

**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)
(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, 2016.

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. FY 17 Hourly Base Wages:

Effective July 1, 2016 after the percentage base wage increase calculation, hourly base wages shall be increased for the following positions in the Highway and Refuse Sections only: Maintenance Man, Heavy Equipment Motor Equipment Operator, Storekeeper/Dispatcher, Construction Foreman, and General Foreman, by twenty-five (\$0.25) cents.

The existing wage scales for these positions shall be amended and listed in Appendix "A" to reflect the twenty-five (\$0.25) cent hourly base wage increase.

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

7. FY 18 Hourly Base Wages:

Effective July 1, 2017 after the percentage base wage increase calculation, hourly base wages shall be increased for the following positions in the Highway and Refuse Sections only: Maintenance Man, Heavy Equipment Motor Equipment Operator, Storekeeper/Dispatcher, Construction Foreman, and General Foreman, by ten (\$0.10) cents.

The existing wage scales for these positions shall be amended and listed in Appendix "A" to reflect the ten (\$0.10) cent hourly base wage increase.

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

8. FY 19 Hourly Base Wages:

Effective July 1, 2018 after the percentage base wage increase calculation, hourly base wages shall be increased for the following positions in the Highway and Refuse Sections only: Maintenance Man, Heavy Equipment Motor Equipment Operator, Storekeeper/Dispatcher, Construction Foreman, and General Foreman, by ten (\$0.10) cents.

The existing wage scales for these positions shall be amended and listed in Appendix "A" to reflect the ten (\$0.10) cent hourly base wage increase.

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

9. FY 17 Hourly Base Wages:

Effective July 1, 2016 after the percentage base wage increase calculation, hourly base wages shall be increased for the following positions in the Highway and Refuse Sections only: Welder and Hoisting Equipment Operator, by fifty (\$0.50) cents.

The existing wage scales for these positions shall be amended and listed in Appendix "A" to reflect the fifty (\$0.50) cent hourly base wage increase.

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

10. FY 18 Hourly Base Wages:

Effective July 1, 2017 after the percentage base wage increase calculation, hourly base wages shall be increased for the following positions in the Highway and Refuse Sections only: Welder and Hoisting Equipment Operator, by twenty five (\$0.25) cents.

The existing wage scales for these positions shall be amended and listed in Appendix "A" to reflect the twenty five (\$0.25) cent hourly base wage increase.

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

11. FY 19 Hourly Base Wages:

Effective July 1, 2018 after the percentage base wage increase calculation, hourly base wages shall be increased for the following positions in the Highway and Refuse Sections only: Welder and Hoisting Equipment Operator, by twenty five (\$0.25) cents.

The existing wage scales for these positions shall be amended and listed in Appendix "A" to reflect the twenty five (\$0.25) cent hourly base wage increase.

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

12. Base Wages FY16:

In exchange for additional language in the collective bargaining agreement regarding GPS language, effective July 1, 2016, base wages shall be increased for all unit members by one half (0.5%) percent.

The existing wage scales shall be amended and listed in Appendix "A" to reflect the one half (0.5%) percent base wage increase.

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

13. Title Pay Adjustment:

The pay scales for the following position shall be reclassified:

Motor Equipment Repairman A

Effective upon funding, Motor Equipment Repairman A shall be upgrade to Construction Foreman pay scale.

14. FY 17 CDL Hourly Rate:

Effective July 1, 2016 after the percentage base wage increase calculation, CDL hourly rate shall be increased by twenty-five (\$0.25) cents.

The existing wage scales for these positions shall be amended and listed in Appendix "A" to reflect the twenty-five (\$0.25) cent CDL hourly rate increase.

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

15. FY 18 CDL Hourly Rate:

Effective July 1, 2017 after the percentage base wage increase calculation, CDL hourly rate shall be increased by ten (\$0.10) cents.

The existing wage scales for these positions shall be amended and listed in Appendix "A" to reflect the ten (\$0.10) cent CDL hourly rate increase.

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

16. FY 19 CDL Hourly Rate:

Effective July 1, 2018 after the percentage base wage increase calculation, CDL hourly rate shall be increased by ten (\$0.10) cents.

The existing wage scales for these positions shall be amended and listed in Appendix "A" to reflect the ten (\$0.10) cent CDL hourly rate increase.

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

17. GPS:

All vehicles shall be equipped with Global Positioning System devices.

18. Retirement Sick Buyout

Article VI, Sick Leave, section 6-11, shall be amended to increase retirement sick buy out from \$11,000 to \$13,800.

19. Personal Days

Article XXXII, Personal Day, section 32-01 shall be amended to provide one (1) additional personal day for a total of four (4) personal days.

20. Amend Article 11-1:

Deleting 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 shift shall be 7:30 a.m. to 4:00 p.m.

Adding the following language

Parks: 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; employees of the Parks Department who work 6:00 a.m. to 2:30 p.m., shall receive differential pay equal to eleven and three tenths (11.3%) percent of their regular pay.

Operations Division (Highway & Maintenance): Shift schedules for Operations Division employees between April 15 and October 15 shall be from 6:00 a.m. to 2:30 p.m. Monday thru Friday, the Saturday and Sunday hours shall be 7:30 a.m. to 4:00 p.m.

21. Parks & Golf Licensure:

Amend Article 11-1:

Add the following new section

Any Parks or Golf employee who holds a Commercial Applicator's Certification shall be paid Two Hundred Fifty (\$250) dollars on those days said Certification is actually used in the absence of the General Foreman or Deputy Superintendent.

Any Parks or Golf employee who holds an Applicator's License shall be paid Five Hundred (\$500) dollars annually.

22. Combing 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.

23. Class A License

Amend Article XIX Wages

By adding the following subsection:

(e) The City agrees that employees who hold a valid Commercial Driver's License Class A shall receive an additional \$0.85 per hour for each hour on a shift in which said employee actually is assigned to operate equipment requiring a Class A license.

24. Hazardous Pay:

Amend Article 11-1:

Add the following new section

Hazardous Duty Differential. The following hazardous duty differential shall be paid to members of the bargaining unit:

Effective July 1, 2016, \$0.20 per hour

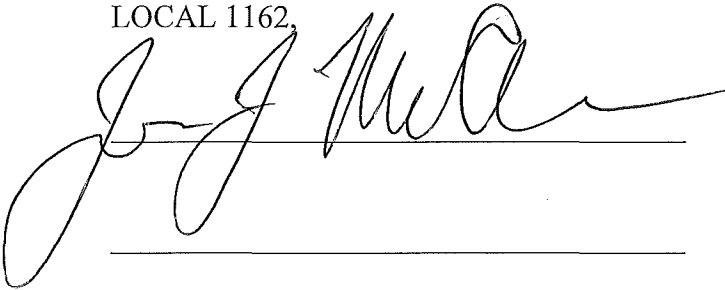
Effective July 1, 2017, \$0.05 additional increase per hour

Effective July 1, 2018, \$0.05 additional increase per hour

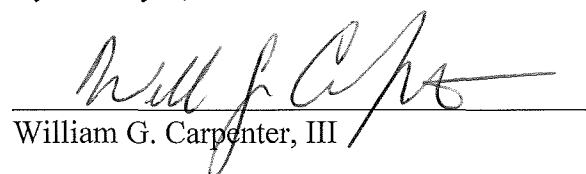
* In the event that that the city enters into an agreement with any other city union or collective bargaining unit, that allows for a base wage increase that is greater than 5.75% for the period between July1, 2016 through June 30, 2019, the City and the Union agree to re-open negotiations for base wages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

Dated this ____ day of April, 2016.

MA LABORERS' DISTRICT COUNCIL,
LOCAL 1162,



CITY OF BROCKTON,
By Its Mayor,



William G. Carpenter, III

APPROVED AS TO FORM:



Law Department

LABORERS 1162
UNIT B-Group Code 1010

JULY 1, 2016

2.00%

		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	42,453	42,827	43,243	43,638	44,054
Weekly		816.40	823.60	831.60	839.20	847.20
Hourly		20.41	20.59	20.79	20.98	21.18
O.T.		30.6150	30.8850	31.1850	31.4700	31.7700
11.3%		2.3063	2.3267	2.3493	2.3707	2.3933
21.3%		4.3473	4.3857	4.4283	4.4687	4.5113

		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	37,146	37,474	37,838	38,184	38,548
Weekly		714.35	720.65	727.65	734.30	741.30
Hourly		20.41	20.59	20.79	20.98	21.18
O.T.		30.6150	30.8850	31.1850	31.4700	31.7700

		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	45,011	45,469	45,906	46,322	46,758
Weekly		865.60	874.40	882.80	890.80	899.20
Hourly		21.64	21.86	22.07	22.27	22.48
O.T.		32.4600	32.7900	33.1050	33.4050	33.7200
11.3%		2.4453	2.4702	2.4939	2.5165	2.5402
21.3%		4.6093	4.6562	4.7009	4.7435	4.7882

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HIGHWAY AND REFUSE MAINTENANCE MAN (1268)						
		01	02	03	04	05
Salary	Gr3/1A	45,531	45,989	46,426	46,842	47,278
Weekly		875.60	884.40	892.80	900.80	909.20
Hourly		21.89	22.11	22.32	22.52	22.73
O.T.		32.8350	33.1650	33.4800	33.7800	34.0950
11.3%		2.4736	2.4984	2.5222	2.5448	2.5685
21.3%		4.6626	4.7094	4.7542	4.7968	4.8415

		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	44,681	45,100	45,536	45,973	46,374
Weekly		859.25	867.30	875.70	884.10	891.80
Hourly		24.55	24.78	25.02	25.26	25.48
O.T.		36.8250	37.1700	37.5300	37.8900	38.2200

		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	45,198	45,656	46,072	46,509	46,925
Weekly		869.20	878.00	886.00	894.40	902.40
Hourly		21.73	21.95	22.15	22.36	22.56
O.T.		32.5950	32.9250	33.2250	33.5400	33.8400

		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. CRAFTMAN & WORKING FOREMAN, WELDER (1247)						
		01	02	03	04	05
Salary	Gr06A/1	47,590	48,027	48,485	48,942	49,421
Weekly		915.20	923.60	932.40	941.20	950.40
Hourly		22.88	23.09	23.31	23.53	23.76
O.T.		34.3200	34.6350	34.9650	35.2950	35.6400
11.3%		2.5854	2.6092	2.6340	2.6589	2.6849
21.3%		4.8734	4.9182	4.9650	5.0119	5.0609

JULY 1, 2016

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
HIGHWAY AND REFUSE WELDER (1273) & HIGHWAY AND REFUSE HOISTING OPERATOR (1274)						
		01	02	03	04	05
Salary	Gr6A/1	48,630	49,067	49,525	49,982	50,461
Weekly		935.20	943.60	952.40	961.20	970.40
Hourly		23.38	23.59	23.81	24.03	24.26
O.T.		35.0700	35.3850	35.7150	36.0450	36.3900
11.3%		2.6419	2.6657	2.6905	2.7154	2.7414
21.3%		4.9799	5.0247	5.0715	5.1184	5.1674

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
HEAVY MOTOR EQUIPMENT OPERATOR (1226)						
		01	02	03	04	05
Salary	Gr6/1	46,218	46,675	47,091	47,549	47,986
Weekly		888.80	897.60	905.60	914.40	922.80
Hourly		22.22	22.44	22.64	22.86	23.07
O.T.		33.3300	33.6600	33.9600	34.2900	34.6050
11.3%		2.5109	2.5357	2.5583	2.5832	2.6069
21.3%		4.7329	4.7797	4.8223	4.8692	4.9139

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
HIGHWAY AND REFUSE HEAVY MOTOR EQUIPMENT OPERATOR (1269)						
		01	02	03	04	05
Salary	Gr6/1A	46,738	47,195	47,611	48,069	48,506
Weekly		898.80	907.60	915.60	924.40	932.80
Hourly		22.47	22.69	22.89	23.11	23.32
O.T.		33.7050	34.0350	34.3350	34.6650	34.9800
11.3%		2.5391	2.5640	2.5866	2.6114	2.6352
21.3%		4.7861	4.8330	4.8756	4.9224	4.9672

		STEP I 01	STEP II 02	STEP III 03	STEP IV 04	STEP V 05
JR. BUILDING CUSTODIAN - 40 HRS (1201)						
Salary	Gr9	41,579	42,349	43,202	44,096	45,115
Weekly		799.60	814.40	830.80	848.00	867.60
Hourly		19.99	20.36	20.77	21.20	21.69
O.T.		29.9850	30.5400	31.1550	31.8000	32.5350

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
STOREKEEPER/DISPATCHER (1233)						
		01	02	03	04	05
Salary	Gr10/1	50,253	50,752	51,230	51,709	52,187
Weekly		966.40	976.00	985.20	994.40	1,003.60
Hourly		24.16	24.40	24.63	24.86	25.09
O.T.		36.2400	36.6000	36.9450	37.2900	37.6350
11.3%		2.7301	2.7572	2.7832	2.8092	2.8352
21.3%		5.1461	5.1972	5.2462	5.2952	5.3442

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
HIGHWAY AND REFUSE STOREKEEPER/DISPATCHER (1270)						
		01	02	03	04	05
Salary	Gr10/B	50,773	51,272	51,750	52,229	52,707
Weekly		976.40	986.00	995.20	1,004.40	1,013.60
Hourly		24.41	24.65	24.88	25.11	25.34
O.T.		36.6150	36.9750	37.3200	37.6650	38.0100
11.3%		2.7583	2.7855	2.8114	2.8374	2.8634
21.3%		5.1993	5.2505	5.2994	5.3484	5.3974

		STEP I 01	STEP II 02	STEP III 03	STEP IV 04	STEP V 05
SR. BUILDING CUSTODIAN - 40 HRS (1202)						
Salary	Gr11/1	50,877	51,355	51,834	52,333	52,811
Weekly		978.40	987.60	996.80	1,006.40	1,015.60
Hourly		24.46	24.69	24.92	25.16	25.39
O.T.		36.6900	37.0350	37.3800	37.7400	38.0850

LABORERS 1162
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		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	53,394	53,893	54,434	54,933	55,453
Weekly		1,026.80	1,036.40	1,046.80	1,056.40	1,066.40
Hourly		25.67	25.91	26.17	26.41	26.66
O.T.		38.5050	38.8650	39.2550	39.6150	39.9900
11.3%		2.9007	2.9278	2.9572	2.9843	3.0126
21.3%		5.4677	5.5188	5.5742	5.6253	5.6786

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HIGHWAY AND REFUSE CONSTRUCTION FOREMAN (1271)						
MOTOR EQUIPMENT REPAIRMAN "A" (1245)						
		01	02	03	04	05
Salary	Gr13/B	53,914	54,413	54,954	55,453	55,973
Weekly		1,036.80	1,046.40	1,056.80	1,066.40	1,076.40
Hourly		25.92	26.16	26.42	26.66	26.91
O.T.		38.8800	39.2400	39.6300	39.9900	40.3650
11.3%		2.9290	2.9561	2.9855	3.0126	3.0408
21.3%		5.5210	5.5721	5.6275	5.6786	5.7318

		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	56,118	56,659	57,179	57,762	58,282
Weekly		1,079.20	1,089.60	1,099.60	1,110.80	1,120.80
Hourly		26.98	27.24	27.49	27.77	28.02
O.T.		40.4700	40.8600	41.2350	41.6550	42.0300
11.3%		3.0487	3.0781	3.1064	3.1380	3.1663
21.3%		5.7467	5.8021	5.8554	5.9150	5.9683

		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	58,614	59,176	59,758	60,320	60,861
Weekly		1,127.20	1,138.00	1,149.20	1,160.00	1,170.40
Hourly		28.18	28.45	28.73	29.00	29.26
O.T.		42.2700	42.6750	43.0950	43.5000	43.8900
11.3%		3.1843	3.2149	3.2465	3.2770	3.3064
21.3%		6.0023	6.0599	6.1195	6.1770	6.2324

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HIGHWAY AND REFUSE GENERAL FOREMAN (1272)						
		01	02	03	04	05
Salary	Gr15/B	59,134	59,696	60,278	60,840	61,381
Weekly		1,137.20	1,148.00	1,159.20	1,170.00	1,180.40
Hourly		28.43	28.70	28.98	29.25	29.51
O.T.		42.6450	43.0500	43.4700	43.8750	44.2650
11.3%		3.2126	3.2431	3.2747	3.3053	3.3346
21.3%		6.0556	6.1131	6.1727	6.2303	6.2856

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		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	43,306	43,680	44,117	44,512	44,928
Weekly		832.80	840.00	848.40	856.00	864.00
Hourly		20.82	21.00	21.21	21.40	21.60
O.T.		31.2300	31.5000	31.8150	32.1000	32.4000
11.3%		2.3527	2.3730	2.3967	2.4182	2.4408
21.3%		4.4347	4.4730	4.5177	4.5582	4.6008

		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	37,892	38,220	38,602	38,948	39,312
Weekly		728.70	735.00	742.35	749.00	756.00
Hourly		20.82	21.00	21.21	21.40	21.60
O.T.		31.2300	31.5000	31.8150	32.1000	32.4000

		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	45,906	46,384	46,821	47,258	47,694
Weekly		882.80	892.00	900.40	908.80	917.20
Hourly		22.07	22.30	22.51	22.72	22.93
O.T.		33.1050	33.4500	33.7650	34.0800	34.3950
11.3%		2.4939	2.5199	2.5436	2.5674	2.5911
21.3%		4.7009	4.7499	4.7946	4.8394	4.8841

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HIGHWAY AND REFUSE MAINTENANCE MAN (1268)						
		01	02	03	04	05
Salary	Gr3/1A	46,654	47,112	47,570	47,986	48,422
Weekly		897.20	906.00	914.80	922.80	931.20
Hourly		22.43	22.65	22.87	23.07	23.28
O.T.		33.6450	33.9750	34.3050	34.6050	34.9200
11.3%		2.5346	2.5595	2.5843	2.6069	2.6306
21.3%		4.7776	4.8245	4.8713	4.9139	4.9586

		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	45,573	46,010	46,446	46,901	47,302
Weekly		876.40	884.80	893.20	901.95	909.65
Hourly		25.04	25.28	25.52	25.77	25.99
O.T.		37.5600	37.9200	38.2800	38.6550	38.9850

		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	46,093	46,571	46,987	47,445	47,861
Weekly		886.40	895.60	903.60	912.40	920.40
Hourly		22.16	22.39	22.59	22.81	23.01
O.T.		33.2400	33.5850	33.8850	34.2150	34.5150

		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 HMEQ, HWY. MAINT. CRAFTMAN & WORKING FOREMAN, WELDER (1247)						
		01	02	03	04	05
Salary	Gr06A/1	48,547	48,984	49,462	49,920	50,419
Weekly		933.60	942.00	951.20	960.00	969.60
Hourly		23.34	23.55	23.78	24.00	24.24
O.T.		35.0100	35.3250	35.6700	36.0000	36.3600
11.3%		2.6374	2.6612	2.6871	2.7120	2.7391
21.3%		4.9714	5.0162	5.0651	5.1120	5.1631

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2.00%

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
HIGHWAY AND REFUSE WELDER (1273) & HIGHWAY AND REFUSE HOISTING OPERATOR (1274)						
		01	02	03	04	05
Salary	6A/1	49,608	50,045	50,523	50,981	51,480
Weekly		954.00	962.40	971.60	980.40	990.00
Hourly		23.85	24.06	24.29	24.51	24.75
O.T.		35.7750	36.0900	36.4350	36.7650	37.1250
11.3%		2.6951	2.7188	2.7448	2.7696	2.7968
21.3%		5.0801	5.1248	5.1738	5.2206	5.2718

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
HEAVY MOTOR EQUIPMENT OPERATOR (1226)						
		01	02	03	04	05
Salary	Gr6/1	47,133	47,611	48,027	48,506	48,942
Weekly		906.40	915.60	923.60	932.80	941.20
Hourly		22.66	22.89	23.09	23.32	23.53
O.T.		33.9900	34.3350	34.6350	34.9800	35.2950
11.3%		2.5606	2.5866	2.6092	2.6352	2.6589
21.3%		4.8266	4.8756	4.9182	4.9672	5.0119

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
HIGHWAY AND REFUSE HEAVY MOTOR EQUIPMENT OPERATOR (1269)						
		01	02	03	04	05
Salary	Gr6/1A	47,882	48,339	48,776	49,234	49,691
Weekly		920.80	929.60	938.00	946.80	955.60
Hourly		23.02	23.24	23.45	23.67	23.89
O.T.		34.5300	34.8600	35.1750	35.5050	35.8350
11.3%		2.6013	2.6261	2.6499	2.6747	2.6996
21.3%		4.9033	4.9501	4.9949	5.0417	5.0886

		STEP I 01	STEP II 02	STEP III 03	STEP IV 04	STEP V 05
JR. BUILDING CUSTODIAN - 40 HRS (1201)						
Salary	Gr9	42,411	43,202	44,075	44,970	46,010
Weekly		815.60	830.80	847.60	864.80	884.80
Hourly		20.39	20.77	21.19	21.62	22.12
O.T.		30.5850	31.1550	31.7850	32.4300	33.1800

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
STOREKEEPER/DISPATCHER (1233)						
		01	02	03	04	05
Salary	Gr10/1	51,251	51,771	52,250	52,749	53,227
Weekly		985.60	995.60	1,004.80	1,014.40	1,023.60
Hourly		24.64	24.89	25.12	25.36	25.59
O.T.		36.9600	37.3350	37.6800	38.0400	38.3850
11.3%		2.7843	2.8126	2.8386	2.8657	2.8917
21.3%		5.2483	5.3016	5.3506	5.4017	5.4507

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
HIGHWAY AND REFUSE STOREKEEPER/DISPATCHER (1270)						
		01	02	03	04	05
Salary	Gr10/B	52,000	52,499	52,998	53,477	53,976
Weekly		1,000.00	1,009.60	1,019.20	1,028.40	1,038.00
Hourly		25.00	25.24	25.48	25.71	25.95
O.T.		37.5000	37.8600	38.2200	38.5650	38.9250
11.3%		2.8250	2.8521	2.8792	2.9052	2.9324
21.3%		5.3250	5.3761	5.4272	5.4762	5.5274

		STEP I 01	STEP II 02	STEP III 03	STEP IV 04	STEP V 05
SR. BUILDING CUSTODIAN - 40 HRS (1202)						
Salary	Gr11/1	51,896	52,374	52,874	53,373	53,872
Weekly		998.00	1,007.20	1,016.80	1,026.40	1,036.00
Hourly		24.95	25.18	25.42	25.66	25.90
O.T.		37.4250	37.7700	38.1300	38.4900	38.8500

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2.00%

		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	54,454	54,974	55,515	56,035	56,555
Weekly		1,047.20	1,057.20	1,067.60	1,077.60	1,087.60
Hourly		26.18	26.43	26.69	26.94	27.19
O.T.		39.2700	39,6450	40.0350	40.4100	40.7850
11.3%		2.9583	2.9866	3.0160	3.0442	3.0725
21.3%		5.5763	5.6296	5.6850	5.7382	5.7915

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HIGHWAY AND REFUSE CONSTRUCTION FOREMAN (1271)						
MOTOR EQUIPMENT REPAIRMAN "A" (1245)						
		01	02	03	04	05
Salary	Gr13/B	55,203	55,702	56,264	56,763	57,304
Weekly		1,061.60	1,071.20	1,082.00	1,091.60	1,102.00
Hourly		26.54	26.78	27.05	27.29	27.55
O.T.		39.8100	40.1700	40.5750	40.9350	41.3250
11.3%		2.9990	3.0261	3.0567	3.0838	3.1132
21.3%		5.6530	5.7041	5.7617	5.8128	5.8682

		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	57,242	57,782	58,323	58,926	59,446
Weekly		1,100.80	1,111.20	1,121.60	1,133.20	1,143.20
Hourly		27.52	27.78	28.04	28.33	28.58
O.T.		41.2800	41.6700	42.0600	42.4950	42.8700
11.3%		3.1098	3.1391	3.1685	3.2013	3.2295
21.3%		5.8618	5.9171	5.9725	6.0343	6.0875

		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	59,779	60,362	60,944	61,526	62,088
Weekly		1,149.60	1,160.80	1,172.00	1,183.20	1,194.00
Hourly		28.74	29.02	29.30	29.58	29.85
O.T.		43.1100	43.5300	43.9500	44.3700	44.7750
11.3%		3.2476	3.2793	3.3109	3.3425	3.3731
21.3%		6.1216	6.1813	6.2409	6.3005	6.3581

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HIGHWAY AND REFUSE GENERAL FOREMAN (1272)						
		01	02	03	04	05
Salary	Gr15/B	60,528	61,090	61,693	62,275	62,816
Weekly		1,164.00	1,174.80	1,186.40	1,197.60	1,208.00
Hourly		29.10	29.37	29.66	29.94	30.20
O.T.		43.6500	44.0550	44.4900	44.9100	45.3000
11.3%		3.2883	3.3188	3.3516	3.3832	3.4126
21.3%		6.1983	6.2558	6.3176	6.3772	6.4326

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1.75%

		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	44,054	44,450	44,886	45,282	45,718
Weekly		847.20	854.80	863.20	870.80	879.20
Hourly		21.18	21.37	21.58	21.77	21.98
O.T.		31.7700	32.0550	32.3700	32.6550	32.9700
11.3%		2.3933	2.4148	2.4385	2.4600	2.4837
21.3%		4.5113	4.5518	4.5965	4.6370	4.6817

		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	38,548	38,893	39,276	39,621	40,004
Weekly		741.30	747.95	755.30	761.95	769.30
Hourly		21.18	21.37	21.58	21.77	21.98
O.T.		31.7700	32.0550	32.3700	32.6550	32.9700

		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	46,717	47,195	47,632	48,090	48,526
Weekly		898.40	907.60	916.00	924.80	933.20
Hourly		22.46	22.69	22.90	23.12	23.33
O.T.		33.6900	34.0350	34.3500	34.6800	34.9950
11.3%		2.5380	2.5640	2.5877	2.6126	2.6363
21.3%		4.7840	4.8330	4.8777	4.9246	4.9693

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HIGHWAY AND REFUSE MAINTENANCE MAN (1268)						
		01	02	03	04	05
Salary	Gr3/1A	47,674	48,152	48,610	49,026	49,483
Weekly		916.80	926.00	934.80	942.80	951.60
Hourly		22.92	23.15	23.37	23.57	23.79
O.T.		34,3800	34.7250	35.0650	35.3550	35.6850
11.3%		2.5900	2.6160	2.6408	2.6634	2.6883
21.3%		4.8820	4.9310	4.9778	5.0204	5.0673

		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	46,374	46,810	47,265	47,720	48,121
Weekly		891.80	900.20	908.95	917.70	925.40
Hourly		25.48	25.72	25.97	26.22	26.44
O.T.		38.2200	38.5800	38.9550	39.3300	39.6600

		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	46,904	47,382	47,819	48,277	48,693
Weekly		902.00	911.20	919.60	928.40	936.40
Hourly		22.55	22.78	22.99	23.21	23.41
O.T.		33.8250	34.1700	34.4850	34.8150	35.1150

		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. CRAFTMAN & WORKING FOREMAN, WELDER (1247)						
		01	02	03	04	05
Salary	Gr06A/1	49,400	49,837	50,336	50,794	51,293
Weekly		950.00	958.40	968.00	976.80	986.40
Hourly		23.75	23.96	24.20	24.42	24.66
O.T.		35.6250	35.9400	36.3000	36.6300	36.9900
11.3%		2.6838	2.7075	2.7346	2.7595	2.7866
21.3%		5.0588	5.1035	5.1546	5.2015	5.2526

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
HIGHWAY AND REFUSE WELDER (1273) & HIGHWAY AND REFUSE HOISTING OPERATOR (1274)						
		01	02	03	04	05
Salary	6A/1	50,482	50,918	51,418	51,875	52,374
Weekly		970.80	979.20	988.80	997.60	1,007.20
Hourly		24.27	24.48	24.72	24.94	25.18
O.T.		36,4050	36,7200	37,0800	37,4100	37,7700
11.3%		2,7425	2,7662	2,7934	2,8182	2,8453
21.3%		5,1695	5,2142	5,2654	5,3122	5,3633

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
HEAVY MOTOR EQUIPMENT OPERATOR (1226)						
		01	02	03	04	05
Salary	Gr6/1	47,965	48,443	48,859	49,358	49,795
Weekly		922.40	931.60	939.60	949.20	957.60
Hourly		23.06	23.29	23.49	23.73	23.94
O.T.		34,5900	34,9350	35,2350	35,5950	35,9100
11.3%		2,6058	2,6318	2,6544	2,6815	2,7052
21.3%		4,9118	4,9608	5,0034	5,0545	5,0992

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
HIGHWAY AND REFUSE HEAVY MOTOR EQUIPMENT OPERATOR (1269)						
		01	02	03	04	05
Salary	Gr6/1A	48,922	49,400	49,837	50,294	50,773
Weekly		940.80	950.00	958.40	967.20	976.40
Hourly		23.52	23.75	23.96	24.18	24.41
O.T.		35,2800	35,6250	35,9400	36,2700	36,6150
11.3%		2,6578	2,6838	2,7075	2,7323	2,7583
21.3%		5,0098	5,0588	5,1035	5,1503	5,1993

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
JR. BUILDING CUSTODIAN - 40 HRS (1201)						
		01	02	03	04	05
Salary	Gr9	43,160	43,950	44,845	45,760	46,821
Weekly		830.00	845.20	862.40	880.00	900.40
Hourly		20.75	21.13	21.56	22.00	22.51
O.T.		31,1250	31,6950	32,3400	33,0000	33,7650

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
STOREKEEPER/DISPATCHER (1233)						
		01	02	03	04	05
Salary	Gr10/1	52,146	52,686	53,165	53,664	54,163
Weekly		1,002.80	1,013.20	1,022.40	1,032.00	1,041.60
Hourly		25.07	25.33	25.56	25.80	26.04
O.T.		37,6050	37,9950	38,3400	38,7000	39,0600
11.3%		2,8329	2,8623	2,8883	2,9154	2,9425
21.3%		5,3399	5,3953	5,4443	5,4954	5,5465

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
HIGHWAY AND REFUSE STOREKEEPER/DISPATCHER (1270)						
		01	02	03	04	05
Salary	Gr10/B	53,123	53,622	54,142	54,621	55,120
Weekly		1,021.60	1,031.20	1,041.20	1,050.40	1,060.00
Hourly		25.54	25.78	26.03	26.26	26.50
O.T.		38,3100	38,6700	39,0450	39,3900	39,7500
11.3%		2,8860	2,9131	2,9414	2,9674	2,9945
21.3%		5,4400	5,4911	5,5444	5,5934	5,6445

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
SR. BUILDING CUSTODIAN - 40 HRS (1202)						
		01	02	03	04	05
Salary	Gr11/1	52,811	53,290	53,789	54,309	54,808
Weekly		1,015.60	1,024.80	1,034.40	1,044.40	1,054.00
Hourly		25.39	25.62	25.86	26.11	26.35
O.T.		38,0850	38,4300	38,7900	39,1650	39,5250

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1.75%

		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	55,411	55,931	56,493	57,013	57,554
Weekly		1,065.60	1,075.60	1,086.40	1,096.40	1,106.80
Hourly		26.64	26.89	27.16	27.41	27.67
O.T.		39.9600	40.3350	40.7400	41.1150	41.5050
11.3%		3.0103	3.0386	3.0691	3.0973	3.1267
21.3%		5.6743	5.7276	5.7851	5.8383	5.8937

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HIGHWAY AND REFUSE CONSTRUCTION FOREMAN (1271)						
MOTOR EQUIPMENT REPAIRMAN "A" (1245)						
		01	02	03	04	05
Salary	Gr13/B	56,368	56,888	57,450	57,970	58,510
Weekly		1,084.00	1,094.00	1,104.80	1,114.80	1,125.20
Hourly		27.10	27.35	27.62	27.87	28.13
O.T.		40.6500	41.0250	41.4300	41.8050	42.1950
11.3%		3.0623	3.0906	3.1211	3.1493	3.1787
21.3%		5.7723	5.8256	5.8831	5.9363	5.9917

		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	58,240	58,802	59,342	59,966	60,486
Weekly		1,120.00	1,130.80	1,141.20	1,153.20	1,163.20
Hourly		28.00	28.27	28.53	28.83	29.08
O.T.		42.0000	42.4050	42.7950	43.2450	43.6200
11.3%		3.1640	3.1945	3.2239	3.2578	3.2860
21.3%		5.9640	6.0215	6.0769	6.1408	6.1940

		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	60,819	61,422	62,005	62,608	63,170
Weekly		1,169.60	1,181.20	1,192.40	1,204.00	1,214.80
Hourly		29.24	29.53	29.81	30.10	30.37
O.T.		43.8600	44.2950	44.7150	45.1500	45.5550
11.3%		3.3041	3.3369	3.3685	3.4013	3.4318
21.3%		6.2281	6.2899	6.3495	6.4113	6.4688

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
HIGHWAY AND REFUSE GENERAL FOREMAN (1272)						
		01	02	03	04	05
Salary	Gr15/B	61,797	62,358	62,982	63,565	64,126
Weekly		1,188.40	1,199.20	1,211.20	1,222.40	1,233.20
Hourly		29.71	29.98	30.28	30.56	30.83
O.T.		44.5650	44.9700	45.4200	45.8400	46.2450
11.3%		3.3572	3.3877	3.4216	3.4533	3.4838
21.3%		6.3282	6.3857	6.4496	6.5093	6.5668