71	\$25.59	\$26.42	\$27.27	
27	Wkly	\$923.20	\$954.00	\$986.00	\$1,018.40	\$1,054.40	\$1,089.60	\$1,124.40	
	Hrly	\$23.08	\$23.85	\$24.65	\$25.46	\$26.36	\$27.24	\$28.11	

Pay plan adjusted 2.0% effective July 7th, 2019 and added \$.20 to each grade and step.

APPENDIX B(5)

Current AFSCME Supervisors Pay Plan	Grade	Recruit	2 6 mos - 1yr	3 1 - 2 yrs	4 2 - 4 yrs	5 4 - 5 yrs	6 6 - 8 yrs	7 8+ yrs	
Airport Maintenance Supervisor	27	\$ 20.14	\$ 20.98	\$ 21.72	\$ 22.46	\$ 23.23	\$ 24.08	\$ 24.90	
Airport Facilities Supervisor	27	\$ 20.14	\$ 20.98	\$ 21.72	\$ 22.46	\$ 23.23	\$ 24.08	\$ 24.90	
New Airport (A) Pay Plan	Grade	Recruit	2	3	4	5	6	7	8
* Effective upon Council Approval			6 mos - 1yr	1 - 2 yrs	2 - 4 yrs	4 - 6 yrs	6 - 8 yrs	8 - 12 yrs	12 + YRS
Airport Maintenance Supervisor	27 A	\$ 23.17	\$ 24.14	\$ 24.99	\$ 25.84	\$ 26.72	\$ 27.70	\$ 28.64	\$ 29.61
Airport Facilities Supervisor	27 A	\$ 23.17	\$ 24.14	\$ 24.99	\$ 25.84	\$ 26.72	\$ 27.70	\$ 28.64	\$ 29.61
Airport Foreman	24 A	\$ 22.07	\$ 22.99	\$ 23.80	\$ 24.61	\$ 25.46	\$ 26.39	\$ 27.29	\$ 28.20
* All stipends go away - including meal allowance, plowing, clothing, boots, market rate, etc.									
Only shift differential will remain									
New Airport (A) Pay Plan	Grade	Recruit	2	3	4	5	6	7	8
Effective July 2018			6 mos - 1yr	1 - 2 yrs	2 - 4 yrs	4 - 6 yrs	6 - 8 yrs	8 - 12 yrs	12 + YRS
Airport Maintenance Supervisor	27 A	\$23.63	\$24.62	\$25.49	\$26.36	\$27.25	\$28.25	\$29.21	\$30.20
Airport Facilities Supervisor	27 A	\$23.63	\$24.62	\$25.49	\$26.36	\$27.25	\$28.25	\$29.21	\$30.20
Airport Foreman	24 A	\$22.51	\$23.45	\$24.28	\$25.10	\$25.97	\$26.92	\$27.84	\$28.76
* All stipends go away - including meal allowance, plowing, clothing, boots, market rate, etc.									
Only shift differential will remain									
New Airport (A) Pay Plan	Grade	Recruit	2	3	4	5	6	7	8
Effective July 2019			6 mos - 1yr	1 - 2 yrs	2 - 4 yrs	4 - 6 yrs	6 - 8 yrs	8 - 12 yrs	12 + YRS
Airport Maintenance Supervisor	27 A	\$24.10	\$25.11	\$26.00	\$26.89	\$27.80	\$28.82	\$29.79	\$30.80
Airport Facilities Supervisor	27 A	\$24.10	\$25.11	\$26.00	\$26.89	\$27.80	\$28.82	\$29.79	\$30.80
Airport Foreman	24 A	\$22.96	\$23.92	\$24.77	\$25.60	\$26.49	\$27.46	\$28.40	\$29.34
* All stipends go away - including meal allowance, plowing, clothing, boots, market rate, etc.									
Only shift differential will remain									