

MEMORANDUM OF AGREEMENT
Between the
City of Brockton
And
SEIU, Local 888: Brockton Department Heads Unit
(July 1, 2022 – June 30, 2025)

This Memorandum sets forth the material terms of a successor collective bargaining agreement reached between the Union's and the City's negotiating teams, subject to ratification by the Union membership of the Union, and funding by the Brockton City Council as required by law. For purposes of further negotiations and/or impasse procedures, this Memorandum shall be considered off-the-record until ratification and funding occur. Failing such ratification or funding, both parties will be free to revert to their on-the-record positions.

The Collective Bargaining Agreement (CBA) which expired on June 30, 2022 shall be extended without change for a period of three years except as provided herein. Upon bargaining unit ratification, joint execution of this Memorandum of Agreement, and requisite City Council adopting action, the parties agree to integrate the amendments set forth herein with the existing CBA, as well as make non-substantive modifications to the form of the agreement to correct any typographical, grammatical or formatting errors. The following provisions represent the material changes in the parties' agreement for an agreement through June 30, 2025.

1. Base Wages:

Article XXVIII: Salaries shall be amended as follows:

Strike subsections A through H and Replace with the following:

- A. Effective July 1, 2022, base wages shall be increased for all unit members by two percent (2.0%).

The existing wage scales shall be amended and listed in Appendix "A" to reflect the two (2.0%) percent base wage increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

- B. Effective July 1, 2023, base wages shall be increased for all unit members by one and one-half percent (1.5%).

The existing wage scales shall be amended and listed in Appendix "A" to reflect the one and one-half percent (1.5%) base wage increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

- C. Effective July 1, 2024, base wages shall be increased for all unit members by one and one-half percent (1.5%).

The existing wage scales shall be amended and listed in Appendix "A" to reflect the one and one-half percent (1.5%) base wage increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

- D. Effective July 1, 2022, Appendix "A" shall be amended to add an additional step to all positions with four (4) pay steps. The new Step 5 shall be two percent (2.0%) higher than the current Step 4 for each position.

- E. Effective July 1, 2022, bargaining unit employees shall receive additional regular compensation for being required to be continuously on call to the city. Said compensation will be paid out in equal amounts in the employee's regular paycheck as follows:

- a. The Director of Operations, Superintendent of Parks/Cemeteries, Superintendent of Operations, Superintendent of Utilities and Director of Community Outreach and Communications- four thousand eight hundred dollars (\$4,800.00) annually, which total encompasses a six hundred dollar (\$600) increase.
- b. The Executive Health Officer- four thousand 100 hundred dollars (\$4,100.00) annually, which total encompasses a six hundred dollar (\$600) increase.
- c. All other union members- three thousand three hundred dollars (\$3,300.00) annually, which total encompasses a six hundred dollar (\$600) increase.

- F. For any employee hired on or after July 1, 2006, the City will determine initial salary placement but will not exceed the maximum salary established for the position.
- G. The City will determine advancement on the salary schedule up to but not exceeding the maximum salary established for the position.

2. Educational Incentive

Article XXIX: Educational Incentive shall be amended as follows:

Strike

Effective July 1, 2021, employees with higher education degrees shall receive a base pay increase as follows:

- a. \$2,500 per year for a Bachelor's Degree;
- b. \$3,000 per year for a Master's Degree; and
- c. \$3,500 per year for a Doctorate.

Replace with

Employees with higher education degrees shall receive a base pay increase as follows:

- d. \$3,200 per year for a Bachelor's Degree;
- e. \$3,700 per year for a Master's Degree; and
- f. \$4,200 per year for a Doctorate.

3. Vacation Sell Back:

Article IX: Vacation Days, subsection (j) shall be amended as follows:

Strike:

...“five (5) days”

Replace with

... “seven (7) days”

4. Assistant City Engineer:

Article II- Recognition Clause shall be amended to add the position of Assistant City Engineer.

Appendix "A" shall be amended to place the Assistant City Engineer position at the same pay scale as the Executive Health Officer position (Munis job code: 1682).

Dated this 8th day of August, 2022.

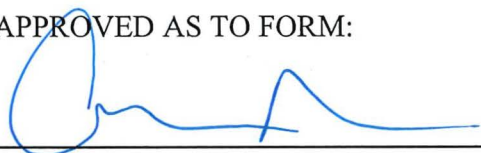
SEIU, 888,

Phil Thins
Tracy A

CITY OF BROCKTON,
By Its Mayor,


ROBERT F. SULLIVAN

APPROVED AS TO FORM:


Law Department