

Memorandum of Agreement  
Detention Attendants

1. Duration:

AGREEMENT effective July 1, 2003 for a two year period ending June 30, 2006

2. Economic Package:

|                      |       |                      |
|----------------------|-------|----------------------|
| Current Hourly Rate: |       | \$16.48              |
| July 1, 2003         | 2%    | \$16.81              |
| July 1, 2004         | 2%    | \$17.15              |
| July 1, 2005         | 2.5%  | \$17.57              |
| January 1, 2006      | 1.00% | \$18.15 (plus \$200) |
| June 30, 2006        | .50 % | \$18.24              |

3. Longevity Increase:

As of 7/1/5 the full time Detention Attendant:

|               |       |
|---------------|-------|
| 20-24 years   | \$300 |
| 25-29 years   | \$350 |
| 30 plus years | \$400 |

4. Direct Deposit:

Effective July 1, 2006, all employees in the must have payroll payments deposited directly into a bank or credit union account of their choice

*only for full time attendant J.P.P. MF*

5. Vacation:

Increase of 1 week's vacation for the full time Detention Attendant (for a total of 2 weeks per year)

Signed this 30<sup>th</sup> day of January 2006

For the Employees

Juan A. Train  
Maureen A. DiMatteo

For the City of Newton

Valus Hunt