

## Letter of Understanding and Agreement Apprenticeship Pay Placements

May 24, 2023

Dear Monica,

I am writing to formally confirm our agreement regarding the change to the entry step pay rate for Maintenance Tech, Apprentice and Traffic Maintenance Tech I positions in the City of Springfield. Effective May 21, 2023, the entry step pay rate for these positions will be changed from Step 1 to Step 3.

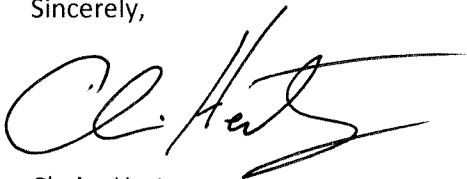
In addition, we recognize the need to ensure pay equity for existing employees within these positions. Therefore, all existing employees in the Maintenance Tech, Apprentice and Traffic Maintenance Tech I positions will receive a pay equity adjustment to reflect the new entry step pay rate of Step 3 as outlined in the attached document. This adjustment, effective May 21<sup>st</sup>, will be reflected on the June 9, 2023 pay check.

Apprentices who are promoted to a journey position will move from the B21 pay grade to the B22 pay grade at a step that is closest to a 5% increase. The City and Union agree to waive the 6-month step increase as outlined in Article 11.5 Movement Between Steps for this transition.

We believe this change will better reflect the skills and experience required for this position and will help to attract and retain high-quality candidates for these roles. We appreciate your cooperation in reaching this agreement, and we look forward to continuing our positive working relationship with AFSCME.

In order to provide clarity and ensure that this agreement aligns with our broader labor negotiations, this agreement expires upon ratification of our next successor agreement on or near June 30, 2024. This expiration date allows us to maintain flexibility and address any potential changes that may arise during the negotiation process.

Sincerely,

A handwritten signature in black ink, appearing to read 'Chaim Hertz', written in a cursive style.

Chaim Hertz,  
Director of Human Resources  
City of Springfield