

**Memorandum of Agreement
between
City of Brockton (the City)
and
Massachusetts Laborers' District Council
on behalf of
Brockton Association of Engineers, Technicians and Inspectors
of the
Laborers' International Union of North America (the Union)**

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 following provisions represent the material changes in the parties' agreement for an agreement through June 30, 2013.

1. Effective retroactive to July 1, 2012, all members shall receive an across-the-board base salary increase in the amount of two percent (2%).
2. Effective retroactive to January 1, 2013, all members shall receive an across-the-board base salary increase in the amount of two percent (2%).
3. Effective in Fiscal Year 2013, each level in the longevity scale shall be increased by Three Hundred Dollars (\$300.00).
4. The first sentence of the last paragraph of Article VI Longevity shall be amended to state as follows:

Longevity pay will be paid in the first paycheck issued after December 1st of each year.

Additionally, the grievance filed by the Union on this issue shall be withdrawn.

5. Effective July 1, 2012, each member shall receive an additional Six Hundred Dollars (\$600.00) in boot allowance.

6. Effective midnight June 30, 2013, the boot allowance shall be eliminated. In consideration of this change, Eight Hundred Fifty Dollars (\$850.00) shall be added to the base salary of all members.

7. Upon funding of this Agreement the parties shall prepare an integrated collective bargaining agreement for the period July 1, 2010 through June 30, 2013.

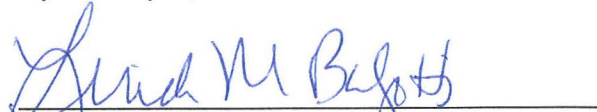
Dated this ___ day of January, 2013.

MA LABORERS' DISTRICT COUNCIL,
LOCAL 1162,



Gregory Ferro 1/23/13

CITY OF BROCKTON,
By Its Mayor,



Linda Balzotti

APPROVED AS TO FORM:



Law Department

		MIN	STEP II	STEP III	STEP IV	STEP V
		Entry Level	3 YEARS	6 YEARS	9 YEARS	12 YEARS
		01	02	03	04	05
CIVIL ENGINEER - GRADE 1						
Salary	GR 1	37,129	37,500	37,872	38,243	38,614
BiWeekly		1,428.04	1,442.32	1,456.60	1,470.88	1,485.16
Hourly		20.4006	20.6046	20.8086	21.0126	21.2166
O.T.		30.6009	30.9069	31.2129	31.5189	31.8249
CIVIL ENGINEER - GRADE 2						
		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
Salary	GR 2	38,640	39,776	40,518	41,649	42,765
BiWeekly		1,486.14	1,529.84	1,558.40	1,601.87	1,644.79
Hourly		21.2306	21.8549	22.2629	22.8839	23.4970
O.T.		31.8459	32.78235	33.39435	34.32585	35.2455
LAB TECHNICIAN						
		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
Salary	GR 3	36,340	37,809	38,199	39,281	40,397
BiWeekly		1,397.67	1,454.21	1,469.19	1,510.82	1,553.73
Hourly		19.9668	20.7744	20.9885	21.5831	22.1962
O.T.		29.9502	31.1616	31.48275	32.3747	33.2943
JUNIOR PLANNER (1430)						
		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
Salary	GR 4	42,198	43,174	44,193	45,264	46,377
BiWeekly		1,623.02	1,660.52	1,699.71	1,740.90	1,783.74
Hourly		23.1859	23.7217	24.2816	24.8701	25.4821
O.T.		34.77885	35.58255	36.4224	37.30515	38.22315
WATER SERVICE INSPECTOR 35 HRS-WEEKLY (1426)						
		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
Salary	GR 5	42,288	43,373	44,514	45,779	46,897
Weekly		813.23	834.11	856.04	880.36	901.86
Hourly		23.2351	23.8317	24.4583	25.1531	25.7674
O.T.		34.8527	35.74755	36.6875	37.7297	38.6511
SR. WATER SERVICE INSPECTOR(35 HRS-WEEKLY)						
		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
Salary	GR 6	43,610	44,634	45,719	46,888	48,004
Weekly		838.66	858.35	879.22	901.70	923.16
Hourly		23.9616	24.5243	25.1206	25.7628	26.3760
O.T.		35.9424	36.78645	37.6809	38.6442	39.5640
GEN. CONSTRUCTION INSPECTOR (1401)						
		MIN	STEP II	STEP III	STEP IV	STEP V
		Entry Level	3 YEARS	6 YEARS	9 YEARS	12 YEARS
		01	02	03	04	05
Salary	GR 7	46,701	47,168	47,635	48,102	48,568
BiWeekly		1,796.18	1,814.15	1,832.12	1,850.08	1,868.01
Hourly		25.6597	25.9164	26.1731	26.4298	26.6859
O.T.		38.4896	38.8746	39.2597	39.6447	40.0289
CHIEF WATER SERVICE INSPECTOR - 35 HRS-WEEKLY (1410)						
		MIN	STEP II	STEP III	STEP IV	STEP V
		Entry Level	3 YEARS	6 YEARS	9 YEARS	12 YEARS
		01	02	03	04	05
Salary	GR 8	54,370	54,914	55,457	56,001	56,545
Weekly		1,045.58	1,056.03	1,066.49	1,076.94	1,087.40
Hourly		29.8737	30.1723	30.4711	30.7697	31.0686
O.T.		44.8106	45.2585	45.7067	46.1546	46.6029

ORDINANCE ENFORCEMENT/EDUCATION OFFICER (1705)

		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
Salary	GR 9	38,975	40,656	42,333	44,012	45,973
BiWeekly		1,499.05	1,563.70	1,628.19	1,692.77	1,768.21
Hourly		21.4150	22.3386	23.2599	24.1824	25.2601
O.T.		32.1225	33.5079	34.8899	36.2736	37.8902

METER READER/BACKFLOW INSPECTOR - 35 HRS (1427)

		MIN	STEP II	STEP III	STEP IV	STEP V
		Entry Level	3 YEARS	6 YEARS	9 YEARS	12 YEARS
		01	02	03	04	05
Salary	GR 10	51,431	51,946	52,460	52,975	53,489
Weekly		989.07	998.95	1,008.84	1,018.74	1,028.63
Hourly		28.2591	28.5414	28.8240	29.1069	29.3894
O.T.		42.3887	42.8121	43.2360	43.6604	44.0841

CIVIL ENGINEER GRADE 3 (1409)

		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
Salary	GR 11	43,187	45,065	46,937	52,564	53,682
BiWeekly		1,661.03	1,733.25	1,805.28	2,021.68	2,064.68
Hourly		23.7290	24.7608	25.7897	28.8811	29.4954
O.T.		35.5935	37.1412	38.6846	43.3217	44.2431

TITLE EXAMINER - ENG. (1429)

		MIN	STEP II	STEP III	STEP IV	STEP V
		Entry Level	3 YEARS	6 YEARS	9 YEARS	12 YEARS
		01	02	03	04	05
Salary	GR 13	53,873	54,412	54,950	55,490	56,029
BiWeekly		2,072.05	2,092.77	2,113.48	2,134.23	2,154.95
Hourly		29.6007	29.8966	30.1926	30.4890	30.7849
O.T.		44.4011	44.8449	45.2889	45.7335	46.1774

SANITARY INSPECTOR (1414)

		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
Salary	GR 16	50,007	51,883	53,755	59,379	60,500
BiWeekly		1,923.33	1,995.51	2,067.50	2,283.82	2,326.93
Hourly		27.4761	28.5073	29.5357	32.6260	33.2419
O.T.		41.2142	42.7610	44.3036	48.9390	49.8629

LOCAL BUILDING INSPECTOR (1417), INSPECTOR OF PLUMBING/GAS FITTINGS (1419) & INSPECTOR OF WIRES (1423), PUBLIC HEALTH NURSE (1413)

		MIN	STEP II	STEP III	STEP IV	STEP V
		Entry Level	3 YEARS	6 YEARS	9 YEARS	12 YEARS
		01	02	03	04	05
Salary	GR 17	59,505	60,099	60,695	61,290	61,885
BiWeekly		2,288.64	2,311.52	2,334.43	2,357.30	2,380.21
Hourly		32.6949	33.0217	33.3490	33.6757	34.0030
O.T.		49.0424	49.5326	50.0235	50.5136	51.0045

CIVIL ENGINEER GRADE 4 (1402)

		MIN	STEP II	STEP III	STEP IV	STEP V
		Entry Level	3 YEARS	6 YEARS	9 YEARS	12 YEARS
		01	02	03	04	05
Salary	GR 18	65,114	65,765	66,416	67,067	67,718
BiWeekly		2,504.37	2,529.40	2,554.47	2,579.50	2,604.53
Hourly		35.7768	36.1343	36.4925	36.8500	37.2076
O.T.		53.6652	54.2015	54.7388	55.2750	55.8114

		MIN	STEP II	STEP III	STEP IV	STEP V
		Entry Level	3 YEARS	6 YEARS	9 YEARS	12 YEARS
		01	02	03	04	05
CIVIL ENGINEER - GRADE 1						
Salary	GR 1	37,872	38,250	38,629	39,008	39,386
BiWeekly		1,456.60	1,471.15	1,485.75	1,500.30	1,514.86
Hourly		20.8086	21.0165	21.2250	21.4329	21.6408
O.T.		31.2129	31.52475	31.8375	32.14935	32.4612

		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
CIVIL ENGINEER - GRADE 2						
Salary	GR 2	39,413	40,572	41,328	42,482	43,620
BiWeekly		1,515.88	1,560.44	1,589.55	1,633.92	1,677.70
Hourly		21.6554	22.2920	22.7079	23.3417	23.9672
O.T.		32.4831	33.438	34.06185	35.01255	35.9508

		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
LAB TECHNICIAN						
Salary	GR 3	37,067	38,565	38,963	40,067	41,205
BiWeekly		1,425.65	1,483.28	1,498.58	1,541.02	1,584.81
Hourly		20.3664	21.1897	21.4082	22.0146	22.6401
O.T.		30.5496	31.78455	32.1123	33.0219	33.96015

		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
JUNIOR PLANNER (1430)						
Salary	GR 4	43,042	44,037	45,077	46,169	47,305
BiWeekly		1,655.46	1,693.75	1,733.73	1,775.74	1,819.41
Hourly		23.6494	24.1964	24.7675	25.3677	25.9915
O.T.		35.4741	36.2946	37.15125	38.05155	38.98725

		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
WATER SERVICE INSPECTOR 35 HRS-WEEKLY (1426)						
Salary	GR 5	43,134	44,240	45,404	46,695	47,835
Weekly		829.50	850.78	873.16	897.97	919.90
Hourly		23.7000	24.3080	24.9474	25.6563	26.2829
O.T.		35.5500	36.462	37.4211	38.4845	39.4244

		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
SR. WATER SERVICE INSPECTOR(35 HRS-WEEKLY)						
Salary	GR 6	44,482	45,527	46,633	47,826	48,964
Weekly		855.43	875.51	896.80	919.73	941.62
Hourly		24.4408	25.0147	25.6227	26.2779	26.9033
O.T.		36.6612	37.52205	38.43405	39.41685	40.3550

		MIN	STEP II	STEP III	STEP IV	STEP V
		Entry Level	3 YEARS	6 YEARS	9 YEARS	12 YEARS
		01	02	03	04	05
GEN. CONSTRUCTION INSPECTOR (1401)						
Salary	GR 7	47,635	48,111	48,588	49,064	49,539
BiWeekly		1,832.12	1,850.44	1,868.76	1,887.08	1,905.36
Hourly		26.1731	26.4348	26.6965	26.9583	27.2194
O.T.		39.2597	39.6522	40.0448	40.4375	40.8291

		MIN	STEP II	STEP III	STEP IV	STEP V
		Entry Level	3 YEARS	6 YEARS	9 YEARS	12 YEARS
		01	02	03	04	05
CHIEF WATER SERVICE INSPECTOR - 35 HRS-WEEKLY (1410)						
Salary	GR 8	55,457	56,012	56,566	57,121	57,676
Weekly		1,066.49	1,077.16	1,087.81	1,098.48	1,109.15
Hourly		30.4711	30.7760	31.0803	31.3851	31.6900
O.T.		45.7067	46.1640	46.6205	47.0777	47.5350

ORDINANCE ENFORCEMENT/EDUCATION OFFICER (1705)

		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
Salary	GR 9	39,755	41,469	43,180	44,892	46,892
BiWeekly		1,529.02	1,594.97	1,660.76	1,726.62	1,803.56
Hourly		21.8431	22.7852	23.7251	24.6661	25.7651
O.T.		32.7647	34.1778	35.5877	36.9992	38.6477

METER READER/BACKFLOW INSPECTOR - 35 HRS (1427)

		MIN	STEP II	STEP III	STEP IV	STEP V
		Entry Level	3 YEARS	6 YEARS	9 YEARS	12 YEARS
		01	02	03	04	05
Salary	GR 10	52,460	52,985	53,509	54,035	54,559
Weekly		1,008.84	1,018.94	1,029.02	1,039.13	1,049.21
Hourly		28.8240	29.1126	29.4006	29.6894	29.9774
O.T.		43.2360	43.6689	44.1009	44.5341	44.9661

CIVIL ENGINEER GRADE 3 (1409)

		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
Salary	GR 11	44,051	45,966	47,876	53,615	54,756
BiWeekly		1,694.26	1,767.93	1,841.37	2,062.13	2,105.99
Hourly		24.2037	25.2562	26.3054	29.4589	30.0855
O.T.		36.3056	37.8843	39.4581	44.1884	45.1283

TITLE EXAMINER - ENG. (1429)

		MIN	STEP II	STEP III	STEP IV	STEP V
		Entry Level	3 YEARS	6 YEARS	9 YEARS	12 YEARS
		01	02	03	04	05
Salary	GR 13	54,950	55,500	56,049	56,600	57,150
BiWeekly		2,113.48	2,134.62	2,155.73	2,176.92	2,198.06
Hourly		30.1926	30.4946	30.7962	31.0988	31.4009
O.T.		45.2889	45.7419	46.1943	46.6482	47.1014

SANITARY INSPECTOR (1414)

		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
Salary	GR 16	51,007	52,921	54,830	60,567	61,710
BiWeekly		1,961.81	2,035.41	2,108.85	2,329.48	2,373.46
Hourly		28.0259	29.0773	30.1264	33.2783	33.9066
O.T.		42.0389	43.6160	45.1896	49.9175	50.8599

LOCAL BUILDING INSPECTOR (1417), INSPECTOR OF PLUMBING/GAS FITTINGS (1419) & INSPECTOR OF WIRES (1423), PUBLIC HEALTH NURSE (1413)

		MIN	STEP II	STEP III	STEP IV	STEP V
		Entry Level	3 YEARS	6 YEARS	9 YEARS	12 YEARS
		01	02	03	04	05
Salary	GR 17	60,695	61,301	61,909	62,516	63,123
BiWeekly		2,334.43	2,357.73	2,381.11	2,404.45	2,427.80
Hourly		33.3490	33.6819	34.0159	34.3493	34.6828
O.T.		50.0235	50.5229	51.0239	51.5240	52.0242

CIVIL ENGINEER GRADE 4 (1402)

		MIN	STEP II	STEP III	STEP IV	STEP V
		Entry Level	3 YEARS	6 YEARS	9 YEARS	12 YEARS
		01	02	03	04	05
Salary	GR 18	66,416	67,080	67,744	68,408	69,072
BiWeekly		2,554.47	2,580.01	2,605.55	2,631.09	2,656.63
Hourly		36.4925	36.8573	37.2222	37.5870	37.9518
O.T.		54.7388	55.2860	55.8333	56.3805	56.9277

		MIN	STEP II	STEP III	STEP IV	STEP V
		Entry Level	3 YEARS	6 YEARS	9 YEARS	12 YEARS
		01	02	03	04	05
CIVIL ENGINEER - GRADE 1						
Salary	GR 1	38,722	39,100	39,479	39,858	40,236
BiWeekly		1,489.31	1,503.85	1,518.42	1,533.00	1,547.54
Hourly		21.2758	21.4835	21.6918	21.9000	22.1077
O.T.		31.9137	32.22525	32.5377	32.85	33.16155

		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
CIVIL ENGINEER - GRADE 2						
Salary	GR 2	40,263	41,422	42,178	43,332	44,470
BiWeekly		1,548.58	1,593.15	1,622.23	1,666.62	1,710.38
Hourly		22.1225	22.7593	23.1747	23.8088	24.4341
O.T.		33.18375	34.13895	34.76205	35.7132	36.65115

		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
LAB TECHNICIAN						
Salary	GR 3	37,917	39,415	39,813	40,917	42,055
BiWeekly		1,458.35	1,515.96	1,531.27	1,573.73	1,617.50
Hourly		20.8335	21.6566	21.8753	22.4819	23.1071
O.T.		31.25025	32.4849	32.81295	33.7229	34.66065

		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
JUNIOR PLANNER (1430)						
Salary	GR 4	43,892	44,887	45,927	47,019	48,155
BiWeekly		1,688.15	1,726.42	1,766.42	1,808.42	1,852.12
Hourly		24.1165	24.6632	25.2346	25.8346	26.4588
O.T.		36.17475	36.9948	37.8519	38.7519	39.6882

		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
WATER SERVICE INSPECTOR 35 HRS-WEEKLY (1426)						
Salary	GR 5	43,984	45,090	46,254	47,545	48,685
Weekly		845.85	867.12	889.50	914.33	936.25
Hourly		24.1671	24.7749	25.4143	26.1237	26.7500
O.T.		36.2507	37.16235	38.1215	39.1856	40.1250

		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
SR. WATER SERVICE INSPECTOR(35 HRS-WEEKLY)						
Salary	GR 6	45,332	46,377	47,483	48,676	49,814
Weekly		871.77	891.87	913.13	936.08	957.96
Hourly		24.9077	25.4819	26.0896	26.7451	27.3703
O.T.		37.3616	38.22285	39.1344	40.11765	41.0555

		MIN	STEP II	STEP III	STEP IV	STEP V
		Entry Level	3 YEARS	6 YEARS	9 YEARS	12 YEARS
		01	02	03	04	05
GEN. CONSTRUCTION INSPECTOR (1401)						
Salary	GR 7	48,485	48,961	49,438	49,914	50,389
BiWeekly		1,864.81	1,883.12	1,901.46	1,919.77	1,938.04
Hourly		26.6401	26.9016	27.1637	27.4253	27.6863
O.T.		39.9602	40.3524	40.7456	41.1380	41.5295

		MIN	STEP II	STEP III	STEP IV	STEP V
		Entry Level	3 YEARS	6 YEARS	9 YEARS	12 YEARS
		01	02	03	04	05
CHIEF WATER SERVICE INSPECTOR - 35 HRS-WEEKLY (1410)						
Salary	GR 8	56,307	56,862	57,416	57,971	58,526
Weekly		1,082.83	1,093.50	1,104.15	1,114.83	1,125.50
Hourly		30.9380	31.2429	31.5471	31.8523	32.1571
O.T.		46.4070	46.8644	47.3207	47.7785	48.2357

ORDINANCE ENFORCEMENT/EDUCATION OFFICER (1705)

		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
Salary	GR 9	40,605	42,319	44,030	45,742	47,742
BiWeekly		1,561.73	1,627.65	1,693.46	1,759.31	1,836.23
Hourly		22.3104	23.2522	24.1923	25.1330	26.2319
O.T.		33.4656	34.8783	36.2885	37.6995	39.3479

METER READER/BACKFLOW INSPECTOR - 35 HRS (1427)

		MIN	STEP II	STEP III	STEP IV	STEP V
		Entry Level	3 YEARS	6 YEARS	9 YEARS	12 YEARS
		01	02	03	04	05
Salary	GR 10	53,310	53,835	54,359	54,885	55,409
Weekly		1,025.19	1,035.29	1,045.37	1,055.48	1,065.56
Hourly		29.2911	29.5797	29.8677	30.1566	30.4446
O.T.		43.9367	44.3696	44.8016	45.2349	45.6669

CIVIL ENGINEER GRADE 3 (1409)

		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
Salary	GR 11	44,901	46,816	48,726	50,636	52,546
BiWeekly		1,726.96	1,800.62	1,874.08	1,947.54	2,020.99
Hourly		24.6709	25.7231	26.7752	27.8274	28.8796
O.T.		37.0064	38.5847	40.1588	41.7330	43.3071

TITLE EXAMINER - ENG. (1429)

		MIN	STEP II	STEP III	STEP IV	STEP V
		Entry Level	3 YEARS	6 YEARS	9 YEARS	12 YEARS
		01	02	03	04	05
Salary	GR 13	55,800	56,350	56,899	57,448	57,997
BiWeekly		2,146.15	2,167.31	2,188.42	2,209.62	2,230.77
Hourly		30.6593	30.9615	31.2632	31.5659	31.8681
O.T.		45.9890	46.4423	46.8948	47.3489	47.8022

SANITARY INSPECTOR (1414)

		MIN	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
Salary	GR 16	51,857	53,771	55,680	57,584	59,488
BiWeekly		1,994.50	2,068.12	2,141.54	2,214.96	2,288.38
Hourly		28.4929	29.5445	30.5934	31.6404	32.6856
O.T.		42.7394	44.3168	45.8901	47.4614	49.0304

LOCAL BUILDING INSPECTOR (1417), INSPECTOR OF PLUMBING/GAS FITTINGS (1419) & INSPECTOR OF WIRES (1423), PUBLIC HEALTH NURSE (1413)

		MIN	STEP II	STEP III	STEP IV	STEP V
		Entry Level	3 YEARS	6 YEARS	9 YEARS	12 YEARS
		01	02	03	04	05
Salary	GR 17	61,545	62,151	62,759	63,366	63,973
BiWeekly		2,367.12	2,390.42	2,413.81	2,437.15	2,460.50
Hourly		33.8159	34.1489	34.4830	34.8165	35.1500
O.T.		50.7239	51.2234	51.7245	52.2248	52.7250

CIVIL ENGINEER GRADE 4 (1402)

		MIN	STEP II	STEP III	STEP IV	STEP V
		Entry Level	3 YEARS	6 YEARS	9 YEARS	12 YEARS
		01	02	03	04	05
Salary	GR 18	67,266	67,930	68,594	69,258	69,922
BiWeekly		2,587.15	2,612.69	2,638.23	2,663.77	2,689.31
Hourly		36.9593	37.3242	37.6890	38.0538	38.4187
O.T.		55.4390	55.9863	56.5335	57.0807	57.6281