

**MEMORANDUM OF AGREEMENT**  
**Between the**  
**City of Brockton**  
**And**  
**SEIU, Local 888: Brockton Library Unit**  
**(July 1, 2022 – June 30, 2025)**

This **MEMORANDUM OF AGREEMENT** is entered into by and between the City of Brockton (the “City”) and S.E.I.U. Local 888, representing the Brockton Library bargaining unit (the “Union”), hereinafter, the “parties,” setting 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 (CBA), which expired on June 30, 2022, shall be extended without change for a period of three years except as provided herein. Upon bargaining unit ratification, joint execution of this Memorandum of Agreement, and requisite City Council adopting action, the parties agree to integrate the amendments set forth herein with the existing CBA, as well as make non-substantive modifications to the form of the agreement to correct any typographical, grammatical or formatting errors. The following provisions represent the material changes in the parties’ agreement for an agreement through June 30, 2025.

**1. Article 26- Wages:**

- a. Effective July 1, 2022, the existing wage scales for salaried employees shall be eliminated and replaced with the following:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
PARA-PROFESSIONAL III	\$40,677	\$41,584	\$43,542	\$46,041	\$48,951	\$50,293	\$53,313	\$54,379
PARA-PROFESSIONAL II	\$39,167	\$40,027	\$40,884	\$41,746	\$43,147	\$45,583	\$48,316	\$49,283
PARA-PROFESSIONAL I	\$33,824	\$34,556	\$35,339	\$36,149	\$37,364	\$39,491	\$41,851	\$42,688
PROFESSIONAL III	\$49,858	\$51,175	\$53,619	\$56,233	\$58,156	\$61,415	\$65,117	\$66,419
PROFESSIONAL II	\$44,786	\$45,770	\$48,108	\$50,681	\$52,393	\$56,030	\$59,404	\$60,592
PROFESSIONAL I	\$43,924	\$44,908	\$47,245	\$49,823	\$51,500	\$54,370	\$57,641	\$58,794

- b. Effective July 1, 2022, the existing wage scales for hourly employees shall be eliminated and replaced with the following:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
ASST. BRANCH SUPERVISOR	\$22.24	\$22.73	\$23.81	\$25.18	\$26.78	\$27.52	\$29.18	\$29.76
SENIOR LIBRARY ASSISTANT	\$21.41	\$21.88	\$22.35	\$22.82	\$23.59	\$24.93	\$26.43	\$26.96
LIBRARY ASSISTANT	\$18.47	\$18.87	\$19.30	\$19.75	\$20.42	\$21.58	\$22.88	\$23.34
LIBRARY CLERK	\$14.09	\$14.41	\$14.73	\$15.08	\$15.58	\$16.44	\$17.42	\$17.77
LIBRARY PAGE	\$14.35	\$14.55	\$14.75	\$14.95				

- c. Effective July 1, 2022, the wage scales set forth in paragraphs a and b above shall be increased for all unit members by two percent (2.0%). The amended wage scales shall be 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.
- d. Effective July 1, 2023, base wages shall be increased for all unit members by one and one-half percent (1.5%). The existing wage scales shall be amended and listed in Appendix "A" to reflect the one and one-half percent (1.5%) base wage increase. Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.
- e. Effective July 1, 2024, base wages shall be increased for all unit members by one and one-half percent (1.5%). The existing wage scales shall be amended and listed in Appendix "A" to reflect the one and one-half percent (1.5%) base wage increase. Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.
- f. 2023 Minimum Wage Increase: Notwithstanding paragraphs b and c above, effective January 1, 2023, the wage scale for the Library Page and Library Clerk positions shall be as follows:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
LIBRARY CLERK	\$15.80	\$16.10	\$16.40	\$16.70	\$17.00	\$17.30	\$17.80	\$18.15
LIBRARY PAGE	\$15.10	\$15.30	\$15.50	\$15.70				

The parties agree that in the event the minimum wage is further increased after January 1, 2023 during the term of this contract, wages for the Library Page and Library Clerk positions shall be as follows: Step 1 for the Library Page position shall be the then current state minimum wage plus \$0.10 per hour, and each subsequent step shall exceed the previous step by \$0.20 per hour. Step 1 for the Library Clerk position shall be the then current state minimum wage plus \$0.70 per hour, and each subsequent step shall exceed the previous step by \$0.30 per hour.

**2. Article 22- Longevity Payments:**

Effective July 1, 2022, longevity payments provided under Article 22 shall be increased by one hundred dollars (\$100). Article 22-Longevity Increments shall be amended as follows:

*Delete:*

Effective July 1, 2021, Full-time employees shall receive an additional increment pay based on service as follows:

<b>LENGTH OF SERVICE</b>	<b>AMOUNT</b>
<b>FULL TIME</b>	
Five (5) years of service but less than ten (10) years of service	\$580.00
Ten (10) years of service but less than fifteen (15) years of service	\$850.00
Fifteen (15) years of service but less than twenty (20) years of service	\$1,050.00
Twenty (20) or more years of service	\$1,350.00
Twenty-five (25) years of service or more	\$1,450.00

Effective July 1, 2021, Part-time employees shall receive an additional increment pay based on service as follows:

<b>LENGTH OF SERVICE</b>	<b>AMOUNT</b>
<b>PART TIME</b>	
Five (5) years of service but less than ten (10) years of service	\$410.00
Ten (10) years of service but less than fifteen (15) years of service	\$590.00
Fifteen (15) years of service but less than twenty (20) years of service	\$720.00
Twenty (20) or more years of service	\$910.00
Twenty-five (25) years of service or more	\$970.00

Replace with:

Effective July 1, 2022, Full-time employees shall receive an additional increment pay based on service as follows:

<b>LENGTH OF SERVICE</b>	<b>AMOUNT</b>
<b>FULL TIME</b>	
Five (5) years of service but less than ten (10) years of service	\$680.00
Ten (10) years of service but less than fifteen (15) years of service	\$950.00
Fifteen (15) years of service but less than twenty (20) years of service	\$1,150.00
Twenty (20) or more years of service	\$1,450.00
Twenty-five (25) years of service or more	\$1,550.00

Effective July 1, 2021, Part-time employees shall receive an additional increment pay based on service as follows:

<b>LENGTH OF SERVICE</b>	<b>AMOUNT</b>
<b>PART TIME</b>	
Five (5) years of service but less than ten (10) years of service	\$510.00
Ten (10) years of service but less than fifteen (15) years of service	\$690.00
Fifteen (15) years of service but less than twenty (20) years of service	\$820.00
Twenty (20) or more years of service	\$1,010.00
Twenty-five (25) years of service or more	\$1,070.00

**3. Article 36- Educational Increments:**

*Strike language currently existing under Article 36 (Educational Increments) and replace with the following:*

The employer shall pay a non-cumulative base pay differential to all members, on their regular pay period, based on the following educational attainment schedule:

Master's Library Science	11%
Master's	10%
Bachelor's	7%
Associate's	5%
Para Cert.	3%

Educational Incentive shall be included in base rate of pay for overtime purposes.

**4. Probationary Period:**

*Add new Article entitled Probationary Period which shall read as follows:*

There shall be a probationary period for all positions covered by this Agreement. To complete the probationary period, an employee must complete six months of continuous, active service (not including time off) in the position. This probationary period may be extended by mutual agreement between the City, the employee, and the Union. Employees who have already met this requirement prior to the execution of this Agreement will not be required to complete the requirement again. During the probationary period or any extension, the Employer may suspend or dismiss a probationary employee without any recourse by the employee or the Union.

Dated this 31<sup>st</sup> day of January, 2023.

SEIU, 888,

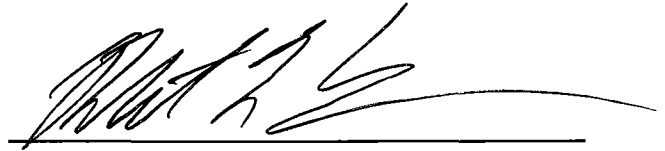
Jonathan Shaw

Kevin F. Nascimben

Maureen Yon

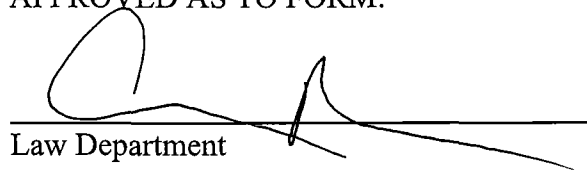
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CITY OF BROCKTON,  
By Its Mayor,



ROBERT F. SULLIVAN

APPROVED AS TO FORM:



Law Department