

Article 4
2024 Annual Town Meeting
NIPEA Collective Bargaining Agreement

		Amount	Percent
Fiscal Year 2025	3% Base Wage Increase July 1, 2024	\$132,658	
	License Payments	\$ 40,244	
	Step & Other Increases	<u>\$128,512</u>	
	Total	\$301,414	6.72%
Fiscal Year 2026	2.5% Base Wage Increase July 1, 2025	\$116,909	
	Step & Other Increases	<u>\$115,000</u>	
	Total	\$231,909	4.84%
Fiscal Year 2027	2.5% Base Wage Increase July 1, 2026	\$121,950	
	0.5% Base Wage Increase January 1, 2027	\$ 12,598	
	Steps & Other Increases	<u>\$ 99,357</u>	
	Total	\$233,905	4.66%

Other Key Provisions

- Update grievance and arbitration provisions
- Clarify sick leave, light duty, vacation and longevity language
- Implement 401a retirement contribution plan
- Increase tool allowance for mechanics
- Update merit bonus amounts
- Update snow & ice salt shift provisions for sidewalk tractors
- Housekeeping changes