

Year 1 Summary	Starting Wage	Final Wage	Total (\$) Increase	Total (%) Increase
Light Duty	\$ 15.70	\$ 16.70	\$1.00	6.4%
Heavy Duty	\$ 16.45	\$ 17.45	\$1.00	6.1%

Year 1 Breakdown			
April 1, 2022		October 1, 2022	
Increase	New Wage	Increase	New Wage
\$ 0.70	\$ 16.40	\$ 0.30	\$ 16.70
\$ 0.70	\$ 17.15	\$ 0.30	\$ 17.45

YEAR 2 Summary	Starting Wage	Final Wage	Total (\$) Increase	Total (%) Increase
Light Duty	\$ 16.70	\$ 17.50	\$0.80	4.8%
Heavy Duty	\$ 17.45	\$ 18.25	\$0.80	4.6%

Year 2 Breakdown			
April 1, 2023		October 1, 2023	
Increase	New Wage	Increase	New Wage
\$ 0.50	\$ 17.20	\$ 0.30	\$ 17.50
\$ 0.50	\$ 17.95	\$ 0.30	\$ 18.25

YEAR 3 Summary	Starting Wage	Final Wage	Total (\$) Increase	Total (%) Increase
Light Duty	\$ 17.50	\$ 18.30	\$0.80	4.6%
Heavy Duty	\$ 18.25	\$ 19.05	\$0.80	4.4%

Year 3 Breakdown			
April 1, 2024		October 1, 2024	
Increase	New Wage	Increase	New Wage
\$ 0.50	\$ 18.00	\$ 0.30	\$ 18.30
\$ 0.50	\$ 18.75	\$ 0.30	\$ 19.05

The \$0.50 per hour premiums for Lead Hand and Midnight Shift remains unchanged.