

City of Newton
Amended Memorandum of Agreement
5/2/2011
Amended 7/19/2011

The City and Union agree to an amendment to the executed agreement between the City of Newton and AFSCME, Local 3092 and 3092B. The amendments are as follows:

7/1/2011 Wages:

Longevity:

- **10-14 years** **\$875**
- **15-19 years** **\$975**
- **20-24 years** **\$1175**
- **25-29 years** **\$1350**
- **30 or more** **\$1600**

Health Insurance Changes

- **Deductible of \$250/\$500 – out of pocket max \$1000/\$2500**
- **Specialist Office visits – new \$35 co-pay/visit**
- 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.

7/1/2012 Wages:

- **3% COLA**

Health Insurance Changes:

- **No contribution change**

7/1/2013 Wages

- **2.5 % COLA**
- **No Contribution Change**

6/30/2014

Wages:

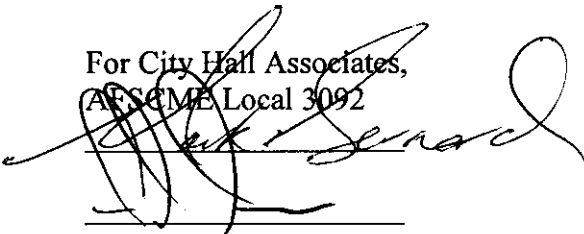
- Restore annual step dates
 - Effective June 30, 2014, a new step 8a, calculated at 2.5% more than the then existing Step 8, shall be added to the salary scale at each grade. Employees who have been at Step 8 for at least one year as of June 30, 2014, and who have twenty-five (25) or more years of service as of that date, shall move to Step 8a on July 1, 2014, which shall be their adjusted anniversary date. Employees who have been at Step 8 for at least one year as of June 30, 2014, and who between fifteen (15) and twenty-five (25) years of service as of that date, shall move to Step

8a on October 1, 2014, which be their adjusted anniversary date. All other employees who been at Step 8 for at least one year as of January 1, 2015 shall move to Step 8a on that date, which shall be their adjusted anniversary date.

Upon signage this amendment shall become a part of the Memoranda of Agreement executed on 5/2/2011.

Signed on this 19th day of July 2011

For City Hall Associates,
AFSCME Local 3092



For the City of Newton

