

AFSCME CONTRACT
Wage Scale
July 1, 2026 - June 30, 2029
ARTICLE #5 Spring Town Meeting

AFSCME
Clerical Salary Schedule effective 1-Jul-26
2.00%

| Title | New Title | Step # 1 | Step # 2 | Step # 3 | Step # 4 | Step # 5 | Step # 6 | Step # 7 | Step # 8 |
|-------------------------------------|------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Weekly | | | | | | | | | |
| Head- Administrative- | Admin Three | \$1,173.32 | \$1,220.26 | \$1,269.06 | \$1,319.82 | \$1,372.62 | \$1,427.52 | \$1,484.62 | \$1,544.01 |
| | | \$31.2886 | \$32.5402 | \$33.8416 | \$35.1953 | \$36.6031 | \$38.0672 | \$39.5899 | \$41.1735 |
| | Budget | \$61,247.35 | \$63,697.35 | \$66,244.84 | \$68,894.83 | \$71,650.66 | \$74,516.49 | \$77,497.31 | \$80,597.20 |
| Head Clerk, COA Program- | Admin Two | \$1,049.90 | \$1,091.90 | \$1,135.58 | \$1,181.00 | \$1,228.24 | \$1,277.36 | \$1,328.46 | \$1,381.60 |
| | | \$27.9974 | \$29.1174 | \$30.2822 | \$31.4933 | \$32.7530 | \$34.0629 | \$35.4256 | \$36.8427 |
| | Budget | \$54,804.87 | \$56,997.36 | \$59,277.36 | \$61,648.18 | \$64,114.01 | \$66,678.17 | \$69,345.66 | \$72,119.49 |
| Principal Clerk, COA Activities- | Admin One | \$957.28 | \$995.58 | \$1,035.41 | \$1,076.82 | \$1,119.89 | \$1,164.68 | \$1,211.27 | \$1,259.72 |
| | | \$25.5274 | \$26.5487 | \$27.6108 | \$28.7151 | \$29.8637 | \$31.0582 | \$32.3005 | \$33.5925 |
| | Budget | \$49,969.88 | \$51,969.04 | \$54,048.20 | \$56,209.86 | \$58,458.19 | \$60,796.52 | \$63,228.18 | \$65,757.31 |

AFSCME CONTRACT
Wage Scale
July 1, 2026 - June 30, 2029
ARTICLE #5 Spring Town Meeting

AFSCME
Clerical Salary Schedule effective
2.00%

1-Jul-27

| Title | | Step # 1 | Step # 2 | Step # 3 | Step # 4 | Step # 5 | Step # 6 | Step # 7 | Step # 8 | Step # 9 |
|------------------------------------|---------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Weekly | | | | | | | | | | |
| Head- Administrative | Admin Three | \$1,196.79 | \$1,244.66 | \$1,294.44 | \$1,346.22 | \$1,400.07 | \$1,456.07 | \$1,514.32 | \$1,574.89 | \$1,637.88 |
| | | \$31.9143 | \$33.1910 | \$34.5184 | \$35.8992 | \$37.3352 | \$38.8285 | \$40.3817 | \$41.9970 | \$43.6769 |
| | Budget | \$62,472.30 | \$64,971.29 | \$67,569.74 | \$70,272.73 | \$73,083.67 | \$76,006.82 | \$79,047.26 | \$82,209.15 | \$85,497.51 |
| Head Clerk, GOA Program | Admin Two | \$1,070.90 | \$1,113.74 | \$1,158.29 | \$1,204.62 | \$1,252.80 | \$1,302.91 | \$1,355.03 | \$1,409.23 | \$1,465.60 |
| | | \$28.5573 | \$29.6998 | \$30.8878 | \$32.1232 | \$33.4081 | \$34.7442 | \$36.1341 | \$37.5795 | \$39.0827 |
| | Budget | \$55,900.96 | \$58,137.31 | \$60,462.90 | \$62,881.15 | \$65,396.29 | \$68,011.73 | \$70,732.58 | \$73,561.88 | \$76,504.36 |
| Principal Clerk, GOA Activities | Admin One | \$976.42 | \$1,015.49 | \$1,056.11 | \$1,098.35 | \$1,142.29 | \$1,187.98 | \$1,235.49 | \$1,284.91 | \$1,336.31 |
| | | \$26.0379 | \$27.0797 | \$28.1630 | \$29.2894 | \$30.4610 | \$31.6794 | \$32.9465 | \$34.2643 | \$35.6349 |
| | Budget | \$50,969.28 | \$53,008.42 | \$55,129.17 | \$57,334.06 | \$59,627.35 | \$62,012.45 | \$64,492.74 | \$67,072.45 | \$69,755.35 |

AFSCME CONTRACT
Wage Scale
July 1, 2026 - June 30, 2029
ARTICLE #5 Spring Town Meeting

AFSCME
Clerical Salary Schedule effective 1-Jul-28
2.00%

| Title | | Step # 1 | Step # 2 | Step # 3 | Step # 4 | Step # 5 | Step # 6 | Step # 7 | Step # 8 | Step # 9 | Step # 10 |
|------------------------------------|---------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Weekly | | | | | | | | | | | |
| Head- Administrative | Admin Three | \$1,220.72 | \$1,269.55 | \$1,320.33 | \$1,373.15 | \$1,428.07 | \$1,485.19 | \$1,544.60 | \$1,606.39 | \$1,670.64 | \$1,737.47 |
| | | \$32.5526 | \$33.8548 | \$35.2088 | \$36.6172 | \$38.0819 | \$39.6051 | \$41.1894 | \$42.2926 | \$44.5504 | \$46.3324 |
| | Budget | \$63,721.74 | \$66,270.72 | \$68,921.13 | \$71,678.18 | \$74,545.35 | \$77,526.95 | \$80,628.20 | \$83,853.33 | \$87,207.46 | \$90,695.76 |
| Head Clerk- COA Program | Admin Two | \$1,092.32 | \$1,136.02 | \$1,181.46 | \$1,228.71 | \$1,277.86 | \$1,328.96 | \$1,382.13 | \$1,437.42 | \$1,494.91 | \$1,554.71 |
| | | \$29.1285 | \$30.2938 | \$31.5056 | \$32.7657 | \$34.0762 | \$35.4391 | \$36.8568 | \$37.8440 | \$39.8643 | \$41.4589 |
| | Budget | \$57,018.98 | \$59,300.05 | \$61,672.16 | \$64,138.77 | \$66,704.22 | \$69,371.97 | \$72,147.23 | \$75,033.12 | \$78,034.44 | \$81,155.82 |
| Principal Clerk- COA Activities | Admin One | \$995.95 | \$1,035.80 | \$1,077.24 | \$1,120.32 | \$1,165.13 | \$1,211.74 | \$1,260.20 | \$1,310.61 | \$1,363.04 | \$1,417.56 |
| | | \$26.5587 | \$27.6212 | \$28.7263 | \$29.8752 | \$31.0702 | \$32.3130 | \$33.6054 | \$34.9496 | \$36.3476 | \$37.8015 |
| | Budget | \$51,988.66 | \$54,068.59 | \$56,231.75 | \$58,480.74 | \$60,819.90 | \$63,252.70 | \$65,782.60 | \$68,413.90 | \$71,150.46 | \$73,996.48 |