

COPY

CITY OF NEWTON AND PARKING CONTROL/TRAFFIC SUPERVISOR, AFSCME LOCAL 2913

MEMORANDUM OF AGREEMENT

The City of Newton (the "City") and AFSCME, Local 2913 enter into the following agreement for a successor collective bargaining agreement from July 1, 2017 to June 30, 2018 (FY '18):

1. Article XVII (Wages)

- July 1, 2017, 2% COLA, see attached grids.
- \$350 signing bonus, to be paid to all Parking Control employees upon execution of this MOA.
- \$150 signing bonus, to be paid to all Traffic Supervisor employees upon execution of this MOA.

2. Article XXIX (Duration)

Revise Section 29.01 to replace "July 1, 2014" and "June 30, 2017" with "July 1, 2017" and "June 30, 2018."

**PARKING/TRAFFIC CONTROL
AFSCME, LOCAL 2913**

CITY OF NEWTON

By:

Angela Foley

By:

M. Kerwin 11/13/17

By:

[Signature]

By:

[Signature]

Date:

11/13/17

Date:

AFSCME 2913 - Parking Control

FY15 - FY17 3 Year Contract

3/2/2016

EFFECTIVE July 1, 2015

mll

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>FY16</u>	<u>FY17</u>
	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
\$	40,000	\$ 41,200	\$ 42,436	\$ 43,729	\$ 45,041	\$ 46,392	\$ 47,784
		3.00%	3.00%	3.05%	3.00%	3.00%	3.00%

AFSCME 2913 - Traffic Supervisors

EFFECTIVE July 1, 2014

# Emp's	<u>0 - 5 Yrs</u>	<u>5 - 10 Yrs</u>	<u>10+ Yrs</u>	<u>Grandfathered</u>
	21	13	15	3
	\$ 8,653	\$ 8,653	\$ 8,653	\$ 9,437

EFFECTIVE July 1, 2015

	<u>0 - 5 Yrs</u>	<u>5 - 10 Yrs</u>	<u>10+ Yrs</u>	<u>Grandfathered</u>
	19	9	14	3
	\$ 8,869	\$ 9,047	\$ 9,274	\$ 10,024
	2.50%	4.55%	7.18%	

EFFECTIVE July 1, 2016

	<u>0 - 5 Yrs</u>	<u>5 - 10 Yrs</u>	<u>10+ Yrs</u>	<u>Grandfathered</u>
	\$ 9,091	\$ 9,273	\$ 9,506	\$ 10,258
	2.50%	2.50%	2.50%	

AFSCME 2913 - Parking Control

FY18 1 Year Contract

11/13/2017

EFFECTIVE July 1, 2017

mll

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>FY16</u>	<u>FY17</u>
	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
\$	40,800	\$ 42,024	\$ 43,285	\$ 44,604	\$ 45,942	\$ 47,320	\$ 48,740
		3.00%	3.00%	3.05%	3.00%	3.00%	3.00%

AFSCME 2913 - Traffic Supervisors

EFFECTIVE July 1, 2017

	<u>0 - 5 Yrs</u>	<u>5 - 10 Yrs</u>	<u>10+ Yrs</u>	<u>Grandfathered</u>
	\$ 9,273	\$ 9,458	\$ 9,696	\$ 10,463

Memorandum of Agreement

Between

City of Newton and AFSCME Local 2913

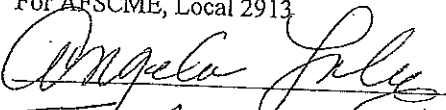
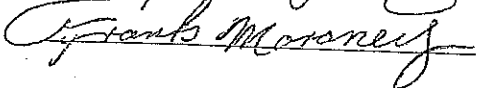
This memorandum incorporates an understanding reached between the parties to the AGREEMENT regarding the new 4/10 work schedule for Parking Control Officers.

The understanding is as follows:



1. The City and Union agree to change the parking control officers' workweek from a five day, 36-hour workweek to a four day, 40-hour workweek schedule effective September 8, 2008. The regular workday shall consist of ten (10) hours beginning at 8:00 a.m. and ending at 6:00 p.m. daily, Monday through Saturday.
2. The City and the Union agree that the parking control officers will be placed into the new schedule with assigned days off according to the attached sheet. There is no requirement that days off must be consecutive or back-to-back.
3. The City and the Union agree that overtime required to cover a shift vacancy shall not exceed eight (8) hours for each occurrence. Overtime shifts begin at 8:00 a.m. and end at 4:00 p.m. The shift may be split into 4-hour increments (8 a.m. to 12 p.m. and 12 p.m. to 4 p.m.) and worked by two different parking control officers if necessary.
4. The City and Union agree that a day's pay for the computation of holidays will be 25 percent of a week's pay [ten (10) hours] to be paid as a flat adjustment at straight time. Sick leave, vacation days, personal days, and floating holidays shall be charged at the rate of 25 percent of a week's pay per absence [ten (10) hours]. Half sick days, half vacation days, half personal days and half floating holidays shall be charged at the rate of 12.5 percent of a week's pay per absence [five (5) hours]. For the purposes of calculating special leave buyback payments a day's pay shall be 20 percent of a week's pay [eight (8) hours].
5. The City and the Union agree that this new schedule will result in improved attendance and a reduction of special leave use. It is also agreed that the additional work hours built into the new schedule will result in an increase in productivity.
6. The City will monitor special leave use and productivity on a monthly basis and meet with the Union at 6-month intervals to discuss special leave usage and productivity for the next two years.
7. The City or the Union may, with 30 days notice, revert back to the five day, 36-hour workweek schedule if for any reason this schedule increases costs, negatively impacts attendance or productivity, or other unexpected issues arise.
8. On September 8, 2010 this agreement shall become a permanent part of the collective bargaining agreement, unless the parties agree in writing to the contrary.

This agreement only applies to this situation and does not set a precedent for any other position and cannot be used as a precedent in any other matter.

For AFSCME, Local 2913

For the City of Newton

 9-5-08
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