

Letter of Amendment

City of Lowell, Department of Public Works, and IBEW Local 876

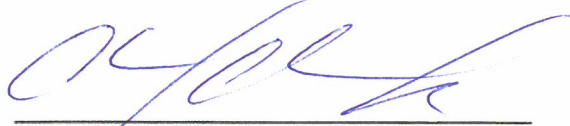
Amendment to 11/16/2020 through 6/30/2023 Collective Bargaining Agreement

In accordance with Article 21, Section 2, of the current Agreement allowing either party to reopen the Agreement for the purpose of negotiating Wages effective July 1, 2022, the parties properly reopened and agreed to the following Amendments. Any current language not specifically listed as changed or modified in this Amendment remains as currently written:

1. Employees shall be placed on the following pay scale increase in accordance with their classification and years of service in that classification, effective July 1, 2022 through June 30, 2023.

| July 1, 2022 - June 30, 2023 | | | | | | | |
|--|---------|---------|---------|---------|---------|---------|---------|
| 3.5 % General Wage Increase | | | | | | | |
| | Start | 1 yr | 2 yr | 3 yr | 4 yr | 5 yr | 6 yr |
| Utility/WTP Operator | \$20.92 | \$21.93 | \$23.00 | \$24.05 | \$25.09 | \$26.15 | \$26.93 |
| Utility/WTP Operator 1 | \$21.99 | \$23.04 | \$24.09 | \$25.14 | \$26.18 | \$27.24 | \$28.04 |
| Utility/WTP Operator 2 | \$23.09 | \$24.13 | \$25.18 | \$26.22 | \$27.27 | \$28.32 | \$29.16 |
| Utility/WTP Operator 3 | \$24.17 | \$25.22 | \$26.26 | \$27.31 | \$28.35 | \$29.41 | \$30.29 |
| Utility/WTP Operator 4 | \$25.26 | \$26.30 | \$27.35 | \$28.40 | \$29.44 | \$30.50 | \$31.42 |
| Utility/WTP Operator 5 | \$26.35 | \$27.39 | \$28.44 | \$29.48 | \$30.53 | \$31.58 | \$32.54 |
| Utility/WTP Operator 6 | \$26.63 | \$27.64 | \$28.66 | \$29.68 | \$30.69 | \$31.72 | \$32.67 |
| Equipment Operator/ Maintenance Worker/ Sexton | \$20.92 | \$21.93 | \$23.00 | \$24.05 | \$25.09 | \$26.15 | \$26.93 |
| Parks/Streets Supervisor | \$25.74 | \$27.02 | \$28.31 | \$30.14 | \$30.89 | \$32.17 | \$33.14 |
| Utility Supervisor/WTP Superintendent | \$30.91 | \$32.44 | \$34.00 | \$35.55 | \$37.09 | \$38.95 | \$40.12 |

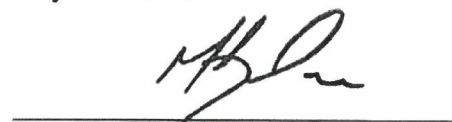
IBEW Local 876



Chad Clark, Business Manager

Date: 6-13-2022

City of Lowell



Mike DeVore, Mayor

Date: 6-13-22