

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE TOWN OF MAMMOTH LAKES  
AND  
THE MAMMOTH LAKES  
PUBLIC WORKS EMPLOYEES' ASSOCIATION  
July 1, 2023 to June 30, 2026

**PREAMBLE**

This Memorandum of Understanding is entered into pursuant to the Meyers-Milius-Brown Act (Government Code Section 3500 et seq). The parties to this Memorandum of Understanding are the Town of Mammoth Lakes, State of California, which hereinafter shall be referred to as "Town" and the Mammoth Lakes Public Works Employees' Association, which hereinafter shall be referred to as "Association." The parties have met and conferred in good faith regarding wages, hours, and other terms and conditions of employment of the employees represented by the Association and have exchanged freely information, opinions, and proposals and have endeavored to reach agreement on all matters relating to the employment, conditions, and employee relations of such employees.

This Memorandum of Understanding has been presented to the Town Council as a joint recommendation of the undersigned for salary, fringe benefits, and other working conditions for the period beginning July 1, 2023 to June 30, 2026, and was ratified by the Town Council on June 21, 2023, and the terms and conditions herein are in full force and effect for affected members of the Mammoth Lakes Public Works Employees' Association.

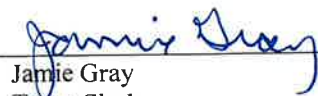
TOWN OF MAMMOTH LAKES



Daniel C. Holler  
Town Manager

6-26-23

Date

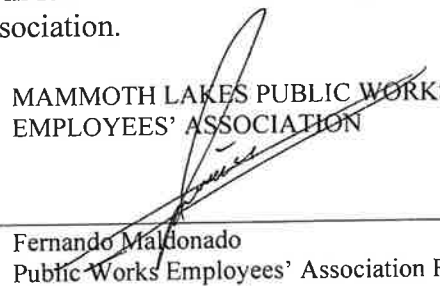


Jamie Gray  
Town Clerk

6/26/23

Date

MAMMOTH LAKES PUBLIC WORKS  
EMPLOYEES' ASSOCIATION



Fernando Maldonado  
Public Works Employees' Association Representative

6/26/23

Date



Brian Lemus  
Public Works Employees' Association Representative

6/26/23

Date

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## **ARTICLE 1: Agreement**

The Articles and provisions contained herein constitute a bilateral and binding agreement (“Agreement”) by and between the Town Council of the Town of Mammoth Lakes, California (“Town”) and the Mammoth Lakes Public Works Employees’ Association (“Association”).

## **ARTICLE 2: Recognition**

The Town recognizes the Association as the exclusive representative of all regular employees whose job classifications are listed in attached Exhibit A.

## **ARTICLE 3: Non-Discrimination**

There shall be no discrimination based on an employee’s race, religious creed, color, national origin, ancestry, sex, age, physical or mental disability, medical condition, sexual orientation, marital status, gender identity, gender expression, genetic characteristics or information, military or veteran status, and/or any other category protected by federal and/or state law. In addition, Town policy prohibits retaliation because of the employee’s opposition to a practice the employee reasonably believes to constitute employment discrimination or harassment or because of the employee’s participation in an employment investigation, proceeding, hearing, or legitimate employee organization activities. Employees who believe they have been harassed, discriminated against, or retaliated against, should report that conduct to the Town, and the Town will investigate those complaints.

## **ARTICLE 4: Association Rights**

- 4.1 The Association shall have the right to post notices of activities and matters of Association concern on bulletin boards located at Town facilities and to use the Town email, meeting rooms, equipment, and supplies to notice and conduct meetings. Use of space must not interfere with any Town needs or use.
- 4.2 The Town Manager may authorize up to forty (40) hours annually, not to exceed five (5) days per year, for the Association President or their designee to conduct Association business or attend state or national conferences sponsored by employee associations, exclusive of activities directly related to negotiations affecting this MOU. Public agencies shall allow a reasonable number of public agency employee representatives of recognized employee organizations reasonable time off without loss of compensation or other benefits when formally meeting and conferring with representatives of the public agency on matters within the scope of representation. Association members shall provide their supervisors with reasonable notification requesting release time to conduct association business outside of formal negotiations.
- 4.3 Within thirty (30) days of the ratification of this Agreement, or any subsequent modification thereof, by both parties, the employer agrees to provide an executed copy to the Association and an electronic copy for distribution and placement on the Town’s website.

- 4.4 A representative from the Association shall have the right and the opportunity during normal business hours to speak to a new employee for the purposes of explaining the new employee's contractual rights and introducing them to the Association. No employee is required to attend such meeting.
- 4.5 The Town agrees to notify the Association at least thirty (30) days prior to the elimination of any position and/or implementing an employee layoff which would impact Association-represented employees. The Association may then request to meet and confer.

### **ARTICLE 5: Town Rights**

It is understood and agreed that the Town Council retains all of its powers and authority to direct, manage, and control the operation of the Town to the full extent of the law. The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Town, the adoption of ordinances, policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with law.

Included in these Town duties and powers are the exclusive rights to: determine its organization; direct the work of its employees; determine the times and hours of operation; determine the kinds and levels of services to be provided, and the methods and means of providing them; establish its departmental policies, goals, and objectives; insure the rights and privileges of citizens; determine staffing patterns; determine the number and kind of personnel required; maintain the efficiency of Town operations; build, move, or modify facilities; establish budget procedure and determine budgetary allocation; determine the methods of raising revenue; enter into contracts for supplies and services; and take appropriate action in the event of an emergency. In addition, the Town retains the right to hire, classify, assign, transfer, evaluate, promote, demote, suspend, and terminate employees. These rights will be in conformance with the provisions of state and federal laws.

The Town retains its right to waive, for the duration of the cause, pertinent policies and practices referred to in this Agreement in cases of civil defense, natural disasters, epidemics, or acts of God. All rights, powers, and privileges of the Town shall be exercised by the Town Council and the operation of the Town shall be administered by the Town Manager or any other person properly designated by the Town Council or the Town Manager.

### **ARTICLE 6: Negotiation Procedure**

- 6.1 Either party may utilize the services of outside consultants.
- 6.2 The Town Council and the Association will discharge their respective duties required by this agreement in compliance with the Meyers-Milias-Brown Act (Government Code, Section 3500-2511).

- 6.3 Either party may submit a request to begin negotiations. The other party has the obligation to respond to such request promptly, as required by the Meyers-Milias-Brown Act (“MMBA”). Negotiations shall take place at mutually agreeable times and places.
- 6.4 The Association shall designate a minimum of two (2) representatives to meet with the Town Council’s representatives.
- 6.5 The parties agree to comply with the MMBA and provide all information relevant to the negotiations process. Neither party is obligated to provide documents subject to legal privilege.

#### **ARTICLE 7: Personnel Rules and Grievance and Disciplinary Procedures**

- 7.1 The Personnel Rules established pursuant to Town Council Resolution, or as subsequently modified by Town Council Resolution, are incorporated herein by reference, as are the Grievance and Disciplinary procedures and provisions established pursuant to said Resolution.
- 7.2 In the event that the Town intends to revise disciplinary and grievance procedures in the Town’s Personnel Rules, the Town will meet and confer with the Association.

#### **ARTICLE 8: Comprehensive and Other Leave**

##### **8.1 Comprehensive Leave**

Comprehensive leave combines several types of leaves, including vacation leave, sick leave, personal leave, and bereavement leave.

##### **8.2 Scheduling/Notification**

The scheduling of comprehensive leave for vacation and personal leave purposes and the amount to be taken at any one time shall be determined by the Department Head in accordance with the department’s rules and with regard for the needs of the Town primarily and the preferences of the employee secondarily.

In the event an employee finds it necessary to take comprehensive leave which has not been scheduled in advance, such as for illness, bereavement, emergencies, etc., it is the responsibility of the employee to make documented attempt to contact (i.e. by phone, in person, via text message, or email) their supervisor at least one (1) hour prior to the beginning of their work day to inform the supervisor of the unexpected need to utilize comprehensive leave.

It is the responsibility of the employee to maintain an appropriate level of leave sufficient to cover time lost in case of an unforeseeable event. If an employee does not have enough leave left, they will have their benefits prorated accordingly for time missed from work. More than one (1) occurrence of missing work without having enough leave to cover time lost may result in disciplinary action.

### 8.3 Comprehensive Leave at Termination

At separation of service from the Town, employees with accrued comprehensive leave shall be paid out for the balance at the date of termination, inclusive of a prorated accrual of comprehensive leave based on full-time hours worked in their final month of employment prior to permanent separation. Payment for accrued comprehensive leave shall be at the employee's current regular rate of pay, or as required by law, and shall occur at the next regular pay date following the date of termination.

### 8.4 Comprehensive Carryover/Payouts

No employee shall be able to accrue comprehensive leave in excess of eight hundred and fifty (850) hours. When an employee reaches a comprehensive leave balance of eight hundred and fifty (850) hours, their accrual shall stop until which time their balance falls below eight hundred and fifty (850) hours.

In the event an employee is not permitted to schedule and take leave as caused by the Town, which would result in the employee exceeding the accumulation limit, the employee may request the Town Manager to consider the reasons for exceeding the cap and may be granted a ninety (90) day extension of time, in which leave time will be scheduled that will bring the employee's accrued time below the eight hundred and fifty (850) hour limit. One (1) additional ninety (90) day extension may be granted.

Employees may request a payout of comprehensive leave twice annually, not to exceed a combined total of two hundred (200) hours, once during the second quarter of the calendar year and again during the fourth quarter of the calendar year. All such requests will be processed, and payouts made in accordance with a schedule established by the Town Manager, or designee. Employees will be provided ample advance notification of the schedule. Members requesting a payout must retain an accrued comprehensive leave balance of not less than two hundred and forty (240) hours. Payouts will be made at the employee's current regular rate of pay. Employees may elect to take their payout as cash or may elect to deposit their payout through payroll into an eligible 457(b) plan pursuant to applicable state and federal laws.

The Town Manager may authorize payouts at other times upon the specific written request of an employee, but only if extraordinary circumstances warrant such consideration.

### 8.5 Comprehensive Leave Accruals

Employees accrue comprehensive leave based upon their length of continuous service as determined by their anniversary date according to the following schedule:

Date of hire in full-time status until two-year anniversary	16.67 hours/month
Two-year anniversary	18.67 hours/month
Five-year anniversary	20.67 hours/month
Ten-year anniversary	22.67 hours/month

#### 8.6 Parental Leave

The Town and the Association acknowledge that the California Government Code provides a number of employee benefits for pregnancy, childbirth, and related conditions. The Town provides parental leave in accordance with applicable state and federal law. The Town will provide up-to-date and current information on the benefits provided and shall make all such information available to an employee upon request. Such information will be available from the Human Resources Department.

The requirement for integrated use of leave time to coordinate with the Family and Medical Leave Act (FMLA), the California Family Rights Act (CFRA), or other qualifying event may be limited to allow the employee to retain not more than a combined total of eighty (80) hours of paid leave in their banks.

#### 8.7 Family and Medical Leave

The Town and the Association acknowledge that state and federal law requires employers to grant family and medical leave under specified circumstances. The Town provides Family and Medical leave in accordance with applicable state and federal law. The Town will provide up-to-date and current information on the benefits provided and shall make all such information available to an employee upon request. Such information will be available from the Human Resources Department.

Employees that have a FMLA or CFRA-qualifying event will receive FMLA or CFRA benefits. Those who are also eligible for other benefits such as State Disability Insurance (SDI) or Paid Family Leave (PFL) benefits must utilize paid leave in accordance with state and federal law on a prorated basis to supplement their additional payments and continue to receive the benefits provided under the FMLA and CFRA laws.

The requirement for integrated use of leave time to coordinate with FMLA, CFRA, or other qualifying event may be limited to allow the employee to retain not more than a combined total of eighty (80) hours of paid leave in their banks.

#### 8.8 Military Leave

The Town and the Association acknowledge that both state and federal law requires an employer to grant an employee leave for specified military service. The Town and the employees in the unit of representation agree to absolute compliance with the law.

#### 8.9 Jury Duty

Employees shall receive full compensation for serving on Jury Duty, provided that Juror Pay (not including mileage) received by the employee is paid to the Town.



#### 8.10 Leave Without Pay

The Department Head may approve an employee's request for up to forty (40) cumulative hours of leave without pay per calendar year. Leave without pay may be granted only after all accrued leave has been exhausted. All benefits, including but not limited to, leave accrual, health insurance, and retirement shall be reduced proportionally to the reduction in work hours.

#### 8.11 Unpaid Leave of Absence

The Town Manager may approve an employee's request for up to a six (6) months unpaid leave that will guarantee that the member shall retain permanent status upon return. Requests for a leave of absence will be made in writing to the Town Manager and shall contain all relevant facts and circumstances in support of the request. The Town Manager's approval of a leave of absence is discretionary; however, the primary consideration in reaching a decision to grant or deny a leave of absence shall be the efficient and orderly operation of the Town and the affected department. All benefits, including but not limited to, leave accrual, health insurance, and retirement shall be terminated for the duration of the leave of absence, except as otherwise required by law. All accrued leave balances must be exhausted before the employee may go onto an unpaid leave of absence.

#### 8.12 Catastrophic Leave

The Town has a policy that allows employees to donate their leave to other employees that have suffered a catastrophic event and have exhausted all types of leave at their disposal. An employee who is eligible to receive other benefits such as SDI or Workers' Compensation benefits may receive Catastrophic Leave on a pro-rated basis not to exceed the employee's normal rate of pay. Information related to Catastrophic Leave shall be available from the Human Resources Department.

### **ARTICLE 9: Worker's Compensation**

#### 9.1 Industrial Accident and Illness Leave

Industrial accident leave shall be granted as required by law.

#### 9.2 On-the-Job Injury

Whenever an employee is absent due to an illness or injury arising out of and in the course of employment, the unit member shall receive full compensation, less any Workers' Compensation insurance benefits received, during the first fifteen (15) working days of such absence without deduction from accrued comprehensive leave. Thereafter, if the employee is still properly absent from duty, they may receive, from accrued comprehensive leave, if any, an amount equal to the difference between the amount the member receives as Workers' Compensation insurance benefits and the amount of their regular compensation until the unit member returns to work or accrued leave is exhausted. If comprehensive leave is exhausted, then the unit member will be compensated at the statutory rate under the current Workers' Compensation regulations by the Town's Workers'

Compensation Insurance carrier. All benefits, including but not limited to, leave accrual, health insurance, and retirement, shall be reduced proportionally to the reduction in work hours; exceptions to the pro-ration may be considered by the Town Manager.

## **ARTICLE 10: Health Insurance Benefits**

### 10.1 Health Insurance Benefits

Employees and their dependents shall be eligible for coverage under the Town's health plan, subject to the plan's terms and conditions.

### 10.2 Flexible Benefit Section 125 Program and Benefit Stipend

The Town will contract with CalPERS for health insurance for the period of this Agreement. The Town will maintain a flexible benefit program.

- a. Employees and their dependents shall be able to participate in the CalPERS Health Program.
- b. The Town shall contribute the minimum amount required by state law per month per retired employee as the "employer contribution" to the cost of the premium for the health program, should the employee elect to participate in the plan. This is otherwise known as the PEMHCA minimum.
- c. The Town will provide a monthly contribution to each employee in an amount equal to the cost of coverage under the CalPERS Health Insurance Plan based upon the employee's dependent status definition under the CalPERS Health Benefit Program as "employee," "employee plus one," or "employee plus two" for the employee's flexible (cafeteria) account. This amount is inclusive of the "employer contribution" for the CalPERS Health Program premium.
- d. Employees who do not elect to take the Town's health insurance must provide proof of health coverage provided by their spouse or domestic partner's employer (or other group coverage in accordance with applicable state and federal law) and shall be eligible to receive a benefit stipend of six hundred dollars (\$600) per month. Payments from the Town that the employee receives in lieu of the contribution to the flexible spending (cafeteria) account, shall not be considered an increase in base compensation and shall be taxable pursuant to IRS regulations.

### 10.3 Vision and Dental Health Reimbursement Arrangement (HRA) Plan

Employees may participate in the Health Reimbursement Arrangement (HRA) Plan as established by the Town to reimburse employees for vision and dental expenses as defined by IRS Publication 502 and the Town's Vision and Dental Policy. Employees who participate shall be eligible for reimbursement up to a total of one thousand five hundred dollars (\$1,500) for employees and eight hundred dollars (\$800) for each eligible dependent (as defined by HRA guidelines specified in IRS

Publication 969) per fiscal year, which total may be combined for the use of either the employee or any of their eligible dependents. When two (2) regular, full-time Town employees are considered to be eligible dependents of one another, they shall not be covered by each other, and their dependent children may only be covered by one (1) parent.

New employees not employed by the Town for the full fiscal year shall be entitled to a pro-rata reimbursement amount upon hire. Up to eighty percent (80%) of the unused portion of the total benefit, (not to exceed two thousand dollars (\$2,000) per year for employees with less than one (1) year of service with the Town) may be “rolled over” from one fiscal year to the next, for a total of not more than three (3) fiscal years. For purposes of identifying the unused portion, receipts for services performed in the previous fiscal year must be submitted within sixty (60) days of the beginning of the new fiscal year. Employees must be in regular, full-time status with the Town at the time the vision/dental services were performed.

The current fiscal year benefit amount will be used to pay all reimbursement requests. Once the current fiscal year benefit amount is exhausted, rollover benefit amounts from previous years will be used to fund the reimbursement requests. “Rollover Year 1” benefit will be accessed first for reimbursement requests. Then, “Rollover Year 2” benefit amount will be accessed for reimbursement requests. Finally, if the current fiscal year and “Rollover Year 1” and “Rollover Year 2” benefits have been exhausted, “Rollover Year 3” will be accessed for reimbursement requests. Any amount remaining in “Rollover Year 3” sixty (60) days after the close of a fiscal year will no longer be available to fund reimbursement requests. Vision and dental services performed in the immediately preceding fiscal year shall be considered reimbursable. Requests for reimbursement for vision/dental services performed in years prior to the immediately preceding fiscal year shall not be eligible.

Eligibility for reimbursement ends on the last paid day of employment for expenses incurred prior to permanent separation from service. Employees must submit a request to Human Resources in writing prior to permanent separation to be eligible for reimbursement of vision or dental services received prior to their permanent separation. Exceptions to reimbursement are subject to HRA guidelines and Town Manager approval. Employees may elect to not participate in the reimbursement program by notifying the Human Resources Department with a written request to opt out of the plan.

#### **ARTICLE 11: Deferred Compensation**

The Town shall maintain an IRC Section 457(b) deferred compensation plan in good standing and shall make voluntary participation in the plan available to employees.

The Town shall contribute to a Town Section 457(b) deferred compensation plan for the benefit of the employees. Beginning on the first pay period in July, 2023, the Town shall contribute fifty dollars (\$50) per pay period for twenty-four (24) pay periods per year into an approved deferred compensation plan. The Town shall contribute to the employees' Section 457(b) plan an amount equal to the amount contributed by that employee up to an additional twenty-five dollars (\$25). The maximum employer contribution shall not exceed a total of seventy-five dollars (\$75) per pay

period, with a minimum employee contribution of twenty-five dollars (\$25) per pay period. Deposits shall occur as part of the first and second payrolls of each month.

Employees shall have sixty (60) days from their hire date to sign up for an eligible 457(b) plan to receive employer contributions retroactive to their hire date. Employees who sign up after sixty (60) days from their hire date will receive employer contributions beginning on the next applicable pay period and the Town's contributions will not be retroactive.

## **ARTICLE 12: Retirement Contribution**

12.1 Employees covered by this Agreement will participate in the California Public Employees Retirement System (CalPERS). The Town shall maintain the employer contribution to CalPERS for the term of this Agreement.

Employees participate in CalPERS as follows:

- a. Employees hired before January 1, 2013, or “Classic Members” as defined by CalPERS (not new members per CCR 579.1(b)), shall receive the 2.7% @ age 55 retirement formula, highest thirty-six (36) month average final compensation period, the Fourth Level of the 1959 Survivor’s Benefit, and a two percent (2%) retirement Cost of Living Adjustment (COLA). These employees shall pay the entire eight percent (8%) of the CalPERS employee’s contribution on a pre-tax basis.
- b. Non-Classic employees (New Members - CCR 579.1(a)) hired after January 1, 2013 will pay the full CalPERS required amount to this plan in accordance with the Public Employee Pension Reform Act (PEPRA) employee’s contribution on a pre-tax basis. Both parties recognize that this contribution will change from time to time and will be adjusted on the first full pay period of each fiscal year. New miscellaneous members will receive the 2% @ age 62 retirement formula, highest thirty-six (36) month average final compensation period, the Fourth Level of the 1959 Survivor’s Benefit, and a two percent (2%) retirement COLA.

12.2 The Town agrees to maintain the employer portion of the contribution to CalPERS.

12.3 Participation in the CalPERS plan discontinues employee participation in the Social Security System related to Town employment.

12.4 All participation in CalPERS is subject to the contract between the Town and CalPERS and the interpretation of rules, regulations, and contract by CalPERS.

12.5 Employee “member contributions” shall be made pursuant to Internal Revenue Code (414)(h)(2).

### **ARTICLE 13: State Disability Insurance**

Employees participate in State Disability Insurance (SDI). Under the California Unemployment Insurance Code, “disability” includes any illness or injury, either physical or mental, including pregnancy, childbirth, or related medical condition that prevents a member from doing their regular or customary work. Employee contributions shall be made via payroll on a pre-tax basis.

Employees who are eligible to receive SDI shall utilize paid leave on a prorated basis to supplement their SDI payments, in accordance with the Town’s Family and Medical Leave Policy and applicable state and federal law. . . All benefits shall be reduced proportionally to the reduction in paid leave hours utilized in accordance with the Town’s Family and Medical Leave Policy and applicable state and federal law.

### **ARTICLE 14: Dues Deductions**

Employees may sign up for payroll deductions of Association dues with the Association. The Association will certify to the Town any new members of the Association.

Town agrees to deduct dues as established by the Association. The sum so withheld shall be remitted by the Town, without delay, directly to the Association along with a list of employees who have had such amounts deducted. As periodically requested by the Town, association agrees to provide a listing of all additions or deletions of membership or requested changes to establish payroll deductions of its members, to the Town.

The employee’s earnings must be sufficient after the other legal and required deductions are made to cover the amount of the dues authorized. When an employee is in a non-paid status during only part of the pay period, and the salary is not sufficient to cover the full withholding, no deduction shall be made. All other legal and required deductions have priority over Association dues.

It shall be the sole responsibility of the Association to procure and enforce payroll deduction of dues.

The Association agrees to indemnify, defend, and hold harmless the Town, its officers, employees, and agents acting on its behalf from and against any and all losses, damages, costs, expenses, claims, demands, actions, suits, judgments, and other forms of liability arising out of the application or enforcement of this section. In no event shall the Town be required to pay from its own funds Association dues which the employee was obligated to pay, but failed to pay regardless of the reasons.

Any Association member who notifies the Town of their desire to discontinue dues deductions or otherwise withdraw from Association membership shall be referred back to the Association. The Town agrees to continue all dues deductions until notified of a deduction change by the Association.

### **ARTICLE 15: Life Insurance**

The Town will provide a term life insurance policy for employees in the amount of \$50,000, dropping to \$25,000 at age seventy (70). Dependents shall be eligible for coverage under the group life insurance policy in the amount of \$5,000; premiums will be paid by the Town.

### **ARTICLE 16: Wellness**

16.1 The Town shall maintain a corporate membership at an athletic/health club, if available, within the Town limits.

### **ARTICLE 17: Education Reimbursement**

#### 17.1 Education and Training

Continuing Education: Funding for continuing education may be available to employees on a case-by-case basis and is subject to Department Head approval and budget.

Licenses, Certifications, and Professional Development: The Town recognizes the importance of having highly skilled employees and encourages employees to take educational and training courses each year. Management will make every effort to assure that Town funds are provided annually in each budget for these purposes.

#### 17.2 Educational Reimbursement Policy

Education reimbursement will be provided in accordance with the Town's Educational Reimbursement Policy.

### **ARTICLE 18: Anniversary Awards**

The Town Council recognizes the important contribution made by valued long-term employees and wishes to reward their service to the Town. Productive, long-term employees are the Town's most valuable asset and are to be commended for their skill, talent, dedication, and service.

The Town shall award employees for every five (5) years of service to the Town according to the schedule herein provided. The following schedule of awards is intended to accompany a certificate of appreciation from the Town Council:

Years of Service*	Award
5 years	Council recognition and 20 hours of paid administrative leave
10 years	Council recognition and 28 hours of paid administrative leave
15 years	Council recognition and 36 hours of paid administrative leave
20 years	Council recognition and 44 hours of paid administrative leave
25 years	Council recognition and 84 hours of paid administrative leave
30 years	Council recognition and 88 hours of paid administrative leave

*\*For each following five-year increment, Council recognition and 88 hours of administrative leave.*

Paid administrative leave shall have no cash value and must be used within twelve (12) months of the employee's anniversary date.

**ARTICLE 19: Work Schedule**

- 19.1 The normal workweek for employees is forty (40) hours. The standard workweek begins at 12:00 a.m. midnight on Monday and ends at 11:59 p.m. on Sunday, unless an alternative work schedule is approved according to the Alternative Work Schedule Policy. Alternative work schedules and work weeks may be established on a departmental basis with the approval of the Town Manager, with the needs of the department and the Town being the primary consideration and the preferences of the employee being a secondary consideration.
- 19.2 The normal workday for employees is eight (8) hours per day.
- 19.3 The Town Manager may designate other normal working hours as required by the needs of the Town. This may include what are referred to as "9-80" or "4-10" work schedules.
- 19.4 If an employee is required to work overtime because of an emergency declared by the Town Manager or designee, that employee's regular work schedule (other than during the period of emergency) shall remain unchanged. Any such overtime shall be treated as compensatory time and shall be used by the employee at the employee's discretion subject to approval by the employee's supervisor or Department Head. In the event the Town is reimbursed by the State or Federal emergency management systems for overtime earned during an emergency, members may, on their individual discretion, request to exchange earned compensatory time for paid time up to the amount of unused compensatory time earned during the emergency. Should reimbursement be in an amount less than required to totally compensate all eligible employees, the funds shall be used as a pool and all employees requesting reimbursement will receive a pro rata share against total overtime hours worked.

**ARTICLE 20: Salaries and Wages**

20.1 Salary Scales

The salary scale shall consist of eight (8) steps, attached as Exhibit B.

20.2 Base Annual Salaries

Employees shall receive the following adjustments to base salary effective on the dates as shown. Increases will go into effect on the first full pay period of the month.

July, 2023 .....8% pay adjustment

July, 2024.....2% pay adjustment  
July, 2025.....2% pay adjustment

### 20.3 Bilingual Pay

The Town acknowledges that bilingual speaking ability may enhance an employee's ability to contribute to the Town. As such, employees who meet bilingual proficiency qualifications may receive a pay differential of five percent (5%) of their base salary. Approval of bilingual pay shall be tied into demonstrated enhancements from an employee's ability to speak dual languages. The Town Manager and Human Resources Manager shall determine the appropriateness of bilingual pay, designate language and testing requirements, including periodic re-examination of proficiency as deemed appropriate, and which will determine the qualifications for and maintenance of this incentive.

### 20.4 Special Function Pay

The Town and the Association agree that an employee's possession of certain appropriate certifications, licenses, degrees, and skills which are not a part of the required qualifications for a position (as outlined in the position's job description) may be of value to the Town, and, when utilized, increase the employee's value. Department Heads and/or employees may identify such certifications, licenses, degrees, and skills that could merit special function pay, and present a request to the Town Manager, or designee, for final approval. Employees must actively and regularly utilize certifications, licenses, degrees, and skills that are identified and requested by the Town in order to qualify and maintain special compensation status. Each assignment eligible for special compensation shall be a minimum of two and one-half percent (2.5%) of an employee's base salary. No employee shall be eligible to receive more than five percent (5%) in special compensation, exclusive of Bilingual Pay. Final approval of assignments eligible for special compensation shall be determined by the Town Manager, or designee, as requested by the employee's Department Head and the Human Resources Manager. Special compensation exceeding five percent (5%), exclusive of Bilingual Pay, may be authorized at the discretion of the Town Manager, or designee.

Special compensation may include, but is not limited to:

- Water Certification Premium
- Training Premium
- Class A or B commercial driver's license used, but not required for position.

### 20.5 Bonus

On the regular pay date following ratification and adoption of this Agreement by the Town Council, all employees shall receive a one-time lump-sum payment of three thousand dollars (\$3,000). Employees must be (a) employed by the Town on the date of ratification by both parties and (b) on the date of payment, July 14, 2023 to be eligible for this payment. Eligibility for this payment is not complete, and no right to this payment is earned, unless both of these criteria are satisfied. Employees may elect to have any or all the lump-sum payment deposited into an eligible



457(b) account and the payment shall be subject to all applicable taxes and withholdings. Payments shall not be subject to retirement.

Employees shall be eligible for an annual contingent payment based upon Transient Occupancy Tax (TOT) revenues received during the previous fiscal year, in order to allow them to share in the success of the Town. No individual payment shall exceed four thousand dollars (\$4,000). The amount will be based on eight percent (8%) of the TOT revenues that are greater than the amount budgeted to be received and retained by the Town (i.e., the amount does not include TOT allocated to outside agencies (Tourism, Housing, and Transit). The revenue sharing payment shall be calculated based on the total year end Town's share of TOT revenues above the original fiscal year TOT budget. This amount shall be divided by the number of all eligible, miscellaneous regular employees at the time of the payment to determine the amount per employee. In order to be eligible for this contingent revenue sharing payment, an employee must be (a) employed with the Town for some part of the fiscal year on which the calculation is based, and (b) be employed with the Town on the date the payment is made. Eligibility for this payment is not complete, and no right to this payment is earned, unless both of these criteria are satisfied. New employees who join Town service during any year who are not employed by the Town for the full fiscal year, but who are employed when the payments are calculated and paid, are eligible for a pro-rata payment based on regular hours worked, including part-time employment for employees that subsequently became full-time prior to the start of the fiscal year. Payments shall be deposited on the first regular payroll in August following the close of the fiscal year on which the calculation is based. Payments shall be subject to applicable state and federal tax withholdings. Payments shall not be subject to retirement.

## **ARTICLE 21: Paid Municipal Holidays**

All holidays are considered one eight (8)-hour workday. The following are recognized as paid municipal holidays:

- New Year's Day;
- Martin Luther King Jr. Day;
- Presidents' Day;
- Memorial Day;
- Independence Day;
- Labor Day;
- Veterans Day;
- Thanksgiving Day;
- Friday following Thanksgiving Day;
- Christmas Eve;
- Christmas Day;
- New Year's Eve.
- Floating Holiday (one per fiscal year)

If a paid municipal holiday falls upon a Sunday, the Monday following will be considered the observed holiday. If said holidays fall upon a Saturday, the Friday preceding will be considered

the observed holiday. If the alternative Monday or Friday is already a different holiday (i.e., in the case of Christmas Eve and Christmas Day), the holiday will be observed on whichever day, Monday or Friday, is not already a holiday. A list of recognized paid municipal holidays shall be established and published by the Human Resources Department in the form of a memorandum to all full-time, regular employees.

## **ARTICLE 22: Overtime**

### **22.1 Overtime Policy – Definition**

It is the policy of the Town that overtime work is to be kept at a minimum consistent with the protection of the lives and property of Mammoth Lakes citizens and the efficient operation of the Departments and operations of the Town. Overtime must be authorized in advance by both the supervisor and Department Head and is subject to such other rules and procedures as the Town Manager may prescribe.

Overtime shall be defined as time actually worked beyond forty (40) hours per work week. “Time actually worked” is defined as all time during which an employee is necessarily required by the employer to be on the employer’s premises, on duty, or at a prescribed workplace. Properly approved travel time for work purposes will be compensated as “hours worked” in compliance with applicable Fair Labor Standards Act (FLSA) regulations. Town paid comprehensive leave and municipal holidays shall be considered “hours worked” and are included for the purposes of calculating overtime. Town paid leave taken as compensatory time, meal periods, other state or federal paid leaves, release time for Association business, and any non-paid leave times are not considered “time actually worked”.

### **22.2 Overtime Compensation**

For hours worked in excess of forty (40) hours in any workweek, one of the following shall occur at the discretion of the Department Head, and in consultation with the employee.

Employee shall accrue compensatory time-off on a time-and-one-half basis; or,

Overtime shall be paid at time-and-one-half the regular hourly rate of pay.

### **22.3 Maximum Accumulation of Compensatory Time**

Employees may accumulate up to one hundred (100) hours of compensatory time. Time off for compensatory time must be approved in advance by the Department Head, or their designee. In the event of a separation from service, the employee shall be entitled to a cash payment of all their accumulated compensatory time, regardless of cause or reason.

### **22.4 Usage of Compensatory Time**

Compensatory time earned shall be used at the employee’s discretion with the prior approval of the employee’s supervisor or their designee. The employee must be permitted to use the

compensatory time off within a reasonable period after making a request if the employee's use of the compensatory time does not unduly disrupt the operation of the department.

#### 22.5 Compensatory Leave at Termination

Upon separation from the Town, employee shall receive payment for all accrued compensatory leave at the employee's current regular rate of pay, or as required by law.

#### 22.6 Overtime Meal Allowance

In the event employees are required to work a twelve (12) hour shift or longer, members shall receive a twenty-three-dollar (\$23) meal allowance per shift worked.

### **ARTICLE 23: Compensation for Municipal Holidays/Holiday Overtime**

- 23.1 A unit member on a leave of absence without pay shall not receive any compensation for holidays occurring during such leave.
- 23.2 A unit member must be in a pay status on the workday preceding a holiday to be eligible to be compensated for the holiday.
- 23.3 All time worked on a paid municipal holiday as defined by the Town, except personal leave, shall be paid at the rate of one and one-half (1.5) times the employee's regular rate of pay or shift differential rate, whichever is applicable. The employee will also receive time off in an amount equal to up to eight (8) hours of compensatory time for hours actually worked on the paid municipal holiday and shall be deposited into the employee's compensatory leave bank. Hours banked as compensatory time for hours worked on the paid municipal holiday shall be used as outlined in section 22.4. Hours banked as compensatory time in excess of one hundred (100) for hours worked on the paid municipal holiday shall be paid out in accordance with section 22.3.
- 23.4 During the observed paid municipal holidays of Thanksgiving Day and Christmas Day, each unit member called into work, may elect one of the following as compensation for holiday overtime:
- a. Overtime pay at 2.5 times the base hourly pay rate; or,
  - b. Compensatory time at 2.5 times the hours worked.

### **ARTICLE 24: Call-In/Standby**

#### 24.1 Definitions

“Standby” occurs when a unit member is required to be available for duty.

“Call-in” occurs when unit members, including those on standby, who are not scheduled to work, are called in to work.

#### 24.2 Standby

Standby status must be assigned and is to be paid at one hour at time and one-half the employee's regular rate of pay for every period of twelve (12) hours or less the employee is assigned and two hours at time and one-half for every period of between twelve (12) and twenty-four (24) hours the employee is assigned. A two (2) hour minimum, at time and one-half of the employee's regular rate of pay, shall be paid to all unit members who are called in to work who are on standby. When a unit member is called in again in the same standby period, this would constitute another call-in and the unit member would start another two (2) hour minimum.

#### 24.3 Call-In

Unit members who are not on standby, but who are called in, will be paid as specified in subsection 24.2 above, but will receive a four (4) hour minimum at their applicable overtime rate.

### **ARTICLE 25: Driver's Physical Examination**

When a physical examination is required for the acquisition or renewal of a driver's license required in the performance of Town employment, the examination shall be provided by a doctor designated by the Town at the Town's expense and said examination shall be performed during unit member's regular work hours, without any deduction from pay.

### **ARTICLE 26: Safety Equipment**

#### 26.1 Safety and Weather Protection Equipment

Employees shall receive new or used replacement safety and weather protection equipment as necessary in the performance of their assignments.

Public Works Department field employees shall be issued and/or have replaced the following minimum issue of safety and weather protection equipment:

- Polarized Sunglasses
- Heavy-duty work gloves
- Heavy-duty cold weather gloves
- Jackets with hoods
- Vests
- Warm-up pants
- Cold weather boots
- Extra boot liners
- Gaiters
- Other safety-related equipment such as reflective vests, hats, etc., as needed.

The following equipment shall be made available to employees on an as needed basis: rain jacket with hood, rain pants, and waders. Safety and weather protection equipment shall remain the property of the Town and all such equipment issued by the Town shall be inventoried on an annual basis.

#### 26.2 Boot and Sunglass Allowance

Employees shall receive reimbursement up to four hundred and twenty-five dollars (\$425.00) per fiscal year for the purchase of safety boots, sunglasses, and any related items as approved by the employee's supervisor.

Employees shall receive this amount subsequent to the submittal of receipts or other verification of purchase to the Administrative Services/Finance Director, or designee.

#### 26.3 Tool Allowance

Employees in the classification of "Equipment Mechanic," "Equipment Mechanic Lead Worker," and "Equipment Mechanic Trainee" shall receive reimbursement of up to one thousand five hundred dollars (\$1,500) per fiscal year for the purchase of hand tools. Employees shall receive this amount subsequent to the submittal of receipts or other verification of purchase to the Administrative Services/Finance Director, or designee.

### **ARTICLE 27: Severance**

If an employee is laid off by the Town without cause, upon separation agreement approved by the Town which releases all claims against the Town, Town employees, and Town officials, the employee shall be eligible to receive severance payment in accordance with the schedule below. All payments under this section are subject to applicable payroll taxes and withholdings.

Five years of continuous service	Two weeks (80 hours)
Ten or more years of continuous service	Four weeks (160 hours)

### **ARTICLE 28: Effect of Agreement**

#### 28.1 Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties hereto. The terms and conditions may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written amendment executed according to the provisions of the Agreement.

#### 28.2 Improvements in Benefits

Improvements in member benefits contained in this Agreement which are brought about by the amendment or addition of statutory mandated guarantees now provided in California law shall be incorporated into this Agreement.

### 28.3 Savings

If any provision of this Agreement or any application thereof to any member is held by a court of competent jurisdiction to be contrary to law, then such provision or application shall be deemed invalid, to the extent required by such court decision, but all other provisions or applications shall continue in full force and effect.

### **ARTICLE 29: Severability**

Should any section, clause, or provision of this Memorandum of Understanding be declared illegal by final judgment of a court of competent jurisdiction, such invalidation of such section, clause, or provision shall not invalidate the remaining portions thereof, and such remaining portions shall remain in full force and effect.

Upon such invalidation, the parties agree to meet and confer immediately on substitute provisions for such parts or provisions rendered or declared illegal or an unfair labor practice.

### **ARTICLE 30: Duration**

The provisions set forth herein are final. Except as otherwise provided herein, no changes or modifications shall be offered, urged, or otherwise presented by the Public Works Employees' Association or the Town of Mammoth Lakes for the duration of this Agreement, provided, however, that nothing herein shall prevent the parties from meeting and conferring and making modifications herein by mutual consent. The provisions herein shall be from July 1, 2023 to June 30, 2026.

**EXHIBIT A**

**List Classifications Represented by the Public Works Employees' Association**

Airport Maintenance Coordinator
Airport Operations Lead
Equipment Mechanic
Equipment Mechanic Lead Worker
Equipment Mechanic Trainee
Parks Maintenance Worker
Parks Maintenance Lead Worker
Public Works Facilities Worker
Public Works Maintenance Lead Worker
Public Works Maintenance Supervisor
Public Works Maintenance Worker

**EXHIBIT B**

**Compensation Schedules**



EXHIBIT B

Salary Schedules for Town of Mammoth Lakes Public Works Employees' Association (PWEA) FY23-24, FY24-25, and FY25-26 - by Position

**FY 2023-24: Effective July, 2023  
Rev. July, 2023**

Pay Range	Rate Type: Annual									Hourly								
	PW133	PW133	PW133	PW139	PW139	PW144	PW149	PW149	PW156	PW156	23.5957	24.7755	26.0144	27.3154	28.6813	30.1154	31.6212	33.2024
Equipment Mechanic Trainee	49,079	51,533	54,110	56,816	59,657	62,640	65,772	69,061			23.5957	24.7755	26.0144	27.3154	28.6813	30.1154	31.6212	33.2024
Parks Maintenance Worker	49,079	51,533	54,110	56,816	59,657	62,640	65,772	69,061			23.5957	24.7755	26.0144	27.3154	28.6813	30.1154	31.6212	33.2024
Public Works Facilities Worker	49,079	51,533	54,110	56,816	59,657	62,640	65,772	69,061			23.5957	24.7755	26.0144	27.3154	28.6813	30.1154	31.6212	33.2024
Parks Maintenance Lead Worker	52,100	54,705	57,440	60,312	63,328	66,494	69,819	73,310			25.0481	26.3005	27.6154	28.9962	30.4462	31.9683	33.5668	35.2452
Public Works Maintenance Lead Worker	52,100	54,705	57,440	60,312	63,328	66,494	69,819	73,310			25.0481	26.3005	27.6154	28.9962	30.4462	31.9683	33.5668	35.2452
Public Works Maintenance Lead Worker	54,757	57,495	60,370	63,389	66,558	69,886	73,380	77,049			26.3255	27.6418	29.0240	30.4755	31.9990	33.5990	35.2788	37.0428
Airport Maintenance Coordinator	57,551	60,429	63,450	66,623	69,954	73,452	77,125	80,981			27.6688	29.0524	30.5048	32.0303	33.6317	35.3135	37.0793	38.9332
Equipment Mechanic	57,551	60,429	63,450	66,623	69,954	73,452	77,125	80,981			27.6688	29.0524	30.5048	32.0303	33.6317	35.3135	37.0793	38.9332
Airport Operations Lead	61,703	64,788	68,027	71,428	74,999	78,749	82,686	86,820			29.6649	31.1481	32.7053	34.3404	36.0572	37.8601	39.7529	41.7404
Equipment Mechanic Lead Worker	61,703	64,788	68,027	71,428	74,999	78,749	82,686	86,820			29.6649	31.1481	32.7053	34.3404	36.0572	37.8601	39.7529	41.7404
Public Works Maintenance Supervisor	61,703	64,788	68,027	71,428	74,999	78,749	82,686	86,820			29.6649	31.1481	32.7053	34.3404	36.0572	37.8601	39.7529	41.7404

**FY 2024-25: Effective July, 2024  
Rev. July, 2023**

Pay Range	Rate Type: Annual									Hourly								
	PW133	PW133	PW133	PW139	PW139	PW144	PW149	PW149	PW156	PW156	24.0688	25.2721	26.5356	27.8625	29.2558	30.7188	32.2548	33.8678
Equipment Mechanic Trainee	50,063	52,566	55,194	57,954	60,852	63,895	67,090	70,445			24.0688	25.2721	26.5356	27.8625	29.2558	30.7188	32.2548	33.8678
Parks Maintenance Worker	50,063	52,566	55,194	57,954	60,852	63,895	67,090	70,445			24.0688	25.2721	26.5356	27.8625	29.2558	30.7188	32.2548	33.8678
Public Works Facilities Worker	50,063	52,566	55,194	57,954	60,852	63,895	67,090	70,445			24.0688	25.2721	26.5356	27.8625	29.2558	30.7188	32.2548	33.8678
Parks Maintenance Lead Worker	53,144	55,801	58,591	61,521	64,597	67,827	71,218	74,779			25.5500	26.8274	28.1688	29.5774	31.0563	32.6091	34.2394	35.9514
Public Works Maintenance Lead Worker	53,144	55,801	58,591	61,521	64,597	67,827	71,218	74,779			25.5500	26.8274	28.1688	29.5774	31.0563	32.6091	34.2394	35.9514
Public Works Maintenance Lead Worker	55,855	58,648	61,580	64,659	67,892	71,287	74,851	78,594			26.8534	28.1962	29.6058	31.0861	32.6404	34.2726	35.9861	37.7856
Airport Maintenance Coordinator	58,704	61,639	64,721	67,957	71,355	74,923	78,669	82,602			28.2231	29.6341	31.1159	32.6716	34.3053	36.0207	37.8216	39.7125
Equipment Mechanic	58,704	61,639	64,721	67,957	71,355	74,923	78,669	82,602			28.2231	29.6341	31.1159	32.6716	34.3053	36.0207	37.8216	39.7125
Airport Operations Lead	62,939	66,086	69,390	72,860	76,503	80,328	84,344	88,561			30.2591	31.7721	33.3606	35.0288	36.7803	38.6192	40.5500	42.5774
Equipment Mechanic Lead Worker	62,939	66,086	69,390	72,860	76,503	80,328	84,344	88,561			30.2591	31.7721	33.3606	35.0288	36.7803	38.6192	40.5500	42.5774
Public Works Maintenance Supervisor	62,939	66,086	69,390	72,860	76,503	80,328	84,344	88,561			30.2591	31.7721	33.3606	35.0288	36.7803	38.6192	40.5500	42.5774

**FY 2025-26: Effective July, 2025  
Rev. July, 2023**

Pay Range	Rate Type: Annual									Hourly								
	PW133	PW133	PW133	PW139	PW139	PW144	PW149	PW149	PW156	PW156	24.5495	25.7769	27.0659	28.4192	29.8404	31.3322	32.8990	34.5442
Equipment Mechanic Trainee	51,063	53,616	56,297	59,112	62,068	65,171	68,430	71,852			24.5495	25.7769	27.0659	28.4192	29.8404	31.3322	32.8990	34.5442
Parks Maintenance Worker	51,063	53,616	56,297	59,112	62,068	65,171	68,430	71,852			24.5495	25.7769	27.0659	28.4192	29.8404	31.3322	32.8990	34.5442
Public Works Facilities Worker	51,063	53,616	56,297	59,112	62,068	65,171	68,430	71,852			24.5495	25.7769	27.0659	28.4192	29.8404	31.3322	32.8990	34.5442
Parks Maintenance Lead Worker	54,205	56,915	59,761	62,749	65,886	69,180	72,639	76,271			26.0601	27.3630	28.7313	30.1678	31.6760	33.2596	34.9226	36.6688
Public Works Maintenance Lead Worker	54,205	56,915	59,761	62,749	65,886	69,180	72,639	76,271			26.0601	27.3630	28.7313	30.1678	31.6760	33.2596	34.9226	36.6688
Public Works Maintenance Lead Worker	56,969	59,817	62,808	65,948	69,245	72,707	76,342	80,159			27.3889	28.7582	30.1962	31.7058	33.2909	34.9553	36.7029	38.5380
Airport Maintenance Coordinator	59,875	62,869	66,012	69,313	72,779	76,418	80,239	84,251			28.7861	30.2255	31.7365	33.3236	34.9899	36.7394	38.5764	40.5053
Equipment Mechanic	59,875	62,869	66,012	69,313	72,779	76,418	80,239	84,251			28.7861	30.2255	31.7365	33.3236	34.9899	36.7394	38.5764	40.5053
Airport Operations Lead	64,195	67,405	70,775	74,314	78,030	81,932	86,029	90,330			30.8630	32.4063	34.0264	35.7279	37.5144	39.3904	41.3601	43.4279
Equipment Mechanic Lead Worker	64,195	67,405	70,775	74,314	78,030	81,932	86,029	90,330			30.8630	32.4063	34.0264	35.7279	37.5144	39.3904	41.3601	43.4279
Public Works Maintenance Supervisor	64,195	67,405	70,775	74,314	78,030	81,932	86,029	90,330			30.8630	32.4063	34.0264	35.7279	37.5144	39.3904	41.3601	43.4279

Salary Schedules for Town of Mammoth Lakes Public Works Employees' Association (PWEA) FY23-24, FY24-25, and FY25-26

PWEA Salary Schedules - Effective July 2023  
Rev. July, 2023

Pay Range	ANNUAL								MONTHLY								HOURLY									
	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H		
PW/100	35,343	37,110	38,966	40,914	42,960	45,108	47,363	49,731	PW/100	2,945	3,093	3,247	3,410	3,580	3,759	3,947	4,144	PW/100	16,9918	17,8413	18,7337	19,6702	20,6538	21,6865	22,7707	23,9091
PW/101	35,696	37,481	39,355	41,323	43,389	45,558	47,836	50,228	PW/101	2,975	3,123	3,280	3,444	3,616	3,797	3,986	4,186	PW/101	17,1615	18,0197	18,9207	19,8668	20,8601	21,9029	22,9981	24,1481
PW/102	36,053	37,856	39,749	41,736	43,823	46,014	48,315	50,731	PW/102	3,004	3,155	3,312	3,478	3,652	3,835	4,026	4,228	PW/102	17,3332	18,2000	19,1101	20,0654	21,0688	22,1221	23,2384	24,3899
PW/103	36,414	38,235	40,147	42,154	44,262	46,475	48,799	51,239	PW/103	3,035	3,186	3,346	3,513	3,689	3,873	4,067	4,270	PW/103	17,5067	18,3822	19,3014	20,2663	21,2798	22,3438	23,4611	24,6341
PW/104	36,778	38,617	40,548	42,575	44,704	46,939	49,286	51,750	PW/104	3,065	3,218	3,379	3,548	3,725	3,912	4,107	4,313	PW/104	17,6817	18,5659	19,4942	20,4688	21,4923	22,5668	23,6952	24,8798
PW/105	37,146	39,003	40,953	43,001	45,151	47,409	49,779	52,268	PW/105	3,096	3,250	3,413	3,583	3,763	3,951	4,148	4,356	PW/105	17,8587	18,7514	19,6889	20,6736	21,7072	22,7928	23,9322	25,1288
PW/106	37,517	39,393	41,363	43,431	45,603	47,883	50,277	52,791	PW/106	3,126	3,283	3,447	3,619	3,800	3,990	4,190	4,399	PW/106	18,0370	18,9389	19,8861	20,8803	21,9245	23,0207	24,1716	25,3803
PW/107	37,892	39,787	41,776	43,865	46,058	48,361	50,779	53,318	PW/107	3,158	3,316	3,481	3,655	3,838	4,030	4,232	4,443	PW/107	18,2173	19,1284	20,0846	21,0889	22,1433	23,2505	24,4130	25,6337
PW/108	38,271	40,185	42,194	44,304	46,519	48,845	51,287	53,851	PW/108	3,189	3,349	3,516	3,692	3,877	4,070	4,274	4,488	PW/108	18,3995	19,3197	20,2856	21,3000	22,3649	23,4832	24,6572	25,8899
PW/109	38,654	40,587	42,616	44,747	46,984	49,333	51,800	54,390	PW/109	3,221	3,382	3,551	3,729	3,915	4,111	4,317	4,533	PW/109	18,5837	19,5130	20,4885	21,5130	22,5885	23,7178	24,9038	26,1490
PW/110	39,041	40,993	43,043	45,195	47,455	49,828	52,319	54,935	PW/110	3,253	3,416	3,587	3,766	3,955	4,152	4,360	4,578	PW/110	18,7697	19,7082	20,6938	21,7284	22,8149	23,9558	25,1534	26,4111
PW/111	39,431	41,403	43,473	45,647	47,929	50,325	52,841	55,483	PW/111	3,286	3,450	3,623	3,804	3,994	4,194	4,403	4,624	PW/111	18,9572	19,9053	20,9005	21,9457	23,0428	24,1947	25,4043	26,6715
PW/112	39,825	41,816	43,907	46,102	48,407	50,827	53,368	56,036	PW/112	3,319	3,485	3,659	3,842	4,034	4,236	4,447	4,670	PW/112	19,1466	20,1038	21,1091	22,1644	23,2726	24,4361	25,6577	26,9404
PW/113	40,223	42,234	44,346	46,563	48,891	51,336	53,903	56,598	PW/113	3,352	3,520	3,696	3,880	4,074	4,278	4,492	4,717	PW/113	19,3380	20,3048	21,3202	22,3861	23,5053	24,6808	25,9149	27,2106
PW/114	40,625	42,656	44,789	47,028	49,379	51,848	54,440	57,162	PW/114	3,385	3,555	3,732	3,919	4,115	4,321	4,537	4,764	PW/114	19,5313	20,5077	21,5332	22,6096	23,7399	24,9269	26,1731	27,4817
PW/115	41,031	43,083	45,237	47,499	49,874	52,368	54,886	57,535	PW/115	3,419	3,590	3,770	3,958	4,156	4,364	4,582	4,811	PW/115	19,7264	20,7130	21,7486	22,8361	23,9779	25,1769	26,4356	27,7572
PW/116	41,441	43,513	45,689	47,973	50,372	52,891	55,536	58,313	PW/116	3,453	3,625	3,807	3,998	4,198	4,408	4,628	4,859	PW/116	19,9236	20,9227	21,9659	23,0639	24,2173	25,4284	26,7000	28,0351
PW/117	41,855	43,948	46,145	48,452	50,875	53,419	56,090	58,895	PW/117	3,488	3,662	3,845	4,038	4,240	4,452	4,674	4,908	PW/117	20,1226	21,1288	22,1851	23,2942	24,4591	25,6827	26,9663	28,3149
PW/118	42,274	44,388	46,607	48,937	51,384	53,954	56,651	59,484	PW/118	3,523	3,699	3,884	4,078	4,282	4,496	4,721	4,957	PW/118	20,3240	21,3404	22,4072	23,5274	24,7038	25,9322	27,2165	28,5811
PW/119	42,697	44,832	47,074	49,428	51,899	54,494	57,219	60,080	PW/119	3,558	3,736	3,923	4,119	4,325	4,541	4,768	5,007	PW/119	20,5274	21,5538	22,6317	23,7635	24,9514	26,1990	27,5091	28,8846
PW/120	43,124	45,280	47,544	49,921	52,417	55,038	57,790	60,680	PW/120	3,594	3,773	3,962	4,160	4,368	4,587	4,816	5,057	PW/120	20,7327	21,7692	22,8577	24,0005	25,2005	26,4606	27,7837	29,1731
PW/121	43,555	45,733	48,020	50,421	52,942	55,589	58,368	61,286	PW/121	3,630	3,811	4,002	4,202	4,412	4,632	4,864	5,107	PW/121	20,9399	21,9870	23,0865	24,2409	25,4529	26,7255	28,0615	29,4644
PW/122	43,991	46,191	48,501	50,926	53,472	56,146	58,953	61,901	PW/122	3,666	3,849	4,042	4,244	4,456	4,679	4,913	5,158	PW/122	21,1495	22,2072	23,3178	24,4837	25,7077	26,9933	28,3428	29,7641
PW/123	44,431	46,653	48,986	51,435	54,007	56,707	59,542	62,519	PW/123	3,703	3,888	4,082	4,286	4,501	4,726	4,962	5,210	PW/123	21,3611	22,4293	23,5510	24,7284	25,9649	27,2630	28,6260	30,0572
PW/124	44,875	47,119	49,475	51,949	54,546	57,273	60,137	63,144	PW/124	3,740	3,927	4,123	4,329	4,546	4,773	5,011	5,262	PW/124	21,5745	22,6534	23,7861	24,9755	26,2240	27,5311	28,9120	30,3577
PW/125	45,324	47,590	49,970	52,469	55,092	57,847	60,739	63,776	PW/125	3,777	3,966	4,164	4,372	4,591	4,821	5,062	5,315	PW/125	21,7904	22,8798	24,0240	25,2255	26,4850	27,8111	29,2041	30,6615
PW/126	45,777	48,066	50,462	52,982	55,642	58,424	61,345	64,412	PW/126	3,815	4,006	4,206	4,416	4,637	4,869	5,112	5,368	PW/126	22,0082	23,1087	24,2639	25,4769	26,7515	28,0881	29,4928	30,9673
PW/127	46,235	48,547	50,974	53,523	56,199	59,009	61,959	65,057	PW/127	3,853	4,046	4,248	4,460	4,683	4,917	5,163	5,421	PW/127	22,2284	23,3399	24,5067	25,7322	27,0188	28,3697	29,7880	31,2724
PW/128	46,697	49,032	51,484	54,058	56,761	59,599	62,579	65,708	PW/128	3,891	4,086	4,290	4,503	4,725	4,967	5,215	5,476	PW/128	22,4505	23,5731	24,7519	25,9874	27,2889	28,6534	30,0861	31,5904
PW/129	47,164	49,522	51,998	54,598	57,328	60,194	63,204	66,364	PW/129	3,930	4,127	4,333	4,550	4,777	5,016	5,267	5,530	PW/129	22,6750	23,8087	24,9990	26,2490	27,5615	28,9394	30,3865	31,9058
PW/130	47,636	50,018	52,519	55,145	57,902	60,797	63,837	67,029	PW/130	3,970	4,168	4,377	4,595	4,825	5,066	5,320	5,586	PW/130	22,9019	24,0471	25,2495	26,5120	27,8375	29,2293	30,6909	32,2255
PW/131	48,112	50,518	53,044	55,696	58,481	61,405	64,475	67,699	PW/131	4,009	4,210	4,420	4,641	4,873	5,117	5,373	5,642	PW/131	23,1308	24,2875	25,5019	26,7769	28,1159	29,5216	30,9976	32,5476
PW/132	48,593	51,023	53,574	56,253	59,066	62,019	65,120	68,375	PW/132	4,049	4,252	4,465	4,688	4,922	5,168	5,427	5,698	PW/132	23,3620	24,5303	25,7567	27,0447	28,3971	29,8168	31,3077	32,8711
PW/133	49,079	51,533	54,110	56,816	59,657	62,640	65,772	69,061	PW/133	4,090	4,294	4,509	4,735	4,971	5,220	5,481	5,755	PW/133	23,5957	24,7755	26,0144	27,3154	28,6813	30,1154	31,6216	33,2024
PW/134	49,570	52,049	54,651	57,384	60,253	63,266	66,429	69,750	PW/134	4,131	4,337	4,554	4,782	5,021	5,272	5,536	5,813	PW/134	23,8317	25,0236	26,2745	27,5885	28,9678	30,4163	31,9373	33,5337
PW/135	50,066	52,569	55,197	57,957	60,855	63,898	67,093	70,448	PW/135	4,172	4,381	4,600	4,830	5,071	5,325	5,591	5,871	PW/135	24,0702	25,2736	26,5370	27,8639	29,2572	30,7202	32,2563	33,8692
PW/136	50,567	53,095	55,750	58,538	61,465	64,538	67,765	71,153	PW/136	4,214	4,425	4,646	4,878	5,122	5,378	5,647	5,929	PW/136	24,3111	25,5264	26,8029	28,1433	29,5505	31,0279	32,5793	34,2082
PW/137	51,073	53,627	56,308	59,123	62,079	65,183	68,442	71,864	PW/137	4,256	4,469	4,692	4,927	5,173	5,432	5,704	5,989	PW/137	24,5543	25,7822	27,0712	28,4245	29,8457	31,3380	32,9048	34,5500
PW/138	51,584	54,163	56,871	59,715	62,701	65,836	69,128	72,584	PW/138	4,299	4,514	4,739	4,976	5,225	5,486	5,761	6,049	PW/138	24,8000	26,0399	27,3418	28,7091	30,1447	31,6519	33,2346	34,8952
PW/139	52,100	54,705	57,440	60,312	63,328	66,494	69,819	73,310	PW/139	4,342	4,559	4,787	5,026	5,277	5,541	5,818	6,109	PW/139	25,0481	26,3005	27,6154	29,0027	30,4462	31,9683	33,5668	35,2452
PW/140	52,621	55,252																								

PWEA Salary Schedules - Effective July 2024  
Rev. July, 2023

Pay Range	ANNUAL								MONTHLY								HOURLY									
	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H		
PW/100	36,050	37,853	39,746	41,733	43,820	46,011	48,312	50,728	PW/100	3,004	3,154	3,312	3,478	3,652	3,834	4,026	4,227	PW/100	17,3317	18,1986	19,1087	20,0639	21,0673	22,1207	23,2269	24,3885
PW/101	36,411	38,232	40,144	42,151	44,259	46,472	48,796	51,236	PW/101	3,034	3,186	3,345	3,513	3,688	3,873	4,066	4,270	PW/101	17,5053	18,3808	19,3000	20,2649	21,2784	22,3423	23,4596	24,6327
PW/102	36,775	38,614	40,545	42,572	44,701	46,936	49,283	51,747	PW/102	3,065	3,218	3,379	3,548	3,725	3,911	4,107	4,312	PW/102	17,6803	18,5644	19,4928	20,4673	21,4909	22,5654	23,6938	24,8824
PW/103	37,143	39,000	40,950	42,995	45,148	47,405	49,775	52,264	PW/103	3,095	3,250	3,413	3,583	3,762	3,950	4,148	4,355	PW/103	17,8572	18,7500	19,6875	20,6721	21,7058	22,7909	23,9303	25,1276
PW/104	37,514	39,390	41,360	43,428	45,599	47,879	50,273	52,787	PW/104	3,126	3,283	3,447	3,619	3,800	3,990	4,189	4,399	PW/104	18,0356	18,9375	19,8846	20,8788	21,9226	23,0188	24,1697	25,3784
PW/105	37,889	39,783	41,772	43,861	46,054	48,357	50,775	53,314	PW/105	3,157	3,315	3,481	3,655	3,838	4,030	4,231	4,443	PW/105	18,2159	19,1264	20,0827	21,0870	22,1413	23,2486	24,4111	25,6317
PW/106	38,268	40,181	42,190	44,300	46,515	48,841	51,283	53,847	PW/106	3,189	3,348	3,516	3,692	3,876	4,070	4,274	4,487	PW/106	18,3981	19,3178	20,2837	21,2981	22,3630	23,4813	24,6553	25,8880
PW/107	38,651	40,584	42,613	44,744	46,981	49,330	51,797	54,387	PW/107	3,221	3,382	3,551	3,729	3,915	4,111	4,316	4,532	PW/107	18,5822	19,5115	20,4870	21,5115	22,5870	23,7163	24,9024	26,1476
PW/108	39,038	40,990	43,040	45,192	47,452	49,825	52,316	54,932	PW/108	3,253	3,416	3,587	3,766	3,954	4,152	4,360	4,578	PW/108	18,7683	19,7069	20,6933	21,7269	22,8135	23,9543	25,1519	26,4096
PW/109	39,428	41,399	43,469	45,642	47,924	50,320	52,836	55,478	PW/109	3,286	3,450	3,622	3,804	3,994	4,193	4,403	4,623	PW/109	18,9558	19,9034	20,8986	21,9433	23,0404	24,1923	25,4019	26,6721
PW/110	39,822	41,813	43,904	46,099	48,404	50,824	53,389	56,033	PW/110	3,319	3,484	3,659	3,842	4,034	4,235	4,447	4,669	PW/110	19,1452	20,1024	21,1077	22,1603	23,2712	24,4426	25,6753	26,9899
PW/111	40,220	42,231	44,343	46,560	48,888	51,332	53,899	56,594	PW/111	3,352	3,519	3,695	3,880	4,074	4,278	4,492	4,716	PW/111	19,3365	20,3034	21,3188	22,3846	23,5038	24,6788	25,9130	27,2087
PW/112	40,622	42,653	44,786	47,025	49,376	51,845	54,437	57,159	PW/112	3,385	3,554	3,732	3,919	4,115	4,320	4,536	4,763	PW/112	19,5298	20,5063	21,5317	22,6082	23,7386	24,9255	26,1716	27,4803
PW/113	41,028	43,079	45,233	47,495	49,870	52,364	54,982	57,731	PW/113	3,419	3,590	3,769	3,958	4,156	4,364	4,582	4,811	PW/113	19,7250	20,7111	21,7466	22,8341	23,9760	25,1750	26,4337	27,7553
PW/114	41,438	43,510	45,686	47,970	50,369	52,887	55,531	58,308	PW/114	3,453	3,626	3,807	3,998	4,197	4,407	4,628	4,859	PW/114	19,9221	20,9183	21,9644	23,0625	24,2159	25,4264	26,6976	28,0327
PW/115	41,852	43,945	46,142	48,449	50,871	53,415	56,086	58,890	PW/115	3,488	3,662	3,845	4,037	4,239	4,451	4,674	4,908	PW/115	20,1212	21,1274	22,1837	23,2928	24,4572	25,6803	26,9644	28,3125
PW/116	42,271	44,385	46,604	48,934	51,381	53,950	56,648	59,480	PW/116	3,523	3,699	3,884	4,078	4,282	4,496	4,721	4,957	PW/116	20,3226	21,3389	22,4058	23,5260	24,7024	25,9375	27,2346	28,5962
PW/117	42,694	44,829	47,070	49,424	51,895	54,490	57,215	60,076	PW/117	3,558	3,736	3,923	4,119	4,325	4,541	4,768	5,006	PW/117	20,5260	21,5524	22,6298	23,7615	24,9495	26,1971	27,5072	28,8827
PW/118	43,121	45,277	47,541	49,918	52,414	55,035	57,787	60,676	PW/118	3,593	3,773	3,962	4,160	4,368	4,586	4,816	5,056	PW/118	20,7313	21,7678	22,8563	23,9990	25,1990	26,4591	27,7822	29,1712
PW/119	43,552	45,730	48,017	50,418	52,939	55,586	58,365	61,283	PW/119	3,629	3,811	4,001	4,202	4,412	4,632	4,864	5,107	PW/119	20,9385	21,9856	23,0851	24,2394	25,4514	26,7240	28,0601	29,4630
PW/120	43,988	46,187	48,496	50,921	53,467	56,140	58,947	61,894	PW/120	3,666	3,849	4,041	4,243	4,452	4,678	4,912	5,158	PW/120	21,1481	22,2053	23,3154	24,4813	25,7053	26,9904	28,3399	29,7567
PW/121	44,428	46,649	48,981	51,430	54,002	56,702	59,537	62,514	PW/121	3,702	3,887	4,082	4,286	4,500	4,725	4,961	5,210	PW/121	21,3596	22,4274	23,5486	24,7260	25,9625	27,2606	28,6236	30,0548
PW/122	44,872	47,116	49,472	51,946	54,543	57,270	60,134	63,141	PW/122	3,739	3,926	4,123	4,329	4,545	4,773	5,011	5,262	PW/122	21,5731	22,6519	23,7846	24,9740	26,2265	27,5497	28,9406	30,3953
PW/123	45,321	47,587	49,965	52,464	55,087	57,841	60,733	63,770	PW/123	3,777	3,966	4,164	4,372	4,591	4,820	5,061	5,314	PW/123	21,7889	22,8794	24,0221	25,2231	26,4841	27,8082	29,1966	30,6587
PW/124	45,774	48,063	50,465	52,989	55,638	58,420	61,341	64,408	PW/124	3,815	4,005	4,205	4,415	4,637	4,868	5,112	5,367	PW/124	22,0067	23,1072	24,2635	25,4785	26,7490	28,0805	29,4909	30,9664
PW/125	46,232	48,544	50,971	53,520	56,196	59,006	61,956	65,054	PW/125	3,853	4,045	4,248	4,460	4,683	4,917	5,163	5,421	PW/125	22,2269	23,3385	24,5053	25,7308	27,0173	28,3683	29,7865	31,2760
PW/126	46,694	49,029	51,480	54,054	56,755	59,595	62,575	65,704	PW/126	3,891	4,086	4,290	4,505	4,730	4,966	5,215	5,475	PW/126	22,4490	23,5716	24,7500	25,9875	27,2870	28,6514	30,0841	31,5883
PW/127	47,161	49,519	51,995	54,591	57,325	60,191	63,201	66,354	PW/127	3,930	4,127	4,333	4,550	4,777	5,016	5,267	5,530	PW/127	22,6736	23,8072	24,9976	26,2476	27,5601	28,9380	30,3851	31,9045
PW/128	47,633	50,015	52,516	55,142	57,899	60,794	63,834	67,026	PW/128	3,969	4,168	4,376	4,595	4,825	5,066	5,320	5,586	PW/128	22,9005	24,0457	25,2481	26,5106	27,8361	29,2279	30,6894	32,2240
PW/129	48,109	50,514	53,040	55,692	58,477	61,401	64,471	67,695	PW/129	4,009	4,210	4,420	4,641	4,873	5,117	5,375	5,641	PW/129	23,1293	24,2855	25,5000	26,7750	28,1139	29,5197	30,9957	32,5457
PW/130	48,590	51,020	53,571	56,250	59,063	62,016	65,117	68,373	PW/130	4,049	4,252	4,464	4,688	4,922	5,168	5,426	5,698	PW/130	23,3606	24,5288	25,7553	27,0433	28,3957	29,8154	31,3063	32,8716
PW/131	49,076	51,530	54,107	56,812	59,653	62,636	65,768	69,056	PW/131	4,090	4,294	4,509	4,734	4,971	5,220	5,481	5,755	PW/131	23,5942	24,7740	26,0130	27,3135	28,6933	30,1135	31,6192	33,2000
PW/132	49,567	52,045	54,647	57,379	60,248	63,260	66,423	69,744	PW/132	4,131	4,337	4,554	4,782	5,021	5,272	5,535	5,812	PW/132	23,8303	25,0216	26,2726	27,5861	28,9654	30,4135	31,9341	33,5308
PW/133	50,063	52,566	55,194	57,954	60,852	63,895	67,079	70,445	PW/133	4,172	4,381	4,600	4,830	5,071	5,325	5,591	5,870	PW/133	24,0688	25,2721	26,5276	27,8455	29,2358	30,7188	32,2548	33,8678
PW/134	50,564	53,092	55,747	58,534	61,461	64,534	67,761	71,149	PW/134	4,214	4,424	4,646	4,878	5,122	5,378	5,647	5,929	PW/134	24,3096	25,5250	26,8014	28,1413	29,5486	31,0260	32,5274	34,0263
PW/135	51,070	53,624	56,305	59,120	62,076	65,180	68,439	71,861	PW/135	4,256	4,469	4,692	4,927	5,173	5,432	5,703	5,988	PW/135	24,5529	25,7808	27,0697	28,4231	29,8442	31,3650	32,9234	34,5486
PW/136	51,581	54,160	56,868	59,711	62,697	65,832	69,124	72,580	PW/136	4,298	4,513	4,739	4,976	5,225	5,486	5,760	6,048	PW/136	24,7986	26,0385	27,3439	28,7072	30,1428	31,6600	33,2327	34,8642
PW/137	52,097	54,702	57,437	60,309	63,324	66,490	69,815	73,306	PW/137	4,341	4,559	4,786	5,026	5,277	5,541	5,818	6,109	PW/137	25,0466	26,2990	27,6104	28,9847	30,4442	31,9953	33,5649	35,2433
PW/138	52,618	55,249	58,011	60,912	63,958	67,156	70,514	74,040	PW/138	4,385	4,604	4,834	5,076	5,330	5,596	5,876	6,170	PW/138	25,2971	26,5620	27,8899	29,2846	30,7490	32,2865	33,9010	35,5962
PW/139	53,144	55,801	58,591	61,521	64,597	67,827	71,218	74,779	PW/139	4,429	4,650	4,883	5,127	5,383	5,652	5,935	6,232	PW/139	25,5500	26,8274	28,1688	29,5774	31,0563	32,5891	34,2394	35,9514
PW/140	53,675	56,359	59,177	62,136	65,243	68,505	71,930	75,527	PW/140	4,473	4,697	4														

PWEA Salary Schedules - Effective July 2025  
Rev. July, 2023

Pay Range	ANNUAL								MONTHLY								HOURLY									
	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H		
PW/100	36,771	38,610	40,541	42,568	44,696	46,931	49,278	51,742	PW/100	3,064	3,218	3,378	3,547	3,725	3,911	4,107	4,312	PW/100	17,6784	18,5625	19,4909	20,4654	21,4885	22,5630	23,6913	24,8760
PW/101	37,139	38,996	40,946	42,993	45,143	47,400	49,770	52,259	PW/101	3,095	3,250	3,412	3,583	3,762	3,950	4,148	4,355	PW/101	17,8553	18,7481	19,6856	20,6697	21,7034	22,7885	23,9279	25,1245
PW/102	37,510	39,386	41,355	43,423	45,594	47,874	50,268	52,781	PW/102	3,126	3,282	3,446	3,619	3,800	3,990	4,189	4,398	PW/102	18,0337	18,9356	19,8822	20,8764	21,9202	23,0163	24,1673	25,3755
PW/103	37,885	39,779	41,768	43,856	46,049	48,351	50,769	53,307	PW/103	3,157	3,315	3,481	3,655	3,837	4,029	4,231	4,442	PW/103	18,2139	19,1245	20,0808	21,0846	22,1389	23,2457	24,4082	25,6284
PW/104	38,264	40,177	42,186	44,295	46,510	48,836	51,278	53,842	PW/104	3,189	3,348	3,516	3,691	3,876	4,070	4,273	4,487	PW/104	18,3962	19,3159	20,2817	21,2957	22,3606	23,4788	24,6529	25,8856
PW/105	38,647	40,579	42,608	44,738	46,975	49,324	51,790	54,380	PW/105	3,221	3,382	3,551	3,728	3,915	4,110	4,316	4,532	PW/105	18,5803	19,5091	20,4846	21,5087	22,5841	23,7135	24,8990	26,1442
PW/106	39,033	40,985	43,034	45,186	47,445	49,817	52,308	54,923	PW/106	3,253	3,415	3,586	3,766	3,954	4,151	4,359	4,577	PW/106	18,7659	19,7043	20,6894	21,7240	22,8101	23,9505	25,1481	26,4053
PW/107	39,423	41,394	43,464	45,637	47,919	50,313	52,831	55,473	PW/107	3,285	3,450	3,622	3,803	3,993	4,193	4,403	4,623	PW/107	18,9534	19,9010	20,8962	21,9409	23,0380	24,1899	25,3995	26,6697
PW/108	39,817	41,808	43,898	46,093	48,398	50,818	53,359	56,027	PW/108	3,318	3,484	3,658	3,841	4,033	4,235	4,447	4,669	PW/108	19,1428	20,1000	21,1048	22,1601	23,2683	24,4317	25,6534	26,9361
PW/109	40,215	42,226	44,337	46,554	48,882	51,326	53,892	56,587	PW/109	3,351	3,519	3,695	3,880	4,074	4,277	4,491	4,716	PW/109	19,3341	20,3010	21,3159	22,3817	23,5010	24,6760	25,9086	27,2053
PW/110	40,617	42,648	44,780	47,019	49,370	51,839	54,431	57,153	PW/110	3,385	3,554	3,732	3,918	4,114	4,320	4,536	4,763	PW/110	19,5274	20,5038	21,5288	22,6053	23,7356	24,9226	26,1698	27,4774
PW/111	41,023	43,074	45,228	47,489	49,863	52,356	54,974	57,723	PW/111	3,419	3,590	3,769	3,957	4,155	4,363	4,581	4,810	PW/111	19,7226	20,7087	21,7442	22,8313	23,9726	25,1712	26,4298	27,7514
PW/112	41,433	43,505	45,680	47,964	50,362	52,880	55,524	58,300	PW/112	3,453	3,625	3,807	3,997	4,197	4,407	4,627	4,858	PW/112	19,9197	20,9159	21,9615	23,0596	24,2125	25,4231	26,6924	28,0288
PW/113	41,847	43,939	46,136	48,443	50,865	53,408	56,078	58,882	PW/113	3,487	3,662	3,845	4,037	4,239	4,451	4,673	4,907	PW/113	20,1188	21,1245	22,1808	23,2899	24,4543	25,6769	26,9606	28,3087
PW/114	42,265	44,378	46,597	48,927	51,373	53,942	56,639	59,471	PW/114	3,522	3,698	3,883	4,077	4,281	4,495	4,720	4,956	PW/114	20,3197	21,3356	22,4024	23,5226	24,6986	25,9337	27,2303	28,5918
PW/115	42,688	44,822	47,063	49,416	51,887	54,481	57,205	60,065	PW/115	3,557	3,735	3,922	4,118	4,324	4,540	4,767	5,005	PW/115	20,5231	21,5490	22,6264	23,7577	24,9457	26,1928	27,5024	28,8774
PW/116	43,115	45,271	47,535	49,912	52,408	55,028	57,779	60,668	PW/116	3,593	3,773	3,961	4,159	4,367	4,586	4,815	5,056	PW/116	20,7284	21,7649	22,8534	23,9962	25,1962	26,4558	27,7784	29,1673
PW/117	43,546	45,723	48,009	50,409	52,929	55,575	58,354	61,272	PW/117	3,629	3,810	4,001	4,201	4,411	4,631	4,863	5,106	PW/117	20,9356	22,0833	23,2813	24,5351	25,8466	27,1888	28,5648	29,9757
PW/118	43,981	46,180	48,489	50,913	53,459	56,132	58,939	61,886	PW/118	3,665	3,848	4,041	4,243	4,455	4,678	4,912	5,157	PW/118	21,1447	22,2019	23,3120	24,4774	25,7014	26,9865	28,3361	29,7529
PW/119	44,421	46,642	48,974	51,423	53,994	56,694	59,529	62,505	PW/119	3,702	3,887	4,081	4,285	4,500	4,725	4,961	5,209	PW/119	21,3563	22,4240	23,5452	24,7226	25,9587	27,2567	28,6197	30,0505
PW/120	44,865	47,108	49,463	51,936	54,533	57,260	60,123	63,129	PW/120	3,739	3,926	4,122	4,328	4,544	4,772	5,016	5,269	PW/120	21,5697	22,6481	23,7803	24,9692	26,2178	27,5288	28,9053	30,3505
PW/121	45,314	47,580	49,959	52,457	55,080	57,834	60,726	63,762	PW/121	3,776	3,965	4,163	4,371	4,590	4,820	5,061	5,314	PW/121	21,7856	22,8750	24,0188	25,2197	26,4808	27,8048	29,1952	30,6548
PW/122	45,767	48,055	50,458	52,981	55,630	58,412	61,333	64,400	PW/122	3,814	4,005	4,205	4,415	4,636	4,868	5,111	5,367	PW/122	22,0034	23,1034	24,2589	25,4716	26,7452	28,0827	29,4870	30,9615
PW/123	46,225	48,536	50,963	53,511	56,187	58,996	61,946	65,043	PW/123	3,852	4,045	4,247	4,459	4,682	4,916	5,162	5,420	PW/123	22,2236	23,3346	24,5014	25,7264	27,0130	28,3635	29,7817	31,2707
PW/124	46,687	49,021	51,472	54,046	56,748	59,585	62,564	65,692	PW/124	3,891	4,085	4,289	4,504	4,729	4,965	5,214	5,474	PW/124	22,4457	23,5678	24,7462	25,9837	27,2827	28,6466	30,0788	31,5827
PW/125	47,154	49,512	51,988	54,587	57,316	60,191	63,211	66,351	PW/125	3,930	4,126	4,332	4,549	4,776	5,015	5,266	5,529	PW/125	22,6702	23,8038	24,9942	26,2438	27,5558	28,9337	30,3803	31,8995
PW/126	47,626	50,007	52,507	55,132	57,889	60,783	63,822	67,013	PW/126	3,969	4,167	4,376	4,594	4,824	5,065	5,319	5,584	PW/126	22,8971	24,0418	25,2438	26,5058	27,8313	29,2226	30,6837	32,2178
PW/127	48,102	50,507	53,032	55,684	58,468	61,391	64,461	67,684	PW/127	4,009	4,209	4,419	4,640	4,872	5,116	5,372	5,640	PW/127	23,1260	24,3222	25,5962	26,9427	28,3616	29,8499	30,9909	32,5404
PW/128	48,583	51,012	53,563	56,241	59,053	62,006	65,106	68,361	PW/128	4,049	4,251	4,464	4,687	4,921	5,167	5,426	5,697	PW/128	23,3572	24,5250	25,7514	27,0389	28,3909	29,8106	31,3010	32,8659
PW/129	49,069	51,522	54,098	56,803	59,643	62,625	65,756	69,044	PW/129	4,089	4,294	4,508	4,734	4,970	5,219	5,480	5,754	PW/129	23,5909	24,8007	26,0087	27,3091	28,6745	30,1082	31,6135	33,1942
PW/130	49,560	52,038	54,640	57,372	60,241	63,253	66,416	69,737	PW/130	4,130	4,337	4,553	4,781	5,020	5,271	5,535	5,811	PW/130	23,8269	25,0183	26,2692	27,5827	28,9620	30,4101	31,9308	33,5274
PW/131	50,056	52,559	55,187	57,946	60,843	63,885	67,079	70,433	PW/131	4,171	4,380	4,599	4,829	5,070	5,324	5,589	5,869	PW/131	24,0654	25,2688	26,5322	27,8587	29,2514	30,7139	32,2495	33,8620
PW/132	50,557	53,085	55,739	58,526	61,452	64,525	67,751	71,139	PW/132	4,213	4,424	4,645	4,877	5,121	5,377	5,646	5,928	PW/132	24,3063	25,5216	26,7976	28,1375	29,5442	31,0216	32,5726	34,2044
PW/133	51,063	53,616	56,297	59,112	62,068	65,171	68,430	71,852	PW/133	4,255	4,468	4,691	4,926	5,172	5,431	5,703	5,988	PW/133	24,5495	25,7769	27,0659	28,4192	29,8404	31,3322	32,8990	34,5412
PW/134	51,574	54,153	56,861	59,704	62,689	65,823	69,114	72,570	PW/134	4,298	4,513	4,738	4,975	5,224	5,485	5,760	6,048	PW/134	24,7952	26,0351	27,3370	28,7038	30,1389	31,6457	33,2279	34,8894
PW/135	52,090	54,695	57,430	60,302	63,317	66,483	69,807	73,297	PW/135	4,341	4,558	4,786	5,025	5,276	5,540	5,817	6,108	PW/135	25,0433	26,2957	27,6106	28,9913	30,4409	31,9630	33,5511	35,2389
PW/136	52,611	55,242	58,004	60,904	63,949	67,146	70,503	74,028	PW/136	4,384	4,604	4,834	5,075	5,329	5,596	5,875	6,169	PW/136	25,2938	26,5587	27,8865	29,2808	30,7447	32,2817	33,8951	35,5944
PW/137	53,137	55,794	58,584	61,513	64,589	67,819	71,209	74,769	PW/137	4,428	4,650	4,882	5,126	5,382	5,652	5,934	6,231	PW/137	25,5466	26,8240	28,1654	29,5706	31,0524	32,6048	34,2351	35,9466
PW/138	53,668	56,351	59,169	62,127	65,233	68,495	71,920	75,516	PW/138	4,472	4,696	4,931	5,177	5,436	5,708	5,993	6,293	PW/138	25,8019	27,0918	28,4466	29,8688	31,3620	32,9303	34,5676	36,3058
PW/139	54,205	56,915	59,761	62,749	65,886	69,180	72,639	76,271	PW/139	4,517	4,743	4,980	5,229	5,491	5,765	6,053	6,356	PW/139	26,0601	27,3630	28,7313	30,1678	31,6760	33,2596	34,9221	36,6688
PW/140	54,747	57,484	60,358	63,376	66,545	69,872	73,366	77,034	PW/140	4,562	4,790	5														