

City of Newton
Emergency Telecommunications Dispatcher Fringe Benefits

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Item	Description	Amount/Incentive	
Base Salary ETDI (Effective 7/1/2022)	40 hours per week \$58,370 - \$78,444 Cost of Living increase: 3% effective 7/1/2023	<u>Step</u>	<u>Hourly Rate</u>
		1	\$28.0625
		2	\$28.9033
		3	\$29.7718
		4	\$30.6645
		5	\$31.5838
		6	\$32.5318
		7	\$33.5073
		8	\$34.5130
		9	\$35.5475
		10	\$36.6145
		11	\$37.7135
Shift Differential	Shift differentials for first half shift (3:00 p.m. – 11:00 p.m.) and last half shift (11:00 p.m. – 7:00 a.m.)	First Half – 9% of base pay Last Half – 10%	
Clothing Allowance	Yearly clothing allowance for members of this bargaining unit	\$500 per year	
Longevity	Longevity payments for members of this bargaining unit begin after 5 years of service.	<u>Years of Service</u>	<u>Amount</u>
		5 years	\$500
		10 years	\$900
		15 years	\$1,000
		25 years	\$2,500
EMD Stipend	EMD Stipend Description	\$1200 per year	
Overtime Pay	Elective or Mandatory (holdover)	Hourly base rate times 1.5	
Holiday Pay	Coverage benefit	Members of this bargaining unit are eligible for 12.5 paid holidays. Holiday pay is 20% of a week's base pay if the Dispatcher does not work the holiday; if they do work the holiday they receive 20% of base at time and a half.	
Floating Holidays	Members of this bargaining unit are eligible for two (2) floating holidays per year. They must be used by the end of the calendar year, or else they are forfeited.	16 hours – 2 days	
Vacation Time	May carry over a maximum of five days into the next calendar year.	<u>Years of Service</u>	<u>Amount</u>
		1 year	2 weeks
		5 years	3 weeks
		10 years	4 weeks
		20 years	5 weeks
		25 years	6 weeks
Special Leave Time (sick time)	During the first 5 years of employment, members of this bargaining unit accrue 1.25 days of special leave time per month. After 5 years of service, member receive all of this time upfront on January 1 st .	15 days per year*	

Personal Business Days*	Up to five (5) special leave days can be used for Personal Business use	5 days per year*
Bonus Day	Members of this bargaining unit who use three (3) or fewer special leave days in the previous calendar year are awarded a bonus day.	1 bonus day
Tuition Reimbursement	Emergency Telecommunications Dispatchers who successfully complete their training program as determined by the Police Chief or designee will have access to tuition reimbursement for coursework toward an Associate's, Bachelor's, or Master's degree from a postsecondary educational institute accredited by the U.S. Department of Education in an approved degree program.	Up to \$2,500 annually
Retirement System (pension)	Member of the Newton Retirement System	Employee contributes 9% of weekly pay plus an additional 2% (11% total) for base wages over \$30,000
Health Insurance	The City of Newton currently offers Blue Cross Blue Shield of Massachusetts. There is an HMO and PPO option.	<p>70% employer contribution, employee pays the remaining 30%.</p> <p>AFSCME Local 3092 rates for employees hired after 7/1/2011:</p> <p><u>Network Blue NE (HMO)</u></p> <ul style="list-style-type: none"> - Individual rate: \$68.03/week - Family rate: \$188.08/week <p><u>Blue Care Elect (PPO)</u></p> <ul style="list-style-type: none"> - Individual rate: \$208.90 - Family rate: \$452.05
Dental Insurance	The City of Newton offers two health insurance plans through Guardian Dental, a basic plan and a high plan	<p>Employee contribution rates:</p> <p><u>Guardian Basic Dental Plan</u></p> <ul style="list-style-type: none"> - Individual: \$3.88/week - Family: \$9.64/week <p><u>Guardian High Dental Plan</u></p> <ul style="list-style-type: none"> - Individual: \$9.99/week - Family: \$24.82/week
Flexible Spending Account (FSA)	FSA allows you to set aside a portion of your paycheck, pre-tax, to pay for certain health, dependent care expenses. The City also offers a commuter benefit. Offered only during open enrollment, or when an employee is first hired by the City of Newton.	
Union Membership	Represented by AFSCME Local 3092	Employee pays \$12 in union dues per pay period (weekly)
Probationary period	1 Year	