

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT is made and entered into by the Town of Milton, Vermont (hereafter "Town") and the American Federation of State County and Municipal Employees Council 93, Local 1343, AFL-CIO Chapter 10 (hereafter "Union").

WHEREAS the Town and the Union are parties to a Collective Bargaining Agreement ("CBA") that covers the period from July 1, 2021 to June 30, 2024, and,

WHEREAS, after due deliberation and discussion, the Town and the Union have agreed to (1) modifications to this current CBA and (2) an extension of the CBA to cover the period from July 1, 2024 through June 30, 2028,

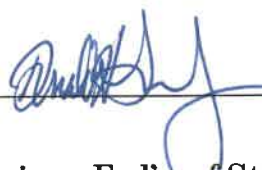
NOW, THEREFORE in consideration of mutual promises and covenants, the Town and the Union agree as follows:

1. The CBA covering the period July 1, 2021 - June 30, 2024, is hereby extended to cover the period from July 1, 2024 - June 30, 2028.
2. Effective January 15, 2023, Base Pay for all bargaining unit members shall increase by 3.0%.
3. Section 401 of the current CBA is modified so that, effective July 1, 2023, Base Pay for all bargaining unit members shall increase by 3.0% (instead of the 1.0% Base Pay adjustment listed in the current CBA document).
4. Every July 1 for the period July 1, 2024 through July 1, 2027, all bargaining unit members shall receive 2.0% step wage increases.
5. Every July 1 for the period July 1, 2024 through July 1, 2027, all bargaining unit members' Base Pay shall be adjusted according to the 12-month Consumer Price Index Urban – Northeast, measured as of the previous November, but shall be increased not less than 3.0% nor greater than 4.5%.

6. The July 1 step and Base Pay increases described in paragraphs 4 and 5 above shall no longer occur after July 1, 2027, unless the parties otherwise agree in writing.
7. The parties hereby confirm that they have satisfied all requirements of section 611 of the current CBA.
8. Appendix A attached hereto replaces and supersedes Appendix A previously attached to the current CBA.
9. Other than as expressly stated herein, this memorandum of agreement makes no other modifications or amendments to the CBA.
10. This memorandum of agreement represents the full and complete understanding of the Town's and the Union's agreement to modify and amend the CBA.
11. This memorandum of agreement may not be modified in whole or in part, except by the parties in a written and signed agreement by duly authorized representatives.
12. This memorandum of agreement is subject to ratification votes by both the Town Selectboard and the Union Membership.

IN WITNESS WHEREOF, the duly authorized representatives of the Town and the Union affix their signatures on the dates specified below.

Town of Milton, Vermont

By:  Town Manager Date: 1/9/23

**American Fed'n of State County and Municipal Employees Council 93,
Local 1343**

By:  Date: 1-9-23

Appendix A

Position Listing

Grade Position

1	No Current Positions
2	No Current Positions
3	No Current Positions
4	No Current Positions
5	No Current Positions
6	Laborer (Up to 2)
7	No Current Positions
8	No Current Positions
9	Administrative Assistant II (3) Maintenance Tech I (Up to 2) Buildings & Grounds – Parks & Recreation (2)
10	No Current Positions
11	Fiscal Assistant (1)/ Assistant Treasurer (1)
12	Maintenance Tech II (Up to 2)
13	Stormwater Specialist
14	Maintenance Mechanic (2)
15	Assistant Town Clerk (1) Equipment Operator (Up to 2)
16	Fiscal Assistant I – Payroll Officer (1)
17	No Current Positions
18	Fiscal Assistant II (2) Senior Equipment Operator (1)
19	W/WW Assistant Chief Operator (1)
20	W/WW Senior Technician (3)
21	Supervising Maintenance Mechanic (1) Supervising Buildings & Grounds – Parks & Recreation (1) Supervising Stormwater Specialist (1)
22	Fiscal Assistant III (1)
23	No Current Positions
24	No Current Positions
25	Zoning Admin./Health Officer (1) Supervising Equipment Operator (1) W/WW Chief Operator (1)