

MEMORANDUM OF AGREEMENT

By and between

THE CITY OF BROCKTON

and

BROCKTON ASSOCIATION OF ENGINEERS, TECHNICIANS AND INSPECTORS  
(BAETI)

The following constitutes an Agreement between the parties subject to ratification by the Union and approval by the City Council.

- (1) The collective bargaining agreement between the parties which expired on June 30, 2003 shall remain in full force and effect from July 1, 2003 through June 30, 2004 as a separate and binding contract.
- (2) The parties hereby enter a three year contract beginning July 1, 2004 and ending June 30, 2007. All terms and conditions of the preceding agreement are incorporated by reference except as modified herein.
- (3) The terms appearing in this paragraph 3 represent changes to existing terms of the incorporated agreement:

WAGES (Article \_\_\_\_\_)

Wages for each position covered under the agreement shall be increased successively on the following dates by the percentage listed:

July 1, 2004	2%
July 1, 2005	.5%
January 1, 2006	.5%
July 1, 2006	1%
April 1, 2007	2%

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SICK LEAVE (to be placed at end of Article)

In addition to the foregoing, effective calendar year 2004 any employee who has not used any sick leave during the calendar year can exchange up to three (3) sick days at their respective rate of pay in effect on December 31<sup>st</sup> of that year. "Rate of pay" shall be the wage established under Appendix "A". Said exchange shall not be included in any calculation of rate of pay. In order to effectuate an exchange the following procedure must be used: an employee who has not used any sick days during a calendar year must notify his department head in writing of his intent to exercise said right of exchange and the number of days to be

exchanged;(1, 2 or 3) no later than January 31 of the following calendar year. The payment shall be made, and the employee's sick leave balance shall be correspondingly reduced, during the next July following.

#### PENSION (Article )

Beginning April,1, 2006 the city agrees to contribute an additional ten (10¢) cents per hour toward the National Laborer's Industrial Pension Fund.

Beginning April 1, 2007, the City agrees to contribute an additional twenty-five (25¢) cents per hour toward the National Laborer's Industrial Pension Fund.

#### LONGEVITY

Effective July 1, 2004, each longevity step shall be increased by Fifty (\$50.00) Dollars and an additional step for employees with twenty-five (25) years shall be added. Employees covered by the added step shall receive One Hundred (\$100.00) Dollars above the preceding step. Effective July 1, 2005, each longevity step, including the newly created step for employees with 25 years or more of service, shall be increased an additional \$50.00.

- (4) The terms appearing in this paragraph 4 represent additional terms to the collective bargaining agreement. The parties agree that these terms shall be incorporated into the agreement in a manner and location that best suits their purpose and intent whether by: insertion into an existing Article; creation of a new Article; or some other manner.

#### A. FSA

Effective calendar year 2005, the City has agreed to provide a flexible spending account plan (FSA) for the members covered by this agreement ~~during the term of this agreement only.~~ The FSA plan provides for pre-tax payroll deduction for:

(1) certain out of pocket expenses such as:

- Medical insurance deductibles
- Co-payments (medical)
- Vision Care (eyeglasses, contact lenses, examinations)
- Medical examination costs not covered by insurance
- Prescription drug costs not covered by insurance
- Chiropractor and other specialist cost not covered by insurance
- Psychiatric counseling not covered by insurance