

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING ("MOU") is between the City of Dover ("City" or "Employer") and the Delaware Public Employees Council 81, AFSCME AFL-CIO on behalf of Local 2356 ("Union" or "Employees"), (collectively, the "Parties") and is effective on the 17th day of April, 2023.

WHEREAS, the City and the Union are parties a collective bargaining agreement ("CBA") for the time period of July 1, 2020 through June 30, 2023; and

WHEREAS, the Parties wish to extend the terms of the Agreement through June 30, 2024; and

WHEREAS, the Parties wish to amend and modify the Job Classification/Grade Assignments included in the CBA as Appendix A; and

WHEREAS, the Parties wish to amend and modify the AFSCME – Wage Ranges included in the CBA as Appendix B;

NOW THEREFORE, the Parties agree as follows:

1) The term of the current CBA shall be extended for an additional year through June 30, 2024.

2) A modified version of Appendix A is attached to this MOU. The Parties agree that effective May 1, 2023, it will replace the existing version and will remain in effect for the remaining term of the CBA through June 30, 2024.


3) A modified version of Appendix B is attached to this MOU. The Parties agree that effective May 1, 2023, it will replace the existing version and will remain in effect for the remaining term of the CBA through June 30, 2024.

4) The Parties agree that, effective May 1, 2023, all employees will be moved to the minimum wage range (Appendix B) of the pay grade shown in Appendix A. All employees will then receive a 1.5%, compounded annually, salary increase for every year of service with the City of Dover, or a flat 3.0% salary increase, whichever is greater. Rates will not exceed the maximum of the wage range in Appendix B unless the 3.0% rate increase cannot be maintained.


5) This MOU shall take effect immediately upon ratification by the Union and approval by Dover's City Council.

CITY OF DOVER

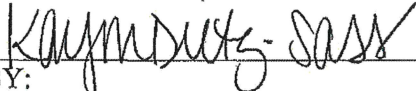
DELAWARE PUBLIC EMPLOYEES
COUNCIL 81, AFSCME AFL-CIO on behalf
of LOCAL 2356

BY: 

Dated: 4/19/23

BY: 

Dated: April 18, 2023

BY: 

Dated: 04/17/2023

BY: 

Dated: 4/17/2023

APPENDIX A

JOB CLASSIFICATION / GRADE ASSIGNMENTS

Job Classification	Grade
911 SUPERVISOR	127
ACCOUNT CLERK III	121
ACCOUNTANT II	126
ADMINISTRATIVE ASSISTANT	121
CENTRAL SERVICES COORDINATOR	117
CHIEF BUILDING INSPECTOR	130
CIVIL ENGINEER I	127
CIVIL ENGINEER II	129
COMPUTER OPERATOR/AS400 SYSTEM ADMIN	115
CRIME ANALYST/ACCREDITATION MANAGER (12/30/15)	129
DOWNTOWN COORDINATOR	115
ELECTRICAL ENGINEER I	130
EMERGENCY COMMUNICATIONS MANAGER	128
FIELD SERVICE REPRESENTATIVE III	126
FIRE CHIEF'S ASSISTANT	117
GIS TECHNICIAN	122
LAN ANALYST	126
LIBRARIAN I	121
LIBRARIAN II	123
LICENSING AND PERMITTING SUPERVISOR	125
PLANNER I	124
PLANNER II	127
POLICE RESOURCES MANAGER	129
PUBLIC AFFAIRS/EMERGENCY MANAGEMENT COORDINATOR	135
RECORDS UNIT SUPERVISOR	129
RECREATION PROGRAM SPECIALIST	124
RESIDENTIAL ASSESSMENT TECH	115
SENIOR COMPUTER PROGRAMMER ANALYST	128
SEX OFFENDER REGISTRY ENFORCEMENT AGENT (12/30/15)	129
SPORTS COORDINATOR	124
VICTIM SERVICES COORDINATOR	129

APPENDIX B

WAGE RANGES (Compound Annual Growth Rate = 1.5%)

May 1, 2023 - June 30, 2024

Grade	Minimum		Midpoint		Maximum	
115	\$31,700.00	(\$15.24)	\$39,700.00	(\$19.09)	\$49,600.00	(\$23.85)
116	\$33,300.00	(\$16.01)	\$41,700.00	(\$20.05)	\$52,100.00	(\$25.05)
117	\$35,000.00	(\$16.83)	\$43,800.00	(\$21.06)	\$54,800.00	(\$26.35)
118	\$36,700.00	(\$17.64)	\$45,900.00	(\$22.07)	\$57,400.00	(\$27.60)
119	\$38,500.00	(\$18.51)	\$48,200.00	(\$23.17)	\$60,200.00	(\$28.94)
120	\$40,500.00	(\$19.47)	\$50,700.00	(\$24.38)	\$63,400.00	(\$30.48)
121	\$42,500.00	(\$20.43)	\$53,200.00	(\$25.58)	\$66,500.00	(\$31.97)
122	\$44,600.00	(\$21.44)	\$55,800.00	(\$26.83)	\$69,800.00	(\$33.56)
123	\$46,800.00	(\$22.50)	\$58,600.00	(\$28.17)	\$73,200.00	(\$35.19)
124	\$49,200.00	(\$23.65)	\$61,600.00	(\$29.62)	\$77,000.00	(\$37.02)
125	\$51,700.00	(\$24.86)	\$64,700.00	(\$31.11)	\$80,900.00	(\$38.89)
126	\$54,200.00	(\$26.06)	\$67,800.00	(\$32.60)	\$84,800.00	(\$40.77)
127	\$56,900.00	(\$27.36)	\$71,200.00	(\$34.23)	\$89,000.00	(\$42.79)
128	\$59,800.00	(\$28.75)	\$74,800.00	(\$35.96)	\$93,500.00	(\$44.95)
129	\$62,800.00	(\$30.19)	\$78,600.00	(\$37.79)	\$98,200.00	(\$47.21)
130	\$65,900.00	(\$31.68)	\$82,400.00	(\$39.62)	\$103,100.00	(\$49.57)
131	\$69,200.00	(\$33.27)	\$86,600.00	(\$41.63)	\$108,200.00	(\$52.02)
132	\$72,700.00	(\$34.95)	\$90,900.00	(\$43.70)	\$113,700.00	(\$54.66)
133	\$76,300.00	(\$36.68)	\$95,400.00	(\$45.87)	\$119,300.00	(\$57.36)
134	\$80,100.00	(\$38.51)	\$100,200.00	(\$48.17)	\$125,300.00	(\$60.24)
135	\$84,100.00	(\$40.43)	\$105,200.00	(\$50.58)	\$131,500.00	(\$63.22)