

**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)
(July 1, 2016 – June 30, 2019)**

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 which expired on June 30, 2016 shall be extended without change for a period of three years except as provided herein. The following provisions represent the material changes in the parties' agreement for an agreement through June 30, 2019.

1. Base Wages FY17:

Effective July 1, 2016, base wages shall be increased for all unit members by two (2.0%) percent.

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.

2. Base Wages FY18:

Effective July 1, 2017, base wages shall be increased for all unit members by two (2%) percent.

The existing wage scales shall be amended and listed in Appendix "A" to reflect the two (2%) percent base wage increase.

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

3. Base Wages FY19:

Effective July 1, 2018, base wages shall be increased for all unit members by one and three quarters (1.75%) percent.

The existing wage scales shall be amended and listed in Appendix "A" to reflect the one and three quarters (1.75%) percent base wage increase.

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

4. Cash Payment FY17:

Effective July 1, 2016, all unit members shall receive a cash payment in the amount of eight hundred (\$800) dollars.

5. Cash Payment FY18:

Effective July 1, 2017, all unit members shall receive a cash payment in the amount of eight hundred (\$800) dollars.

6. Clothing Allowance

Effective 7/1/16, increase clothing allowance by \$400 for a total of \$1,200

7. Hazardous Duty

Create new article

The following hazardous duty differential shall be applicable to the following positions: Public Health Nurses, Inspector of Wires, Sanitary Inspectors, Water Service Inspector, Assistant Inspector of Wires, Inspector of Plumbing, Chief Water Service Inspector, Water Service Inspector, Meter Reader/Backflow Inspector, and Local Building Inspector.

| | |
|------------------|---------------------------------|
| Effective 7/1/16 | ten cents (\$0.10) per hour |
| Effective 7/1/17 | fifteen cents (\$0.15) per hour |
| Effective 7/1/18 | fifteen cents (\$0.15) per hour |

The parties agree that the following positions shall not be eligible for hazardous duty differential: Civil Engineers all grades, Conservation Agent, Junior Planner, Ordinance Enforcement/Education Officer, General Construction Inspector, and Title Examiner.

8. Education Incentive

Effective July 1, 2016, 1% to every level of education incentive

9. FY 17 Wage Reclassification:

In lieu of a reclassification study and to reflect proficiency gained through experience, effective July 1, 2016, after the percentage base wage increase calculation, base wages shall be reclassified with an annual salary increase of four hundred (\$400) dollars for Steps 3-5 of the following positions: Civil Engineers all grades, General Construction Inspector, Conservation Agent, Junior Planner, Ordinance Enforcement/Education Officer, and Title Examiner.

The existing wage scales for these positions shall be amended and listed in Appendix "A" to reflect the four hundred (\$400) dollar base wage increase.

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

10. FY 18 Wage Reclassification:

In lieu of a reclassification study and to reflect proficiency gained through experience, effective July 1, 2017, after the percentage base wage increase calculation, base wages shall be reclassified with an annual salary increase of four hundred (\$400) dollars for Steps 3-5 of the following positions: Civil Engineers all grades, General Construction Inspector, Conservation Agent, Junior Planner, Ordinance Enforcement/Education Officer, and Title Examiner.

The existing wage scales for these positions shall be amended and listed in Appendix "A" to reflect the four hundred (\$400) dollar base wage increase.

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

11. Sick Language:

Amend Article V – Sick Leave to add the following provision

Employees receiving workers' compensation for an injury on the job may supplement the compensation payments up to their regular weekly/biweekly pay by drawing on accrued sick leave.

In the event that an employee is eligible to receive sick leave compensation and receives in addition thereto workers' compensation payments during this period, the sum paid by the City for sick leave shall be the difference between the amount of the employee's average weekly/biweekly pay by the City and the amount received in workers' compensation. Workers' compensation shall accrue as prescribed by G.L. c. 152, § 29.

An employee, who is absent due to a work related injury, shall continue to accrue sick leave for twelve (12) calendar months of such absence. Such employee shall not accrue additional sick leave thereafter until such time as she/he returns to work.

12. Vacation Language:

Amend Article X – Vacation to add the following provision

An employee, who is absent due to a work related injury, shall continue to accrue vacation for twelve (12) calendar months of such absence. Such employee shall not accrue additional vacation thereafter until such time as she/he returns to work.

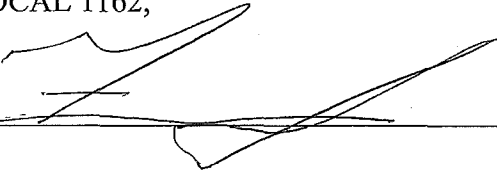
13. Combining DPW Contracts (excluding clerks):

The parties agree to negotiate in good faith to combine the collective bargaining agreements for all DPW employees, with the exception of Clerks, with an anticipated implementation date of July 1, 2019. The parties agree that the affected contracts are Laborers, Water/Sewer, & BEATI. This agreement to negotiate is subject to agreement from the other two affected units.

*** In the event that that the city enters into an agreement with any other city union or collective bargaining unit, that allows for a COLA base wage increase that is greater than 5.75% for the period between July1, 2016 through June 30, 2019, the City and the Union agree to re-open negotiations for base wages only.**

Dated this 7th day of November, 2016.

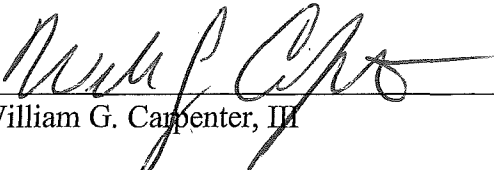
MA LABORERS' DISTRICT COUNCIL,
LOCAL 1162,



Gregory Ferrel

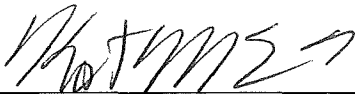
Herbert R Pellegrom

CITY OF BROCKTON,
By Its Mayor,



William G. Carpenter, III

APPROVED AS TO FORM:



Law Department

BAETI
GROUP CODE 1002

JULY 1, 2016

2.00%

| | | 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 | 41,811 | 42,219 | 43,029 | 43,438 | 43,846 |
| BiWeekly | | 1,608.12 | 1,623.81 | 1,654.96 | 1,670.69 | 1,686.38 |
| Hourly | | 22.9731 | 23.1973 | 23.6423 | 23.8670 | 24.0911 |
| O.T. | | 34.45965 | 34.79595 | 35.46345 | 35.8005 | 36.13665 |

| | | MIN | STEP II | STEP III | STEP IV | STEP V |
|---------------------------------|------|----------|----------|----------|----------|----------|
| | | 01 | 02 | 03 | 04 | 05 |
| CIVIL ENGINEER - GRADE 2 | | | | | | |
| Salary | GR 2 | 43,474 | 44,726 | 45,943 | 47,188 | 48,418 |
| BiWeekly | | 1,672.08 | 1,720.23 | 1,767.04 | 1,814.92 | 1,862.23 |
| Hourly | | 23.8869 | 24.5747 | 25.2434 | 25.9274 | 26.6033 |
| O.T. | | 35.8304 | 36.8621 | 37.8651 | 38.8911 | 39.9050 |

| | | MIN | STEP II | STEP III | STEP IV | STEP V |
|-----------------------|------|----------|----------|----------|----------|----------|
| | | 01 | 02 | 03 | 04 | 05 |
| LAB TECHNICIAN | | | | | | |
| Salary | GR 3 | 40,942 | 42,560 | 42,989 | 44,180 | 45,409 |
| BiWeekly | | 1,574.69 | 1,636.92 | 1,653.42 | 1,699.23 | 1,746.50 |
| Hourly | | 22.4956 | 23.3846 | 23.6203 | 24.2747 | 24.9500 |
| O.T. | | 33.7434 | 35.0769 | 35.43045 | 36.4121 | 37.425 |

| | | MIN | STEP II | STEP III | STEP IV | STEP V |
|------------------------------|------|----------|----------|----------|----------|----------|
| | | 01 | 02 | 03 | 04 | 05 |
| JUNIOR PLANNER (1430) | | | | | | |
| Salary | GR 4 | 47,393 | 48,468 | 49,990 | 51,171 | 52,396 |
| BiWeekly | | 1,822.81 | 1,864.15 | 1,922.69 | 1,968.12 | 2,015.23 |
| Hourly | | 26.0401 | 26.6307 | 27.4670 | 28.1160 | 28.7890 |
| O.T. | | 39.0602 | 39.9461 | 41.2005 | 42.1740 | 43.1835 |

| WATER SERVICE INSPECTOR 35 HRS-WEEKLY (1426) | | | | | | |
|---|------|---------|----------|----------|---------|----------|
| | | MIN | STEP II | STEP III | STEP IV | STEP V |
| | | 01 | 02 | 03 | 04 | 05 |
| Salary | GR 5 | 47,492 | 48,688 | 49,944 | 51,338 | 52,569 |
| Weekly | | 913.31 | 936.31 | 960.46 | 987.27 | 1,010.94 |
| Hourly | | 26.0946 | 26.7517 | 27.4417 | 28.2077 | 28.8840 |
| O.T. | | 39.1419 | 40.12755 | 41.1626 | 42.3116 | 43.3260 |

| SR. WATER SERVICE INSPECTOR(35 HRS-WEEKLY) | | | | | | |
|---|------|---------|---------|----------|----------|----------|
| | | MIN | STEP II | STEP III | STEP IV | STEP V |
| | | 01 | 02 | 03 | 04 | 05 |
| Salary | GR 6 | 48,949 | 50,076 | 51,271 | 52,559 | 53,788 |
| Weekly | | 941.33 | 963.00 | 985.98 | 1,010.75 | 1,034.38 |
| Hourly | | 26.8951 | 27.5143 | 28.1709 | 28.8786 | 29.5537 |
| O.T. | | 40.3427 | 41.2715 | 42.2564 | 43.3179 | 44.3306 |

| 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 | 52,353 | 52,867 | 53,782 | 54,296 | 54,809 |
| BiWeekly | | 2,013.58 | 2,033.35 | 2,068.54 | 2,088.31 | 2,108.04 |
| Hourly | | 28.7654 | 29.0479 | 29.5506 | 29.8330 | 30.1149 |
| O.T. | | 43.1481 | 43.5719 | 44.3259 | 44.7495 | 45.1724 |

| 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 | 60,799 | 61,398 | 61,997 | 62,595 | 63,195 |
| Weekly | | 1,169.21 | 1,180.73 | 1,192.25 | 1,203.75 | 1,215.29 |
| Hourly | | 33.4060 | 33.7351 | 34.0643 | 34.3929 | 34.7226 |
| O.T. | | 50.1090 | 50.6027 | 51.0965 | 51.5894 | 52.0839 |

ORDINANCE ENFORCEMENT/EDUCATION OFFICER (1705)

| | | MIN | STEP II | STEP III | STEP IV | STEP V |
|----------|------|----------|----------|----------|----------|----------|
| | | 01 | 02 | 03 | 04 | 05 |
| Salary | GR 9 | 43,844 | 45,695 | 47,942 | 49,791 | 51,951 |
| BiWeekly | | 1,686.31 | 1,757.50 | 1,843.92 | 1,915.04 | 1,998.12 |
| Hourly | | 24.0901 | 25.1071 | 26.3417 | 27.3577 | 28.5446 |
| O.T. | | 36.1352 | 37.6607 | 39.5126 | 41.0366 | 42.8169 |

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 | 57,563 | 58,130 | 58,696 | 59,263 | 59,829 |
| Weekly | | 1,106.98 | 1,117.88 | 1,128.77 | 1,139.67 | 1,150.56 |
| Hourly | | 31.6280 | 31.9394 | 32.2506 | 32.5620 | 32.8731 |
| O.T. | | 47.4420 | 47.9091 | 48.3759 | 48.8430 | 49.3097 |

CIVIL ENGINEER GRADE 3 (1409)

| | | MIN | STEP II | STEP III | STEP IV | STEP V |
|----------|-------|----------|----------|----------|----------|----------|
| | | 01 | 02 | 03 | 04 | 05 |
| Salary | GR 11 | 48,483 | 50,551 | 53,014 | 59,210 | 60,441 |
| BiWeekly | | 1,864.73 | 1,944.27 | 2,039.00 | 2,277.31 | 2,324.65 |
| Hourly | | 26.6390 | 27.7753 | 29.1286 | 32.5330 | 33.2093 |
| O.T. | | 39.9585 | 41.6630 | 43.6929 | 48.7995 | 49.8140 |

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 | 60,251 | 60,845 | 61,838 | 62,432 | 63,026 |
| BiWeekly | | 2,317.35 | 2,340.19 | 2,378.38 | 2,401.23 | 2,424.08 |
| Hourly | | 33.1050 | 33.4313 | 33.9769 | 34.3033 | 34.6297 |
| O.T. | | 49.6575 | 50.1470 | 50.9654 | 51.4550 | 51.9446 |

SANITARY INSPECTOR (1414)

| | | MIN | STEP II | STEP III | STEP IV | STEP V |
|----------|-------|----------|----------|----------|----------|----------|
| | | 01 | 02 | 03 | 04 | 05 |
| Salary | GR 16 | 55,994 | 58,060 | 60,122 | 66,316 | 67,551 |
| BiWeekly | | 2,153.62 | 2,233.08 | 2,312.38 | 2,550.62 | 2,598.12 |
| Hourly | | 30.7660 | 31.9011 | 33.0340 | 36.4374 | 37.1160 |
| O.T. | | 46.1490 | 47.8517 | 49.5510 | 54.6561 | 55.6740 |

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 | 66,455 | 67,109 | 67,766 | 68,421 | 69,076 |
| BiWeekly | | 2,555.96 | 2,581.12 | 2,606.38 | 2,631.58 | 2,656.77 |
| Hourly | | 36.5137 | 36.8731 | 37.2340 | 37.5940 | 37.9539 |
| O.T. | | 54.7706 | 55.3097 | 55.8510 | 56.3910 | 56.9309 |

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 | 72,632 | 73,348 | 74,466 | 75,183 | 75,900 |
| BiWeekly | | 2,793.54 | 2,821.08 | 2,864.08 | 2,891.65 | 2,919.23 |
| Hourly | | 39.9077 | 40.3011 | 40.9154 | 41.3093 | 41.7033 |
| O.T. | | 59.8616 | 60.4517 | 61.3731 | 61.9640 | 62.5550 |

CONSERVATION AGENT

| | | 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 19 | 66,455 | 67,109 | 68,166 | 68,821 | 69,476 |
| BiWeekly | | 2,555.96 | 2,581.12 | 2,621.77 | 2,646.96 | 2,672.15 |
| Hourly | | 36.5137 | 36.8731 | 37.4539 | 37.8137 | 38.1736 |
| O.T. | | 54.7706 | 55.3097 | 56.1809 | 56.7206 | 57.2604 |

BAETI
GROUP CODE 1002

JULY 1, 2017

2.00%

| | | 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 | 42,647 | 43,063 | 44,290 | 44,707 | 45,123 |
| BiWeekly | | 1,640.27 | 1,656.27 | 1,703.46 | 1,719.50 | 1,735.50 |
| Hourly | | 23.4324 | 23.661 | 24.3351 | 24.5643 | 24.7929 |
| O.T. | | 35.1486 | 35.4915 | 36.50265 | 36.84645 | 37.18935 |

| | | MIN | STEP II | STEP III | STEP IV | STEP V |
|---------------------------------|------|----------|----------|----------|----------|----------|
| | | 01 | 02 | 03 | 04 | 05 |
| CIVIL ENGINEER - GRADE 2 | | | | | | |
| Salary | GR 2 | 44,343 | 45,621 | 47,262 | 48,532 | 49,786 |
| BiWeekly | | 1,705.50 | 1,754.65 | 1,817.77 | 1,866.62 | 1,914.85 |
| Hourly | | 24.3643 | 25.0664 | 25.9681 | 26.666 | 27.355 |
| O.T. | | 36.5465 | 37.5996 | 38.9522 | 39.9990 | 41.0325 |

| | | MIN | STEP II | STEP III | STEP IV | STEP V |
|-----------------------|------|----------|----------|----------|----------|----------|
| | | 01 | 02 | 03 | 04 | 05 |
| LAB TECHNICIAN | | | | | | |
| Salary | GR 3 | 41,761 | 43,411 | 43,849 | 45,064 | 46,317 |
| BiWeekly | | 1,606.19 | 1,669.65 | 1,686.50 | 1,733.23 | 1,781.42 |
| Hourly | | 22.9456 | 23.8521 | 24.0929 | 24.7604 | 25.4489 |
| O.T. | | 34.4184 | 35.77815 | 36.13935 | 37.1406 | 38.17335 |

| | | MIN | STEP II | STEP III | STEP IV | STEP V |
|------------------------------|------|----------|----------|----------|----------|----------|
| | | 01 | 02 | 03 | 04 | 05 |
| JUNIOR PLANNER (1430) | | | | | | |
| Salary | GR 4 | 48,341 | 49,437 | 51,390 | 52,594 | 53,844 |
| BiWeekly | | 1,859.27 | 1,901.42 | 1,976.54 | 2,022.85 | 2,070.92 |
| Hourly | | 26.5610 | 27.1631 | 28.2363 | 28.8979 | 29.5846 |
| O.T. | | 39.8415 | 40.7447 | 42.3545 | 43.3469 | 44.3769 |

| | | MIN | STEP II | STEP III | STEP IV | STEP V |
|---|------|---------|----------|----------|----------|----------|
| | | 01 | 02 | 03 | 04 | 05 |
| WATER SERVICE INSPECTOR 35 HRS-WEEKLY (1426) | | | | | | |
| Salary | GR 5 | 48,442 | 49,662 | 50,943 | 52,365 | 53,620 |
| Weekly | | 931.58 | 955.04 | 979.67 | 1,007.02 | 1,031.15 |
| Hourly | | 26.6166 | 27.2869 | 27.9906 | 28.772 | 29.4614 |
| O.T. | | 39.9249 | 40.93035 | 41.9859 | 43.1580 | 44.1921 |

| | | MIN | STEP II | STEP III | STEP IV | STEP V |
|---|------|---------|---------|----------|----------|----------|
| | | 01 | 02 | 03 | 04 | 05 |
| SR. WATER SERVICE INSPECTOR(35 HRS-WEEKLY) | | | | | | |
| Salary | GR 6 | 49,928 | 51,078 | 52,296 | 53,610 | 54,864 |
| Weekly | | 960.15 | 982.27 | 1,005.69 | 1,030.96 | 1,055.08 |
| Hourly | | 27.4329 | 28.0649 | 28.734 | 29.456 | 30.1451 |
| O.T. | | 41.1494 | 42.0974 | 43.1010 | 44.1840 | 45.2177 |

| | | 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 | 53,400 | 53,924 | 55,258 | 55,782 | 56,305 |
| BiWeekly | | 2,053.85 | 2,074.00 | 2,125.31 | 2,145.46 | 2,165.58 |
| Hourly | | 29.3407 | 29.6286 | 30.3616 | 30.6494 | 30.9369 |
| O.T. | | 44.0111 | 44.4429 | 45.5424 | 45.9741 | 46.4054 |

| | | 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 | 62,015 | 62,626 | 63,237 | 63,847 | 64,459 |
| Weekly | | 1,192.60 | 1,204.35 | 1,216.10 | 1,227.83 | 1,239.60 |
| Hourly | | 34.0743 | 34.4100 | 34.7457 | 35.0809 | 35.4171 |
| O.T. | | 51.1115 | 51.6150 | 52.1186 | 52.6214 | 53.1257 |

BAETI
GROUP CODE 1002

JULY 1, 2017

2.00%

ORDINANCE ENFORCEMENT/EDUCATION OFFICER (1705)

| | | MIN | STEP II | STEP III | STEP IV | STEP V |
|----------|------|----------|----------|----------|----------|----------|
| | | 01 | 02 | 03 | 04 | 05 |
| Salary | GR 9 | 44,721 | 46,609 | 49,301 | 51,187 | 53,390 |
| BiWeekly | | 1,720.04 | 1,792.65 | 1,896.19 | 1,968.73 | 2,053.46 |
| Hourly | | 24.5720 | 25.6093 | 27.0884 | 28.1247 | 29.3351 |
| O.T. | | 36.8580 | 38.4140 | 40.6326 | 42.1871 | 44.0027 |

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 | 58,714 | 59,293 | 59,870 | 60,448 | 61,026 |
| Weekly | | 1,129.12 | 1,140.25 | 1,151.35 | 1,162.46 | 1,173.58 |
| Hourly | | 32.2606 | 32.5786 | 32.8957 | 33.2131 | 33.5309 |
| O.T. | | 48.3909 | 48.8679 | 49.3436 | 49.8197 | 50.2964 |

CIVIL ENGINEER GRADE 3 (1409)

| | | MIN | STEP II | STEP III | STEP IV | STEP V |
|----------|-------|----------|----------|----------|----------|----------|
| | | 01 | 02 | 03 | 04 | 05 |
| Salary | GR 11 | 49,453 | 51,562 | 54,474 | 60,794 | 62,050 |
| BiWeekly | | 1,902.04 | 1,983.15 | 2,095.15 | 2,338.23 | 2,386.54 |
| Hourly | | 27.1720 | 28.3307 | 29.9307 | 33.4033 | 34.0934 |
| O.T. | | 40.7580 | 42.4961 | 44.8961 | 50.1050 | 51.1401 |

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 | 61,456 | 62,062 | 63,475 | 64,081 | 64,687 |
| BiWeekly | | 2,363.69 | 2,387.00 | 2,441.35 | 2,464.65 | 2,487.96 |
| Hourly | | 33.7670 | 34.1 | 34.8764 | 35.2093 | 35.5423 |
| O.T. | | 50.6505 | 51.1500 | 52.3146 | 52.8140 | 53.3135 |

SANITARY INSPECTOR (1414)

| | | MIN | STEP II | STEP III | STEP IV | STEP V |
|----------|-------|----------|----------|----------|----------|----------|
| | | 01 | 02 | 03 | 04 | 05 |
| Salary | GR 16 | 57,114 | 59,221 | 61,324 | 67,642 | 68,902 |
| BiWeekly | | 2,196.69 | 2,277.73 | 2,358.62 | 2,601.62 | 2,650.08 |
| Hourly | | 31.3813 | 32.5390 | 33.6946 | 37.1660 | 37.8583 |
| O.T. | | 47.0720 | 48.8085 | 50.5419 | 55.7490 | 56.7875 |

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 | 67,784 | 68,451 | 69,121 | 69,789 | 70,458 |
| BiWeekly | | 2,607.08 | 2,632.73 | 2,658.50 | 2,684.19 | 2,709.92 |
| Hourly | | 37.2440 | 37.6104 | 37.9786 | 38.3456 | 38.7131 |
| O.T. | | 55.8660 | 56.4156 | 56.9679 | 57.5184 | 58.0697 |

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 | 74,085 | 74,815 | 76,355 | 77,087 | 77,818 |
| BiWeekly | | 2,849.42 | 2,877.50 | 2,936.73 | 2,964.88 | 2,993.00 |
| Hourly | | 40.706 | 41.1071 | 41.9533 | 42.3554 | 42.7571 |
| O.T. | | 61.0590 | 61.6607 | 62.9300 | 63.5331 | 64.1357 |

CONSERVATION AGENT

| | | 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 | 67,784 | 68,451 | 69,929 | 70,597 | 71,266 |
| BiWeekly | | 2,607.08 | 2,632.73 | 2,689.58 | 2,715.27 | 2,741.00 |
| Hourly | | 37.2440 | 37.6104 | 38.4226 | 38.7896 | 39.1571 |
| O.T. | | 55.8660 | 56.4156 | 57.6339 | 58.1844 | 58.7357 |

BAETI
GROUP CODE 1002

JULY 1, 2018

1.75%

| | | 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 | 43,393 | 43,817 | 45,065 | 45,489 | 45,913 |
| BiWeekly | | 1,668.96 | 1,685.27 | 1,733.27 | 1,749.58 | 1,765.88 |
| Hourly | | 23.8423 | 24.0753 | 24.761 | 24.994 | 25.2269 |
| O.T. | | 35.76345 | 36.11295 | 37.1415 | 37.491 | 37.84035 |

| | | MIN | STEP II | STEP III | STEP IV | STEP V |
|---------------------------------|------|----------|----------|----------|----------|----------|
| | | 01 | 02 | 03 | 04 | 05 |
| CIVIL ENGINEER - GRADE 2 | | | | | | |
| Salary | GR 2 | 45,119 | 46,419 | 48,089 | 49,381 | 50,657 |
| BiWeekly | | 1,735.35 | 1,785.35 | 1,849.58 | 1,899.27 | 1,948.35 |
| Hourly | | 24.7907 | 25.505 | 26.4226 | 27.1324 | 27.8336 |
| O.T. | | 37.1861 | 38.2575 | 39.6339 | 40.6986 | 41.7504 |

| | | MIN | STEP II | STEP III | STEP IV | STEP V |
|-----------------------|------|----------|----------|----------|----------|----------|
| | | 01 | 02 | 03 | 04 | 05 |
| LAB TECHNICIAN | | | | | | |
| Salary | GR 3 | 42,492 | 44,171 | 44,616 | 45,853 | 47,128 |
| BiWeekly | | 1,634.31 | 1,698.88 | 1,716.00 | 1,763.58 | 1,812.62 |
| Hourly | | 23.3473 | 24.2697 | 24.5143 | 25.1940 | 25.8946 |
| O.T. | | 35.02095 | 36.40455 | 36.77145 | 37.7910 | 38.8419 |

| | | MIN | STEP II | STEP III | STEP IV | STEP V |
|------------------------------|------|----------|----------|----------|----------|----------|
| | | 01 | 02 | 03 | 04 | 05 |
| JUNIOR PLANNER (1430) | | | | | | |
| Salary | GR 4 | 49,187 | 50,302 | 52,289 | 53,514 | 54,786 |
| BiWeekly | | 1,891.81 | 1,934.69 | 2,011.12 | 2,058.23 | 2,107.15 |
| Hourly | | 27.0259 | 27.6384 | 28.7303 | 29.4033 | 30.1021 |
| O.T. | | 40.5389 | 41.4576 | 43.0955 | 44.1050 | 45.1532 |

| WATER SERVICE INSPECTOR 35 HRS-WEEKLY (1426) | | | | | | |
|---|------|---------|----------|----------|----------|----------|
| | | MIN | STEP II | STEP III | STEP IV | STEP V |
| | | 01 | 02 | 03 | 04 | 05 |
| Salary | GR 5 | 49,290 | 50,531 | 51,835 | 53,281 | 54,558 |
| Weekly | | 947.88 | 971.75 | 996.83 | 1,024.63 | 1,049.19 |
| Hourly | | 27.0823 | 27.7643 | 28.4809 | 29.2751 | 29.9769 |
| O.T. | | 40.6235 | 41.64645 | 42.7214 | 43.9127 | 44.9654 |

| SR. WATER SERVICE INSPECTOR(35 HRS-WEEKLY) | | | | | | |
|---|------|---------|---------|----------|----------|----------|
| | | MIN | STEP II | STEP III | STEP IV | STEP V |
| | | 01 | 02 | 03 | 04 | 05 |
| Salary | GR 6 | 50,802 | 51,972 | 53,211 | 54,548 | 55,824 |
| Weekly | | 976.96 | 999.46 | 1,023.29 | 1,049.00 | 1,073.54 |
| Hourly | | 27.9131 | 28.556 | 29.2369 | 29.9714 | 30.6726 |
| O.T. | | 41.8697 | 42.8340 | 43.8554 | 44.9571 | 46.0089 |

| 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 | 54,335 | 54,868 | 56,225 | 56,758 | 57,290 |
| BiWeekly | | 2,089.81 | 2,110.31 | 2,162.50 | 2,183.00 | 2,203.46 |
| Hourly | | 29.8544 | 30.1473 | 30.8929 | 31.1857 | 31.478 |
| O.T. | | 44.7816 | 45.2210 | 46.3394 | 46.7786 | 47.2170 |

| 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 | 63,100 | 63,722 | 64,344 | 64,964 | 65,587 |
| Weekly | | 1,213.46 | 1,225.42 | 1,237.38 | 1,249.31 | 1,261.29 |
| Hourly | | 34.6703 | 35.0120 | 35.3537 | 35.6946 | 36.0369 |
| O.T. | | 52.0055 | 52.5180 | 53.0306 | 53.5419 | 54.0554 |

ORDINANCE ENFORCEMENT/EDUCATION OFFICER (1705)

| | | MIN | STEP II | STEP III | STEP IV | STEP V |
|----------|------|----------|----------|----------|----------|----------|
| | | 01 | 02 | 03 | 04 | 05 |
| Salary | GR 9 | 45,504 | 47,425 | 50,164 | 52,083 | 54,324 |
| BiWeekly | | 1,750.15 | 1,824.04 | 1,929.38 | 2,003.19 | 2,089.38 |
| Hourly | | 25.0021 | 26.0577 | 27.5626 | 28.6170 | 29.8483 |
| O.T. | | 37.5032 | 39.0866 | 41.3439 | 42.9255 | 44.7725 |

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 | 59,741 | 60,331 | 60,918 | 61,506 | 62,094 |
| Weekly | | 1,148.87 | 1,160.21 | 1,171.50 | 1,182.81 | 1,194.12 |
| Hourly | | 32.8249 | 33.1489 | 33.4714 | 33.7946 | 34.1177 |
| O.T. | | 49.2374 | 49.7234 | 50.2071 | 50.6919 | 51.1766 |

CIVIL ENGINEER GRADE 3 (1409)

| | | MIN | STEP II | STEP III | STEP IV | STEP V |
|----------|-------|----------|----------|----------|----------|----------|
| | | 01 | 02 | 03 | 04 | 05 |
| Salary | GR 11 | 50,318 | 52,464 | 55,427 | 61,858 | 63,136 |
| BiWeekly | | 1,935.31 | 2,017.85 | 2,131.81 | 2,379.15 | 2,428.31 |
| Hourly | | 27.6473 | 28.8264 | 30.4544 | 33.9879 | 34.6901 |
| O.T. | | 41.4710 | 43.2396 | 45.6816 | 50.9819 | 52.0352 |

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 | 62,531 | 63,148 | 64,586 | 65,202 | 65,819 |
| BiWeekly | | 2,405.04 | 2,428.77 | 2,484.08 | 2,507.77 | 2,531.50 |
| Hourly | | 34.3577 | 34.6967 | 35.4869 | 35.8253 | 36.1643 |
| O.T. | | 51.5366 | 52.0451 | 53.2304 | 53.7380 | 54.2465 |

SANITARY INSPECTOR (1414)

| | | MIN | STEP II | STEP III | STEP IV | STEP V |
|----------|-------|----------|----------|----------|----------|----------|
| | | 01 | 02 | 03 | 04 | 05 |
| Salary | GR 16 | 58,113 | 60,257 | 62,397 | 68,826 | 70,108 |
| BiWeekly | | 2,235.12 | 2,317.58 | 2,399.88 | 2,647.15 | 2,696.46 |
| Hourly | | 31.9303 | 33.1083 | 34.2840 | 37.8164 | 38.5209 |
| O.T. | | 47.8955 | 49.6625 | 51.4260 | 56.7246 | 57.7814 |

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 | 68,970 | 69,649 | 70,331 | 71,010 | 71,691 |
| BiWeekly | | 2,652.69 | 2,678.81 | 2,705.04 | 2,731.15 | 2,757.35 |
| Hourly | | 37.8956 | 38.2687 | 38.6434 | 39.0164 | 39.3907 |
| O.T. | | 56.8434 | 57.4031 | 57.9651 | 58.5246 | 59.0861 |

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 | 75,381 | 76,124 | 77,691 | 78,436 | 79,180 |
| BiWeekly | | 2,899.27 | 2,927.85 | 2,988.12 | 3,016.77 | 3,045.38 |
| Hourly | | 41.4181 | 41.8264 | 42.6874 | 43.0967 | 43.5054 |
| O.T. | | 62.1272 | 62.7396 | 64.0311 | 64.6451 | 65.2581 |

CONSERVATION AGENT

| | | 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 | 68,970 | 69,649 | 71,153 | 71,832 | 72,513 |
| BiWeekly | | 2,652.69 | 2,678.81 | 2,736.65 | 2,762.77 | 2,788.96 |
| Hourly | | 37.8956 | 38.2687 | 39.0950 | 39.4681 | 39.8423 |
| O.T. | | 56.8434 | 57.4031 | 58.6425 | 59.2022 | 59.7635 |