

MEMORANDUM OF AGREEMENT

Between

The City of Somerville

And

Somerville Municipal Employees Association (SMEA) Unit B

December 31, 2018

As a result of 5 off-the-record negotiation sessions between the City of Somerville and the Somerville Municipal Employees Association (SMEA) Unit B have reached an agreement on a successor collective bargaining agreement to succeed the collective bargaining agreement which expired on June 30, 2016. The parties sign this MOA to reflect their agreements on December 31, 2018, which will be integrated by the parties into the expired collective bargaining agreement. The parties also wish to incorporate all items on which they have reached tentative agreements prior to the December 31, 2018 session during the course of successor negotiations and mediation, as captured in the City's Roster of Tentative Agreements, dated November 6, 2017 and attached as Exhibit A, the first DLR mediation in this matter.

The Agreement is subject to ratification by the membership of the SMEA Unit B and by a funding vote by the City's Board of Aldermen. **Both parties agree to recommend, support and move toward ratification in as expeditious a manner as possible.** The City agrees to seek all approvals from the Board of Aldermen necessary to effectuate the agreements in this MOA, and the parties understand that any such terms are contingent on those approvals.

Following ratification, the agreement will be signed by the parties as soon as practicable.

Except as set forth below and in the parties' prior tentative agreements, all other terms and conditions of the Prior Agreement remain in full force and effect.

1. Term

Contract 1: July 1, 2016 - June 30, 2019

Contract 2: July 1, 2019 – June 30, 2022

The City agrees to add an "Evergreen" clause to the SMEA, Unit B contract.

2. The parties agree that the financial terms of this agreement are retroactive, but that the language terms (either newly negotiated language or existing contractual language) shall not be retroactive.

3. Financial Terms

Across the Board Increases will be as follows:

(a) July 1, 2016 → 2.5%

(b) July 1, 2017 → 2.5%

(c) July 1, 2018 → 2.5%

(d) July 1, 2019 → All unit members move onto the 10-step scale described in the salary chart in Exhibit C, as the City proposed on December 20, 2018, and updated on December 31st, 2018. The salary chart distributed on December 20th is inclusive of a

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2% enrichment to the 10-step scale from December 11th and an additional 1% adjustment to the table on December 19th for a total of 3% increase over the May, 2018 proposal. Members move onto the next highest step from their FY19 salary. Current Senior Code Enforcement Inspectors – Housing in grade INSP1A will be placed on the 10-step scale by adding 1 step to the next highest step from their FY19 salary. New employees in the unit will be placed on Step 1 of the appropriate grade.

(e) July 1, 2020 → 2%

(f) July 1, 2021 → 2%

4. All Unit members shall advance a step on the 10-step scale on July 1 of each year, regardless of hire date.
5. A sum total of \$4,760 (\$40 existing weekly stipend plus a lump sum of \$2,600) shall be rolled into the base pay of all working foremen on July 1, 2019, as reflected in the FY20 salary scale of all working foreman grades. This is a one-time increase to the working foremen base salary and the City will not continue to pay a separate working foreman weekly stipend. Also starting on July 1, 2019, the Unit B Non-Working Foremen in DPW will also receive a \$4,000 adjustment to base, as reflected in the salary scale for grade DPWFM.
6. The City agrees to reclassify all Junior Clerks as Senior Clerks on July 1, 2019. Junior Clerks will move onto the Senior Clerk scale at the next highest step from their FY19 salary. This reclassification includes the Junior Clerks working in the Somerville Police Department.
7. Starting on July 1, 2019, the City will pay a \$1,000 annual stipend to employees who work a shift that is regularly scheduled to start at 12am. This does not apply to employees who start an overtime shift at 12am.

8. The City will increase the longevity rates as follows, effective on July 1, 2019:

<u>Years of Service</u>	<u>New longevity stipend</u>
20-25	\$1,550
25-30	\$1,700
30-35	\$1,900
35-40	\$2,050
40+	\$2,250

Longevity stipends for years of service not mentioned above, will remain the same as what is reflected in the current contract.

9. The Union agrees to withdraw, with prejudice, upon execution of this Agreement all pending cases at the Commonwealth of Massachusetts Department of Labor Relations (DLR) which the DLR has docketed as follows:
 - a. MUP-16-5670 (surveillance cameras)
 - i. The parties agree that the language in paragraph 15(a) and 15(b) is a satisfactory settlement of MUP-16-5670.
 - ii. The Union will withdraw this case with prejudice.
 - b. MUP-17-6052 (Non-FMLA leave)
 - i. The City agrees to follow the law and the SMEA, Unit B contract in its administration and approval of medical leaves for unit members. In

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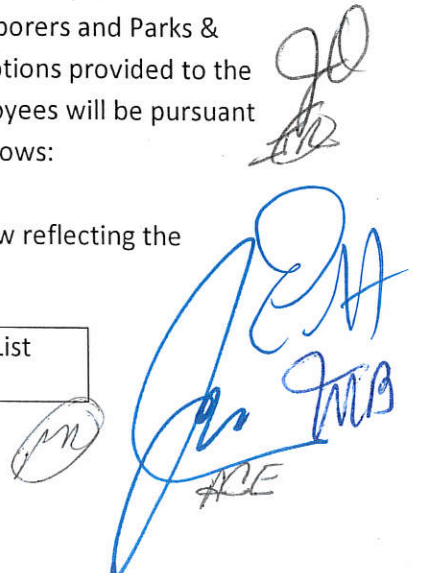
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withdrawing this case the Union does not agree to waive any future right to challenge the City's administration or approval of medical leave of unit members in the future.

- ii. The Union will withdraw this case with prejudice.
 - iii. While ratification and BOA funding approval is pending, the parties agree to seek an administrative closure of this matter for 60 days. It is currently scheduled for January 8th (pre-hearing) and January 23rd (hearing) at the DLR.
- c. MUP-18-6457 (Post-Accident Drug Testing)
- i. The Union will withdraw this case with prejudice.
- d. MUP-18-6874 (Water flushing overtime)
- i. The parties agree to enter into negotiations to clarify the contract language regarding the water flushing overtime program as part of the parties negotiations over the Water and Sewer Administrative Code.
 - 1. In the interim, the parties will agree to maintain the City's practice for this program during the 2018 season.
 - ii. The City agrees to pay the employees listed in Exhibit B each a lump sum of \$250.00 in settlement of this matter.
 - iii. The Union will withdraw this case with prejudice.
10. Regarding the Administrative Code negotiations, the parties agree as follows:
- i) *Capital Projects/ Engineering* – settled pursuant to the terms of the Memorandum of Understanding between the parties executed on August 14, 2017.
 - ii) *Fleet Repair Garage* – settled pursuant to the terms of the Memorandum of Understanding between the parties as executed on August 14, 2017. As set forth in Section 2 of said Memorandum, the positions and relative job descriptions attached to said Memorandum of Understanding shall be posted and immediately implemented. All contract negotiations over rate changes and all financial aspects of those positions listed in Section 2(A) of this Memorandum- Mechanic, Working Foreman, and Fleet Manager/Instructor- are finalized and completed. As to the terms set forth in Section 2(B) of said Memorandum of Understanding all mechanics moving forward may be assigned crossover duties, without exception. Furthermore, Section 2(C) of said Memorandum of Understanding shall be immediately implemented upon the signing of the new contract between the parties.
 - iii) *Parks and Recreation* – with the new contract reached by the parties, the City shall immediately post and fill two positions for Parks & Recreation Field Laborers and Parks & Recreation Athletic Field Working Foreman pursuant to the job descriptions provided to the Union on October 12, 2017. The overtime distribution for these employees will be pursuant to the priority order the Union proposed on September 8, 2017, as follows:

The parties will amend the chart in Article XXI, sec. 18 to add a new row reflecting the following overtime distribution list:

Parks and Recreation	Grounds	Buildings	B. Custodians	Master List
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The parties will also amend the chart in Article XXI, sec. 18 to include Parks and Recreation SMEA B employees as follows:

Buildings	Grounds	B. Custodians	Parks and Recreation	Master List
Grounds	Buildings	B. Custodians	Parks and Recreation	Master List

The parties agree to continue good faith negotiations regarding the Parks & Recreation Administrative code changes – including work assignments – through further negotiations between the parties which will be completed by March 31st, 2019. If the parties have not completed these discussions by March 31, 2019, the City can implement its then-most recent proposals for this reorganization, however the parties agree that no current incumbent of a position, shall be adversely impacted (i.e. terminated, laid off, demoted) based on any new qualifications added to the incumbent’s job description.

- iv) *Water and Sewer* – the City can hire up to 15 new SMEA positions it has described in the organization chart it gave to the Union on December 11, 2017, using the job descriptions the City gave to the Union on December 11, 2017. The parties agree to continue good faith negotiations regarding the Water & Sewer Administrative code changes – including the content of the job descriptions – through further negotiations between the parties which will be completed by March 31st, 2019. If the parties have not completed these discussions by March 31, 2019, the City can implement its then-most recent proposals for this reorganization, however the parties agree that no current incumbent of a position, shall be adversely impacted (i.e. terminated, laid off, demoted) based on any new qualifications added to the incumbent’s job description.
 - v) To the extent that outstanding issues remain related to any Administrative Code changes that have not been settled as part of this MOA, the parties agree that this agreement is not binding for Unit A employees.
11. The City will post and fill 4 new positions: a Working Foreman position in DPW Sanitation without backfilling any resulting vacancy, a Working Foreman position in the Lights and Lines Division of DPW, a Highway Foreman in DPW, and a Principal Clerk position in the City Clerk’s Office.
 12. The City will reclassify Laborer 5/SHMEO Cement Finishers to Laborer 4. These employees will continue to receive artisan pay.
 13. The City will pay a one-time lump sum signing bonus of \$1,000.00 to any SMEA, Unit B members on payroll as of the date of this MOA.
 14. The contractual winter differential will run from November 1 until March 20.
 15. Retroactive sums due under this MOA will be paid to any current or retired City employee who is or was a SMEA, Unit B unit member at some time from June 30, 2016 to the date of this MOA. Any former Unit B members who have resigned or been terminated from the City are not

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eligible for any retroactive payments. The City will agree to offer retroactive payments to employees who separated from the City for non-disciplinary reasons who, at the time of their separation, had at least 5 years of service.

16. The parties agree to the following language terms:

- a. Article XVII, sec 2 will change as follows: CHANGE "libraries" to "city buildings" and "library personnel" to "personnel" and ADD "such security measures may include, at the City's discretion, the use of cameras in areas where employees do not have a reasonable expectation of privacy. The cameras will be used primarily to monitor the City's assets, meaning money and equipment, and for the safety of employees and their personal property (i.e. employee vehicles and other belongings). Disciplinary actions and excessive monitoring of employees is not the intended purpose of the video cameras. Video feeds from the cameras may be used for investigatory and/or disciplinary purposes as deemed appropriate by the Mayor's Office, Law Office, Director of Personnel, or the Police Department of the City. The City will provide the Union with 30 calendar days written notice prior to activating any new permanently installed security cameras. The City will include in the written notice an explanation of the operational reasons for the camera or cameras. The monitoring, use, and data management of any permanently installed cameras will be consistent with the City's Surveillance Policy.
- b. The City agrees to uninstall the 3 cameras that are currently installed inside the Highway Garage.
 - i. The parties agree that this item, 11(b) will be incorporated into the side letter and not the main agreement.
- c. Article XVII, sec 2(a) will create a labor-management security working group that will be charged with discussing security improvements to property owned or occupied by the City.
- d. Article XXII, sec 2 will read as follows: "The City shall have the right to implement and require the use of technological enhancements or new technologies such as new computer software or hardware, machinery, security devices, use of Global Positioning System (GPS) technology, and portable electronic devices. To the extent necessary for employees to become competent on any new systems or equipment, the City will provide training regarding the use and/or maintenance of this equipment to employees. The City agrees to work with the Union to determine appropriate levels of training necessary for its various members to become proficient with the use of any new systems or equipment. The purpose in implementing new technologies is to enhance the safety of the public, increase efficiency of its operations, and improve the quality and delivery of services to members of the public. Excessive monitoring of employees is not the intended purpose of any new technology. Information gathered from new technology may be used for investigatory and/or disciplinary purposes as deemed appropriate by the City. The parties will engage in impact bargaining, to the extent permitted by law, over decisions the City makes under this Article XXII, section 2. Topics like frequency, duration and location of training on new technology will be part of impact bargaining discussions. This Article XXII, section 2 is not intended to apply to the

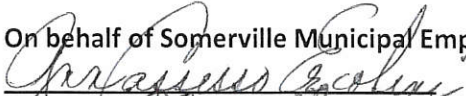





parties existing agreement captured in Article XXI, sec 16, which allows the City to implement an electronic time and attendance system but prohibits the City from using biometric time and attendance systems."

- e. Art I, sec 4 (c) "Effective March 1, 2019 the positions of "Junior Civil Engineer"; "Senior Civil Engineer"; and "Traffic Engineer." This means that all non-clerical staff in the Engineering Department will be non-unit.
- f. The Union agrees that it will not seek to accrete the following positions:
 - i. Environmental Health Coordinator
 - ii. Construction Liaison and Compliance Manager
 - iii. Construction Project Manager
 - iv. Construction Public Information Officer
 - v. GLX Project Liaison
 - vi. Streetscape and Public Space Planner
 - vii. Engineering Project Manager
 - viii. Transportation Analyst
 - ix. Senior Zoning and Review Planner
 - x. Water and Sewer, Director of Administration and Finance
 - xi. Capital Projects Assistant Director
 - xii. Housing Counselor and Case Manager
 - xiii. Housing Intake Specialist


Signed this 31st day of December, 2018.


On behalf of Somerville Municipal Employees Association, Unit B:

Signed this 31st day of December, 2018.

On behalf of the City of Somerville:





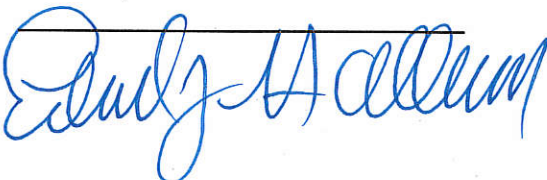


EXHIBIT A

City of Somerville's Roster of Tentative Agreements with SMEA, Unit B as of November 6, 2017

SMEA Proposals

1. *Article II, Non-Discrimination*

Section 1. The City agrees not to discharge, discipline, or discriminate in any way against employees covered by this Agreement because of their race, religion, sex, sexual orientation (as defined by M.G.L. c. 151B), marital status, age, ethnic background, disability, gender identity and/or expression, genetic information, political affiliation or activity, or membership or activity on behalf of the Association.

Tentative Agreement as of 7/7/17

2. *Article VII, Seniority, Promotions, Vacancies, and Transfers, shall be amended by adding a new Section (I) to read,*

Seniority for purposes of this Article shall be the employee's original date of hire by the City into a bargaining unit position within Units A, B or D. This definition shall be implemented effective July 1, 2016 and apply to the filling of all vacancies on and after that date, but shall not invalidate any appointment to any bargaining unit position that occurred prior to that date regardless of whether this definition was applied to any such appointment.

Tentative Agreement as of 5/25/17.

3. *Art. IX, Clothing Allowance and Equipment*

Section 5: Upon swearing in, new Parking Control Officers shall be paid \$1,000.00 ~~eight hundred dollars (\$800)~~ to outfit themselves completely as PCO's. In subsequent years, all PCO's shall receive \$700.00 ~~five hundred dollars (\$500)~~ to maintain the PCO uniform. A reasonable dress code shall be established by the Director of Traffic & Parking for all Traffic & Parking employees.

Tentative Agreement as of 7/7/17

7. *Article XXI, Work Day, Work Week, Work Schedules, Overtime and Differentials*

Section 6(b): ~~Except as otherwise agreed,~~ Library employees to be paid time and one half for any work performed after 1 P.M. on Saturday and double time for any work performed on Sunday.

Tentative Agreement as of 7/7/17

20. *Traffic Maintenance position is under T&P.* Tentative Agreement as of 12/16/16.

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COS Proposals

1. Terms of Agreement / Incorporation of Same: All terms modifying the current collective bargaining agreements which are agreed to by the parties will be incorporated into a single, integrated successor collective bargaining agreement and it shall be that Agreement that the parties will ratify.

The purpose of this provision is to insure that the parties have a single, comprehensive document which makes the parties' rights and responsibilities as clear as practical therefore limiting potential misunderstandings and unnecessary litigation. Nothing in this provision shall prevent either part from presenting a summary document for purposes of ratification of education concerning updated terms.

Tentative Agreement as of 10/4/16. The City accepts the Union's integrated PDF version called "COMPLETE-Unit B Integrated CBA – Joint Review," presented by email to the City by Union counsel on January 20, 2017.

3. Article I "Recognition"

- a) Section 4: HOUSEKEEPING Clarification: Note that the positions currently listed in Section 4 (a) and (b) were "grandfathered" effective January 23, 2013 (the date that language was signed by the parties).

Tentative Agreement as of 10/4/16.

- c) The City agrees to include the position of "Primary Water Operator" in the bargaining unit and will negotiate over wages and other terms and conditions for that position.

Tentative Agreement as of 10/4/16 that the Primary Water Operator shall be placed into Unit A.

- d) Section 5: HOUSEKEEPING: DELETE Section 5 as the Unit B nursing positions have already been transitioned to Unit A per the previous Agreement.

Tentative Agreement as of 10/4/16.

4. Article III "Deductions"

- a) ADD NEW Section 3 The Union agrees to indemnify the City for any deduction made pursuant to this Article, provided that the City has made the deduction pursuant to the terms of the contract.

Tentative Agreement as of 10/4/16.

5. Article IX "Clothing and Equipment"

- b) Section 4: HOUSEKEEPING: Change last work in Section 4 from "log" to "logo"

Tentative Agreement as of 10/4/16.

6. Article X, Worker's Compensation

- a) Section 2 (a). MODIFY as follows:

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An employee who sustains a work-related injury shall promptly file with their Department Head City a claim of accident form approved by the Department of Industrial Accidents the City and Somerville Retirement Board within forty-eight (48) hours or as soon as practicable of a work-related injury.

Tentative Agreement as of July 7, 2017

7. Article XII "Paid Vacations"

a) Section 8: DELETE regarding advance payment of wages before vacation.
Tentative Agreement as of 10/4/16.

10. Article XVII, Safety, Health and Security

Section 1: ~~"At such time as a safety program is agreed to by the city and the association, it shall be incorporated into this Agreement. In furtherance of such safety program A joint Association/City safety committee shall be established and shall meet periodically for the purpose of making suggestions to enhance safe working conditions."~~

Tentative Agreement as of 10/4/16.

Section 4: CLARIFY / ADD to end the first paragraph of Section 1: "The City reserves the right to conduct compliance audits to confirm that the required license(s) is/are valid once per rolling 12-month period."

Tentative Agreement as of 7/7/17.

11. Article XIX "Educational Account"

a) Section 1: Amended to increase annual account available to employees from \$20,000 to \$25,000 effective July 1, 2016.

Tentative Agreement as of 12/16/16.

b) DELETE Section 5's roll over provision but maintain the provision relating to restoration of funding of the account.

Tentative Agreement as of 12/8/16.

12. Article XX "Seniority"

a) Section 3: ADD: at the end of current language, "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."

Tentative Agreement as of 6/22/17

15. Article XXV "Grievance and Arbitration Procedure"

Section 3 (c): HOUSEKEEPING / align with current practice: "...shall submit his/her grievance in writing to the Mayor of the City or his/her designee..." (ADD "or his/her designee" throughout this section as appropriate.)

Tentative Agreement as of 10/4/16.

Section 6: HOUSEKEEPING: DELETE. The parties have the opportunity in these negotiations to propose additional changes to the current grievance / arbitration procedures.
Tentative Agreement as of 10/4/16.

16. Article XXX "Flexitime"

a) In 1st paragraph:

- ADD: "...with the approval of the Mayor or Human Resource Director..."
- Within the parenthesis change "i.e." to "e.g."

Tentative Agreement as of 10/4/16.

b) In 2nd paragraph:

- ADD: "...Such agreements may be terminated by either the employee, the department head, Mayor or Human Resource Director upon two weeks written notice..."

Tentative Agreement as of 10/4/16.

19. Article XXXV "Custodial Services"

a) HOUSEKEEPING – DELETE: Section 3 (a) regarding the promotion of junior custodians to senior custodians at the time of ratification of the previous CBA.

Tentative Agreement as of 10/4/16.

20. Article XXXVI "Library Department"

b) INCORPORATE language per the parties' April 11, 2016 Memorandum of Agreement.

Tentative Agreement as of 12/8/16.

21. Article XXXVIII "Insurance 'Opt Out' Payments"

a) HOUSEKEEPING: Update to reflect current language and enhanced benefit

Tentative Agreement as of 10/4/16.

22. Administrative Orders: The parties will, as part of these successor negotiations, resolve any bargaining issues relating to the establishment of the following:

- Water and Sewer Department;
 - Capital Planning and Engineering Department;
 - Parks and Recreation Department; and
 - Fleet Division within the Department of Public Works.
- **NOTE:** The adoption of language regarding the above "Administrative Orders" will ADD an additional five (5) bargaining unit positions.

Tentative Agreement as of 12/8/16.

23. The City will add/fill an "IT Help Desk Administrator" position.

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EXHIBIT B

Water Dept.

SIGN UP FOR 2017
WATER FLUSHING PROGRAM

Name	Seniority Date	Phone Number
Mark Nolan		
John Quinn		
Lucas Campos		
Estevé Luis		
Zachery Avery		
Chris Watson		
Madury Thaus		
James Wood		
Jude Sylvain		
Richard Nurse		
Danny Herdy		
Ed Herdy		
Bob Dill		
Joe McCain		
Tenny Norman		
Jordan Douglas		
Mark Johnson		

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EXHIBIT C

FY17-FY22 SMEA B Salary Chart PROPOSED - Updated as of 12/31/18

GRADE	COLAs		102.5%					
	FY16 Rate (52w/yr)	STEP	FY17	FY18	FY19	FY20	FY21	FY22
ADMN2A	49,229.21	1	50,459.94	51,721.44	53,014.47	57,680.00	58,833.60	60,010.27
Administrative Assistant	54,637.72	2	56,003.67	57,403.76	58,838.85	58,256.80	59,421.94	60,610.37
	55,714.57	3	57,107.44	58,535.12	59,998.50	58,839.37	60,016.16	61,216.48
		4				59,427.76	60,616.32	61,828.64
		5				60,022.04	61,222.48	62,446.93
		6				60,622.26	61,834.70	63,071.40
		7				61,228.48	62,453.05	63,702.11
		8				61,840.77	63,077.58	64,339.13
		9				62,459.17	63,708.36	64,982.53
		10				63,083.77	64,345.44	65,632.35
	BOH2	42,777.79	1	43,847.23	44,943.41	46,067.00	60,524.07	61,734.56
Housing Inspector Code Enforcement Inspector	47,664.97	2	48,856.59	50,078.01	51,329.96	61,129.32	62,351.90	63,598.94
	48,581.53	3	49,796.07	51,040.97	52,316.99	61,740.61	62,975.42	64,234.93
		4				62,358.01	63,605.17	64,877.28
		5				62,981.59	64,241.23	65,526.05
		6				63,611.41	64,883.64	66,181.31
		7				64,247.52	65,532.48	66,843.12
		8				64,890.00	66,187.80	67,511.56
		9				65,538.90	66,849.68	68,186.67
		10				66,194.29	67,518.17	68,868.54
	CLER1	47,679.85	1	48,871.84	50,093.64	51,345.98	54,590.00	55,681.80
Head Clerk	49,996.17	2	51,246.07	52,527.23	53,840.41	55,135.90	56,238.62	57,363.39
	50,996.09	3	52,271.00	53,577.77	54,917.21	55,687.26	56,801.00	57,937.02
		4				56,244.13	57,369.01	58,516.39
		5				56,806.57	57,942.70	59,101.56
		6				57,374.64	58,522.13	59,692.57
		7				57,948.39	59,107.35	60,289.50
		8				58,527.87	59,698.43	60,892.39
		9				59,113.15	60,295.41	61,501.32
		10				59,704.28	60,898.36	62,116.33
	CLER2	43,924.96	1	45,023.08	46,148.66	47,302.38	50,985.00	52,004.70
Principal Clerk I Head Cashier	46,514.79	2	47,677.66	48,869.60	50,091.34	51,494.85	52,524.75	53,575.24
	47,429.19	3	48,614.92	49,830.30	51,076.05	52,009.80	53,049.99	54,110.99
		4				52,529.90	53,580.49	54,652.10
		5				53,055.20	54,116.30	55,198.63
		6				53,585.75	54,657.46	55,750.61
		7				54,121.60	55,204.04	56,308.12
		8				54,662.82	55,756.08	56,871.20
		9				55,209.45	56,313.64	57,439.91
		10				55,761.54	56,876.77	58,014.31
	CLER3	43,129.99	1	44,208.24	45,313.44	46,446.28	46,834.11	47,770.79
Principal Clerk II	45,719.82	2	46,862.82	48,034.39	49,235.25	47,302.45	48,248.50	49,213.47
	46,634.22	3	47,800.08	48,995.08	50,219.96	47,775.47	48,730.98	49,705.60
		4				48,253.23	49,218.29	50,202.66
		5				48,735.76	49,710.47	50,704.68
		6				49,223.12	50,207.58	51,211.73
		7				49,715.35	50,709.65	51,723.85
		8				50,212.50	51,216.75	52,241.09
		9				50,714.63	51,728.92	52,763.50
		10				51,221.77	52,246.21	53,291.13
	CLER4	38,518.22	1	39,481.17	40,468.20	41,479.91	42,751.13	43,606.15
Senior Clerk IT HelpDesk Administrator	41,111.72	2	42,139.51	43,193.00	44,272.83	43,178.64	44,042.22	44,923.06
	41,933.95	3	42,982.30	44,056.86	45,158.28	43,610.43	44,482.64	45,372.29
		4				44,046.53	44,927.46	45,826.01
		5				44,487.00	45,376.74	46,284.27
		6				44,931.87	45,830.51	46,747.12
		7				45,381.19	46,288.81	47,214.59
		8				45,835.00	46,751.70	47,686.73
		9				46,293.35	47,219.22	48,163.60
		10				46,756.28	47,691.41	48,645.24

FY17-FY22 SMEA B Salary Chart PROPOSED - Updated as of 12/31/18

GRADE	COLAs FY16 Rate (52w/yr)	STEP	COLAs					
			102.5%	102.5%	102.5%	103.0%	102.0%	102.0%
			FY17	FY18	FY19	FY20	FY21	FY22
CLER5 - Moved to CLER4 Rate	36,498.76	1	37,411.23	38,346.51	39,305.17	42,751.13	43,606.15	44,478.28
Junior Clerk	37,941.76	2	38,890.30	39,862.56	40,859.12	43,178.64	44,042.22	44,923.06
Junior Clerk / Neighborhood Customer Service Represen	38,700.60	3	39,668.12	40,659.82	41,676.32	43,610.43	44,482.64	45,372.29
		4		44,046.53		44,927.46		45,826.01
		5		44,487.00		45,376.74		46,284.27
		6		44,931.87		45,830.51		46,747.12
		7		45,381.19		46,288.81		47,214.59
		8		45,835.00		46,751.70		47,686.73
		9		46,293.35		47,219.22		48,163.60
		10		46,756.28		47,691.41		48,645.24
LIB I	45,797.12	1	46,942.04	48,115.59	49,318.48	50,470.00	51,479.40	52,508.99
LIBRARIAN	48,438.97	2	49,649.95	50,891.20	52,163.48	50,974.70	51,994.19	53,034.08
M.L.S.	49,359.55	3	50,593.54	51,858.38	53,154.84	51,484.45	52,514.14	53,564.42
		4		51,999.29		53,039.28		54,100.06
		5		52,519.28		53,569.67		54,641.06
		6		53,044.48		54,105.37		55,187.47
		7		53,574.92		54,646.42		55,739.35
		8		54,110.67		55,192.88		56,296.74
		9		54,651.78		55,744.81		56,859.71
		10		55,198.30		56,302.26		57,428.31
LIB II	48,222.45	1	49,428.01	50,663.71	51,930.30	56,650.00	57,783.00	58,938.66
DEPT HEAD	50,900.48	2	52,172.99	53,477.31	54,814.25	57,216.50	58,360.83	59,528.05
M.L.S.	51,886.38	3	53,183.54	54,513.13	55,875.95	57,788.67	58,944.44	60,123.33
		4		58,366.55		59,533.88		60,724.56
		5		58,950.22		60,129.22		61,331.81
		6		59,539.72		60,730.51		61,945.12
		7		60,135.12		61,337.82		62,564.58
		8		60,736.47		61,951.20		63,190.22
		9		61,343.83		62,570.71		63,822.12
		10		61,957.27		63,196.42		64,460.34
LIB III	49,025.52	1	50,251.16	51,507.44	52,795.13	60,770.00	61,985.40	63,225.11
BRANCH LIBR	51,703.55	2	52,996.14	54,321.04	55,679.07	61,377.70	62,605.25	63,857.36
M.L.S.	52,689.45	3	54,006.69	55,356.86	56,740.78	61,991.48	63,231.31	64,495.93
		4				62,611.39		65,140.89
		5				63,237.51		65,792.30
		6				63,869.88		66,450.22
		7				64,508.58		67,114.73
		8				65,153.67		67,785.87
		9				65,805.20		68,463.73
		10				66,463.25		69,148.37
TECH II	39,768.42	1	40,762.63	41,781.70	42,826.24	45,633.23	46,545.90	47,476.81
SR ASST	41,221.87	2	42,252.42	43,308.73	44,391.45	46,089.56	47,011.35	47,951.58
	42,046.29	3	43,097.45	44,174.89	45,279.26	46,550.46	47,481.47	48,431.10
		4				47,015.96		48,915.41
		5				47,486.12		49,404.56
		6				47,960.98		49,898.61
		7				48,440.59		50,397.59
		8				48,925.00		50,901.57
		9				49,414.25		51,410.59
		10				49,908.39		51,924.69
TECH III	44,190.97	1	45,295.74	46,428.13	47,588.84	49,476.03	50,465.55	51,474.86
FIRST ASST	46,832.82	2	48,003.64	49,203.74	50,433.83	49,970.79	50,970.21	51,989.61
B.A.	47,753.40	3	48,947.24	50,170.92	51,425.19	50,470.50	51,479.91	52,509.51
		4				50,975.20		53,034.60
		5				51,484.95		53,564.95
		6				51,999.80		54,100.60
		7				52,519.80		54,641.60
		8				53,045.00		55,188.02
		9				53,575.45		55,739.90
		10				54,111.20		56,297.30

FY17-FY22 SMEA B Salary Chart PROPOSED - Updated as of 12/31/18

GRADE	FY16 Rate (52w/yr)	STEP	COLAs					
			102.5%	102.5%	102.5%	103.0%	102.0%	102.0%
			FY17	FY18	FY19	FY20	FY21	FY22
TEL2	40,534.03	1	41,547.38	42,586.07	43,650.72	44,211.40	45,095.62	45,997.54
Switchboard Operator	43,127.55	2	44,205.73	45,310.88	46,443.65	47,653.51	48,946.58	50,327.51
	43,990.10	3	45,089.85	46,217.10	47,372.52	48,650.04	50,002.05	51,422.09
		4				49,951.04	51,362.07	52,843.31
		5				51,306.56	52,846.69	54,372.22
		6				52,651.62	54,379.95	55,943.87
		7				54,006.29	55,946.91	57,552.31
		8				55,360.60	57,552.61	59,207.58
		9				56,714.61	58,832.10	60,912.74
		10				58,068.35	60,320.42	62,667.83
TRAF2	37,378.46	1	38,312.92	39,270.74	40,252.51	41,152.88	42,055.94	42,977.06
Parking Control Officer	40,318.65	2	41,326.62	42,359.78	43,418.78	44,504.41	45,616.50	46,746.83
	41,053.70	3	42,080.05	43,132.05	44,210.35	45,310.45	46,431.66	47,572.30
		4				46,431.06	47,581.48	48,742.51
		5				47,581.27	48,742.99	50,044.51
		6				48,742.13	49,945.25	51,287.36
		7				49,945.69	51,188.31	52,570.09
		8				51,188.00	52,470.20	53,892.76
		9				52,470.10	53,841.98	55,355.42
		10				53,841.04	55,370.70	56,878.12
TRAF3	44,345.75	1	45,454.39	46,590.75	47,755.52	49,440.00	50,428.80	51,437.38
Parking Meter Repairman	46,887.21	2	48,059.39	49,260.88	50,492.40	51,934.40	53,093.09	54,271.75
Sign Repairman	47,789.30	3	48,984.03	50,208.63	51,463.84	53,033.74	54,442.42	55,871.27
		4				54,463.08	55,956.84	57,495.98
		5				55,956.46	57,476.41	59,065.94
		6				57,476.94	59,001.18	60,612.20
		7				59,001.56	60,531.19	62,147.81
		8				60,531.37	62,147.50	63,722.83
		9				62,147.44	63,722.16	65,339.31
		10				63,722.80	65,339.24	66,985.30
DPWFM	47,484.55	1	48,671.66	49,888.45	51,135.66	51,899.36	53,137.34	54,400.09
B&G Division	52,787.01	2	54,106.68	55,459.35	56,845.83	58,477.15	60,126.69	61,801.23
Electrical Division	53,842.75	3	55,188.82	56,568.54	57,982.75	59,060.72	60,321.94	61,608.37
Engineering Division		4				60,650.13	61,923.13	63,221.59
Highway Division		5				62,445.43	63,530.34	64,840.94
Sanitary Division		6				64,846.68	66,143.62	67,466.49
Water Division		7				65,453.95	66,763.03	68,098.29
Sewer Division		8				66,067.29	67,388.64	68,736.41
		9				66,727.96	68,062.52	69,423.77
		10				67,395.24	68,743.15	70,118.01
WKFM1	45,669.28	1	46,811.01	47,981.29	49,180.82	53,090.32	54,152.13	55,235.17
Bookbinder - GONE	46,802.03	2	47,972.08	49,171.38	50,400.67	53,621.22	54,693.65	55,787.52
*Carpenter-PWL-1+\$40-WKFM-AGREEMENT-PAY	47,738.07	3	48,931.52	50,154.81	51,408.68	54,157.44	55,240.58	56,345.40
Glazier		4				54,699.01	55,792.99	56,908.85
Installation and Oil burner repairman - none		5				55,246.00	56,350.92	57,477.94
Mason		6				55,798.46	56,914.43	58,052.72
Motor Equipment Repairman		7				56,356.44	57,483.57	58,633.24
Painter and Sign Painter		8				56,920.01	58,058.41	59,219.58
*SHMEO-PWL-1+\$40-WKFM-AGREEMENT-PAY		9				57,489.21	58,638.99	59,811.77
*Tree Climber-Artisan+\$50+\$40-WKFM-AGREEMENT-PAY		10				58,064.10	59,225.38	60,409.89
Motor Equipment Repairman								
Painter and Sign Painter								
Stoker - Maintenance Man								
*Plumber-PWL-1+\$40-WKFM-AGREEMENT-PAY								
*Maintenance-Craftsman-SHMEO-1+\$40-WKFM-AGREEMENT-PAY								
Signal Maintainer								
Plasterer								
*SHMEO-Cement-Finisher-PWL-Artisan+\$50+\$40-WKFM-AGREEMENT-PAY								
*SHMEO-Curbsetter-PWL-Artisan+\$50+\$40-WKFM-AGREEMENT-PAY								
Painter								
Cement Finisher - Curbsetter - Maintenance Man								

Handwritten signatures and initials in blue ink, including 'MB', 'ACE', and 'EJA'.

FY17-FY22 SMEA B Salary Chart PROPOSED - Updated as of 12/31/18

GRADE	FY16 Rate (52w/yr)	STEP	COLAs					
			102.5%	102.5%	102.5%	103.0%	102.0%	102.0%
			FY17	FY18	FY19	FY20	FY21	FY22
WKFM3	45,601.69	1	46,741.74	47,910.28	49,108.04	58,254.90	59,420.00	60,608.40
*Carpenter PWL -1 -+\$40-WKFM-AGREEMENT-PAY	48,202.89	2	49,407.96	50,643.16	51,909.24	58,837.45	60,014.20	61,214.48
*SHMEO PWL -+\$40-WKFM-AGREEMENT-PAY	49,166.49	3	50,395.66	51,655.55	52,946.94	59,425.83	60,614.34	61,826.63
*Plumber PWL -+\$40-WKFM-AGREEMENT-PAY		4				60,020.08	61,220.49	62,444.90
*Maintenance Craftsman SHMEO -+\$40-WKFM-		5				60,620.28	61,832.69	63,069.34
*SHMEO Cement Finisher PWL- Artisan +\$50-& +\$40-WKFM-AGREEME		6				61,226.49	62,451.02	63,700.04
NEW (Admin Code) Parks & Rec SHMEO Working Foreman		7				61,838.75	63,075.53	64,337.04
*SHMEO Curbsetter PWL- Artisan +\$50-& +\$40-WKFM-AGREEMENT-PA		8				62,457.14	63,706.28	64,980.41
*Tree Climber- Artisan +\$50-& +\$40-WKFM-AGREEMENT-PAY		9				63,081.71	64,343.35	65,630.21
NEW (Admin Code) Parks & Rec SHMEO Working Foreman		10				63,712.53	64,986.78	66,286.51
*SHMEO Curbsetter PWL- Artisan +\$50-& +\$40-WKFM-AGREEMENT-PAY								
WKFM4 (Propose NEW Grade)		1				69,174.80	70,558.30	71,969.46
Motor Equipment Repairman / WKFM		2				69,866.55	71,263.88	72,689.16
*Upgrade Opportunity not additional body (eff 7/1/19)		3				70,565.21	71,976.52	73,416.05
		4				71,270.87	72,696.28	74,150.21
		5				71,983.57	73,423.25	74,891.71
		6				72,703.41	74,157.48	75,640.63
		7				73,430.44	74,899.05	76,397.03
		8				74,164.75	75,648.04	77,161.00
		9				74,906.40	76,404.52	77,932.61
		10				75,655.46	77,168.57	78,711.94
BLDG1	45,104.14	1	46,231.74	47,387.53	48,572.22	49,969.42	50,968.81	51,988.18
Senior Building Custodian	46,856.03	2	48,027.43	49,228.11	50,458.81	50,469.11	51,478.50	52,508.07
	47,793.15	3	48,987.98	50,212.67	51,467.99	50,973.81	51,993.28	53,033.15
		4				51,483.54	52,513.21	53,563.48
		5				51,998.38	53,038.35	54,099.11
		6				52,518.36	53,568.73	54,640.10
		7				53,043.55	54,104.42	55,186.51
		8				53,573.98	54,645.46	55,738.37
		9				54,109.72	55,191.92	56,295.75
		10				54,650.82	55,743.84	56,858.71
BLDG2	41,433.55	1	42,469.39	43,531.12	44,619.40	46,607.50	47,539.65	48,490.44
Junior Building Custodian	43,974.99	2	45,074.37	46,201.23	47,356.26	47,073.58	48,015.05	48,975.35
	44,854.49	3	45,975.86	47,125.25	48,303.38	47,544.31	48,495.20	49,465.10
		4				48,019.75	48,980.15	49,959.75
		5				48,499.95	49,469.95	50,459.35
		6				48,984.95	49,964.65	50,963.94
		7				49,474.80	50,464.30	51,473.58
		8				49,969.55	50,968.94	51,988.32
		9				50,469.24	51,478.63	52,508.20
		10				50,973.94	51,993.42	53,033.28
ELEC2	42,562.67	1	43,626.74	44,717.41	45,835.34	51,500.00	52,530.00	53,580.60
Signal Maintainer	45,104.14	2	46,231.74	47,387.53	48,572.22	52,015.00	53,055.30	54,116.41
Electrician	46,006.22	3	47,156.38	48,335.29	49,543.67	52,535.15	53,585.85	54,657.57
		4				53,060.50	54,121.71	55,204.15
		5				53,591.11	54,662.93	55,756.19
		6				54,127.02	55,209.56	56,313.75
		7				54,668.29	55,761.65	56,876.89
		8				55,214.97	56,319.27	57,445.66
		9				55,767.12	56,882.46	58,020.11
		10				56,324.79	57,451.29	58,600.31
ENG4	47,941.79	1	49,140.33	50,368.84	51,628.06	67,980.00	69,339.60	70,726.39
Public Works Construction Trench Inspector - NEW	50,687.65	2	51,954.84	53,253.71	54,585.06	68,659.80	70,033.00	71,433.66
	51,701.40	3	52,993.94	54,318.79	55,676.76	69,346.40	70,733.33	72,147.99
		4				70,039.86	71,440.66	72,869.47
		5				70,740.26	72,155.07	73,598.17
		6				71,447.66	72,876.62	74,334.15
		7				72,162.14	73,605.38	75,077.49
		8				72,883.76	74,341.44	75,828.27
		9				73,612.60	75,084.85	76,586.55
		10				74,348.72	75,835.70	77,352.41

FY17-FY22 SMEA B Salary Chart PROPOSED - Updated as of 12/31/18

GRADE	FY16 Rate (52w/yr)	COLAs						
		STEP	102.5%	102.5%	102.5%	103.0%	102.0%	102.0%
			FY17	FY18	FY19	FY20	FY21	FY22
INSP1	54,963.94	1	56,338.04	57,746.49	59,190.15	62,925.82	64,184.34	65,468.03
Waste Collection Inspector	60,351.94	2	61,860.73	63,407.25	64,992.43	63,555.08	64,826.18	66,122.71
(Waste Coll. Insp qualifies addtl +10% differential)	61,558.97	3	63,097.94	64,675.39	66,292.28	64,190.63	65,474.45	66,783.93
Senior Wire Inspector*		4				64,832.54	66,129.19	67,451.77
		5				65,480.86	66,790.48	68,126.29
		6				66,135.67	67,458.39	68,807.55
		7				66,797.03	68,132.97	69,495.63
		8				67,464.99	68,814.29	70,190.58
		9				68,139.65	69,502.44	70,892.49
		10				68,821.05	70,197.47	71,601.42
INSP1A	56,800.52	1	58,220.53	59,676.04	61,167.94	67,248.97	68,593.95	69,965.83
Senior Code Enforcement Inspector - Housing	62,188.50	2	63,743.21	65,336.79	66,970.21	67,921.46	69,279.89	70,665.49
Senior Code Enforcement Inspector - Sanitation	63,395.54	3	64,980.43	66,604.94	68,270.06	68,600.68	69,972.69	71,372.14
		4				69,286.68	70,672.42	72,085.86
		5				69,979.55	71,379.14	72,806.72
		6				70,679.35	72,092.93	73,534.79
		7				71,386.14	72,813.86	74,270.14
		8				72,100.00	73,542.00	75,012.84
		9				72,821.00	74,277.42	75,762.97
		10				73,549.21	75,020.19	76,520.60
INSP2	50,865.44	1	52,137.08	53,440.51	54,776.52	72,052.47	73,493.52	74,963.39
Wire Inspector	56,253.43	2	57,659.76	59,101.26	60,578.79	72,772.99	74,228.45	75,713.02
Plumbing and Gas Fitting Inspector	57,345.09	3	58,778.72	60,248.18	61,754.39	73,500.72	74,970.74	76,470.15
		4				74,235.73	75,720.45	77,234.86
		5				74,978.09	76,477.65	78,007.20
		6				75,727.87	77,242.43	78,787.28
		7				76,485.15	78,014.85	79,575.15
		8				77,250.00	78,795.00	80,370.90
		9				78,022.50	79,582.95	81,174.61
		10				78,802.73	80,378.78	81,986.36
INSP4	56,800.44	1	58,220.45	59,675.96	61,167.86	75,895.27	77,413.17	78,961.44
Local Building Inspector	62,188.25	2	63,742.95	65,336.53	66,969.94	76,654.22	78,187.31	79,751.05
Elevator Inspector	63,395.32	3	64,980.20	66,604.71	68,269.82	77,420.76	78,969.18	80,548.56
		4				78,194.97	79,758.87	81,354.05
		5				78,976.92	80,556.46	82,167.59
		6				79,766.69	81,362.02	82,989.26
		7				80,564.36	82,175.64	83,819.16
		8				81,370.00	82,997.40	84,657.35
		9				82,183.70	83,827.37	85,503.92
		10				83,005.54	84,665.65	86,358.96
WTR3	40,021.23	1	41,021.76	42,047.30	43,098.49	43,462.05	44,331.29	45,217.92
Water Meter Reader	42,562.67	2	43,626.74	44,717.41	45,835.34	43,896.67	44,774.60	45,670.10
Water Meter Installer	43,413.93	3	44,499.28	45,611.76	46,752.05	44,335.64	45,222.35	46,126.80
Water Service Maintenance Man		4				44,778.99	45,674.57	46,588.06
		5				45,226.78	46,131.32	47,053.95
		6				45,679.05	46,592.63	47,524.48
		7				46,135.84	47,058.56	47,999.73
		8				46,597.20	47,529.14	48,479.73
		9				47,063.17	48,004.44	48,964.52
		10				47,533.80	48,484.48	49,454.17
LAB1A	47,769.08	1	48,963.31	50,187.39	51,442.08	56,649.57	57,782.56	58,938.22
Motor Equipment Repair Man	50,365.55	2	51,624.69	52,915.31	54,238.19	57,216.07	58,360.39	59,527.60
*Added 2 through Fleet Admin Discussions	51,302.70	3	52,585.27	53,899.90	55,247.39	57,788.23	58,943.99	60,122.87
		4				58,366.11	59,533.43	60,724.10
		5				58,949.77	60,128.77	61,331.34
		6				59,539.27	60,730.06	61,944.66
		7				60,134.66	61,337.36	62,564.10
		8				60,736.01	61,950.73	63,189.74
		9				61,343.37	62,570.24	63,821.64
		10				61,956.80	63,195.94	64,459.86

FY17-FY22 SMEA B Salary Chart PROPOSED - Updated as of 12/31/18

GRADE	FY16 Rate (52w/yr)	STEP	COLAs					
			102.5%	102.5%	102.5%	103.0%	102.0%	102.0%
			FY17	FY18	FY19	FY20	FY21	FY22
LAB3	45,083.84	1	46,210.93	47,366.21	48,550.36	57,641.98	58,794.82	59,970.71
Electrician - Artisan +\$50	47,621.67	2	48,812.22	50,032.52	51,283.33	58,218.40	59,382.76	60,570.42
Plumber - Artisan +\$50	48,540.70	3	49,754.22	50,998.07	52,273.02	58,800.58	59,976.59	61,176.12
		4				59,388.59	60,576.36	61,787.88
		5				59,982.47	61,182.12	62,405.76
		6				60,582.30	61,793.94	63,029.82
		7				61,188.12	62,411.88	63,660.12
		8				61,800.00	63,036.00	64,296.72
		9				62,418.00	63,666.36	64,939.69
		10				63,042.18	64,303.02	65,589.08
LAB4	44,259.37	1	45,365.85	46,500.00	47,662.50	51,500.00	52,530.00	53,580.60
Glazier, Mason, Painter - none	45,387.32	2	46,522.00	47,685.05	48,877.18	52,015.00	53,055.30	54,116.41
Mason and Public Works Maintenance Man	46,295.06	3	47,452.44	48,638.75	49,854.72	52,535.15	53,585.85	54,657.57
Plaster, Carpenter, Maintenance Man		4				53,060.50	54,121.71	55,204.15
Carpenter PWL - Artisan +\$50		5				53,591.11	54,662.93	55,756.19
SHMEO Catch Basin Cleaner - Propose to make "Artisan +\$50" eff. 7/1/		6				54,127.02	55,209.56	56,313.75
SHMEO and Maintenance Man		7				54,668.29	55,761.65	56,876.89
SHMEO and Maintenance Man and Curbsetter		8				55,214.97	56,319.27	57,445.66
SHMEO Curbsetter PWL - Artisan +\$50		9				55,767.12	56,882.46	58,020.11
Spray Painter		10				56,324.79	57,451.29	58,600.31
SHMEO Tree Climber PWL - Artisan +\$50								
Tree Surgeon, Tree Climber, PWL and SHMEO								
Painter and Sign Painter								
SHMEO and Maintenance Man								
SHMEO and Maintenance Man and Curbsetter								
SHMEO Cement Finisher PWL - Artisan +\$50								
LAB5	43,974.99	1	45,074.37	46,201.23	47,356.26	47,637.50	48,590.25	49,562.06
SHMEO (Proposed 2 for Parks & Rec Admin Code)	44,823.35	2	45,943.94	47,092.53	48,269.85	48,113.88	49,076.15	50,057.68
SHMEO Cement Finisher PWL - Artisan +\$50	45,719.82	3	46,862.81	48,034.39	49,235.24	48,595.01	49,566.91	50,558.25
SHMEO Water (propose Water SHMEO's review Artisan pay +\$50 eff. 7		4				49,080.96	50,062.58	51,063.83
WKFM Carpenter - Artisan +\$50		5				49,571.77	50,563.21	51,574.47
		6				50,067.49	51,068.84	52,090.22
		7				50,568.17	51,579.53	52,611.12
		8				51,073.85	52,095.32	53,137.23
		9				51,584.59	52,616.28	53,668.60
		10				52,100.43	53,142.44	54,205.29
LAB6	41,999.91	1	43,049.90	44,126.15	45,229.31	45,526.00	46,436.52	47,365.25
Bookbinder - GONE	44,541.35	2	45,654.89	46,796.26	47,966.16	45,981.26	46,900.89	47,838.90
HMEO Building Maintenance Mechanic	45,432.18	3	46,567.98	47,732.18	48,925.49	46,441.07	47,369.89	48,317.29
Public Works Maintenance Mechanic PWL		4				46,905.48	47,843.59	48,800.46
		5				47,374.54	48,322.03	49,288.47
		6				47,848.28	48,805.25	49,781.35
		7				48,326.77	49,293.30	50,279.17
		8				48,810.03	49,786.23	50,781.96
		9				49,298.13	50,284.10	51,289.78
		10				49,791.12	50,786.94	51,802.68
LAB8	41,433.55	1	42,469.39	43,531.12	44,619.40	45,152.88	46,055.94	46,977.06
HMEO and PWL	43,693.01	2	44,785.34	45,904.97	47,052.60	45,604.41	46,516.50	47,446.83
Motor Equipment Repairman	44,566.87	3	45,681.05	46,823.07	47,993.65	46,060.45	46,981.66	47,921.30
Mechanical Equipment Repair Man		4				46,521.06	47,451.48	48,400.51
		5				46,986.27	47,925.99	48,884.51
		6				47,456.13	48,405.25	49,373.36
		7				47,930.69	48,889.31	49,867.09
		8				48,410.00	49,378.20	50,365.76
		9				48,894.10	49,871.98	50,869.42
		10				49,383.04	50,370.70	51,378.12
LAB10	41,433.55	1	42,469.39	43,531.12	44,619.40	44,454.80	45,343.90	46,250.77
Apprentice Book Binder - GONE	42,562.67	2	43,626.74	44,717.41	45,835.34	44,899.35	45,797.33	46,713.28
Asphalt Raker - PWL - GONE	43,413.93	3	44,499.28	45,611.76	46,752.85	45,348.34	46,255.31	47,180.41
Electrician's Helper		4				45,801.82	46,717.86	47,652.22
Garageman		5				46,259.84	47,185.04	48,128.74
Public Grounds Caretaker and Gardner		6				46,722.44	47,656.89	48,610.03
Public Works Maintenance Man		7				47,189.67	48,133.46	49,096.13
Stoker Public Works Laborer		8				47,661.56	48,614.79	49,587.09
Building Maintenance Man		9				48,138.18	49,100.94	50,082.96
Public Works Maintenance Man		10				48,619.56	49,591.95	50,583.79
Stoker Public Works Laborer								

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