City of Newton
Memoranda of Agreement
Traffic Supervisors and Parking Control, Local 2913
7/14/2011

Two year contract July 1, 2009 to June 30, 2011:

6/30/2011

- $500 signing bonus for Parking Control staff
- $125 signing bonus for Traffic Supervisors

Three year contract July 1, 2011 to June 30, 2014:

7/1/2011

1. **Health Insurance Changes:**
   - 75%-25% Contribution rate for all new benefit eligible employees
   - Mandatory mail order for all maintenance medications
   - Specialist Office visits – new $35 co-pay/visit
   - Outpatient day surgery co-pay –new $100 co-pay

   - **IAC recommended health plan changes:**
     - Deductible of $250/$500, with an annual out of pocket max of $1000/$2500
     - Physician Office visits – increase of $5 from $15 to $20/visit
     - Preventative care - $0 co-pay
     - Emergency Room co-pay increase of $50 to $100/visit
     - 30 day Prescription drug co-pay increase
       - Tier 1 - $15
       - Tier 2 - $30
       - Tier 3 - $50
     - The City agrees that in return for the changes listed above, it will not seek further changes in the terms and conditions of the health insurance plans offered by it to its bargaining unit employees without the express written assent of the Association until at the earliest, negotiations for a successor to the 2011 – 2014 collective bargaining agreement. Further, should any federal or state law be enacted purporting to allow any such changes prior to the negotiations for a successor agreement, the City will not pursue any such changes unless it is legally compelled to do so.

2. **Wages:**
   - 1% COLA
   - Contingent upon ratification by 7/22/2011, a lump sum payment of $750 shall be made, on or about the first pay period in October, to all Parking Control Supervisors and to all of the Traffic Supervisors that are enrolled in a City Health plan on 7/1/2011.
   - Effective 7/1/2012, the $750 will be added to the base wage of all of the Parking Control Officers.
   - Effective 9/1/2011, in addition to the annual Retention bonus of $200 for completing the full school year, for those Traffic Supervisors who use

three (3) or less special leave days (excluding personal time) shall receive an additional one hundred dollars ($100) per year.

- Effective 7/1/2012 the $750 will be paid annually to the Traffic Supervisors, enrolled in a City Health plan as of 7/1/2011, as a stipend, paid in their regular weekly paycheck ($750 divided by the number of paychecks per year)

3. **Personal Days**: Increase number of personal days from to 2 days to 5 personal days.

4. **Technology Stipend**: Increase current stipend from $150 to cover use of handheld devices for electronic tickets and increase to $500 for use of permit parking, parking lot kiosks, cell phone usage, gas and other technological innovations.

5. **Overtime:** New language to read: On January first of each year all overtime hours will be reset to zero hours and begin to accumulate until the following January first thereafter. The seniority list will determine the order of overtime eligibility following a reset of hours to zero on the first day of each year. The seniority list will determine the order of overtime eligibility when two Parking Control Officers have the same number of hours. Parking Control Officers will not be charged a refusal hours for overtime.

   For the purpose of determining "leave adjustment" for overtime hours lost during periods of absence, due to an absence of more than 30 days, the following formula will apply.

   - Total the hours of all active Parking Control Officers immediately prior to the return of a Parking Control Officer
   - Divide the total hours by the number of active Parking Control Officers
   - The results will be added to the returning Parking Control Officer for the purpose of determining overtime eligibility.

   New hires will have their overtime eligibility calculated using the above method. Overtime will be assigned to the Parking Control Officer with the lowest hours. Any time there is more than one shift available in a single day, the person with the lowest hours will have first choice of assignment.

6. **Bereavement Leave:** Amend to read:
   An employee shall be entitled to paid bereavement leave during absence from work for a period not exceeding five (5) days due to the death of a parent, step-parent, spouse, child, step-child, or brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandparent, grandparent-in-law, grandchild, brother-in-law or sister-in-law. Every such absence shall be approved and certified to by the head of the department in which the employee works.

7. **Progressive Discipline:** Add new language:

No employee who has successfully completed the six (6) month probationary period shall be disciplined or discharged without just cause.

Employees who are disciplined for failing to comply with the terms and conditions of their employment after the expiration of the probationary period will be subject to progressive discipline as follows:

1.	First Offense:	Verbal Warning
2.	Second Offense within 12 month period:	Written Warning
3.	Third Offense within 12 month period:	3 Day Suspension w/o Pay
4.	Fourth Offense within 12 month period:	Discharge

The foregoing progressive discipline shall not apply to employees who engage in willful or gross misconduct.

8. **Early release days:** Add to read:
On the work day prior to Labor Day, Thanksgiving Day, Christmas Day, New Year's Day and the 4th of July, Parking Control Officers will be released at 1 PM.

9. The parties agree to incorporate the previous MOA's and supplemental agreements into the final printed collective bargaining agreement, which shall be completed no later than December 31st, 2011.

7/1/2012

Wages:
- 2.5% COLA

Health Insurance Changes:
- POS Flat rate equal to HMO rate
- Introduce a limited network plan as recommended by the IAC

7/1/2013 **Wages:**
- 2% COLA
- Effective 6/30/2014 a new five step wage scale will be implemented as follows:
    - Step 1 $40,000
    - Step 2 $41,200
    - Step 3 $42,436
    - Step 4 $43,709
    - Step 5 $45,020

    - All current Parking Control Officers will be placed on the step scale as follows:

        - Parking Control Officers with twenty five (25) years of service will move to step 5 on July 1, 2014

- Parking Control Officers with fifteen (15) to twenty five (25) years of service will move to step 5 on October 1, 2014
- Parking Control Officers with at least one (1) full year of service to fifteen (15) years of service will move to step 5 on January 1, 2015
- Parking Control Officers with less than one (1) year of service on July 1, 2014will move to step 5 on their anniversary date.

o Each Parking Control Officer newly hired after July 1, 2014, shall start at step 1 and advance to the next step on their anniversary date each year thereafter.

Signed on this 26 day of July 2011

For Traffic Supervisors and
Parking Control Officers,
AFSCME Council 93, Local 2913

President.

For the City of Newton