

**CITY OF NEWTON
AND
AFSCME COUNCIL 93, LOCAL 1703 ENGINEERS**
OFF THE RECORD MEMORANDUM OF AGREEMENT FOR 2-YEAR SUCCESSOR AGREEMENT: FY20 - FY21

The City of Newton (the "City") and AFSCME Council 93, Local 1703 Engineers hereby enter into the following 2-year successor collective bargaining agreement from July 1, 2019 to June 30, 2021 (FY20 - FY21), as set forth in this Memorandum of Agreement:

A. 2-YEAR CBA (FY2020 – FY2021)

1. ARTICLE XVI (WAGES)

Article XVI shall be amended by striking out the existing section and replacing it with:

"16.01 Effective July 1, 2019, (FY2020)

All wage rates in effect June 30, 2019 will be increased in fiscal year 2020 by an additional 3%. These increases shall be effective on July 1, 2019."

"16.02 Effective July 1, 2020, (FY2021)

All wage rates in effect June 30, 2020 will be increased in fiscal year 2021 by an additional 3%. These increases shall be effective on July 1, 2020."

See attached salary schedules, to be amended upon ratification of this MOA by the union and funding by the City.

2. ARTICLE XXXII (DURATION)

Amend Section 32.01 as follows:

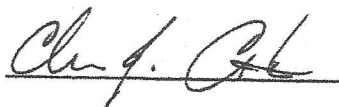
"32.01 This AGREEMENT shall be effective for two (2) years from July 1, 2019 to June 30, 2021, and remain in effect from year to year thereafter unless either party hereto, desiring to terminate or amend any provisions of this contract, sends written notice of the same to the other no later than six (6) months prior to the termination date hereof or any succeeding anniversary date."

3. Upon execution of this MOA, all members of the bargaining unit shall be paid their weekly wages through ACH direct deposit upon execution of this MOA.

This memorandum of agreement is submitted to the AFSCME Local 1703 Engineers contingent on acceptance of the City's memorandum of agreement for FY22, FY23 and FY24, submitted herewith.

**AFSCME LOCAL 1703
ENGINEERS**


By:



CITY OF NEWTON

**Maureen
Lemieux**

By:



Digitally signed by Maureen
Lemieux
Date: 2022.02.06 09:24:30 -05'00'

By: Angelo Stella

By:

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By:

Date:

Date:

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28-Jun-2019

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ENGINEERS'
FY2019 SALARY GRID
EFFECTIVE July 1, 2018

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
E-41	\$ 48,443.41	\$ 50,349.80	\$ 52,282.86	\$ 54,239.79	\$ 56,217.66	\$ 58,213.26	\$ 60,223.27	\$ 64,051.58	\$ 66,613.64	\$ 68,612.05	\$ 70,670.41	\$ 72,790.52
	3.94%	3.94%	3.84%	3.74%	3.65%	3.55%	3.45%	6.36%	4.00%	3.00%	3.00%	3.00%
E-42	\$ 51,779.56	\$ 53,819.37	\$ 55,887.75	\$ 57,981.69	\$ 60,097.98	\$ 62,233.29	\$ 64,384.00	\$ 66,779.64	\$ 69,450.83	\$ 71,534.36	\$ 73,680.39	\$ 75,890.80
	6.89%	3.94%	3.84%	3.75%	3.65%	3.55%	3.46%	3.72%	4.00%	3.00%	3.00%	3.00%
E-43	\$ 55,349.26	\$ 57,531.85	\$ 59,744.99	\$ 61,985.50	\$ 64,249.97	\$ 66,534.71	\$ 68,835.98	\$ 71,383.00	\$ 74,238.31	\$ 76,465.46	\$ 78,759.43	\$ 81,122.21
	6.89%	3.94%	3.85%	3.75%	3.65%	3.56%	3.46%	3.70%	4.00%	3.00%	3.00%	3.00%
E-44	\$ 59,168.80	\$ 61,504.16	\$ 63,872.25	\$ 66,269.58	\$ 68,692.56	\$ 71,137.26	\$ 73,599.60	\$ 76,308.56	\$ 79,360.90	\$ 81,741.72	\$ 84,193.97	\$ 86,719.79
	6.90%	3.95%	3.85%	3.75%	3.66%	3.56%	3.46%	3.68%	4.00%	3.00%	3.00%	3.00%
E-45	\$ 63,255.69	\$ 65,754.56	\$ 68,288.41	\$ 70,853.57	\$ 73,446.13	\$ 76,061.96	\$ 78,696.68	\$ 81,578.96	\$ 84,842.12	\$ 87,387.38	\$ 90,009.01	\$ 92,709.28
	6.91%	3.95%	3.85%	3.76%	3.66%	3.56%	3.46%	3.66%	4.00%	3.00%	3.00%	3.00%
E-46	\$ 67,628.72	\$ 70,302.49	\$ 73,013.69	\$ 75,758.43	\$ 78,532.45	\$ 81,331.39	\$ 84,150.55	\$ 87,218.25	\$ 90,706.98	\$ 93,428.19	\$ 96,231.03	\$ 99,117.96
	6.91%	3.95%	3.86%	3.76%	3.66%	3.56%	3.47%	3.65%	4.00%	3.00%	3.00%	3.00%

1-Feb-2022
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ENGINEERS'
FY2020 PROPOSED SALARY GRID - 3% INCREASE
EFFECTIVE July 1, 2019

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
E-41	\$ 49,896.71	\$ 51,860.30	\$ 53,851.35	\$ 55,866.98	\$ 57,904.19	\$ 59,959.65	\$ 62,029.97	\$ 65,973.13	\$ 68,612.05	\$ 70,670.41	\$ 72,790.52	\$ 74,974.24
	3.94%	3.94%	3.84%	3.74%	3.65%	3.55%	3.45%	6.36%	4.00%	3.00%	3.00%	3.00%
E-42	\$ 53,332.94	\$ 55,433.95	\$ 57,564.38	\$ 59,721.14	\$ 61,900.92	\$ 64,100.29	\$ 66,315.52	\$ 68,783.03	\$ 71,534.36	\$ 73,680.39	\$ 75,890.80	\$ 78,167.52
	6.89%	3.94%	3.84%	3.75%	3.65%	3.55%	3.46%	3.72%	4.00%	3.00%	3.00%	3.00%
E-43	\$ 57,009.74	\$ 59,257.80	\$ 61,537.34	\$ 63,845.07	\$ 66,177.47	\$ 68,530.75	\$ 70,901.05	\$ 73,524.49	\$ 76,465.46	\$ 78,759.43	\$ 81,122.21	\$ 83,555.88
	6.89%	3.94%	3.85%	3.75%	3.65%	3.56%	3.46%	3.70%	4.00%	3.00%	3.00%	3.00%
E-44	\$ 60,943.87	\$ 63,349.29	\$ 65,788.41	\$ 68,257.67	\$ 70,753.34	\$ 73,271.38	\$ 75,807.59	\$ 78,597.81	\$ 81,741.72	\$ 84,193.97	\$ 86,719.79	\$ 89,321.39
	6.90%	3.95%	3.85%	3.75%	3.66%	3.56%	3.46%	3.68%	4.00%	3.00%	3.00%	3.00%
E-45	\$ 65,153.36	\$ 67,727.19	\$ 70,337.06	\$ 72,979.17	\$ 75,649.51	\$ 78,343.82	\$ 81,057.58	\$ 84,026.33	\$ 87,387.38	\$ 90,009.01	\$ 92,709.28	\$ 95,490.55
	6.91%	3.95%	3.85%	3.76%	3.66%	3.56%	3.46%	3.66%	4.00%	3.00%	3.00%	3.00%
E-46	\$ 69,657.59	\$ 72,411.56	\$ 75,204.10	\$ 78,031.18	\$ 80,888.43	\$ 83,771.33	\$ 86,675.07	\$ 89,834.80	\$ 93,428.19	\$ 96,231.03	\$ 99,117.96	\$ 102,091.50
	6.91%	3.95%	3.86%	3.76%	3.66%	3.56%	3.47%	3.65%	4.00%	3.00%	3.00%	3.00%

1-Feb-2022

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ENGINEERS'

FY2021 PROPOSED SALARY GRID - 3% INCREASE

EFFECTIVE July 1, 2020

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
E-41	\$ 51,393.61	\$ 53,416.10	\$ 55,466.89	\$ 57,542.99	\$ 59,641.31	\$ 61,758.44	\$ 63,890.87	\$ 67,952.32	\$ 70,670.41	\$ 72,790.52	\$ 74,974.24	\$ 77,223.47
	3.94%	3.94%	3.84%	3.74%	3.65%	3.55%	3.45%	6.36%	4.00%	3.00%	3.00%	3.00%
E-42	\$ 54,932.93	\$ 57,096.97	\$ 59,291.31	\$ 61,512.77	\$ 63,757.95	\$ 66,023.30	\$ 68,304.99	\$ 70,846.53	\$ 73,680.39	\$ 75,890.80	\$ 78,167.52	\$ 80,512.55
	6.89%	3.94%	3.84%	3.75%	3.65%	3.55%	3.46%	3.72%	4.00%	3.00%	3.00%	3.00%
E-43	\$ 58,720.03	\$ 61,035.53	\$ 63,383.46	\$ 65,760.42	\$ 68,162.80	\$ 70,586.68	\$ 73,028.09	\$ 75,730.22	\$ 78,759.43	\$ 81,122.21	\$ 83,555.88	\$ 86,062.55
	6.89%	3.94%	3.85%	3.75%	3.65%	3.56%	3.46%	3.70%	4.00%	3.00%	3.00%	3.00%
E-44	\$ 62,772.18	\$ 65,249.77	\$ 67,762.07	\$ 70,305.40	\$ 72,875.94	\$ 75,469.52	\$ 78,081.82	\$ 80,955.75	\$ 84,193.97	\$ 86,719.79	\$ 89,321.39	\$ 92,001.03
	6.90%	3.95%	3.85%	3.75%	3.66%	3.56%	3.46%	3.68%	4.00%	3.00%	3.00%	3.00%
E-45	\$ 67,107.96	\$ 69,759.01	\$ 72,447.17	\$ 75,168.55	\$ 77,919.00	\$ 80,694.13	\$ 83,489.31	\$ 86,547.12	\$ 90,009.01	\$ 92,709.28	\$ 95,490.55	\$ 98,355.27
	6.91%	3.95%	3.85%	3.76%	3.66%	3.56%	3.46%	3.66%	4.00%	3.00%	3.00%	3.00%
E-46	\$ 71,747.31	\$ 74,583.91	\$ 77,460.22	\$ 80,372.12	\$ 83,315.08	\$ 86,284.48	\$ 89,275.32	\$ 92,529.84	\$ 96,231.03	\$ 99,117.96	\$ 102,091.50	\$ 105,154.25
	6.91%	3.95%	3.86%	3.76%	3.66%	3.56%	3.47%	3.65%	4.00%	3.00%	3.00%	3.00%