



## Summary of wage increases for tentative contract

One of the biggest wins for this contract is the year one wage increases for most of the positions that AFSCME Local 3580 represents at Metro. There are three types of increases for workers depending on your hire date and classification. These increases in take home pay are listed and referenced below.

**1. 2021 annual wage increase (COLA):** All employees will receive a 1.74% wage increase in July 2021. The wage increases for following years are 2% for 2022 and 2.5% for 2023 and 2024.

**2. PERS 6% employee pick-up protected *and* restored**

Employees who were hired after June 30, 2012 (green section of table) will see a 6% increase in take home pay because Metro will now pay the employee contribution to PERS, Oregon’s Public Employee Retirement System. The same is true for OCC, Expo and Portland’s employees hired after 2014.

For employees hired before June 30, 2012 (2014 at venues), this also means that there is no longer the threat that your Metro paid PERS 6% employee contribution will be eliminated.

**3. Living wage adjustments:** 28 classifications in our union will move to a higher pay range resulting in a minimum 5% increase in take home pay beginning July 2021. Some classifications will move again to another higher pay range in 2022. See classification listing on next page.

★ **Cash out of 80 hours of earned vacation leave:** Part of the COLA negotiation this year included the opportunity for employees to “cash out” up to 80 hours of vacation leave.

**About 75% of the positions AFSCME represents will see a 6.74% or more increase in take home pay in July 2021.**

	1 2021 COLA wage increase 1.74%	2 Restore employee pick-up 6%	3 Wage adjustment 5%	★ Cash out 80 hours vacation	Total 2021 wage increase	% of employees AFSCME represents
<b>Hired BEFORE June 30, 2012</b>						
No: Classification listed in wage adjustment chart	Y	N	N	Y	1.74%	27%
YES: Classification listed in wage adjustment chart	Y	N	Y	Y	6.74%	5%
<b>Hired AFTER June 30, 2012</b>						
No: Classification listed in wage adjustment chart	Y	Y	N	Y	7.74%	43%
YES: Classification listed in wage adjustment chart	Y	Y	Y	Y	12.74%	26%

**Classification listing on next page →**



**From Article 15, Exhibit B: Pay schedule adjustments**

Beginning upon ratification, but no earlier than the pay period that includes July 1, 2021, Employees in classifications with an adjustment listed in Exhibit B Pay schedule adjustments shall be placed at the pay step in the new pay rate highest and closest to their current pay rate plus one step increase. Some classifications will also have a pay schedule adjustment for July 1, 2022.

UPDATED June 20, 2021: The pay range for the 2021 wage adjustment for the Program Assistant III classification had the wrong hourly rate listed for pay range 14 in the June 16 version of this document. Correction is highlighted.

Job Code	Current pay range	Classification	New pay range July 1, 2021		New pay range July 1, 2022	
6026	6 \$18.34 - \$24.56	Safety and Security Officer	8	\$20.20 - \$27.08	9	\$21.21 - \$28.44
0026	9 \$21.21 - \$28.44	Lead Safety and Security Officer	11	\$23.39 - \$31.37		
0032	4 \$16.64 - \$22.28	Building Custodians	6	\$18.34 - \$24.56	8	\$20.20 - \$27.08
0033	6 \$18.34 - \$24.56	Lead Building Custodian	8	\$20.20 - \$27.08	11	\$23.39 - \$31.37
0015	8 \$20.20 - \$27.08	Facilities Maintenance Worker	9	\$21.21 - \$28.44		
0053	12 \$24.56 - \$32.92	Facilities Maintenance Technician	13	\$25.79 - \$34.57		
0045	15 \$28.44 - \$38.14	Facilities Maintenance Specialist	16	\$29.86 - \$40.04		
0049	5 \$17.47 - \$23.39	Mailroom Coordinator (currently vacant)	7	\$19.25 - \$25.79	8	\$20.20 - \$27.08
0013	7 \$19.25 - \$25.79	Scalehouse Technician	8	\$20.20 - \$27.08		
0014	10 \$22.28 - \$29.86	Lead Scalehouse Technician	11	\$23.39 - \$31.37		
0034	5 \$17.47 - \$23.39	Traffic Control/Load Inspection Technician I	7	\$19.25 - \$25.79	8	\$20.20 - \$27.08
0048	6 \$18.34 - \$24.56	Traffic Control/Load Inspection Technician II	8	\$20.20 - \$27.08	9	\$21.21 - \$28.44
6005	5 \$17.47 - \$23.39	Administrative Specialist I (Replaces Event receptionist classification)	7	\$19.25 - \$25.79	8	\$20.20 - \$27.08
6006	8 \$20.20 - \$27.08	Administrative Specialist II	9	\$21.21 - \$28.44	10	\$22.28 - \$29.86
6007	9 \$21.21 - \$28.44	Administrative Specialist III	11	\$23.39 - \$31.37	12	\$24.56 - \$32.92
6008	13 \$25.79 - \$34.57	Administrative Specialist IV	15	\$28.44 - \$38.14	16	\$29.86 - \$40.04
0040	6 \$18.34 - \$24.56	Program Assistant I	8	\$20.20 - \$27.08		
0042	9 \$21.21 - \$28.44	Program Assistant II	11	\$23.39 - \$31.37	12	\$24.56 - \$32.92
6024	13 \$25.79 - \$34.57	Program Assistant III	14	\$27.08 - \$36.31	16	\$29.86 - \$40.04
0038	7 \$19.25 - \$25.79	Accounting Technician II	9	\$21.21 - \$28.44	10	\$22.28 - \$29.86
6020	7 \$19.25 - \$25.79	Payroll Technician	9	\$21.21 - \$28.44	10	\$22.28 - \$29.86
8485		Event Custodians: See pay information under Building Custodian 0032				
8170	84-9 \$18.40 - \$23.37	Utility Maintenance Technician	8	\$20.20 - \$27.08	10	\$22.28 - \$29.86
8175	95-0 \$21.63 - \$27.38	Utility Maintenance	11	\$23.39 - \$31.37		
8300	96-2 \$22.35 - \$28.27	Utility Maintenance Specialist	12	\$24.56 - \$32.92	13	\$25.79 - \$34.57
8385	97-2 \$24.13 - \$30.45	Utility Maintenance Lead	13	\$25.79 - \$34.57		
8490	94-1 \$19.61 - \$24.81	Utility Grounds Maintenance	9	\$21.21 - \$28.44	11	\$23.39 - \$31.37
8500	95-2 \$17.88 - \$22.61	Utility Worker	7	\$19.25 - \$25.79	9	\$21.21 - \$28.44
8495	96-1 \$19.48 - \$24.65	Utility Lead*	8	\$20.20 - \$27.08	10	\$22.28 - \$29.86