

FY2026 FLEXIBLE WORKER PAY SCHEDULE (FW)
(Base Rates - No Longevity Applied)

Grade	Frequency	Effective January 01, 2026					
		Base	Skill 1	Skill 2	Skill 3	Skill 4	Skill 5
FW-01	Annual	\$47,715	\$51,147	\$52,874	\$54,850	\$56,722	\$58,635
	Hourly	\$22.94	\$24.59	\$25.42	\$26.37	\$27.27	\$28.19
FW-02	Annual	Base	Skill 6	Skill 7	Skill 8	Skill 9	Skill 10
	Hourly	\$64,542	\$67,725	\$71,219	\$74,776	\$78,458	\$90,563
FW-03	Annual Hourly	\$31.03	\$32.56	\$34.24	\$35.95	\$37.72	\$43.54
		Skill 11	Skill 12				
		\$98,779	\$103,750				
FW-04	Annual Hourly	\$47.49	\$49.88				
		Skill 13					
		\$108,992					
\$52.40							

NOTES:

This pay schedule applies to employees covered by the AFSCME Local 582 collective bargaining agreement who work in classifications designated as "Flexible Workers" under the EXCEL or Maintenance Career Path programs in the Department of Public Works - Utilities Division.

Implements negotiated pay schedule effective on the pay period beginning January 01, 2026: adds 1.75% to the base and each skill level of the pay scale effective 7/03/2025; 1.75% adjustment for employees, not to exceed maximum for the pay grade or skill level.

Employees shall advance through the pay schedule based on acquisition of additional skills in accordance with the AFSCME Local 582 Memorandum of Agreement.

Longevity Pay for employees will be as follows and is applied to base rate exclusive of any longevity pay:

At completion of 7 years of continuous service employee is entitled to a 5% increase above current base pay.

At completion of 11 years of continuous service employee is entitled to an additional 5% for a total of 10% above current base pay.

At completion of 16 years of continuous service employee is entitled to an additional 5% for a total of 15% above current base pay.

At completion of 25 years of continuous service employee is entitled to an additional 3% for a total of 18% above current base pay.