

MEMORANDUM OF AGREEMENT
Between
The City of Somerville
And
Somerville Municipal Employees Union, Unit D

January 21, 2026

The City of Somerville and the Somerville Municipal Employees Union, Unit D (the “Union”) agree to incorporate the following terms and conditions as part of a successor collective bargaining agreement to succeed the collective bargaining agreement which expired on June 30, 2022.

This Memorandum of Agreement (“MOA”) is subject to ratification by the membership of the Union and by a funding vote by the Somerville City Council. Both parties agree to recommend, support and move toward ratification in as expeditious a manner as possible. All language changes take effect after ratification by the Bargaining Unit, and funding by the City Council, unless otherwise specified or agreed. All other terms and conditions of the prior agreement remain in full force and effect.

Following ratification and funding, the parties will integrate the below terms into a single collective bargaining agreement to be signed by the parties. Except as modified in this Memorandum, the terms and conditions of the prior contract will be carried forward into the new contract. Exact language for inclusion in the integrated agreement shall be set off in quotes or in text boxes, with stricken language in ~~strikethrough~~ and new language in blue, underline font; other language in the agreement represents agreements by the parties which may or may not be included in the agreement as written.

1. DURATION: FY23 – FY25 (July 1, 2022 – June 30, 2025)

2. ARTICLE I, RECOGNITION

Revise paragraph 1 of this Article as follows:

“The City of Somerville recognizes the Somerville Municipal Employees Union Association as the sole and exclusive bargaining representative of the certain specialized positions employed by the City (Unit D) including:

Facilities Supervisor; Supervisor of Custodians and Maintenance; Assistant Supervisors of Custodians and Maintenance; Information Technology (IT) Specialist; Grant Accountant; Benefits Coordinator; Library Supervisor; Chief Wire and Electrical Inspector; Chief Plumbing and Gas Inspector; Parking

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Control Officer (PCO) Supervisor; Senior Police Detail Administrator; Junior Police Detail Administrator; Animal Control Officer; Inspectional Coordinator I; Inspectional Coordinator II; Inspectional Coordinator III; Communications Office Coordinator I, Communications Office Coordinator II, Locksmith; Recreational Program Developer; and Library Social Worker, Social Worker, Geriatric Social Worker, and Clinical Youth Specialist (“Accreted Social Workers”), excluding non-clerical employees of Police Department, Fire Department, employees represented under other collective bargaining agreements and those employees under the jurisdiction of the School Committee.”

3. ARTICLE I, RECOGNITION

Section (a), replace “January 23, 2023” with the date the successor agreement takes effect.

4. ARTICLE IV, TIME OFF-UNION BUSINESS

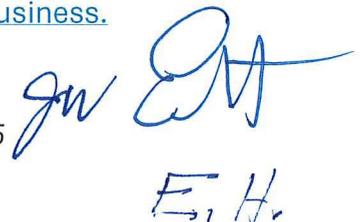
(a) Revise the first paragraph of this Article as follows:

“All employees covered by this Agreement who are officers or members of the Bargaining Committee of the Union shall be allowed time off for negotiations and arbitrations or other hearings scheduled during normal working hours without loss of pay or benefits and without the requirement to make up said loss of time, provided that the City shall not be obliged to compensate more than six (6) members of the Bargaining Committee for contract negotiations, and provided further that their Department Head is notified in writing four (4) days ~~twenty-four (24) hours~~ before negotiations or arbitration (or hearing) takes place. In cases of emergency or other unusual circumstances that make it not practicable, the Department Head may waive the requirement of the four (4) days ~~twenty-four (24) hour~~ written notice provided that such occurrences do not become standard practice.”

(b) Revise the second to last paragraph of this Article as follows:

“In addition to the foregoing, the Association President will be granted two (2) days off per month without loss of pay or benefits to conduct Association business. In addition to the foregoing, the following paid time off, to be referred to as “Union Leave Day(s),” shall be provided:

(a) Union President: The Union President will be granted two (2) days off per month without loss of pay or benefits to conduct Union business.



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(b) Vice President: The Union Vice President will be granted one (1) day off per month without loss of pay or benefits to conduct Union business.

(c) Grievance Coordinator: The Union Grievance Coordinator will be granted two (2) days off per month without loss of pay or benefits to conduct Union business.”

5. ARTICLE VII, SENIORITY, PROMOTIONS, VACANCIES, AND TRANSFERS

Revise Section (h) as follows:

“In the case of a vacancy in this bargaining unit for which no member of this unit is selected, SMEU members from any other SMEU unit may apply and will be considered on the basis of the qualification(s) established for the position. In the event that any SMEU applicants from another SMEU unit and non-SMEU applicants meet the qualifications established for the position, and their respective qualifications are substantially equal, the position will be filled by the senior SMEU applicant among such qualified applicants provided their application is received in a timely manner.”

6. ARTICLE IX, CLOTHING AND EQUIPMENT

(a) Revise Section 3 as follows:

“An annual clothing allowance in the amount of ~~\$350.00~~ \$500 per employee will be provided by the City to employees employed in the following Unit D positions:

Facilities supervisor; information technology (IT) Specialist; Chief Wire and Electrical Inspector; Chief Plumbing and Gas Inspector; Locksmith; and Inspectional Coordinators within ISD.

This clothing allowance shall be used to cover the purchase and maintenance of all other clothing and equipment.

A reasonable dress code shall be established by the Human Resources Director of ~~Personnel~~ for employees who receive a clothing allowance.

PCO Supervisors and ~~the~~ Animal Control Officers shall receive \$700.00 to maintain their uniforms. A reasonable dress code shall be established by the Director of Traffic & Parking for all Traffic & Parking employees.”

(b) Revise paragraph 2 of Section 1 as follows:

“The following clothing is not appropriate attire: Any type of ripped clothing,

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non-uniform tee shirts, non-uniform baseball hats, shorts (may be appropriate with manager permission), sweat clothes, spandex, low neckline front or back, flip flops, slippers, jeans (except for DPW-employees engaged in manual labor, confined spaces work or special projects who have received prior approval from their department head), clothing with words, pictures or scenes that would be disruptive to the work environment, excessive piercing or sneakers (unless medically necessary). Clothing such as miniskirts, short shorts, crop tops, tank tops, and clothing made of see-through material or clothing that exposes areas of the body usually covered in the workplace are not permitted. Clothing should be neat and clean, without stains or odors, where practicable given the duties of the position and the potential for variation as a result of performing duties on a shift."

(c) Strike Section 5.

The City will consult with a two-person committee appointed by the Association for the purpose of receiving recommendations with respect to the style and quality of all clothing and equipment to be issued pursuant to this Article, provided, however, that the final decision with respect to the choice of clothing and equipment will be left to the City.

7. ARTICLE XI, CAR ALLOWANCE

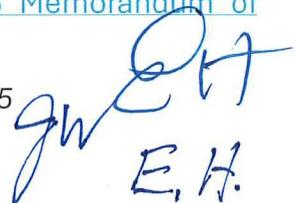
(a) Revise paragraph 1 as follows:

"Any employee covered by this Agreement required to use his their personal car on a non-regular basis as part of his their duties for the City shall be reimbursed at the IRS standard mileage reimbursement rate(s) in effect at the time reimbursement is requested at the rate of .405 cents per mile, not to exceed six hundred dollars (\$600) a year. ~~five hundred and fifty (\$550.00) dollars per year,~~ or In lieu of mileage reimbursement, employees who regularly use their personal car as part of their regular and reoccurring duties for the City shall be eligible for an annual car allowance of one thousand six hundred eighty dollars (\$1,680) to be paid monthly (\$140/month) gas allowance at the discretion of the Commissioner of Public Works or their Department Head, subject to approval by the Mayor."

(b) Revise paragraph 2 as follows:

~~"The terms set forth in the side agreement dated February 18, 2016 (resolving MUP-14-4193) at Part III regarding "fuel allotment" are incorporated in this agreement and shall be applicable notwithstanding the preceding paragraph.~~

Employees listed in Exhibit B of the February 18, 2016 Memorandum of

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Agreement (herein after “the List”) shall no longer receive a weekly allotment of gas for their personal vehicles and shall instead be compensated annually at amounts calculated based upon the amount of gas formerly received.

Employees that formerly received 20 gallons of gas per week shall receive \$3,360 annually, paid monthly (\$280/month)

Employees that formerly received 10 gallons of gas per week shall receive \$1,680 annually, paid monthly (\$140/month).

If an employee on the list transitions to a position not on the list, the employee will no longer receive both payments and instead will be covered by Section 1 of this Article, even if the employee returns to a position covered by the list. The two (2) week “opt out” period shall not count against an employee if the employee returns to the employee’s original position on the list during that period. Employees not on the list (e.g., hired in the future or bidding into one of these positions) shall be paid for travel using their private vehicle only in accordance with Section 1 of this Article.”

8. ARTICLE XII, PAID VACATIONS

The parties agree to transition to an accrual system as outlined below.

- (a) Eliminate Sections 1 effective January 1, 2025, and replace with the following Section 1, and renumber the subsequent sections accordingly:**

“Effective January 1, 2025, members will accrue vacation on a monthly basis based upon years of service and according to the schedule set forth below. Members that receive additional vacation time upon reaching a certain number of years of service, based upon the schedule set forth above, shall begin accruing at the higher monthly rate of accrual on the first of the month immediately following their work anniversary (e.g. hire date). Members shall continue to accrue vacation time during periods of approved sick or FMLA leave. For the vacation benefit provided for in the first two years of this Agreement, refer to Article XII of the parties’ July 1, 2019 – June 30, 2022 Collective Bargaining Agreement.

Years of seniority	
New Employees	New employees shall not be granted vacation leave for their first six months of employment. After completing six months of continuous service, new employees shall be credited with five (5) days on the first day of the next month, and going forward, will accrue 0.83 days

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	per month until their anniversary date. Employees will accrue monthly at the higher rate beginning the first day of the month following their anniversary date.
Employees with at least one (1) year of seniority, but less than three (3) years of seniority	Three (3) weeks, or fifteen (15) working days, which is accrued at 1.25 days the first of every month.
Employees with three (3) years of seniority, but less than ten (10) years of seniority	Four (4) weeks, or twenty (20) working days, which is accrued at 1.67 days the first of every month.
Employees with ten (10) years of seniority, but less than eighteen (18) years of seniority	Five (5) weeks, or twenty-five (25) working days, which is accrued at 2.08 days the first of every month.
Employees with eighteen (18) years of seniority, but less than twenty-four (24) years of seniority	Six (6) weeks or thirty (30) working days, which is accrued at 2.50 days the first of every month.
Employees with twenty-five (25) years or more of seniority	Seven (7) weeks or thirty-five (35) working days which is accrued at 2.92 days per month.

Where this new vacation accrual system is being implemented at the end of 2025 after the vacation accrual system of the prior contract was implemented, on a one-time basis for 2025 to ensure the smooth implementation of the transition to the new system, the City shall issue a vacation report that shows accrual through the date that the report is issued less time used in calendar year 2025.

(b) Revise Section 3 as follows:

~~“All requests for paid vacations shall be submitted in writing to the Department or Division Head for approval by March 1st of the calendar year the vacation is to be taken. Approvals shall be given subject to the needs of the division or department. Any employee failing to follow the above Departmental procedures for requesting vacation time shall be assigned his/her vacation by the Department or Division Head.~~

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Vacation time approved may be changed for good cause shown if the employee gives reasonable advance notice of his desire to change his vacation period.”

(c) Revise Section 4 as follows:

~~“Unless otherwise agreed to between an employee and a department head with the approval of the Mayor, a~~An employee may accumulate and carry over no more than ~~two (2)~~ **three (3)** weeks’ vacation from one (1) year to the next, provided that no employee may take more than ~~six (6)~~ **seven (7)** weeks (i.e., ~~30~~ **35** working days) of vacation in any given vacation year. ~~Employees who have accumulated more than two (2) weeks vacation at the time this agreement is ratified may retain such accumulation and may receive payment of the accumulation at the time of separation from employment or retirement at the then existing rate, but they cannot add to their existing total for purposes of carry-over.~~

~~Notwithstanding this section, an employee who retires shall also be credited and paid for the vacation due under Section 1 or Section 2 in the year in which they retire.”~~

(d) Delete Section 7.

~~“Employees hired prior to July 1, 1979 will accrue vacation benefits under the pre-July 1, 1979 formula.”~~

(e) Insert a new section (new Section 7) as follows:

“(A) Employees hired on or before June 30, 2022, will be paid out for vacation time on retirement based upon the following formula: (1) vacation time accrued year to date; (2) plus the balance of the vacation time the employee would have accrued in the year of retirement; (3) plus the amount of time carried over from the previous year; (4) minus any vacation time used that year. Notwithstanding the foregoing, the maximum payment upon retirement for an employee hired on or before June 30, 2022 shall be eight (8) weeks.

(B) Employees hired on or after July 1, 2022, will be paid out for vacation time on retirement based upon the following formula: (1) vacation time accrued year to date; (2) plus the amount of time carried over from the previous year; (3) minus any vacation time used that year.”

(f) Legacy Vacation Payout

Upon ratification and funding, employees with vacation accrual balances in excess of three weeks (i.e. 3.01 or more weeks) will be paid out for all hours carried over from calendar year

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2024 to calendar year 2025 at their FY2024 rate. Such legacy vacation payout shall be by separate check. In FY25, all employees will be subject to the 3-week vacation carryover cap with no option for Mayoral approval to carry over more vacation time, as provided for in the new Article XII, Section 4, above. This payout shall not be subject to the limitations set forth in Article XII, Section 7, as inserted under paragraph 8(e) of this MOA.

(g) Accrual System Transition and Calendar Year 2026 Vacation Use

In recognition of the Union’s agreement to transition to a vacation accrual system, the City shall provide all members a one-time drop of two (2) weeks of vacation time on January 1, 2026. Thereafter, Employees shall accrue at the rates set forth above.

In calendar year 2026 only, in order to accommodate an employee’s capacity to take the 2 bonus weeks provided on a one-time basis in 2026 and the 1 additional week accrued in 2025, which shall be credited on January 1, 2026, employees can use all time accrued in 2026 in calendar year 2026, irrespective of the 7-week cap set forth in Article XII, Section 4 , subject to Department Head approval regarding the timing of the vacation and the operational needs of the department. “Accrued” shall mean all time the employee receives in calendar year 2026, including, but not limited to, monthly accruals, the two-week drop, and the one extra week accrued in 2025.

If an employee is denied the use of vacation time in calendar year 2026, such employee may carry over three weeks of vacation time plus the amount of time denied for use in calendar year 2027.

9. ARTICLE XIII, HOLIDAYS

Revise Section 1 as follows:

Replace “Bunker Hill Day” with “Juneteenth”
Change “Columbus Day” to “Indigenous Peoples’ Day”

In exchange for all of the City’s holiday proposals, including the exchange of Bunker Hill Day for Juneteenth effective January 1, 2025, upon ratification and funding of this MOA, the City shall pay all Unit D members employed at the time of signing and funding by the City Council and employed and/or hired between July 1, 2022 and June 30, 2024 a one-time signing bonus of three thousand dollars (\$3,000). This bonus shall be paid by separate check.

10. ARTICLE XIV, SICK LEAVE

(a) Revise Section 3 as follows:



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“An employee who has perfect attendance from December 1 of one year to November 30 of the next year shall receive a bonus of \$1000 for each year based upon the schedule below; said amount to be paid before Christmas. In order to be eligible for this bonus, the employee must work For purposes of determining attendance bonus on the schedule below, all scheduled workdays in the entire attendance period shall be counted, excluding vacation, personal days and holidays. The schedule for this attendance bonus shall be as follows:

<u>Perfect attendance (zero sick days)</u>	<u>\$1,000</u>
<u>1 sick day</u>	<u>\$600</u>
<u>2 sick days</u>	<u>\$300</u>

11. ARTICLE XVI, SAFETY, HEALTH, AND SECURITY

Delete Section 4:

“Broken tools to be repaired or replaced by City, provided that they were broken while utilized for city work.”

12. ARTICLE XVII, LEAVE OF ABSENCE

(a) Revise Section 1 as follows:

“Leave of absence with or without pay may be granted to an employee covered by this Agreement with the approval of the Mayor or designee. Any maternity leave granted under this section shall be for at least twelve (12) weeks. Each employee shall be entitled to a two (2) week leave of absence with pay upon the birth or adoption of a child. In addition, an employee's own accrued sick and vacation time may be used for maternity leave. The SMEA and the City shall meet in the context of a Joint Labor-Management Committee to evaluate the present maternity leave policy and provide recommendations to the parties.”

(b) Revise Section 2 as follows:

“An unauthorized absence without good cause may result in a final written warning. A second such unauthorized absence within one (1) year from the first such absence may result in progressive discipline, up to and including termination in discharge. Walking off the job without just cause constitutes absence without leave (“AWOL”) and shall constitute an unauthorized absence under this section....”

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13. ARTICLE XIX, SENIORITY

Revise Section 4 as follows:

“There will shall be a six-month probationary period for all new hires. An employee’s probationary period may be extended for up to three (3) additional months provided that if an employee’s probationary period is extended:

- (1) the City shall provide two (2) weeks’ notice to the employee and the union of the anticipated extension;
- (2) the exact duration of the extension shall be specified;
- (3) the employee shall be provided a written explanation for the extension that includes expectations and areas of improvement to be addressed during the additional time; and
- (4) any further extension beyond the three (3) months shall be with agreement of the Union.

Only time worked shall count towards completion of an employee’s probationary period.

After the six-month probationary period, or any extension thereof, the employee's seniority will be retroactive to the employee's original date of hire by the City into a bargaining unit position within Units A, B or D ~~the date of hire~~. During an employee's probationary period, the City, through its Human Resources Department, reserves the right to have an employee tested during working hours for drug and/or alcohol use. The City may test an employee during his/her probationary period no more than one (1) time. If the test result is positive, the employee will be terminated.”

14. ARTICLE XX, WORK DAY, WORK WEEK, WORK SCHEDULES, OVERTIME AND DIFFERENTIALS

(a) **Section 1(f):** Replace “coffee breaks” with “breaks”

(b) **Revise Section 7 as follows:**

“Employees who work in higher classifications (i.e. any classification that pays a higher rate of pay than the classification in which the employee regularly works) shall receive the rate of pay of the higher classification for all days so worked computed from the first day. In order to receive such pay, an employee must actually be performing the work of the higher classification



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and must file an authorization request for payment form, to be provided by his or her supervisor, within seven calendar days after having worked in the higher classification performed qualifying work in the higher classification.

All work performed under this subsection must be approved in advance and in writing by the Mayor or his/her designee, and no employee shall be required to perform such work without such advance written approval.

All assignments under this subsection shall be made on the basis of seniority, provided that the senior employee is willing and able qualified to perform such work. The term “qualified” shall mean posted qualifications as defined in Article VII(f). In an effort to ensure that there are qualified employees able to fill out-of-grade assignments the City agrees to undertake crossing training efforts to the extent practicable in City departments. Each division or department as the case may be shall maintain daily rosters or other records which shall indicate the placement of employees in said higher classifications. Such rosters or records shall be available to employees on a daily basis for purposes of inspection and verification of their status.”

15. ARTICLE XXIII, DISCIPLINARY PROCEDURE

Revise Section 2 as follows:

“There shall be no discipline, including discharge, of employees covered by this Agreement, who have completed their Probationary Period pursuant to Article XIX, Section 4 ~~six (6) months of employment~~, except for just cause.”

16. ARTICLE XXIV, GRIEVANCE AND ARBITRATION PROCEDURE

Revise Section 1 as follows:

“The purpose of the grievance procedure shall be to settle employee grievances on as low an administrative level as possible so as to insure efficiency and employee morale.

Employees with ~~less than six months service~~ still in their Probationary Period may use the grievance and arbitration procedure for all purposes except to contest discipline or discharge.”

17. ARTICLE XXV, COMPENSATION

(a) Eliminate Section 2 and insert the following new Section 2:



“The SMEU Unit D Salary and Classification plan ~~made effective on~~ for the period July 1, 2019 to June 30, 2022, attached hereto as **Exhibit A**, shall be carried forward into the agreement. Effective on each date set forth below, all wage rates shall be increased in accordance with the corresponding percentages or methodology described:

July 1, 2022 (FY23): 3%

July 1, 2023 (FY24): 3%

July 1, 2024 (FY25): New Wage Scale and Market adjustment*

*Effective July 1, 2024, all Unit D employees shall receive a market adjustment to their base wage as set forth in ~~based upon the conversion to~~ the new Unit D Wage Scale (**Exhibit B**) and Classification Table (**Exhibit C**).

Exhibit B contains the new Wage Scale for all Unit D members effective July 1, 2024. Upon hire, new members shall be placed at the Grade and Starting Step for their position reflected in the Classification Table at **Exhibit C**. All Unit D members shall advance a step on the Wage Scale (**Exhibit B**) on July 1 of each year, regardless of hire date. Upon promotion into a new classification, meaning a higher Grade (as shown in **Exhibits B and C**), members shall be placed on the step of the higher Grade in a manner consistent with Article XXV, Section 3(2).”

Existing Unit D Employees shall be placed on the new Wage Scale in the manner reflected in **Exhibit D** of this MOA, which memorializes the parties’ agreement on the implementation of the methodology for placing existing Unit D employees as of July 1, 2024 on the new Unit D Wage Scale. The parties agree to the following methodology for placing existing SMEU employees on the new wage scale: (a) existing Unit D members are placed at the Grade, salary scale, and starting step for their position, as reflected in **Exhibits A and B** that guarantees a minimum 4% raise between FY24 and FY25; (b) employees with three (3) years of completed service or more in their current position (title and rate of pay) as of July 1, 2024 move forward one (1) additional step; and (c) members with eight (8) years of completed service or more in their current position (title and rate of pay) as of July 1, 2024 move forward two (2) steps. These additional steps are not cumulative and the maximum number of additional steps a member may receive based upon years of service is two (2).

To the extent the incumbent Recreation Program Developer is unable to realize a minimum 4% increase effective July 1, 2024, under the formula set forth above for existing employees, effective July 1, 2024 the Recreation Program Developer’s salary shall increase to \$128,044. The Recreation Program Developer’s salary shall not be increased further, by step placement or otherwise, unless and until a successor agreement is negotiated by the parties for FY26.



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Exhibits B and C shall be attached to the new Unit D CBA when this MOA is integrated into said agreement and labeled as such. **Exhibit D** shall not be attached to the new Unit D CBA. **“Exhibit B”** of the parties’ FY19-FY22 CBA shall be relabeled **“Exhibit A”** and attached to the new Unit D CBA, and all references in the FY19-FY22 CBA to **“Exhibit B”** shall be changed to **“Exhibit A.”**

(b) Revise Section 3 as follows:

“(A) A longevity schedule for employees covered by this Agreement shall be instituted as follows:

(1) 3 years seniority	\$300
(2) 5 years seniority	\$500
(3) 10 years seniority	\$600 \$750
(4) 15 years seniority	\$850 \$1,100
(5) 20 years seniority	\$1,550 \$1,850
(6) 25 years seniority	\$1,700 \$2,700
(7) 30 years seniority	\$1,900 \$3,200
(8) 35 years seniority	\$2,050 \$3,500
(9) 40 years seniority	\$2,250 \$4,000

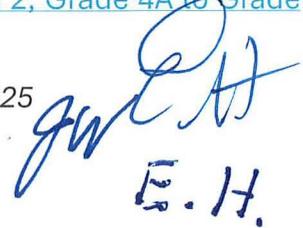
Said payments shall be made ~~twice each year, one half (1/2) on or about May 1 and one half (1/2)~~ once a year on or about November 1st. Members shall be entitled to the payment equal to the seniority that they have achieved as of November 1 each year. If an SMEUA member retires within the first six (6) months in a given calendar year (i.e., on or before June 30th), ~~he/she~~ they will be entitled to receive only the first one half of the longevity stipend, i.e., the May payment at the time the City writes any cash out checks to that retiring member. If a member retires within the last six (6) months in a given calendar year (i.e., on or between July 1st and December 31st) ~~he/she~~ they will be entitled to receive the full longevity stipend (i.e., the November payment, as well as the already received May payment).”

(c) Strike Section 3(1):

“Employees who are covered by this Agreement and who are within three years of mandatory retirement shall be placed on the maximum step of the position they hold.”

(d) Revise Section 3(2) as follows:

“If an employee is promoted from one classification to another, meaning from a position in one Grade or sub-Grade (e.g. Grade 1 to Grade 2, Grade 4A to Grade



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4B) to a position in another Grade or sub-Grade, as shown in the Classification Chart attached hereto at Exhibit C, he they shall receive no less than twenty-five cents (25¢) per hour more than his their present classification rate, and he or they shall receive theis new minimum rate or the minimum rate of the new job, whichever is greater.”

(e) NEW Section following the current Section 5, to be titled “DIRECT DEPOSIT”, as follows:

“As of thirty (30) days following City Council funding of this MOA, all employees must have their pay direct deposited to the financial institution of their choosing. Pay stubs will be emailed to employees at their City email address, unless an employee requests it be emailed to their personal email instead, rather than through paper copy. To the extent employees in a department or division do not already utilize a computer to perform their regular duties, the City shall install computers regularly accessible to employees in all departments and divisions with employees subject to this Agreement. This shall not be construed to change the past practice as relates to issuance of separate checks for certain types of payments such as the “Snow Check.””

18. ARTICLE XXXI, AMERICANS WITH DISABILITIES ACT

Eliminate article in its entirety and renumber the subsequent articles accordingly.

19. ARTICLE XXXII, DRUG AND ALCOHOL TESTING

Revise Section 5 as follows:

“An employee who tests positive for use or misuse of alcohol and/or controlled substances, or refuses to be tested as per Section 4, above, shall be placed on an unpaid leave of absence and referred to a substance abuse professional. ~~A second violation shall result in a suspension without pay for a period no less than five (5) and no more than sixty (60) working days, at the discretion of the City. A third violation shall result in the employee’s discharge.~~

Employees may be subject to discipline up to and including discharge for just cause, if they test positive for use or misuse of alcohol or drugs. In evaluating just cause, the City will take into account the employee’s actual participation in and successful completion of a rehabilitation program. If an employee refuses to submit to a drug test under this Agreement, it shall be considered insubordination, warranting discipline under the just cause standard.”

20. ARTICLE XXXIII, PAYMENT PROGRAM TO SMEUA MEMBERS WHO "OPT OUT" OF THE CITY'S HEALTH INSURANCE

Revise Article XXXIII as follows:

“The following is intended as incentive payments that benefit both the employees who elect to participate in this program as well as the City. Participation is voluntary and subject to the terms and conditions listed below.

To be eligible to participate in this program, an employee must meet the following criteria:

1. The employee must be a full-time member of the bargaining unit:
 - (a) ~~who was receiving or had elected health insurance benefits from the City on or before January 1, 2013;~~
 - (b) who is currently receiving health insurance from the City as of the date of their submission of their written waiver of insurance on a form provided by the City; and
 - (c) ~~was enrolled and receiving City health insurance for the entire period of the previous fiscal year (July 1st through June 30th, inclusive).~~
2. ~~If a new employee (hired after January 1, 2013) is hired and he/she elects to take City-provided health insurance, within thirty (30) days of the date of their hire, they may participate in this program subject to its terms, including paragraph 1, above; excluding term a.~~
3. The City will pay employees covered by this program no less than the following annual amounts, based on twelve (12) months of participation in the program:
 - (a) Single Plan: ~~\$1,000.00~~ \$2,000.00
 - (b) Family Plan: ~~\$2,000.00~~ \$4,000.00
4. Said payments will be included in an employee's regular paycheck, in monthly installments, for each full month an employee does not utilize, elect, participate in, and/or have City-provided insurance (example: a participating employee who opted out of the City-provided family plan would receive approximately ~~\$166.66~~ \$333.33 in additional pay per month in which he/she participated in the program). Payment(s) will be taxable but they are separate from wages and will not be included for the computation of wages including, but not necessarily limited to, overtime rates; ...”

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21. ARTICLE XXXIV, FAMILY MEDICAL LEAVE ACT (FMLA)

(a) Insert a new paragraph as follows:

“Employees shall be eligible for the City sponsored paid family and medical leave benefit (PFML), which provides paid leave for purposes that would qualify for job-protected absence under the federal Family and Medical Leave Act (FMLA). An employee of either sex shall be granted a paid leave of absence of up to eight (8) weeks for the purpose of caring for a newborn or newly adopted child or birth of a child through surrogacy per rolling 12-month period. Additional leave beyond 8 weeks would be unpaid per FMLA unless employees use their accrued time. Such leave shall be made available to Employees on terms consistent with the City-wide PFML policy. Employees may use accrued time to receive compensation for absences beyond eight (8) weeks. The City retains the right to prescribe regulations to govern forms and procedures of the PFML policy and benefit.”

22. ARTICLE XXXV, SICK LEAVE BANK

(a) **Revise first paragraph:**

~~“Within 90 days of City Council appropriation of this contract, the City shall create a~~ There shall be a Sick Leave Bank for members of the bargaining unit. The Sick Leave Bank shall be administered by a Committee of two (2) employees to be appointed by the President of the Union unit, and two (2) employees of the City to be appointed by the Mayor or Mayor’s his designee.”

(b) **Revise first sentence of the second paragraph**

~~As soon as practicable following the creation of the Back,~~ Unit members may voluntarily become members of the Sick Leave Bank by permanently assigning three (3) days of his or her sick leave accruals to the Bank, provided on the date of making such assignment he or she shall have accumulated not fewer than seven (7) days of sick leave.

23. ARTICLE XXXVI, SCOPE AND DURATION

“This Agreement shall constitute the entire contractual agreement between the parties. All other agreements are hereby superseded, provided that if in the future either party wishes to incorporate a side agreement or other provisions inadvertently omitted from this integrated agreement it may offer the omitted side agreement or provision for the other party’s review and agreement. This Agreement shall be effective from July 1, 2022 through and including June 30,



E.H.

2025, and shall be renewed each year thereafter unless either party notifies the other party in writing of its desire to modify or amend said agreement.”

24. NEW ARTICLE, EMPLOYEE EMAIL

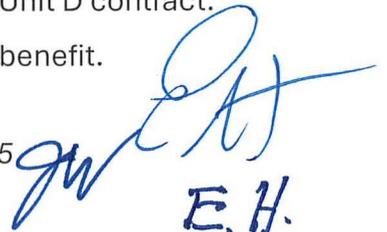
Insert a new article as follows:

“Employees must check and read their City email within 1 hour of the start of their shift, or as soon as possible after the start of each shift.”

25. INTEGRATION OF ACCRETED SOCIAL WORKERS

The parties agree to incorporate the Accreted Socials Workers into the scope of the Unit D contract, to have the terms and conditions of the Accreted Social Workers’ employment governed by said contract, and to revise and integrate the October 15, 2018 and November 26, 2018 MOAs applicable to the Health and Human Services Department Social Workers and the April 6, 2025 MOA applicable to the Library Department Social Worker on the following terms, as follows:

- (a) Vacation: parties agree to transition to Unit D vacation schedule/accrual system as set forth in this MOA.
- (b) Wages and Compensation: parties agree to transition to Unit D wage scale subject to the following:
 - 1. There will be no application of 4% rule; step placement will ensure no loss from current rate;
 - 2. No bonus steps for years of service since the Accreted Social Workers recent placement on the new non-union scale included eligibility for bonus steps on same terms as the SMEU step placement process.
- (c) Overtime: parties agree Accreted Social Workers remain exempt from overtime under the Unit D contract and shall not be paid any overtime not required under the FLSA. The Accreted Social Workers remain FLSA exempt so long as duties remain consistent with that status under the FLSA.
 - 1. The parties agree that the employees’ flexible schedule arrangements as they are currently or may be arranged in the future will also continue.
- (d) Gas Allotment: parties agree that Social Workers are eligible for the Car Allowance provided for under the Unit D contract.
- (e) Wellness Time: parties agree all benefits derive from the Unit D contract.
- (f) Sick Time: parties agree to transition to Unit D sick leave benefit.



E. H.

(g) Any additional benefits: parties agree all benefits derive from Unit D contract.

26. Police Detail Clerks

The City shall compute the wage retroactivity payments for the Police Detail Clerk and Police Detail Clerk Supervisor (police clerks) as follows:

Year 1 and Year 2 of CBA (FY23, FY24)—compute the amount the employee would be paid under the new contract (after COLA applied) in each year, and subtracting the lower wages the employee was actually paid in each year; to be clear, this computation does not include any offset by subtracting the \$7800 annual stipend from the retroactivity amount so computed for each year.

Year 3 of CBA (FY25)—compute the amount the employee would be paid under the new contract after the market adjustment and applying the rule for existing-employee step assignment (Grade 2, Step 3 for Jen Caranfa which reflects a two-step boost from Step 1 to Step 3 given her years of service, and Grade 3, Step 5 for Beth Roche which also reflects a two-step boost given her years of service in the position from Step 3 to Step 5), and subtract the sum of the lower wages the employee was actually paid and \$7800 annual stipend to a maximum offset of a zero balance;

Year 4 (FY26) - pending negotiation of successor contract—compute the amount the employee would be paid under the new contract after the market adjustment, and with step movement effective July 1, 2025 per the CBA (Jen Caranfa now at Grade 2, Step 4, and Beth Roche moving up to Grade 3, Step 6), and subtract the sum of the lower wages the employee was actually paid and a pro rata share of the \$7800 annual stipend actually paid to the date of the retroactivity computation to a maximum offset of a zero balance. Following implementation of the employee's wages under the new contract after market adjustment, the \$7,800 annual stipend will cease.

*For the sake of clarity, the phrase "to a maximum offset of a zero balance" as used for Year 3 and Year 4 means that the retroactivity will not be computed to a negative balance for either of those years, and under no circumstances will the employee be required to pay back any amount of the previously-paid \$7800 annual stipend. With respect to Year 1 and Year 2, the \$7800 is not used as an offset.

27. IT Specialist

The IT Specialist shall move to Unit A, subject to a vote by Unit D to release this position from Unit D and a vote by Unit A to accept this position into Unit A. If such a vote fails in either



Unit A or Unit D, then the IT Specialist position shall remain in Unit D and the starting rate for that position shall be Grade 3, Step 1 (Exhibit C).

The parties hereto execute this Memorandum of Agreement subject to the terms and conditions stated above, and subject to ratification by the Union and funding by the City Council as outlined by M.G.L. c. 150E.

28. HOUSEKEEPING

- (a) Change all references to “Personnel Director” or “Personnel Department” to “Human Resources Director” or “Human Resources Department.”
- (b) Strike all references to “Personnel and Law Department staff” removed from Union per 2010-2016 MOU.
- (c) Add ISD Liaison and Operations Manager to the Recognition Clause.
- (d) Review/revise use of pronouns throughout contracts, acknowledge non-binary where possible by stating position rather than gender-specific (e.g., MOA 16(c) rather than “provided by his or her supervisor” can be placed. “provided by the employee’s supervisor”
- (e) Change all references from Somerville Municipal Employees Association (“SMEA”) to Somerville Municipal Employees Union (“SMEU”) and from “Association” to “Union,” including, without limitation, within Article I (Recognition).



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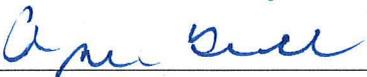
Agreed this 21st day of January, 2026:

For the City of Somerville,

By:



Jake Wilson, Mayor



Anne Gill, Human Resources Director



Matthew Sirigu, Labor Counsel

For the Somerville Municipal Employees Union,

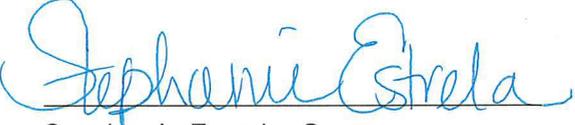
By the following Officers and Unit D Committee Members:



Edward J. Halloran, President



Edward J. Hardy, Vice President



Stephanie Estrela, Secretary

Julliane De Bona, Treasurer



Michael Bowler, Unit D Committee



Harry Moore, Unit D Committee



George Scarpelli, Unit D Committee



Rachel Taylor, Unit D Committee

Exhibit A - SMEU Unit D FY23-FY25 MOA
 FY23-FY24 Salary Chart

SMEA D SALARY CHART								
		Current 7/1/2015 FY16	7/1/2016 2.5% FY17	7/1/2017 10-Step Scale FY18	7/1/2018 2.0% FY19	7/1/2019 2.0% FY20	7/1/2020 2.0% FY21	7/1/2021 2.0% FY22
GRADE/ (Positions)	STEP	ANNUAL						
A (Police Detail Clerk)	1	42,764.34	43,833.45	46,834.11	47,770.79	48,726.21	49,700.73	50,694.75
	2			47,302.45	48,248.50	49,213.47	50,197.74	51,201.69
	3			47,775.48	48,730.99	49,705.60	50,699.72	51,713.71
	4			48,253.23	49,218.29	50,202.66	51,206.71	52,230.85
	5			48,735.76	49,710.48	50,704.69	51,718.78	52,753.16
	6			49,223.12	50,207.58	51,211.73	52,235.97	53,280.69
	7			49,715.35	50,709.66	51,723.85	52,758.33	53,813.50
	8			50,212.51	51,216.76	52,241.09	53,285.91	54,351.63
	9			50,714.63	51,728.92	52,763.50	53,818.77	54,895.15
	10			51,221.78	52,246.21	53,291.14	54,356.96	55,444.10
B (Animal Control Officer)	1	47,927.44	49,125.63	52,257.06	53,302.20	54,368.24	55,455.60	56,564.72
	2			52,779.63	53,835.22	54,911.92	56,010.16	57,130.36
	3			53,307.42	54,373.57	55,461.04	56,570.26	57,701.67
	4			53,840.50	54,917.31	56,015.65	57,135.97	58,278.68
	5			54,378.90	55,466.48	56,575.81	57,707.32	58,861.47
	6			54,922.69	56,021.14	57,141.57	58,284.40	59,450.09
	7			55,471.92	56,581.36	57,712.98	58,867.24	60,044.59
	8			56,026.64	57,147.17	58,290.11	59,455.91	60,645.03
	9			56,586.90	57,718.64	58,873.01	60,050.47	61,251.48
	10			57,152.77	58,295.83	59,461.74	60,650.98	61,864.00
C (ISD Inspection Coord)	1	44,946.95	46,070.62	57,680.00	58,833.60	60,010.27	61,210.48	62,434.69
	2			58,256.80	59,421.94	60,610.37	61,822.58	63,059.03
	3			58,839.37	60,016.16	61,216.48	62,440.81	63,689.62
	4			59,427.76	60,616.32	61,828.64	63,065.22	64,326.52
	5			60,022.04	61,222.48	62,446.93	63,695.87	64,969.79
	6			60,622.26	61,834.70	63,071.40	64,332.83	65,619.48
	7			61,228.48	62,453.05	63,702.11	64,976.16	66,275.68
	8			61,840.77	63,077.58	64,339.13	65,625.92	66,938.44
	9			62,459.17	63,708.36	64,982.53	66,282.18	67,607.82
	10			63,083.77	64,345.44	65,632.35	66,945.00	68,283.90
D (ISD Admin Asst)	1	55,714.81	57,107.68	59,701.93	60,895.97	62,113.88	63,356.16	64,623.29
	2			60,298.95	61,504.92	62,735.02	63,989.72	65,269.52
	3			60,901.94	62,119.97	63,362.37	64,629.62	65,922.21
	4			61,510.95	62,741.17	63,996.00	65,275.92	66,581.44
	5			62,126.06	63,368.59	64,635.96	65,928.68	67,247.25
	6			62,747.33	64,002.27	65,282.32	66,587.96	67,919.72
	7			63,374.80	64,642.29	65,935.14	67,253.84	68,598.92
	8			64,008.55	65,288.72	66,594.49	67,926.38	69,284.91
	9			64,648.63	65,941.60	67,260.44	68,605.65	69,977.76
	10			65,295.12	66,601.02	67,933.04	69,291.70	70,677.54
E (DPW Night Custodian Supervisor) (PCO Supervisor)	1	54,280.32	55,637.33	62,539.75	63,790.55	65,066.36	66,367.69	67,695.04
	2			63,165.15	64,428.45	65,717.02	67,031.36	68,371.99
	3			63,796.80	65,072.74	66,374.19	67,701.68	69,055.71
	4	50,258.17	51,514.62	64,434.77	65,723.47	67,037.94	68,378.69	69,746.27
	5			65,079.12	66,380.70	67,708.31	69,062.48	70,443.73
	6			65,729.91	67,044.51	68,385.40	69,753.11	71,148.17
	7			66,387.21	67,714.95	69,069.25	70,450.64	71,859.65
	8			67,051.08	68,392.10	69,759.94	71,155.14	72,578.25
	9			67,721.59	69,076.02	70,457.54	71,866.69	73,304.03
	10			68,398.81	69,766.78	71,162.12	72,585.36	74,037.07

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 E.H. 1/21/26
 gw 1/21/26

EA
 JS
 JPP
 [Signature]

SMEA D SALARY CHART

		Current 7/1/2015 FY16	7/1/2016 2.5% FY17	7/1/2017 10-Step Scale FY18	7/1/2018 2.0% FY19	7/1/2019 2.0% FY20	7/1/2020 2.0% FY21	7/1/2021 2.0% FY22
GRADE/ (Positions)	STEP	ANNUAL						
F (HR Benefits Coordinator)	1	60,848.23	62,369.44	64,711.42	66,005.65	67,325.76	68,672.28	70,045.73
	2			65,358.54	66,665.71	67,999.02	69,359.00	70,746.18
	3			66,012.12	67,332.37	68,679.01	70,052.59	71,453.64
	4			66,672.24	68,005.69	69,365.80	70,753.12	72,168.18
	5			67,338.97	68,685.75	70,059.46	71,460.65	72,889.86
	6			68,012.36	69,372.60	70,760.06	72,175.26	73,618.76
	7			68,692.48	70,066.33	71,467.66	72,897.01	74,354.95
	8			69,379.40	70,766.99	72,182.33	73,625.98	75,098.50
	9			70,073.20	71,474.66	72,904.16	74,362.24	75,849.48
	10			70,773.93	72,189.41	73,633.20	75,105.86	76,607.98
G (IT Specialist)	1			66,882.87	68,220.53	69,584.94	70,976.63	72,396.17
	2			67,551.70	68,902.73	70,280.79	71,686.40	73,120.13
	3			68,227.21	69,591.76	70,983.59	72,403.27	73,851.33
	4			68,909.49	70,287.68	71,693.43	73,127.30	74,589.84
	5			69,598.58	70,990.55	72,410.36	73,858.57	75,335.74
	6			70,294.57	71,700.46	73,134.47	74,597.16	76,089.10
	7			70,997.51	72,417.46	73,865.81	75,343.13	76,849.99
	8			71,707.49	73,141.64	74,604.47	76,096.56	77,618.49
	9			72,424.56	73,873.05	75,350.51	76,857.52	78,394.68
	10			73,148.81	74,611.78	76,104.02	77,626.10	79,178.62
H (Police Detail Supervisor)	1	63,930.15	65,528.40	69,054.54	70,435.63	71,844.34	73,281.23	74,746.85
	2			69,745.08	71,139.98	72,562.78	74,014.04	75,494.32
	3			70,442.53	71,851.38	73,288.41	74,754.18	76,249.26
	4			71,146.96	72,569.90	74,021.30	75,501.72	77,011.76
	5			71,858.43	73,295.60	74,761.51	76,256.74	77,781.87
	6			72,577.01	74,028.55	75,509.12	77,019.31	78,559.69
	7			73,302.78	74,768.84	76,264.22	77,789.50	79,345.29
	8			74,035.81	75,516.53	77,026.86	78,567.40	80,138.74
	9			74,776.17	76,271.69	77,797.13	79,353.07	80,940.13
	10			75,523.93	77,034.41	78,575.10	80,146.60	81,749.53
I (Grant Accountant)	1	67,590.26	69,280.02	71,226.08	72,650.60	74,103.61	75,585.68	77,097.40
	2			71,938.34	73,377.11	74,844.65	76,341.54	77,868.37
	3			72,657.72	74,110.88	75,593.09	77,104.96	78,647.05
	4			73,384.30	74,851.98	76,349.02	77,876.01	79,433.53
	5			74,118.14	75,600.50	77,112.51	78,654.77	80,227.86
	6			74,859.32	76,356.51	77,883.64	79,441.31	81,030.14
	7			75,607.92	77,120.07	78,662.48	80,235.73	81,840.44
	8			76,364.00	77,891.28	79,449.10	81,038.08	82,658.84
	9			77,127.64	78,670.19	80,243.59	81,848.46	83,485.43
	10			77,898.91	79,456.89	81,046.03	82,666.95	84,320.29
J	1			73,397.72	74,865.68	76,362.99	77,890.25	79,448.06
	2			74,131.70	75,614.33	77,126.62	78,669.15	80,242.54
	3			74,873.02	76,370.48	77,897.89	79,455.85	81,044.96
	4			75,621.75	77,134.18	78,676.87	80,250.40	81,855.41
	5			76,377.97	77,905.52	79,463.64	81,052.91	82,673.97
	6			77,141.75	78,684.58	80,258.27	81,863.44	83,500.71
	7			77,913.16	79,471.43	81,060.85	82,682.07	84,335.71
	8			78,692.29	80,266.14	81,871.46	83,508.89	85,179.07
	9			79,479.22	81,068.80	82,690.18	84,343.98	86,030.86
	10			80,274.01	81,879.49	83,517.08	85,187.42	86,891.17

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 E.H. 1/21/26
 JW 1/21/26

EA JR
 JS
 JPP
 [Signature]

SMEA D SALARY CHART

		Current	7/1/2016	7/1/2017	7/1/2018	7/1/2019	7/1/2020	7/1/2021
		7/1/2015	2.5%	10-Step Scale	2.0%	2.0%	2.0%	2.0%
		FY16	FY17	FY18	FY19	FY20	FY21	FY22
GRADE/ (Positions)	STEP	ANNUAL						
Q	1	88,054.73	90,256.10	100,000.00	102,000.00	104,040.00	106,120.80	108,243.22
(Recreation Program Developer)	2			101,000.00	103,020.00	105,080.40	107,182.01	109,325.65
	3			102,010.00	104,050.20	106,131.20	108,253.83	110,418.90
	4			103,030.10	105,090.70	107,192.52	109,336.37	111,523.09
	5			104,060.40	106,141.61	108,264.44	110,429.73	112,638.32
	6			105,101.01	107,203.03	109,347.09	111,534.03	113,764.71
	7			106,152.02	108,275.06	110,440.56	112,649.37	114,902.35
	8			107,213.54	109,357.81	111,544.96	113,775.86	116,051.38
	9			108,285.67	110,451.38	112,660.41	114,913.62	117,211.89
	10			109,368.53	111,555.90	113,787.02	116,062.76	118,384.01
R	1	78,404.90	80,365.02	110,000.00	112,200.00	114,444.00	116,732.88	119,067.54
(Facilities Supervisor)	2			111,100.00	113,322.00	115,588.44	117,900.21	120,258.21
	3			112,211.00	114,455.22	116,744.32	119,079.21	121,460.80
	4			113,333.11	115,599.77	117,911.77	120,270.00	122,675.40
	5			114,466.44	116,755.77	119,090.89	121,472.70	123,902.16
	6			115,611.11	117,923.33	120,281.79	122,687.43	125,141.18
	7			116,767.22	119,102.56	121,484.61	123,914.30	126,392.59
	8			117,934.89	120,293.59	122,699.46	125,153.45	127,656.52
	9			119,114.24	121,496.52	123,926.45	126,404.98	128,933.08
	10			120,305.38	122,711.49	125,165.72	127,669.03	130,222.41

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 E.H. 1/21/26
 gw 1/26/26

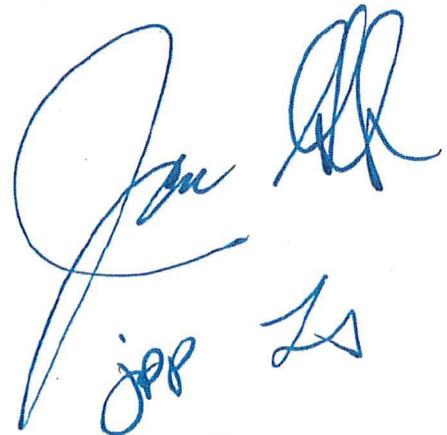

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Exhibit B - SMEU Unit D FY23-FY25 MOA Salary Chart

	1	2	3	4	5	6	7	8	9	10	11	12	
1	1	57,996	59,156	60,559	61,963	63,366	64,770	66,173	67,577	68,980	70,384	71,787	73,191
2	2	70,175	71,579	72,982	74,386	75,789	77,193	78,596	80,000	81,403	82,807	84,210	85,614
3	3	84,210	85,894	87,579	89,263	90,947	92,631	94,315	96,000	97,684	99,368	101,052	102,736
4A	4A	92,631	94,484	96,336	98,189	100,042	101,894	103,747	105,600	107,452	109,305	111,157	113,010
4B	4B	101,052	103,073	105,094	107,115	109,136	111,157	113,178	115,200	117,221	119,242	121,263	123,284
5	5	131,368	133,995	136,623	139,250	141,877	144,505	147,132	149,759	152,387	155,014	157,641	160,269

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 EA 1/21/26
 E.H. 1/21/26

Exhibit C - SMEU Unit D FY23-FY25 MOA Starting Step Chart

Column1	CoS_dept	CoS Title	FY22	FY25 Step 1 (w/ COLAs)	Starting Grade	Starting Step	FY25 Step 1	FY25 Step 1 Increase	FY25 Step 1 %
Grade 2	POLICE DEPARTMENT	Detail Clerk	50,694.75	\$ 53,782	2	1	70,175	16,393	30%
	INSPECTIONAL SERVICES	Administrative Assistant	64,623.29	\$ 68,559	2	3	72,982	4,423	6%
	INSPECTIONAL SERVICES	Building Inspectional Coordinator	62,434.69	\$ 66,237	2	1	70,175	3,938	6%
	POLICE DEPARTMENT	Animal Control Officer	56,564.72	\$ 60,010	2	1	70,175	10,166	17%
Grade 3	AUDITING	Grant Accountant	77,097.40	\$ 81,793	3	1	84,210	2,418	3%
	POLICE DEPARTMENT	Senior Detail Clerk	74,746.85	\$ 79,299	3	1	84,210	4,911	6%
	HEALTH AND HUMAN SERVICES	Social Worker	63,672.48	\$ 67,550	3	1	84,210	16,660	25%
	HEALTH AND HUMAN SERVICES	Geriatric Social Worker	63,672.48	\$ 67,550	3	1	84,210	16,660	25%
HEALTH AND HUMAN SERVICES	Clinical Youth Specialist	79,590.60	\$ 84,438	3	1	84,210	(227)	0%	
Grade 4A	PARKING	Parking Control Supervisor	67,695.04	\$ 71,818	4A	1	92,631	20,814	29%
	DPW BUILDINGS	Custodian (Day Supervisor)	62,434.69	\$ 66,237	4A	1	92,631	26,394	40%
	DPW BUILDINGS	Asst. Supervisor Night Custodians	67,695.04	\$ 71,818	4A	1	92,631	20,814	29%
Grade 4B	INSPECTIONAL SERVICES	Liaison	88,850.28	\$ 94,261	4B	1	101,052	6,791	7%
	INSPECTIONAL SERVICES	Operations Manager	86,499.70	\$ 91,768	4B	1	101,052	9,285	10%
	INSPECTIONAL SERVICES	Chief Wire/Electrical Inspector	91,200.84	\$ 96,755	4B	3	105,094	8,339	9%
	INSPECTIONAL SERVICES	Chief Plumbing/Gas Inspector	91,200.84	\$ 96,755	4B	3	105,094	8,339	9%
	RECREATION	Program Developer ¹	108,243.22	\$ 114,835	4B	1	101,052	(13,783)	-12%
Grade 5	DPW BUILDINGS	Facilities Supervisor ¹	119,067.54	\$ 126,319	5	1	131,368	5,049	4%

FN1 These positions are going to be non-Union after the current employee leaves.

Q.T 1/21/26
E.H 1/21/25
gw 1/21/26

Exhibit D - SMEU Unit D FY23-FY25 MOA Step Placement

Last Name	First Name	Location Description	Job Class Description	Hire Date	Service Years	FY24	FY24 w/ COLAs	Min Raise/ 4% Rule	Bonus Steps	FY25 Grade/Step	FY25 Rate	FY25
SMITH	LINDA	PARKING	PCO SUPERVISOR	03/16/1987	38	\$ 71,859.84	\$ 76,236.10	\$ 79,285.55	2	4A-3	\$ 96,336	\$ 72,578.48
LAMONTE	HALEY	ANIMAL CONTROL	ANIMAL CONTROL OFFICER	05/17/2021	4	\$ 58,278.48	\$ 61,827.64	\$ 64,300.75	1	2-2	\$ 71,579	\$ 58,861.50
ESTEBAN	GELIN	INSPECTIONAL SERVICES	ISD ADMIN ASSISTANT	09/20/2021	4	\$ 64,623.29	\$ 68,558.85	\$ 71,301.20	0	2-3	\$ 72,982	\$ 65,269.36
SOUSA	JENNIFER	INSPECTIONAL SERVICES	ISD MANAGER UNION	04/28/2014	11	\$ 90,912.22	\$ 96,448.78	\$ 100,306.73	0	4B-1	\$ 101,052	\$ 91,821.18
AHSAN	MD	INSPECTIONAL SERVICES	ISD INSPECTIONAL COORDINATOR	05/22/2023	2	-	-	-	0	2-1	\$ 70,175	\$ 62,434.94
SAVAGE	JACOB	LIBRARY	SOCIAL WORKER	10/28/2024	0	-	-	N/A (See MOA ¶24(b))		3-1	\$ 84,210	\$ 68,921.42
BENNETT	RACHEL	HEALTH AND HUMAN SERVICE	SOCIAL WORKER - HHS	08/18/2025	0	-	-	N/A (See MOA ¶24(b))		3-1	\$ 84,210	\$ -
MOORE	HARRY	DPW SCHOOL CUSTODIANS	NIGHT SUP CUST/MAINTENANCE	12/29/1997	27	\$ 71,859.84	\$ 76,236.10	\$ 79,285.55	2	4A-3	\$ 96,336	\$ 72,578.48
DOE	TAMMY	PARKING	PCO SUPERVISOR	11/01/1989	35	\$ 71,859.84	\$ 76,236.10	\$ 79,285.55	2	4A-3	\$ 96,336	\$ 72,578.48
SCARPELLI	GEORGE	RECREATION	RECREATION PROGRAM DEVELOPER	02/25/2008	17	\$ 116,051.52	\$ 123,119.06	\$ 128,043.82	2	4B*	\$ 128,044	\$ 117,211.74
KLEIN	KEVIN	INSPECTIONAL SERVICES	CHIEF PLUMBING & GAS INSPECTOR	09/08/2014	11	\$ 96,811.52	\$ 102,707.34	\$ 106,815.64	1	4B-5	\$ 109,136	\$ 97,779.76
CAHILL	WILLIAM	INSPECTIONAL SERVICES	CHIEF WIRE & ELECTRICAL INSPECTOR	05/05/2014	11	\$ 91,200.72	\$ 96,754.84	\$ 100,625.04	0	4B-3	\$ 105,094	\$ 92,112.80
NAIM	NATASHA	COUNCIL ON AGING	GERIATRIC SOCIAL WORKER	06/04/2014	11	\$ 77,616.24	\$ 82,343.07	N/A (See MOA ¶24(b))		3-1	\$ 84,210	\$ 80,752.46
ANGIULO	ANTHONY	DPW SCHOOL CUSTODIANS	DAY SUPER SCHOOL CUSTODIANS	12/13/1993	31	\$ 63,689.60	\$ 67,568.30	\$ 70,271.03	0	4A-1	\$ 92,631	\$ 64,326.70
TAYLOR	RACHEL	ANIMAL CONTROL	ANIMAL CONTROL OFFICER	05/11/2009	16	\$ 60,044.40	\$ 63,701.10	\$ 66,249.15	2	2-3	\$ 72,982	\$ 60,645.10
ROCHE	ELIZABETH	POLICE DEPARTMENT	POLICE DETAIL SUPERVISOR	01/13/2003	22	\$ 79,345.34	\$ 84,177.48	\$ 87,544.57	2	3-5	\$ 90,947	\$ 80,138.86
MACMULLEN	DIANE	AUDITING	GRANT ACCOUNTANT	05/21/2007	18	\$ 81,840.30	\$ 86,824.38	\$ 90,297.35	1	3-6	\$ 92,631	\$ 82,658.78
BOWLER	MICHAEL	DPW SCHOOL CUSTODIANS	FACILITIES SUPERVISOR	02/01/1999	26	\$ 130,222.56	\$ 138,153.11	\$ 143,679.24	2	5-8	\$ 149,759	\$ 130,222.56
COMO	KELLY	INSPECTIONAL SERVICES	ISD LIAISON	10/08/1996	29	\$ 91,424.94	\$ 96,992.72	\$ 100,872.43	0	4B-1	\$ 101,052	\$ 95,259.42
LOBRUTTO	LUIGI	INFORMATION TECHNOLOGY	IT SPECIAL/VIRTUAL INFRA ENG	11/29/2021	3	\$ 73,851.44	\$ 78,348.99	\$ 81,482.95	1	N/A	N/A	\$ 74,589.84
CARANFA	JENNIFER	POLICE DEPARTMENT	DETAIL CLERK	02/09/2009	16	\$ 53,813.76	\$ 57,091.02	\$ 59,374.66	2	2-3	\$ 72,982	\$ 54,351.44

*See MOA ¶17

EA 11/21/26
 E.H. 11/21/26
 JW 11/24/26