

2023-2026 Contract Terms for Membership Approval

Retroactive GWI:

7/1/2023	2.30%
7/1/2024	2.30%
7/1/2025	2.50%

4 wage schedules:

1. APPENDIX C - Existing non-dispatch, non-food service employees, effective 07/01/2023;
2. APPENDIX D – Effective only for new non-dispatch, non-food service employees **who begin work after 06/01/2024;**
3. APPENDIX E – All Dispatch employees, effective 07/01/2023; and
4. APPENDIX F - Food service employees, effective 07/01/2023.

Reopener provision to examine compensation and administrative issues related to dispatchers beginning no later than 09/02/2024.

Shift Differential (Article 8(B)) and Auto Expense Reimbursement (Article 16(E)) now available to permanent part time employees.

Shift Differential:

Effective July 1, 2024

Second Shift increases from \$1.50 per hour to \$2.00 per hour.

Third Shift increases from \$2.00 per hour to \$2.50 per hour.

Shift differential becomes applicable to permanent part time employees.

Personal Vehicle Allowance:

Increases from \$250.00 to \$350.00

Out of Class Pay:

Becomes available to Food Service Employees

401(k), 457 and 403(b) Town Match

Increases from \$2,500 to \$2,900 for employee contributions made in calendar year 2026.

Increased match is credited by Town to Employee in 2027

Health Insurance Contribution:

	Town Contribution	Employee Contribution
07/01/2023 to 06/30/2024	86.0%	14.0% (no change)
07/01/2024 to 06/30/2025	84.5%	15.5%
07/01/2025 to 06/30/2026	83.0%	17.0%