

**City of Newton, Massachusetts**  
**MEMORANDUM OF AGREEMENT**  
**AFSCME – 3092 and 3092B**  
**September 22, 2014**

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**Three year contract July 1, 2014 to June 30, 2017:**

**Article III – Grievance Procedure:** 3:03 STEP 1 Delete (5) working days and add (15) working days. STEP 2 Delete five (5) working days and add fifteen (15) working days.

**Article V – Holidays:** 5.01 Delete the words “before Christmas or his/her nearest scheduled working day before New Year’s Day” and replace with “between the day after Thanksgiving until New Years’ Day”.

Add 5.04 All AFSCME 3092 and AFSCME 3092B employees except Telecommunication Operators, who are required to work a holiday (i.e. Patriot’s Day) are to be paid time and a half for that day.

**Article VII – Special Leave:** Add new Section 7.18: A Member will be allowed to donate vacation days to a member (or members) of this or any other union, including “H” grades with unexpected illnesses or injuries.

**Article VIIA – Bereavement Leave:** Add the words “Significant other” is defined to mean one who stands in place of a spouse and who resides with the employee.

**Article XV – Hours of Work and Overtime:** Add 15.04A Dispatch to receive a minimum 4 hours of overtime due to a court appearance except in the case when said court appearance is during his/her regular scheduled shift.

**Article XVII – Wages:**

**1) 7/1/2014 Wages: New Grids – effective July 1, 2014**

Placement onto the new step scale will be as follows:

- On July 1, 2014 all 3092 employees with at least twenty-five (25) years of service on June 30, 2014 will move to the next step on the grid dated June 30, 2014 and then cross over to the step on the new grid that results in an increase in pay and July 1 shall become their new anniversary date.
- On October 1, 2014 all 3092 employees with at least fifteen years but not more than twenty five years of service on June 30, 2014 will move to the next step on the grid dated June 30, 2014 and then cross over to the step on the new grid that results in an increase in pay and October 1 shall become their new anniversary date.

- On January 1, 2015 all 3092 employees with less than fifteen years of service on June 30, 2014 will move to the next step on the grid dated June 30, 2014 and then cross over to the step on the new grid that results in an increase in pay and January 1 shall become their new anniversary date.
  - In the event that any employees have been granted a step increase in Fiscal Year 2015 prior to the execution of this agreement, they will remain on their new step until October 1 or January 1 (depending on years of service), and will then crossover to the step on the new grid that results in an increase in pay and their new anniversary date will be consistent with the aforementioned dates.
- 2) **Wages 7/1/2015:** All members will move to their next step on the wage scale on their Step Anniversary Date.
- 3) **Wages 7/1/2016:** All members will move to their next step on the wage scale on their Step Anniversary Date.

**Article XVIIA – Shift Differential:** Delete 8% - 3:00 pm to 11:00 pm Add 9% - 3:00 pm to 11:00 pm

**Article XVIII Longevity:**

10 – 14 years	\$900
15 – 19 years	\$1000
20 – 24 years	\$2000
25 + years	\$2500

**Article XVII Vacation Entitlement:**

6 months	1 week
1 year – 5 years	2 weeks
5 years – 9 years	3 weeks
10 years – 14 years	4 weeks
15 years – 24 years	5 weeks
25 years or more	6 weeks

22.04 Delete the words “March 31<sup>st</sup>”, add **Carryover days** to be used no later than “August 31<sup>st</sup>” of each year or it would be added to employee’s special leave.

22.05 For Local **3092B Only – Vacation buyback**. To buy back 1 week vacation a year for Inspectors only.

**EMD Stipend:** Increase Emergency Medical Dispatch from \$300 to:

July 1, 2014	\$600.00
July 1, 2015	\$700.00
July 1, 2016	\$800.00

**Supplemental Agreement for Library:** Senior lead person shall receive a stipend on Saturdays of \$40.00 and Sundays of \$20.00 per department if no building supervisor or assistant building supervisor is on duty.

**Inspectors:** The City agrees to advance the four (4) Inspectors who have employed by the City for more than 10 years as of June 30, 2014 as follows:

25 years or more of service	advance to Step 10 effective July 1, 2014 which will become their new anniversary date.
15 yrs to 24 yrs of service	advance to Step 10 effective October 1, 2014 which will become their new anniversary date.
10 yrs to 14 yrs of service	advance to Step 10 effective January 1, 2015 which will become their new anniversary date.

Inspectors will then continue to step each year on their anniversary date.

**Signing Bonus:** \$300 per person to be paid within 30 days of ratification.

Agreed this 22<sup>nd</sup> day of September, 2014, on behalf of:

The City of Newton

AFSCME – 3092

By:

Maureen Lemieux, CFO  
Maureen Lemieux, CFO

By:

Marcy DeWolfe  
Marcy DeWolfe, President AFSCME

By:

Wesley Layne  
Wesley Layne, Director of HR

By:

Maura LaFauce  
Maura LaFauce, Vice President AFSCME

**City Hall Associates - AFSCME 3092 - 01CHA**

**EFFECTIVE June 30, 2014**

**mll**      **22-Sep-14**

<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 8a</b>
S-01	\$ 26,861	\$ 27,954 4.07%	\$ 29,038 3.88%	\$ 30,127 3.75%	\$ 31,212 3.60%	\$ 32,299 3.48%	\$ 33,386 3.37%	\$ 34,113 2.18%	\$ 34,966 2.50%
S-02	\$ 29,306	\$ 30,491 4.05%	\$ 31,681 3.90%	\$ 32,869 3.75%	\$ 34,056 3.61%	\$ 35,245 3.49%	\$ 36,433 3.37%	\$ 37,207 2.12%	\$ 38,137 2.50%
S-03	\$ 31,971	\$ 33,270 4.06%	\$ 34,568 3.90%	\$ 35,869 3.76%	\$ 37,166 3.61%	\$ 38,465 3.50%	\$ 39,765 3.38%	\$ 40,588 2.07%	\$ 41,603 2.50%
S-04	\$ 34,885	\$ 36,306 4.07%	\$ 37,726 3.91%	\$ 39,147 3.77%	\$ 40,567 0-Jan-00	\$ 41,987 3.50%	\$ 43,408 3.38%	\$ 44,286 2.02%	\$ 45,393 2.50%
S-05	\$ 38,074	\$ 39,627 4.08%	\$ 41,181 3.92%	\$ 42,734 3.77%	\$ 44,287 3.63%	\$ 45,841 3.51%	\$ 47,395 3.39%	\$ 48,332 1.98%	\$ 49,541 2.50%
S-06	\$ 41,559	\$ 43,257 4.09%	\$ 44,960 3.94%	\$ 46,656 3.77%	\$ 48,353 3.64%	\$ 50,053 3.52%	\$ 51,751 3.39%	\$ 52,754 1.94%	\$ 54,073 2.50%
S-07	\$ 45,372	\$ 47,229 4.09%	\$ 49,085 3.93%	\$ 50,943 3.79%	\$ 52,800 3.65%	\$ 54,659 3.52%	\$ 56,515 3.40%	\$ 57,590 1.90%	\$ 59,030 2.50%
S-08	\$ 49,540	\$ 51,569 4.10%	\$ 53,603 3.94%	\$ 55,633 3.79%	\$ 57,663 3.65%	\$ 59,696 3.53%	\$ 61,725 3.40%	\$ 62,878 1.87%	\$ 64,450 2.50%
S-09	\$ 54,097	\$ 56,317 4.10%	\$ 58,539 3.95%	\$ 60,761 3.79%	\$ 62,981 3.65%	\$ 65,202 3.53%	\$ 67,422 3.41%	\$ 68,661 1.84%	\$ 70,377 2.50%
S-10	\$ 59,081	\$ 61,509 4.11%	\$ 63,938 3.95%	\$ 66,368 3.80%	\$ 68,795 3.66%	\$ 71,225 3.53%	\$ 73,653 3.41%	\$ 74,985 1.81%	\$ 76,859 2.50%
S-11	\$ 64,531	\$ 67,188 4.12%	\$ 69,843 3.95%	\$ 72,497 3.80%	\$ 75,154 3.66%	\$ 77,809 3.53%	\$ 80,466 3.42%	\$ 81,900 1.78%	\$ 83,947 2.50%

**City Hall Associates - AFSCME 3092**

**SALARY GRID - 02CHA**

**EFFECTIVE July 1, 2014**

mil 22-Sep-14

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
S-01	\$ 28,205	\$ 29,051 3.00%	\$ 29,922 3.00%	\$ 30,820 3.00%	\$ 31,744 3.00%	\$ 32,697 3.00%	\$ 33,678 3.00%	\$ 34,688 3.00%	\$ 35,729 3.00%	\$ 36,801 3.00%	\$ 37,905 3.00%
S-02	\$ 30,771	\$ 31,694 3.00%	\$ 32,645 3.00%	\$ 33,624 3.00%	\$ 34,633 3.00%	\$ 35,672 3.00%	\$ 36,742 3.00%	\$ 37,844 3.00%	\$ 38,980 3.00%	\$ 40,149 3.00%	\$ 41,353 3.00%
S-03	\$ 33,570	\$ 34,577 3.00%	\$ 35,614 3.00%	\$ 36,683 3.00%	\$ 37,783 3.00%	\$ 38,917 3.00%	\$ 40,084 3.00%	\$ 41,287 3.00%	\$ 42,525 3.00%	\$ 43,801 3.00%	\$ 45,115 3.00%
S-04	\$ 36,629	\$ 37,728 3.00%	\$ 38,860 3.00%	\$ 40,026 3.00%	\$ 41,227 3.00%	\$ 42,464 3.00%	\$ 43,737 3.00%	\$ 45,050 3.00%	\$ 46,401 3.00%	\$ 47,793 3.00%	\$ 49,227 3.00%
S-05	\$ 39,977	\$ 41,177 3.00%	\$ 42,412 3.00%	\$ 43,684 3.00%	\$ 44,995 3.00%	\$ 46,345 3.00%	\$ 47,735 3.00%	\$ 49,167 3.00%	\$ 50,642 3.00%	\$ 52,161 3.00%	\$ 53,726 3.00%
S-06	\$ 43,636	\$ 44,946 3.00%	\$ 46,294 3.00%	\$ 47,683 3.00%	\$ 49,113 3.00%	\$ 50,587 3.00%	\$ 52,104 3.00%	\$ 53,667 3.00%	\$ 55,277 3.00%	\$ 56,936 3.00%	\$ 58,644 3.00%
S-07	\$ 47,641	\$ 49,070 3.00%	\$ 50,542 3.00%	\$ 52,058 3.00%	\$ 53,620 3.00%	\$ 55,228 3.00%	\$ 56,885 3.00%	\$ 58,592 3.00%	\$ 60,350 3.00%	\$ 62,160 3.00%	\$ 64,025 3.00%
S-08	\$ 52,017	\$ 53,578 3.00%	\$ 55,185 3.00%	\$ 56,840 3.00%	\$ 58,546 3.00%	\$ 60,302 3.00%	\$ 62,111 3.00%	\$ 63,974 3.00%	\$ 65,894 3.00%	\$ 67,870 3.00%	\$ 69,907 3.00%
S-09	\$ 56,801	\$ 58,506 3.00%	\$ 60,261 3.00%	\$ 62,068 3.00%	\$ 63,931 3.00%	\$ 65,848 3.00%	\$ 67,824 3.00%	\$ 69,859 3.00%	\$ 71,954 3.00%	\$ 74,113 3.00%	\$ 76,336 3.00%
S-10	\$ 62,035	\$ 63,896 3.00%	\$ 65,813 3.00%	\$ 67,787 3.00%	\$ 69,821 3.00%	\$ 71,915 3.00%	\$ 74,073 3.00%	\$ 76,295 3.00%	\$ 78,584 3.00%	\$ 80,941 3.00%	\$ 83,370 3.00%
S-11	\$ 67,757	\$ 69,790 3.00%	\$ 71,884 3.00%	\$ 74,040 3.00%	\$ 76,261 3.00%	\$ 78,549 3.00%	\$ 80,906 3.00%	\$ 83,333 3.00%	\$ 85,833 3.00%	\$ 88,408 3.00%	\$ 91,060 3.00%

City of Newton, MA

Crossover to New Grid

for AFCSME Local 3092 Contract Period FY2015 - FY2017

22-Sep-14

mill

←-----FY14-----> ←-----FY15----->

Grade/Step	Salary FY14	Grade/Step	Salary FY15	# Emps	\$ Incr	% Incr	July	Oct	Jan
<b>S-01</b>		<b>S-01</b>							
Step 1	\$ 26,861	Step 2	\$ 29,051	1	\$ 2,190	8.15%			1
Step 2	\$ 27,954	Step 3	\$ 29,922		\$ 1,968	7.04%			
Step 3	\$ 29,038	Step 4	\$ 30,820		\$ 1,782	6.14%			
Step 4	\$ 30,127	Step 5	\$ 31,744	1	\$ 1,617	5.37%			1
Step 5	\$ 31,212	Step 6	\$ 32,697		\$ 1,485	4.76%			
Step 6	\$ 32,299	Step 7	\$ 33,678	1	\$ 1,379	4.27%		1	
Step 7	\$ 33,386	Step 8	\$ 34,688		\$ 1,302	3.90%			
Step 8	\$ 34,113	Step 9	\$ 35,729	4	\$ 1,616	4.74%	4		

Grade/Step	Salary FY14	Grade/Step	Salary FY15	# Emps	\$ Incr	% Incr
<b>S-02</b>		<b>S-02</b>				
Step 1	\$ 29,306	Step 2	\$ 31,694		\$ 2,388	8.15%
Step 2	\$ 30,491	Step 3	\$ 32,645		\$ 2,154	7.06%
Step 3	\$ 31,681	Step 4	\$ 33,624		\$ 1,943	6.13%
Step 4	\$ 32,869	Step 5	\$ 34,633		\$ 1,764	5.37%
Step 5	\$ 34,056	Step 6	\$ 35,672		\$ 1,616	4.75%
Step 6	\$ 35,245	Step 7	\$ 36,742	1	\$ 1,497	4.25%
Step 7	\$ 36,433	Step 8	\$ 37,844		\$ 1,411	3.87%
Step 8	\$ 37,207	Step 9	\$ 38,980		\$ 1,773	4.77%

Grade/Step	Salary FY14	Grade/Step	Salary FY15	# Emps	\$ Incr	% Incr
<b>S-03</b>		<b>S-03</b>				
Step 1	\$ 31,971	Step 2	\$ 34,577		\$ 2,606	8.15%
Step 2	\$ 33,270	Step 3	\$ 35,614		\$ 2,344	7.05%
Step 3	\$ 34,568	Step 4	\$ 36,683		\$ 2,115	6.12%
Step 4	\$ 35,869	Step 5	\$ 37,783		\$ 1,914	5.34%
Step 5	\$ 37,166	Step 6	\$ 38,917		\$ 1,751	4.71%
Step 6	\$ 38,465	Step 7	\$ 40,084		\$ 1,619	4.21%
Step 7	\$ 39,765	Step 8	\$ 41,287		\$ 1,522	3.83%
Step 8	\$ 40,588	Step 9	\$ 42,525		\$ 1,937	4.77%

City of Newton, MA  
Crossover to New Grid

22-Sep-14

for AFCsME Local 3092 Contract Period FY2015 - FY2017

mill

←-----FY14-----→

←-----FY15-----→

Grade/Step	Salary	FY14
<b>S-04</b>		
Step 1	\$ 34,885	
Step 2	\$ 36,306	
Step 3	\$ 37,726	
Step 4	\$ 39,147	
Step 5	\$ 40,567	
Step 6	\$ 41,987	
Step 7	\$ 43,408	
Step 8	\$ 44,826	

Grade/Step	Salary	FY15
<b>S-04</b>		
Step 2	\$ 37,728	
Step 3	\$ 38,860	
Step 4	\$ 40,026	
Step 5	\$ 41,227	
Step 6	\$ 42,464	
Step 7	\$ 43,737	
Step 8	\$ 45,050	
Step 9	\$ 46,401	

# Emps	\$ Incr	% Incr
6	\$ 2,843	8.15%
1	\$ 2,554	7.03%
1	\$ 2,300	6.10%
1	\$ 2,080	5.31%
3	\$ 1,897	4.68%
1	\$ 1,750	4.17%
1	\$ 1,642	3.78%
13	\$ 2,115	4.78%

2 7 3

6 1 1 1 1 1 1 3

Grade/Step	Salary	FY14
<b>S-05</b>		
Step 1	\$ 38,074	
Step 2	\$ 39,627	
Step 3	\$ 41,181	
Step 4	\$ 42,734	
Step 5	\$ 44,287	
Step 6	\$ 45,841	
Step 7	\$ 47,395	
Step 8	\$ 48,332	

Grade/Step	Salary	FY15
<b>S-05</b>		
Step 2	\$ 41,177	
Step 3	\$ 42,412	
Step 4	\$ 43,684	
Step 5	\$ 44,995	
Step 6	\$ 46,345	
Step 7	\$ 47,735	
Step 8	\$ 49,167	
Step 9	\$ 50,642	

# Emps	\$ Incr	% Incr
4	\$ 3,103	8.15%
1	\$ 2,785	7.03%
1	\$ 2,503	6.08%
1	\$ 2,261	5.29%
1	\$ 2,058	4.65%
2	\$ 1,894	4.13%
3	\$ 1,772	3.74%
5	\$ 2,310	4.78%

4 1 1 1 2 2 1 2

4 1 1 1 2 2 2 2

Grade/Step	Salary	FY14
<b>S-06</b>		
Step 1	\$ 41,559	
Step 2	\$ 43,257	
Step 3	\$ 44,960	
Step 4	\$ 46,656	
Step 5	\$ 48,353	
Step 6	\$ 50,053	
Step 7	\$ 51,751	
Step 8	\$ 52,754	

Grade/Step	Salary	FY15
<b>S-06</b>		
Step 2	\$ 44,946	
Step 3	\$ 46,294	
Step 4	\$ 47,683	
Step 5	\$ 49,113	
Step 6	\$ 50,587	
Step 7	\$ 52,104	
Step 8	\$ 53,667	
Step 9	\$ 55,277	

# Emps	\$ Incr	% Incr
2	\$ 3,387	8.15%
1	\$ 3,037	7.02%
5	\$ 2,723	6.06%
1	\$ 2,457	5.27%
3	\$ 2,234	4.62%
1	\$ 2,051	4.10%
3	\$ 1,916	3.70%
8	\$ 2,523	4.78%

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2 1 5 1 2 2 1 2

City of Newton, MA  
Crossover to New Grid

22-Sep-14

mill

for AFCSME Local 3092 Contract Period FY2015 - FY2017

←-----FY14-----> ←-----FY15----->

Grade/Step	Salary FY14	Grade/Step	Salary FY15	# Emps	\$ Incr	% Incr
<b>S-07</b>		<b>S-07</b>				
Step 1	\$ 45,372	Step 2	\$ 49,070	2	\$ 3,698	8.15%
Step 2	\$ 47,229	Step 3	\$ 50,542		\$ 3,313	7.01%
Step 3	\$ 49,085	Step 4	\$ 52,058	1	\$ 2,973	6.06%
Step 4	\$ 50,943	Step 5	\$ 53,620	4	\$ 2,677	5.25%
Step 5	\$ 52,800	Step 6	\$ 55,228	1	\$ 2,428	4.60%
Step 6	\$ 54,659	Step 7	\$ 56,885	3	\$ 2,226	4.07%
Step 7	\$ 56,515	Step 8	\$ 58,592	2	\$ 2,077	3.68%
Step 8	\$ 57,590	Step 9	\$ 60,350	7	\$ 2,760	4.79%

Grade/Step	Salary FY14	Grade/Step	Salary FY15	# Emps	\$ Incr	% Incr
<b>S-08</b>		<b>S-08</b>				
Step 1	\$ 49,540	Step 2	\$ 53,378	6	\$ 3,838	7.75%
Step 2	\$ 51,569	Step 3	\$ 55,185	3	\$ 3,616	7.01%
Step 3	\$ 53,603	Step 4	\$ 56,840	1	\$ 3,237	6.04%
Step 4	\$ 55,633	Step 5	\$ 58,546	2	\$ 2,913	5.24%
Step 5	\$ 57,663	Step 6	\$ 60,302	2	\$ 2,639	4.58%
Step 6	\$ 59,696	Step 7	\$ 62,111	1	\$ 2,415	4.05%
Step 7	\$ 61,725	Step 8	\$ 63,974		\$ 2,249	3.64%
Step 8	\$ 62,878	Step 9	\$ 65,894	18	\$ 3,016	4.80%

Grade/Step	Salary FY14	Grade/Step	Salary FY15	# Emps	\$ Incr	% Incr
<b>S-09</b>		<b>S-09</b>				
Step 1	\$ 54,097	Step 2	\$ 58,506	5	\$ 4,409	8.15%
Step 2	\$ 56,317	Step 3	\$ 60,261		\$ 3,944	7.00%
Step 3	\$ 58,539	Step 4	\$ 62,068	1	\$ 3,529	6.03%
Step 4	\$ 60,761	Step 5	\$ 63,931	4	\$ 3,170	5.22%
Step 5	\$ 62,981	Step 6	\$ 65,848		\$ 2,867	4.55%
Step 6	\$ 65,202	Step 7	\$ 67,824	2	\$ 2,622	4.02%
Step 7	\$ 67,422	Step 8	\$ 69,859	1	\$ 2,437	3.61%
Step 8	\$ 68,661	Step 9	\$ 71,954	6	\$ 3,293	4.80%



City of Newton, MA

Crossover to New Grid

for AFCSME Local 3092 Contract Period FY2015 - FY2017

22-Sep-14

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←-----FY14-----> ←-----FY15----->

Grade/Step	Salary FY14
<b>S-10</b>	
Step 1	\$ 59,081
Step 2	\$ 61,509
Step 3	\$ 63,938
Step 4	\$ 66,368
Step 5	\$ 68,795
Step 6	\$ 71,225
Step 7	\$ 73,653
Step 8	\$ 74,985

Grade/Step	Salary FY15
<b>S-09</b>	
Step 2	\$ 63,896
Step 3	\$ 65,813
Step 4	\$ 67,787
Step 5	\$ 69,821
Step 6	\$ 71,915
Step 7	\$ 74,073
Step 8	\$ 76,295
Step 9	\$ 78,584

# Emps
1
1
1

\$ Incr	% Incr
\$ 4,815	8.15%
\$ 4,304	7.00%
\$ 3,849	6.02%
\$ 3,453	5.20%
\$ 3,120	4.54%
\$ 2,848	4.00%
\$ 2,642	3.59%
\$ 3,599	4.80%

1  
1

1

Grade/Step	Salary FY14
<b>S-11</b>	
Step 1	\$ 64,531
Step 2	\$ 67,188
Step 3	\$ 69,843
Step 4	\$ 72,497
Step 5	\$ 75,154
Step 6	\$ 77,809
Step 7	\$ 80,466
Step 8	\$ 81,900

Grade/Step	Salary FY15
<b>S-09</b>	
Step 2	\$ 69,790
Step 3	\$ 71,884
Step 4	\$ 74,040
Step 5	\$ 76,261
Step 6	\$ 78,549
Step 7	\$ 80,906
Step 8	\$ 83,333
Step 9	\$ 85,833

# Emps
3

\$ Incr	% Incr
\$ 5,259	8.15%
\$ 4,696	6.99%
\$ 4,197	6.01%
\$ 3,764	5.19%
\$ 3,395	4.52%
\$ 3,097	3.98%
\$ 2,867	3.56%
\$ 3,933	4.80%

2

1



City of Newton, MA  
Crossover to Grid - 02D

22-Sep-14

mill

for AFC/SM Local 3092/Dispatchers

←-----FY14-----→

←-----FY15-----→

Grade/Step	Salary
<b>CHC-3/Dispatch</b>	<b>FY14</b>
Step 1	\$ 44,317
Step 2	\$ 46,129
Step 3	\$ 47,941
Step 4	\$ 49,753
Step 5	\$ 51,564
Step 6	\$ 53,386
Step 7	\$ 55,188
Step 8	\$ 56,243

Grade/Step	Salary
<b>IBJ</b>	<b>FY15</b>
Step 2	\$ 47,473
Step 3	\$ 48,897
Step 4	\$ 50,364
Step 5	\$ 51,875
Step 7	\$ 53,431
Step 8	\$ 55,034
Step 9	\$ 56,685
Step 9	\$ 58,385

# Emps	\$ Incr	% Incr
7	\$ 3,155	7.12%
6	\$ 2,767	6.00%
	\$ 2,423	5.05%
	\$ 2,122	4.26%
	\$ 1,866	3.62%
1	\$ 1,648	3.09%
	\$ 1,497	2.71%
2	\$ 2,143	3.81%

# Emps	\$ Incr	% Incr
	\$ 3,759	7.12%
1	\$ 3,290	5.99%
	\$ 2,869	5.02%
	\$ 2,502	4.22%
1	\$ 2,192	3.57%
	\$ 1,932	3.04%
	\$ 1,733	2.63%
3	\$ 2,545	3.80%

Grade/Step	Salary
<b>Supv Dis</b>	<b>FY14</b>
Step 1	\$ 52,790
Step 2	\$ 54,954
Step 3	\$ 57,123
Step 4	\$ 59,289
Step 5	\$ 61,454
Step 6	\$ 63,623
Step 7	\$ 65,788
Step 8	\$ 67,002

Grade/Step	Salary
<b>ISI</b>	<b>FY15</b>
Step 2	\$ 56,548
Step 3	\$ 58,245
Step 5	\$ 59,992
Step 6	\$ 61,792
Step 7	\$ 63,646
Step 8	\$ 65,555
Step 9	\$ 67,522
Step 9	\$ 69,547

Jan 7  
Oct 6

July

July

% Incr

\$ Incr

# Emps

% Incr

\$ Incr

# Emps

Inspectors

CITY OF NEWTON, MASSACHUSETTS

9/22/2014

EFFECTIVE July 1, 2013

mil

	<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>
<u>Inspector</u> \$	48,968 \$	52,695 \$ 7.61%	56,422 \$ 7.07%	60,097 \$ 6.51%	63,879 \$ 6.29%	67,037 \$ 4.94%	68,269 \$ 1.84%
<u>Sr. Inspector</u> \$	56,736 \$	61,218 \$ 7.90%	65,699 \$ 7.32%	70,166 \$ 6.80%	72,393 \$ 3.17%	74,634 \$ 3.10%	75,980 \$ 1.80%

Current Grid - 01INS

EFFECTIVE June 30, 2014

	<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>	<u>Step 8</u>
<u>Inspector</u> \$	48,968 \$	52,695 \$ 7.61%	56,422 \$ 7.07%	60,097 \$ 6.51%	63,879 \$ 6.29%	67,037 \$ 4.94%	68,269 \$ 1.84%	\$69,976 2.50%
<u>Sr. Inspector</u> \$	56,736 \$	61,218 \$ 7.90%	65,699 \$ 7.32%	70,166 \$ 6.80%	72,393 \$ 3.17%	74,634 \$ 3.10%	75,980 \$ 1.80%	\$77,880 2.50%

Inspectors

SALARY GRID - 02INS

EFFECTIVE July 1, 2014

	<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>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
<u>Inspector</u> \$	56,400 \$	58,092 \$ 3.00%	59,835 \$ 3.00%	61,630 \$ 3.00%	63,479 \$ 3.00%	65,383 \$ 3.00%	67,345 \$ 3.00%	69,365 \$ 3.00%	71,446 \$ 3.00%	73,589 \$ 3.00%	75,797 \$ 3.00%
<u>Sr. Inspector</u> \$	62,825 \$	64,710 \$ 3.00%	66,651 \$ 3.00%	68,651 \$ 3.00%	70,710 \$ 3.00%	72,831 \$ 3.00%	75,016 \$ 3.00%	77,267 \$ 3.00%	79,585 \$ 3.00%	81,972 \$ 3.00%	84,432 \$ 3.00%

Custodians

CITY OF NEWTON, MASSACHUSETTS

9/22/2014

CURRENT GRID - 01C

EFFECTIVE June 30, 2014

mill

	<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>	<u>Step 8</u>	<u>Step 9</u>
<u>CHC-01</u>	\$ 38,074	\$ 39,626 4.08%	\$ 41,180 3.92%	\$ 42,734 3.77%	\$ 44,286 3.63%	\$ 45,841 3.51%	\$ 47,395 3.39%	\$ 48,333 1.98%	\$ 49,541 2.50%
<u>CHC-05</u>	\$ 41,559	\$ 43,258 4.09%	\$ 44,960 3.93%	\$ 46,655 3.77%	\$ 48,354 3.64%	\$ 50,053 3.51%	\$ 51,751 3.39%	\$ 52,754 1.94%	\$ 54,073 2.50%

Custodians

SALARY GRID - 02C

EFFECTIVE July 1, 2014

	<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>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
<u>CHC-01</u>	\$ 39,597	\$ 40,784 3.00%	\$ 42,008 3.00%	\$ 43,268 3.00%	\$ 44,566 3.00%	\$ 45,903 3.00%	\$ 47,280 3.00%	\$ 48,699 3.00%	\$ 50,160 3.00%	\$ 51,665 3.00%	\$ 53,214 3.00%
<u>CHC-05</u>	\$ 42,390	\$ 43,661 3.00%	\$ 44,971 3.00%	\$ 46,320 3.00%	\$ 47,710 3.00%	\$ 49,141 3.00%	\$ 50,616 3.00%	\$ 52,134 3.00%	\$ 53,698 3.00%	\$ 55,309 3.00%	\$ 56,968 3.00%

**City of Newton, MA  
Crossover to New Grid  
for AFCSME Local 3092/Custodians**

22-Sep-14

mil

← FY14 →

← FY15 →

Grade/Step	Salary
<b>CHC-01</b>	<b>FY14</b>
Step 1	\$ 38,074
Step 2	\$ 39,626
Step 3	\$ 41,180
Step 4	\$ 42,734
Step 5	\$ 44,286
Step 6	\$ 45,841
Step 7	\$ 47,395
Step 8	\$ 48,333

Grade/Step	Salary
<b>CHC-01</b>	<b>FY15</b>
Step 2	\$ 40,784
Step 3	\$ 42,008
Step 4	\$ 43,268
Step 5	\$ 44,566
Step 7	\$ 45,903
Step 8	\$ 47,280
Step 9	\$ 48,699
Step 9	\$ 50,160

**# Emps**

1  
1  
1,617  
1,440  
1,304  
1,827

**% Incr**

7.12%  
6.01%  
5.07%  
4.29%  
3.65%  
3.14%  
2.75%  
3.78%

**\$ Incr**

2,711  
2,382  
2,088  
1,832  
1,617  
1,440  
1,304  
1,827

**July**

**Oct**

**Jan**

**CHC-05**

Step 1	\$ 41,559
Step 2	\$ 43,258
Step 3	\$ 44,960
Step 4	\$ 46,655
Step 5	\$ 48,354
Step 6	\$ 50,053
Step 7	\$ 51,751
Step 8	\$ 52,754

**CHC-05**

Step 2	\$ 43,661
Step 3	\$ 44,971
Step 4	\$ 46,320
Step 5	\$ 47,710
Step 6	\$ 49,141
Step 9	\$ 52,134
Step 9	\$ 53,698
Step 9	\$ 55,309

**# Emps**

1

**% Incr**

5.06%  
3.96%  
3.03%  
2.26%  
1.63%  
4.16%  
3.76%  
4.84%

**\$ Incr**

2,102  
1,713  
1,360  
1,055  
787  
2,081  
1,947  
2,555

**City of Newton, Massachusetts**  
**FIRST AMENDMENT TO**  
**MEMORANDUM OF AGREEMENT**  
**AFSCME – 3092 and 3092B**  
**October 3, 2014**

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**Article XVII – Wages:** Amended to add the following:

- 1) **7/1/2014 Wages: New Grids – effective July 1, 2014**  
Placement onto the new step scale will be as follows:

- 3092 and 3092B employees hired after January 1, 2014 shall start at no higher than Step 3 and advance to the next step on the January 1 following at least twelve (12) months of service. Each year thereafter, January 1 will be their step date until such employees have reached 15 years of service, when October 1 will become their step date.

Agreed this 3<sup>rd</sup> day of October, 2014, on behalf of:

The City Of Newton

By: Maureen Lemieux  
Maureen Lemieux, CFO

By: Wesley Layne  
Wesley Layne, Director of HR

AFSCME – 3092

By: Marcy DeWolfe  
Marcy DeWolfe, President AFSCME

By: Maura LaFauce  
Maura LaFauce, Vice President AFSCME

- On January 1, 2015 all 3092 employees with less than fifteen years of service on June 30, 2014 will move to the next step on the grid dated June 30, 2014 and then cross over to the step on the new grid that results in an increase in pay and January 1 shall become their new anniversary date.
- In the event that any employees have been granted a step increase in Fiscal Year 2015 prior to the execution of this agreement, they will remain on their new step until October 1 or January 1 (depending on years of service), and will then crossover to the step on the new grid that results in an increase in pay and their new anniversary date will be consistent with the aforementioned dates.

- 2) **Wages 7/1/2015:** All members will move to their next step on the wage scale on their Step Anniversary Date.
- 3) **Wages 7/1/2016:** All members will move to their next step on the wage scale on their Step Anniversary Date.

**Article XVIIIA – Shift Differential:** Delete 8% - 3:00 pm to 11:00 pm Add 9% - 3:00 pm to 11:00 pm

**Article XVIII Longevity:**

10 – 14 years	\$900
15 – 19 years	\$1000
20 – 24 years	\$2000
25 + years	\$2500

**Article XVII Vacation Entitlement:**

6 months	1 week
1 year – 4 years	2 weeks
5 years – 9 years	3 weeks
10 years – 14 years	4 weeks
15 years – 24 years	5 weeks
25 years or more	6 weeks

*Handwritten: null 10/31/14* *Handwritten: MD*

22.04 Delete the words "March 31<sup>st</sup>", add **Carryover days** to be used no later than "August 31<sup>st</sup>" of each year or it would be added to employee's special leave.

22.05 For Local 3092B Only – **Vacation buyback.** To buy back 1 week vacation a year for Inspectors only.

**EMD Stipend:** Increase Emergency Medical Dispatch from \$300 to:

July 1, 2014	\$600.00
July 1, 2015	\$700.00
July 1, 2016	\$800.00