

Introduced by: Councilmember Snipper

First Reading: July 12, 2010

Second Reading: July 26, 2010

CITY OF TAKOMA PARK, MARYLAND

ORDINANCE NO. 2010-32

An Ordinance to Adopt a Pay Scale for Staff Covered by the  
Collective Bargaining Agreement with AFSCME

WHEREAS, the pay scale for staff covered by the collective bargaining agreement with AFSCME is tied to the Position Classification Schedule as approved by the City Manager in accordance with Article 4, Section 4.04.140 through 4.04.220 of the City Code as modified by Ordinance 1999-29 or as modified herein; and

WHEREAS, due to the City's fiscal constraints as reflected in the City's adopted FY11 budget, the City and AFSCME have signed a Memorandum of Agreement dated July 8, 2010 agreeing to no wage adjustments for FY11.

NOW THEREFORE BE IT ORDAINED BY THE CITY COUNCIL OF TAKOMA PARK MARYLAND THAT the attached pay scale is adopted for staff covered by the AFSCME Local 3399 collective bargaining agreement for the Fiscal Year beginning July 1, 2010 and ending June 30, 2011, and will remain in effect until amended or repealed by the City Council.

Adopted this 26th day of July, 2010 by roll-call vote as follows:

AYES: Williams, Wright, Clay, Robinson, Seamens, Snipper, Schultz

NAYS: None

ABSTAIN: None

ABSENT: None

General Pay Scale - FY 2011  
 for staff covered by a Collective Bargaining Agreement with AFSCME  
 Effective July 1, 2010

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General Annual Pay Scale					
Grade	Step1	Step 2	Step 3	Mkt	Max
21	\$27,837	\$28,868	\$29,899	\$30,930	\$38,663
22	\$28,950	\$30,023	\$31,095	\$32,167	\$40,209
23	\$30,688	\$31,824	\$32,961	\$34,097	\$42,622
24	\$32,529	\$33,734	\$34,938	\$36,143	\$45,179
25	\$34,480	\$35,758	\$37,035	\$38,312	\$47,890
26	\$36,549	\$37,903	\$39,257	\$40,610	\$50,763
27	\$38,742	\$40,177	\$41,612	\$43,047	\$53,809
28	\$41,067	\$42,588	\$44,109	\$45,630	\$57,037
29	\$43,531	\$45,143	\$46,755	\$48,368	\$60,459
30	\$46,143	\$47,852	\$49,561	\$51,270	\$64,087
31	\$48,911	\$50,723	\$52,534	\$54,346	\$67,932
32	\$51,846	\$53,766	\$55,686	\$57,607	\$72,008
33	\$54,957	\$56,992	\$59,028	\$61,063	\$76,329
34	\$58,804	\$60,982	\$63,159	\$65,337	\$81,672
35	\$62,920	\$65,250	\$67,581	\$69,911	\$87,389
36	\$67,324	\$69,818	\$72,311	\$74,805	\$93,506

General Hourly Pay Scale					
Grade	Step1	Step 2	Step 3	Mkt	Max
21	\$13.38	\$13.88	\$14.37	\$14.87	\$18.59
22	\$13.92	\$14.43	\$14.95	\$15.47	\$19.33
23	\$14.75	\$15.30	\$15.85	\$16.39	\$20.49
24	\$15.64	\$16.22	\$16.80	\$17.38	\$21.72
25	\$16.58	\$17.19	\$17.81	\$18.42	\$23.02
26	\$17.57	\$18.22	\$18.87	\$19.52	\$24.41
27	\$18.63	\$19.32	\$20.01	\$20.70	\$25.87
28	\$19.74	\$20.47	\$21.21	\$21.94	\$27.42
29	\$20.93	\$21.70	\$22.48	\$23.25	\$29.07
30	\$22.18	\$23.01	\$23.83	\$24.65	\$30.81
31	\$23.52	\$24.39	\$25.26	\$26.13	\$32.66
32	\$24.93	\$25.85	\$26.77	\$27.70	\$34.62
33	\$26.42	\$27.40	\$28.38	\$29.36	\$36.70
34	\$28.27	\$29.32	\$30.37	\$31.41	\$39.27
35	\$30.25	\$31.37	\$32.49	\$33.61	\$42.01
36	\$32.37	\$33.57	\$34.77	\$35.96	\$44.95

Labor and Trades Pay Scale - FY 2011  
 for staff covered by a Collective Bargaining Agreement with AFSCME  
 Effective July 1, 2010

Ordinance 2010-32

**Labor & Trades**  
**Annual Pay Scale**

Grade	Step1	Step 2	Step 3	Mkt	Max
22	\$28,997	\$30,071	\$31,145	\$32,219	\$40,273
23	\$30,447	\$31,574	\$32,702	\$33,830	\$42,287
24	\$31,969	\$33,153	\$34,337	\$35,521	\$44,401
25	\$33,568	\$34,811	\$36,054	\$37,297	\$46,622
26	\$35,246	\$36,551	\$37,857	\$39,162	\$48,953
27	\$37,008	\$38,379	\$39,750	\$41,120	\$51,400
28	\$38,859	\$40,298	\$41,737	\$43,176	\$53,970
29	\$40,802	\$42,313	\$43,824	\$45,335	\$56,669
30	\$42,842	\$44,428	\$46,015	\$47,602	\$59,502
31	\$44,984	\$46,650	\$48,316	\$49,982	\$62,477
32	\$47,233	\$48,982	\$50,732	\$52,481	\$65,601
33	\$49,594	\$51,431	\$53,268	\$55,105	\$68,881
34	\$52,074	\$54,003	\$55,932	\$57,860	\$72,325
35	\$54,678	\$56,703	\$58,728	\$60,753	\$75,942
36	\$57,412	\$59,538	\$61,665	\$63,791	\$79,739

**Labor & Trades**  
**Hourly Pay Scale**

Grade	Step1	Step 2	Step 3	Mkt	Max
22	\$13.94	\$14.46	\$14.97	\$15.49	\$19.36
23	\$14.64	\$15.18	\$15.72	\$16.26	\$20.33
24	\$15.37	\$15.94	\$16.51	\$17.08	\$21.35
25	\$16.14	\$16.74	\$17.33	\$17.93	\$22.41
26	\$16.95	\$17.57	\$18.20	\$18.83	\$23.53
27	\$17.79	\$18.45	\$19.11	\$19.77	\$24.71
28	\$18.68	\$19.37	\$20.07	\$20.76	\$25.95
29	\$19.62	\$20.34	\$21.07	\$21.80	\$27.24
30	\$20.60	\$21.36	\$22.12	\$22.89	\$28.61
31	\$21.63	\$22.43	\$23.23	\$24.03	\$30.04
32	\$22.71	\$23.55	\$24.39	\$25.23	\$31.54
33	\$23.84	\$24.73	\$25.61	\$26.49	\$33.12
34	\$25.04	\$25.96	\$26.89	\$27.82	\$34.77
35	\$26.29	\$27.26	\$28.23	\$29.21	\$36.51
36	\$27.60	\$28.62	\$29.65	\$30.67	\$38.34