

**Memorandum of Agreement
between
City of Brockton (the City)
and
Massachusetts Laborers' District Council
on behalf of
Public Employees Local Union 1162
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 collective bargaining agreement which expired on June 30, 2013 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, 2013.

1. Base Wages FY13:

Effective retroactive to July 1, 2013, 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 FY14:

Effective retroactive to July 1, 2014, 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 FY15:

Effective July 1, 2015, base wages shall be increased for all unit members by one and one quarter (1.25%) percent.

The existing wage scales shall be amended and listed in Appendix "A" to reflect the one and one quarter (1.25%) 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 FY13:

Effective retroactive to July 1, 2013, all unit members shall receive a cash payment in the amount of one (1%) percent of base wages, which shall be calculated after the base wage increase.

5. Cash Payment FY14:

Effective retroactive to July 1, 2014, all unit members shall receive a cash payment in the amount of one (1%) percent of base wages, which shall be calculated after the base wage increase.

6. Amend Article 11-1:

Deleting the following language:

Custodians: Subject to Section 1109 (Library Custodians), shift schedules for Public Property Custodians shall be 7:00 a.m. – to 4:00 p.m.; 3:00 p.m. – 12:00 p.m.
Overtime for Public Property Custodians shall be calculated based on a 40-hour work week consistent with this Agreement.

Adding the following language:

Custodians: Subject to Section 1109 (Library Custodians), shift schedules for Public Property Custodians shall be 7:00 a.m. – to 4:00 p.m.; 2:00 p.m. – 11:00 p.m.
Overtime for Public Property Custodians shall be calculated based on a 40-hour work week consistent with this Agreement.

Deleting the following language

Cemetery: 6:00 a.m. to 2:30 p.m during the period from April 1 and December 1, and 7:00 a.m. to 3:30 p.m. during the remainder of the year; provided however, that employees of the Cemetery Department who work 6:00 a.m. to 2:30 p.m., shall receive differential pay equal to eleven and three tenths (11¹/₃%) percent of their regular pay.

Adding the following language

Cemetery: 6:00 a.m. to 2:30 p.m during the period from April 1 and December 1 (“Summer Schedule”), and 7:00 a.m. to 3:30 p.m. during the remainder of the year (“Winter Schedule”); provided however, that employees of the Cemetery Department who work 6:00 a.m. to 2:30 p.m, shall be entitled to the 11.3% differential. Further, the Summer Schedule at the sole discretion of the Department Head may be extended from the period of December 1 -March 31, on an as needed basis; however the employees shall not be entitled to the 11.3% differential during the period of December 1-March 31.

Deleting the following language

Operations Division (Highway, Maintenance & Refuse) & Park Departments: Shift schedules for Operations Division and Parks Department employees between May 1 and October 1 shall be from 6:00 a.m. to 2:30 p.m., with the exception of the Refuse Division, between May 1 and October 1, the Saturday shift shall be 8:30 a.m. to 3:00 p.m.

Adding the following language

Operations Division (Highway & Maintenance) & Park Departments: Shift schedules for Operations Division and Parks Department employees between May 1 and October 1 shall be from 6:00 a.m. to 2:30 p.m, the Saturday and Sunday shift shall be 7:30 a.m. to 4:00 p.m.

Operations Division (Refuse): Shift schedules for Operations Division, Refuse employees between May 1 and December 1 shall be from 6:00 a.m. to 2:30 p.m the Saturday shift shall be 7:30 a.m. to 4:00 p.m.

7. **Amend Article 11-5 Differential Payments Non-Day Shift Premium**

Add the following sentence:

Shift Differential applies to all time accrued by employees including but not limited to sick, vacation and personal time.

8. **Amend Article 27-05 Dress Code:**

Replacing with following provision

Shorts may be worn by employees with the exception dispatcher/clerks and parking authority employees from Memorial Day to Labor Day. Shorts shall be cleaned, pressed and free of any holes, tears, rips or worn spots. Shorts must be less than one inch from the knee and of a heavy material such as cargo shorts. This provision, as it applies to wearing shorts while working with or using asphalt, shall be effective for a trial period of one (1) year following the execution of this agreement.

9. **Amend Article 13:**

Add following new provision:

13-07 In the event that employees are required to work one-half $\frac{1}{2}$ day, he or she shall begin work at the start of his normal shift and be required to work for three and $\frac{1}{2}$ ($3 \frac{1}{2}$) hours for employees working a 35-hour workweek and four (4) hours for employees working a 40-hour workweek.

10. **Amend Article XXIX:**

Add following new provision:

All employees working on a part-time basis shall receive the following benefits on a pro-rated basis: sick time, vacation, personal days, sick time carry-over, and bereavement leave. Any benefits not expressly set forth herein shall not be considered benefits available to part-time employees.

11. **Amend Article XXVII:**

Replacing with following provision

20-01 Each employee, not otherwise provided for by any other article of this Agreement, shall receive an annual clothing allowance, and an annual boot allowance, to be paid semi-annually after the completion of a six month period of work, the first payment to be due and payable in the second paycheck in December and the second payment to be due and payable in the second paycheck in June of each year. The amount of this clothing and boot allowance shall be One Thousand Seven Hundred (\$1,700.00) Dollars.

12. **New Article:**

Light Duty: The City and the Union agree that any injured employee,, where return to work is medically restricted, may be assigned to restricted duty either on a full or part-time

basis, at the sole discretion of the Department Head after consultation with and approval from either the City's worker's compensation agent for work related injury/illness or the Director of Personnel for non-work related injury/illness. This provision does not increase or provide any entitlement to the employee and any return to work which is medically restricted may be limited in time or duration and may be terminated at anytime at the sole discretion of the Department Head.

Workers' Compensation Agent or Director of Personnel, as appropriate, shall send employee letter enclosing job description, work capacity form, and release. Employee's treating physician shall complete the work capacity form. When necessary, at the Workers' Compensation Agent's or Director of Personnel's sole discretion, the Workers' Compensation Agent or Director of Personnel, as appropriate, shall be entitled to contact Employee's treating physician to obtain further information and/or documentation.

Employees assigned to light duty work shall only be eligible for overtime based on their light duty restrictions.

13. New article:

Safe Driving: The following policy applies to all employees using City-owned vehicles or using computers, on line email, pagers, palm pilots, pda's, and any other communication device. The use of cell phones and other hand-held electronic devices, including hands-free devices, shall be limited in accordance with this provision, while operating a motor vehicle and personal a motor vehicle on City-business; failure to adhere to said policy shall result in discipline. Members shall adhere to traffic laws. While operating a motor vehicle, members shall limit distractions through the use of cell phones and other hand-held electronic devices. The communication should be as short as reasonably necessary. Additionally, where feasible, a member placing a call should first attempt to pull off the road to a safe location before making calls. In the event of an accident, all employees are required to complete an accident report, which report is to be submitted to and discussed with his/her supervisor. In the event of the occurrence of 2 accidents within a 12 month period, which accidents were caused due to the fault of the employee as determined by the Department Head, Members shall be subject to random drug and alcohol testing.

The following policy applies to all employees using City-owned vehicles; failure to adhere to said policy shall result in discipline. Members shall refrain from smoking inside City-owned vehicles.

14. New article:

Auto Insurance: The following policy applies to all employees using a personal motor vehicle on City-business those employees who use personal vehicles for city business must provide to the city each year a copy of their valid auto policy

declaration page. Said insurance shall provide a business rider, the cost of which shall be reimbursed to the employee.

15. New article:

CDL Required Physical: All employees holding a commercial driver's license and/or hoist operating license shall submit to a medical examination (physical) when so required by law. The City agrees to provide to the members any training and/or schooling necessary to maintain, or meet the licensure requirements for commercial driver's licenses, hoist operator's licenses and/or other licenses required to be maintained for his/her position. The City shall pay for the employee's time, schooling, classes, seminars, and appropriate fees with regard to existing or new licenses or certificates to meet said requirements as required by the job. The provisions of this section shall be subject to the prior approval of the department head. The Union shall provide said training, at no or reduced cost, when possible.

16. Amend Job Duties Of Refuse Maintenance Men:

The union agrees to amend the Job description of the refuse maintenance man as set forth in attached job description. In exchange for the GPS coalition bargaining agreement, said amendment shall take place immediately following ratification by a side letter of agreement.

17. Amend Article XII Vacations

Adding the following sentence to 12-03

In scheduling an employee's vacation time, the employee must give their Department Head forty-eight (48) hours notice prior to commencement of a single vacation day.

18. Amend Article XXXIII Section 33-01

Replace the following sentence: The employee shall provide seven (7) calendar days advance notice to his/her Department or Division Head for use of personal days

To:

The employee shall provide twenty-four (24) hours advance notice to his/her Department or Division Head for use of a personal day.

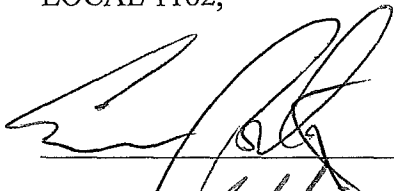
19. GPS:

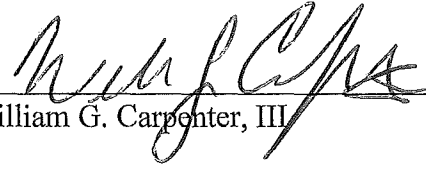
The City and all the local 1162 unions, which have employees who use City-owned vehicles shall agree to coalition bargaining for the implementation of the following provision: All vehicles shall be equipped with Global Positioning System devices.

Dated this ___ day of May, 2015.

MA LABORERS' DISTRICT COUNCIL,
LOCAL 1162,

CITY OF BROCKTON,
By Its Mayor,

 6/10/15


William G. Carpenter, III

 6/10/15

 6/10/15

APPROVED AS TO FORM:

 6/12/15


Law Department

LABORERS 1162
UNIT B-Group Code 1010

JULY 1, 2013

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
LABORER, MOTOR EQUIPMENT OPERATOR, MACHINIST, CLEANING & CUSTODIAL (PP & LIBRARY)						
		01	02	03	04	05
Salary	Gr1/1	40,290	40,664	41,059	41,434	41,808
Weekly		774.80	782.00	789.60	796.80	804.00
Hourly		19.37	19.55	19.74	19.92	20.10
O.T.		29.0550	29.3250	29.6100	29.8800	30.1500
11.3%		2.1888	2.2092	2.2306	2.2510	2.2713
21.3%		4.1258	4.1642	4.2046	4.2430	4.2813

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
SPEC. POLICE OFFICER (METER MAID) 35 HRS (1215)						
		01	02	03	04	05
Salary	Gr2/2	35,253	35,581	35,927	36,254	36,582
Weekly		677.95	684.25	690.90	697.20	703.50
Hourly		19.37	19.55	19.74	19.92	20.10
O.T.		29.0550	29.3250	29.6100	29.8800	30.1500

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
DISPATCHER/CLERK, MAINTENANCE MAN (1222), YARDMAN, SPEC. MOTOR EQUIP. OPR, STOREKEEPER (1233), MOTOR EQUIP. REPAIRMAN "B", CEMETERY MAINT. CRAFTSMAN (1256), MACHINERY MAINT. REPAIRMAN AND MOTOR EQUIP. FOREMAN						
		01	02	03	04	05
Salary	Gr3/1	42,744	43,160	43,576	43,971	44,387
Weekly		822.00	830.00	838.00	845.60	853.60
Hourly		20.55	20.75	20.95	21.14	21.34
O.T.		30.8250	31.1250	31.4250	31.7100	32.0100
11.3%		2.3222	2.3448	2.3674	2.3888	2.4114
21.3%		4.3772	4.4198	4.4624	4.5028	4.5454

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
DISPATCHER/CLERK 35 HRS (1200)						
		01	02	03	04	05
Salary	Gr 3A	42,406	42,806	43,225	43,625	44,026
Weekly		815.50	823.20	831.25	838.95	846.65
Hourly		23.30	23.52	23.75	23.97	24.19
O.T.		34.9500	35.2800	35.6250	35.9550	36.2850

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
GROUNDSKEEPER (1235), GREENSKEEPER (1224)						
		01	02	03	04	05
Salary	Gr4/1	42,910	43,326	43,742	44,158	44,554
Weekly		825.20	833.20	841.20	849.20	856.80
Hourly		20.63	20.83	21.03	21.23	21.42
O.T.		30.9450	31.2450	31.5450	31.8450	32.1300

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
WORKING FOREMAN - ALL DEPTS., HOIST OPERATOR (1227), TREE CLIMBER, EX HMEO, HWY. MAINT. CRAFTSMAN & WORKING FOREMAN, REPAIRMAN & ME REPAIRMAN "A" (1245), WELDER (1247)						
		01	02	03	04	05
Salary	Gr6A/1	45,178	45,594	46,030	46,467	46,904
Weekly		868.80	876.80	885.20	893.60	902.00
Hourly		21.72	21.92	22.13	22.34	22.55
O.T.		32.5800	32.8800	33.1950	33.5100	33.8250
11.3%		2.4544	2.4770	2.5007	2.5244	2.5482
21.3%		4.6264	4.6690	4.7137	4.7584	4.8032

JULY 1, 2013

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HEAVY MOTOR EQUIPMENT OPERATOR (1226)						
		01	02	03	04	05
Salary	Gr6/1	43,867	44,304	44,720	45,136	45,552
Weekly		843.60	852.00	860.00	868.00	876.00
Hourly		21.09	21.30	21.50	21.70	21.90
O.T.		31.6350	31.9500	32.2500	32.5500	32.8500
11.3%		2.3832	2.4069	2.4295	2.4521	2.4747
21.3%		4.4922	4.5369	4.5795	4.6221	4.6647

		STEP I	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
JR. BUILDING CUSTODIAN - 40 HRS (1201)						
Salary	Gr9	39,478	40,186	41,018	41,850	42,827
Weekly		759.20	772.80	788.80	804.80	823.60
Hourly		18.98	19.32	19.72	20.12	20.59
O.T.		28.4700	28.9800	29.5800	30.1800	30.8850

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
STOREKEEPER/DISPATCHER (1233)						
		01	02	03	04	05
Salary	Gr10/1	47,715	48,173	48,630	49,088	49,546
Weekly		917.60	926.40	935.20	944.00	952.80
Hourly		22.94	23.16	23.38	23.60	23.82
O.T.		34.4100	34.7400	35.0700	35.4000	35.7300
11.3%		2.5922	2.6171	2.6419	2.6668	2.6917
21.3%		4.8862	4.9331	4.9799	5.0268	5.0737

		STEP I	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
SR. BUILDING CUSTODIAN - 40 HRS (1202)						
Salary	Gr11/1	48,298	48,755	49,213	49,691	50,128
Weekly		928.80	937.60	946.40	955.60	964.00
Hourly		23.22	23.44	23.66	23.89	24.10
O.T.		34.8300	35.1600	35.4900	35.8350	36.1500

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
FOREMAN - CEMETERY, REFUSE & FORESTRY, CONSTRUCTION FOREMAN (HWY) - 1207, HEAD GROUNDSKEEPER (1208) & HEAD GREENSKEEPER (1204)						
		01	02	03	04	05
Salary	Gr13/1	50,690	51,168	51,667	52,146	52,645
Weekly		974.80	984.00	993.60	1,002.80	1,012.40
Hourly		24.37	24.60	24.84	25.07	25.31
O.T.		36.5550	36.9000	37.2600	37.6050	37.9650
11.3%		2.7538	2.7798	2.8069	2.8329	2.8600
21.3%		5.1908	5.2398	5.2909	5.3399	5.3910

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HIGHWAY CONSTRUCTION SUPERVISOR (1218)						
		01	02	03	04	05
Salary	Gr14/1	53,269	53,789	54,288	54,829	55,328
Weekly		1,024.40	1,034.40	1,044.00	1,054.40	1,064.00
Hourly		25.61	25.86	26.10	26.36	26.60
O.T.		38.4150	38.7900	39.1500	39.5400	39.9000
11.3%		2.8939	2.9222	2.9493	2.9787	3.0058
21.3%		5.4549	5.5082	5.5593	5.6147	5.6658

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
GENERAL FOREMAN (1210)						
		01	02	03	04	05
Salary	Gr15/1	55,640	56,181	56,722	57,262	57,782
Weekly		1,070.00	1,080.40	1,090.80	1,101.20	1,111.20
Hourly		26.75	27.01	27.27	27.53	27.78
O.T.		40.1250	40.5150	40.9050	41.2950	41.6700
11.3%		3.0228	3.0521	3.0815	3.1109	3.1391
21.3%		5.6978	5.7531	5.8085	5.8639	5.9171

LABORERS 1162
UNIT B-Group Code 1010

JULY 1, 2014

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
LABORER, MOTOR EQUIPMENT OPERATOR, MACHINIST, CLEANING & CUSTODIAL (PP & LIBRARY)						
		01	02	03	04	05
Salary	Gr1/1	41,101	41,475	41,870	42,266	42,640
Weekly		790.40	797.60	805.20	812.80	820.00
Hourly		19.76	19.94	20.13	20.32	20.50
O.T.		29.6400	29.9100	30.1950	30.4800	30.7500
11.3%		2.2329	2.2532	2.2747	2.2962	2.3165
21.3%		4.2089	4.2472	4.2877	4.3282	4.3665

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
SPEC. POLICE OFFICER (METER MAID) 35 HRS (1215)						
		01	02	03	04	05
Salary	Gr2/2	35,963	36,291	36,637	36,982	37,310
Weekly		691.60	697.90	704.55	711.20	717.50
Hourly		19.76	19.94	20.13	20.32	20.50
O.T.		29.6400	29.9100	30.1950	30.4800	30.7500

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
DISPATCHER/CLERK, MAINTENANCE MAN (1222), YARDMAN; SPEC. MOTOR EQUIP. OPR, STOREKEEPER (1233), MOTOR EQUIP. REPAIRMAN "B", CEMETERY MAINT. CRAFTSMAN (1256), MACHINERY MAINT. REPAIRMAN AND MOTOR EQUIP. FOREMAN						
		01	02	03	04	05
Salary	Gr3/1	43,597	44,034	44,450	44,845	45,282
Weekly		838.40	846.80	854.80	862.40	870.80
Hourly		20.96	21.17	21.37	21.56	21.77
O.T.		31.4400	31.7550	32.0550	32.3400	32.6550
11.3%		2.3685	2.3922	2.4148	2.4363	2.4600
21.3%		4.4645	4.5092	4.5518	4.5923	4.6370

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
DISPATCHER/CLERK 35 HRS (1200)						
		01	02	03	04	05
Salary	Gr 3A	43,261	43,662	44,099	44,499	44,899
Weekly		831.95	839.65	848.05	855.75	863.45
Hourly		23.77	23.99	24.23	24.45	24.67
O.T.		35.6550	35.9850	36.3450	36.6750	37.0050

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
GROUNDSKEEPER (1235), GREENSKEEPER (1224)						
		01	02	03	04	05
Salary	Gr4/1	43,763	44,200	44,616	45,032	45,448
Weekly		841.60	850.00	858.00	866.00	874.00
Hourly		21.04	21.25	21.45	21.65	21.85
O.T.		31.5600	31.8750	32.1750	32.4750	32.7750

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
WORKING FOREMAN - ALL DEPTS., HOIST OPERATOR (1227), TREE CLIMBER, EX HMEO, HWY. MAINT. CRAFTSMAN & WORKING FOREMAN, REPAIRMAN & ME REPAIRMAN "A" (1245), WELDER (1247)						
		01	02	03	04	05
Salary	Gr6A/1	46,072	46,509	46,946	47,403	47,840
Weekly		886.00	894.40	902.80	911.60	920.00
Hourly		22.15	22.36	22.57	22.79	23.00
O.T.		33.2250	33.5400	33.8550	34.1850	34.5000
11.3%		2.5030	2.5267	2.5504	2.5753	2.5990
21.3%		4.7180	4.7627	4.8074	4.8543	4.8990

JULY 1, 2014

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HEAVY MOTOR EQUIPMENT OPERATOR (1226)						
		01	02	03	04	05
Salary	Gr6/1	44,741	45,198	45,614	46,030	46,467
Weekly		860.40	869.20	877.20	885.20	893.60
Hourly		21.51	21.73	21.93	22.13	22.34
O.T.		32.2650	32.5950	32.8950	33.1950	33.5100
11.3%		2.4306	2.4555	2.4781	2.5007	2.5244
21.3%		4.5816	4.6285	4.6711	4.7137	4.7584

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
JR. BUILDING CUSTODIAN - 40 HRS (1201)						
		01	02	03	04	05
Salary	Gr9	40,269	40,997	41,829	42,662	43,680
Weekly		774.40	788.40	804.40	820.80	840.00
Hourly		19.36	19.71	20.11	20.52	21.00
O.T.		29.0400	29.5650	30.1650	30.7800	31.5000

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
STOREKEEPER/DISPATCER (1233)						
		01	02	03	04	05
Salary	Gr10/1	48,672	49,130	49,608	50,066	50,544
Weekly		936.00	944.80	954.00	962.80	972.00
Hourly		23.40	23.62	23.85	24.07	24.30
O.T.		35.1000	35.4300	35.7750	36.1050	36.4500
11.3%		2.6442	2.6691	2.6951	2.7199	2.7459
21.3%		4.9842	5.0311	5.0801	5.1269	5.1759

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
SR. BUILDING CUSTODIAN - 40 HRS (1202)						
		01	02	03	04	05
Salary	Gr11/1	49,254	49,733	50,190	50,690	51,126
Weekly		947.20	956.40	965.20	974.80	983.20
Hourly		23.68	23.91	24.13	24.37	24.58
O.T.		35.5200	35.8650	36.1950	36.5550	36.8700

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
FOREMAN - CEMETERY, REFUSE & FORESTRY, CONSTRUCTION FOREMAN (HWY) - 1207, HEAD GROUNDSKEEPER (1208) & HEAD GREENSKEEPER (1204)						
		01	02	03	04	05
Salary	Gr13/1	51,709	52,187	52,707	53,186	53,706
Weekly		994.40	1,003.60	1,013.60	1,022.80	1,032.80
Hourly		24.86	25.09	25.34	25.57	25.82
O.T.		37.2900	37.6350	38.0100	38.3650	38.7300
11.3%		2.8092	2.8352	2.8634	2.8894	2.9177
21.3%		5.2952	5.3442	5.3974	5.4464	5.4997

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HIGHWAY CONSTRUCTION SUPERVISOR (1218)						
		01	02	03	04	05
Salary	Gr14/1	54,330	54,870	55,370	55,931	56,430
Weekly		1,044.80	1,055.20	1,064.80	1,075.60	1,085.20
Hourly		26.12	26.38	26.62	26.89	27.13
O.T.		39.1800	39,5700	39.9300	40.3350	40.6950
11.3%		2.9516	2.9809	3.0081	3.0386	3.0657
21.3%		5.5636	5.6189	5.6701	5.7276	5.7787

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
GENERAL FOREMAN (1210)						
		01	02	03	04	05
Salary	Gr15/1	56,763	57,304	57,866	58,406	58,947
Weekly		1,091.60	1,102.00	1,112.80	1,123.20	1,133.60
Hourly		27.29	27.55	27.82	28.08	28.34
O.T.		40.9350	41.3250	41.7300	42.1200	42.5100
11.3%		3.0838	3.1132	3.1437	3.1730	3.2024
21.3%		5.8128	5.8682	5.9257	5.9810	6.0364

LABORERS 1162
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JULY 1, 2015

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
LABORER, MOTOR EQUIPMENT OPERATOR, MACHINIST, CLEANING & CUSTODIAL (PP & LIBRARY)						
		01	02	03	04	05
Salary	Gr1/1	41,621	41,995	42,390	42,786	43,181
Weekly		800.40	807.60	815.20	822.80	830.40
Hourly		20.01	20.19	20.38	20.57	20.76
O.T.		30.0150	30.2850	30.5700	30.8550	31.1400
11.3%		2.2611	2.2815	2.3029	2.3244	2.3459
21.3%		4.2621	4.3005	4.3409	4.3814	4.4219

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
SPEC. POLICE OFFICER (METER MAID) 35 HRS (1215)						
		01	02	03	04	05
Salary	Gr2/2	36,418	36,746	37,092	37,437	37,783
Weekly		700.35	706.65	713.30	719.95	726.60
Hourly		20.01	20.19	20.38	20.57	20.76
O.T.		30.0150	30.2850	30.5700	30.8550	31.1400

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
DISPATCHER/CLERK, MAINTENANCE MAN (1222), YARDMAN, SPEC. MOTOR EQUIP. OPR, STOREKEEPER (1233), MOTOR EQUIP. REPAIRMAN "B", CEMETERY MAINT. CRAFTSMAN (1256), MACHINERY MAINT. REPAIRMAN AND MOTOR EQUIP. FOREMAN						
		01	02	03	04	05
Salary	Gr3/1	44,138	44,574	45,011	45,406	45,843
Weekly		848.80	857.20	865.60	873.20	881.60
Hourly		21.22	21.43	21.64	21.83	22.04
O.T.		31.8300	32.1450	32.4600	32.7450	33.0600
11.3%		2.3979	2.4216	2.4453	2.4668	2.4905
21.3%		4.5199	4.5646	4.6093	4.6498	4.6945

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
DISPATCHER/CLERK 35 HRS (1200)						
		01	02	03	04	05
Salary	Gr 3A	43,807	44,208	44,645	45,063	45,464
Weekly		842.45	850.15	858.55	866.60	874.30
Hourly		24.07	24.29	24.53	24.76	24.98
O.T.		36.1050	36.4350	36.7950	37.1400	37.4700

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
GROUNDSKEEPER (1235), GREENSKEEPER (1224)						
		01	02	03	04	05
Salary	Gr4/1	44,304	44,762	45,178	45,594	46,010
Weekly		852.00	860.80	868.80	876.80	884.80
Hourly		21.30	21.52	21.72	21.92	22.12
O.T.		31.9500	32.2800	32.5800	32.8800	33.1800

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
WORKING FOREMAN - ALL DEPTS., HOIST OPERATOR (1227), TREE CLIMBER, EX HMEO, HWY. MAINT. CRAFTSMAN & WORKING FOREMAN, REPAIRMAN & ME REPAIRMAN "A" (1245), WELDER (1247)						
		01	02	03	04	05
Salary	Gr6A/1	46,654	47,091	47,528	47,986	48,443
Weekly		897.20	905.60	914.00	922.80	931.60
Hourly		22.43	22.64	22.85	23.07	23.29
O.T.		33.6450	33.9600	34.2750	34.6050	34.9350
11.3%		2.5346	2.5583	2.5821	2.6069	2.6318
21.3%		4.7776	4.8223	4.8671	4.9139	4.9608

LABORERS 1162
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1.25%

JULY 1, 2015

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HEAVY MOTOR EQUIPMENT OPERATOR (1226)						
		01	02	03	04	05
Salary	Gr6/1	45,302	45,760	46,176	46,613	47,050
Weekly		871.20	880.00	888.00	896.40	904.80
Hourly		21.78	22.00	22.20	22.41	22.62
O.T.		32.6700	33.0000	33.3000	33.6150	33.9300
11.3%		2.4611	2.4860	2.5086	2.5323	2.5561
21.3%		4.6391	4.6860	4.7286	4.7733	4.8181

		STEP I	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
JR. BUILDING CUSTODIAN - 40 HRS (1201)						
Salary	Gr9	40,768	41,517	42,349	43,222	44,221
Weekly		784.00	798.40	814.40	831.20	850.40
Hourly		19.60	19.96	20.36	20.78	21.26
O.T.		29.4000	29.9400	30.5400	31.1700	31.8900

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
STOREKEEPER/DISPATCHER (1233)						
		01	02	03	04	05
Salary	Gr10/1	49,275	49,754	50,232	50,690	51,168
Weekly		947.60	956.80	966.00	974.80	984.00
Hourly		23.69	23.92	24.15	24.37	24.60
O.T.		35.5350	35.8800	36.2250	36.5550	36.9000
11.3%		2.6770	2.7030	2.7290	2.7538	2.7798
21.3%		5.0460	5.0950	5.1440	5.1908	5.2398

		STEP I	STEP II	STEP III	STEP IV	STEP V
		01	02	03	04	05
SR. BUILDING CUSTODIAN - 40 HRS (1202)						
Salary	Gr11/1	49,878	50,357	50,814	51,314	51,771
Weekly		959.20	968.40	977.20	986.80	995.60
Hourly		23.98	24.21	24.43	24.67	24.89
O.T.		35.9700	36.3150	36.6450	37.0050	37.3350

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
FOREMAN - CEMETERY, REFUSE & FORESTRY, CONSTRUCTION FOREMAN (HWY) - 1207, HEAD GROUNDSKEEPER (1208) & HEAD GREENSKEEPER (1204)						
		01	02	03	04	05
Salary	Gr13/1	52,354	52,832	53,373	53,851	54,371
Weekly		1,006.80	1,016.00	1,026.40	1,035.60	1,045.60
Hourly		25.17	25.40	25.66	25.89	26.14
O.T.		37.7550	38.1000	38.4900	38.8350	39.2100
11.3%		2.8442	2.8702	2.8996	2.9256	2.9538
21.3%		5.3612	5.4102	5.4656	5.5146	5.5678

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HIGHWAY CONSTRUCTION SUPERVISOR (1218)						
		01	02	03	04	05
Salary	Gr14/1	55,016	55,557	56,056	56,638	57,138
Weekly		1,058.00	1,068.40	1,078.00	1,089.20	1,098.80
Hourly		26.45	26.71	26.95	27.23	27.47
O.T.		39.6750	40.0650	40.4250	40.8450	41.2050
11.3%		2.9889	3.0182	3.0454	3.0770	3.1041
21.3%		5.6339	5.6892	5.7404	5.8000	5.8511

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
GENERAL FOREMAN (1210)						
		01	02	03	04	05
Salary	Gr15/1	57,470	58,011	58,594	59,134	59,675
Weekly		1,105.20	1,115.60	1,126.80	1,137.20	1,147.60
Hourly		27.63	27.89	28.17	28.43	28.69
O.T.		41.4450	41.8350	42.2550	42.6450	43.0350
11.3%		3.1222	3.1516	3.1832	3.2126	3.2420
21.3%		5.8852	5.9406	6.0002	6.0556	6.1110

PARKING GARAGE ATTENDANTS

JULY 1, 2013

2%

STEP 1 STEP 2 STEP 3 STEP 4 STEP 5

PARKING GARAGE ATTENDANTS (1728)

PT/S-3a

\$13.78 \$14.29 \$14.80 \$15.31 \$15.82

PARKING CONTROL OFFICER (1726)

PT/S-3b

\$13.78 \$14.29 \$14.80 \$15.31 \$15.82

PARKING GARAGE ATTENDANTS

JULY 1, 2014

2%

STEP 1 STEP 2 STEP 3 STEP 4 STEP 5

PARKING GARAGE ATTENDANTS (1728)

PT/S-3a

\$14.06 \$14.58 \$15.10 \$15.62 \$16.14

PARKING CONTROL OFFICER (1726)

PT/S-3b

\$14.06 \$14.58 \$15.10 \$15.62 \$16.14

PARKING GARAGE ATTENDANTS

JULY 1, 2015

1.25%

STEP 1 STEP 2 STEP 3 STEP 4 STEP 5

PARKING GARAGE ATTENDANTS (1728)

PT/S-3a

\$14.24 \$14.76 \$15.29 \$15.82 \$16.34

PARKING CONTROL OFFICER (1726)

PT/S-3b

\$14.24 \$14.76 \$15.29 \$15.82 \$16.34