

APPENDIX #3

Foremen Division:

Pay Rate Adjustments:

Effective the date of ratification, the City and the Union agree to the following pay rate adjustments:

| Classification | Current PG | Current Rate | New PG | New Rate |
|---|-----------------------|-------------------------|-------------------|---------------------|
| Sub-Foreman Trades replaced by Foreman 1 – Trades** | -- | \$37.20 | -- | \$38.88 |
| Sub-Foreman – Welding replaced by Foreman 1 – Welding** | -- | \$37.70* | -- | \$39.38* |
| Sub-Foreman – Mechanics replaced by Foreman 1 – Mechanic** | -- | \$37.70* | -- | \$39.38* |
| Foreman 1 – Water/Sewers | 19 | -- | 20 | -- |
| Foreman 2 – Water/Sewers | 21 | -- | 22 | -- |
| Foreman 3 – Water/Sewers | 23 | -- | 24 | -- |
| Sub-Foreman – Waterworks | -- | \$28.60 | -- | \$29.90 |
| Sub-Foreman – Sewers | -- | \$28.60 | -- | \$29.90 |

*Includes an additional .50 cents per hour in lieu of tool allowance. The .50 cents per hour is not included in the base hourly rate when calculating future increases.

**the classifications will be reviewed and updated to reflect title change and any change in duties

Dated: August 4, 2016



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