

**FY2027 FLEXIBLE WORKER PAY SCHEDULE (FW)**  
**(Base Rates - No Longevity Applied)**

Grade	Frequency	Effective January 14, 2027					
		Base	Skill 1	Skill 2	Skill 3	Skill 4	Skill 5
FW-01	Annual Hourly	\$49,421	\$52,936	\$54,725	\$56,784	\$58,718	\$60,694
		\$23.76	\$25.45	\$26.31	\$27.30	\$28.23	\$29.18
FW-02	Annual Hourly	Base	Skill 6	Skill 7	Skill 8	Skill 9	Skill 10
		\$66,830	\$70,117	\$73,715	\$77,418	\$81,224	\$93,766
FW-03	Annual Hourly	\$32.13	\$33.71	\$35.44	\$37.22	\$39.05	\$45.08
		Skill 11	Skill 12				
		\$102,253	\$107,411				
FW-04	Annual Hourly	\$49.16	\$51.64				
		Skill 13					
		\$112,840					
		\$54.25					

**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 14, 2027: adds 1% to the base and each skill level of the pay scale effective 7/02/2026; 1% 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 22 years of continuous service employee is entitled to an additional 3% for a total of 18% above current base pay.

Hourly pay rate determined by dividing annual pay by 2080 hours, rounded to 2 decimal places.