

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

January 6, 2025

The City of Somerville and the Somerville Municipal Employees Union, Unit B (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 to be effective after ratification 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 ~~stricken~~ 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 XXVI, COMPENSATION

a. Eliminate Section 1(a) and insert the following new Section 1(a):

"The SMEU Unit B Salary and Classification plan made effective on July 1, 2019, 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): Market adjustment*

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

Exhibit B contains the new Wage Scale for all Unit B 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**. 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 XXXVI, Section 2(C)(2)."

Existing Unit B 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 B employees as of July 1, 2024 on the new Unit B Wage Scale. The parties agree to the following methodology for placing existing SMEU employees on the new wage scale: (a) existing Unit B 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).

Exhibits B and C shall be attached to the new Unit B CBA when this MOA is integrated into said agreement and labeled as such. **Exhibit D** shall not be attached to the new Unit B CBA. "Appendix A" of the parties' FY19-FY22 CBA shall be stricken from the new Unit B CBA, and "Appendix B" (aka "Exhibit C") of the parties' FY19-FY22 CBA shall be relabeled "**Exhibit A**" and attached to the new Unit B CBA. "Appendix C" (Alcohol Testing and Controlled Substance Testing Policy and Procedure) of the parties' FY19-FY22 CBA shall be relabeled "**Exhibit D**."

b. Revise Section 1(b) as follows:

"All Unit members shall advance a step on the ~~10-step~~ Wage Scale (**Exhibit B**) on July 1 of each year, regardless of hire date."

c. Revise Section 2(A) 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"

d. Revise Section 2(B) as follows:

"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 1. Members shall be entitled to the payment equal to the seniority that they have achieved as of November 1 each year. If a 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)."

e. Revise Section 2(C)(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 3A to Grade 3B, Grade 4A/starting step 2 to Grade 4A/starting step 3) 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 ~~this~~ new minimum rate or the minimum rate of the new job, whichever is greater.

f. Strike Section 2(E) (Working Foreman Agreement Stipend) in its entirety and relabel the subsequent subsections accordingly.

g. NEW Section following the current Section 2(G), to be titled "DIRECT DEPOSIT", as follows:

"As of [insert date], 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

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regular duties, the City shall install computers regularly accessible to employees in all departments and divisions with employees subject to this Agreement."

h. Revise Section 7(a) as follows:

"ISD Building Inspectors shall have the option of receiving their certification as a "certified building official" (CBO) in such Building Inspector's personal time. In the event that a Building Inspector possesses and maintains the certification of a "certified building official" he/she will be paid a ~~one-time~~ stipend of one thousand dollars (\$1,000) during the first pay period in July each year following their certification provided he/she maintains said certification. Said stipends shall not be included in an employee's base pay for purposes of computing contractual overtime or other contractual benefits. In addition, all inspectors of ISD shall be paid an annual stipend of \$250, pro-rated weekly, for maintaining their OSHA 30-hour certification."

i. Insert a NEW Section 8, as follows:

"Employees in positions eligible for Artisan Pay, as reflected in the Classification Chart attached hereto as **Exhibit C**, shall receive an additional one hundred dollars (\$100) in weekly pay."

3. ARTICLE III, DEDUCTIONS

Delete Section 2 (Agency Service Fees) and renumber the subsequent section accordingly.

4. ARTICLE XII, VACATIONS

a. Eliminate Sections 1 and 2 effective January 1, 2025, and replace with the following, 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 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.

b. Revise Section 5 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~~

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~~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."~~

c. Insert a new section at the end of this article as follows:

"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.

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."

d. Vacation Accrual System Transition

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, 2025. Thereafter, Employees shall accrue at the rates set forth above.

5. ARTICLE XIII, HOLIDAYS

Revise Section 1 as follows:

Replace "Bunker Hill Day" with "Juneteenth" (as of January 1, 2025)

Replace "Columbus Day" with "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 B members employed at the time of signing and ratification and employed and/or hired between July 1, 2022 and June 30, 2024 a one-time signing bonus of three thousand dollars (\$3,000).

6. NEW ARTICLE, EMPLOYEE EMAIL

Insert a new article as follows:

"All employees must check and read all email received in their City email account during each work shift as follows:

- Supervisors 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
- Employees must check and read their City email within 4 hours of the start of their shift, or as soon as possible after the start of each shift.
- For those employees without access to email enabled City equipment as part of their job, the City will provide regular access to email enabled City equipment during the work day. These employees must check and read their City email at least once a week."

7. 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 nine (9) 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 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.

(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."

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

Eliminate Section (j) and relabel the subsequent sections accordingly.

9. ARTICLE IX, CLOTHING AND EQUIPMENT

a. Revise Section 4 as follows:

"An annual clothing allowance in the amount of five hundred dollars (\$500) ~~three hundred and fifty dollars (\$350)~~ per employee will be provided by the City to the blue-collar employees of the Department of Public Works and Traffic and Parking to cover the purchase and maintenance of all other clothing and equipment. Inspectors assigned to the Inspectional Services Division and Leaders/Supervisors employed by the Recreation Department shall receive an annual allowance of five hundred dollars (\$500) ~~three hundred dollars (\$300)~~ to cover the purchase and maintenance of work related clothing and equipment.

All Unit B employees who are not eligible for the outdoor weather differential provided in Article XXI, Section 12 shall receive an annual clothing allowance of five hundred dollars (\$500) ~~three hundred and fifty dollars (\$350)~~. A reasonable dress code shall be established by the Commissioner of Public Works for blue-collar DPW employees, which at minimum, will require each such employee to wear uniforms including pants, shirts and jackets bearing the name of the employee and a City of Somerville logo."

b. Revise Section 8 as follows:

"The following clothing is not appropriate attire: Any type of ripped clothing, 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.”

10. ARTICLE XI, CAR ALLOWANCE

a. Revise Section 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 twenty cents (20¢) per mile, not to exceed six hundred dollars (\$600) a year. ~~four hundred and fifty dollars (\$450) per year~~ 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 their Commissioner of Public Works or Department Head, subject to approval by the Mayor. Effective July 1, 1988 ~~the annual cap shall be increased to five hundred and fifty dollars (\$550) and the mileage rate shall be increased to twenty-five cents (25¢) per mile. In addition to the cash allowance as provided above, each Recreation Supervisor shall receive a gas allowance in an amount mutually determined by the Commissioner of Public Works and the Recreation Superintendent.~~”

b. Revise Section 2 as follows:

~~“Fuel compensation (both annual payment, and weekly gallons of gas) shall continue in the manner as existed as of February 18, 2016 for a Employees listed in Exhibit B of the February 18, 2016 Memorandum of 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).

~~Those employees may have their allotment adjusted if they move to a vacated position within the list (i.e., gallons will be adjusted upward or downward as~~

~~applicable~~). If an employee on the list transitions to a position not on the list, ~~he/she~~ the employee will no longer receive both payments and instead will be covered by Section 1 of this Article, even if ~~he/she~~ the employee returns to a position covered by the list. The two (2) week "opt out" period shall not count against an employee if ~~he/she~~ the employee returns to ~~he/she~~ 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."

11. ARTICLE XIV, SICK LEAVE

a. Revise the third paragraph of Section 9 as follows:

"All sick days placed in the Sick Leave Bank may be used pursuant to the following procedure:

The Sick Leave Bank shall be administered by a Committee of two (2) employees to be appointed by the President of the Union, and ~~one (1)~~ two (2) employees of the City to be appointed by the Mayor. Any decisions to be made by the Committee that result in a tie shall be resolved by vote of the Union President. Any Unit B employee (hereinafter "donee") wishing to use sick days from the bank shall make application to the committee on a form approved by the Committee.
..."

b. Sections 9 and 10

Housekeeping: Swap Sections 9 and 10

12. ARTICLE XVIII, 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. 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. 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...."

13. ARTICLE XIX, EDUCATION ACCOUNT

Revise Section 2 as follows:

Except as provided below, the maximum benefit for any employee in any fiscal year shall be two thousand dollars (\$2,000), unless there are unexpended funds at the end of a fiscal year in which case the funds shall be allocated to the extent available, on a pro-rata basis, to any employees who incurred costs in excess of the annual maximum. In-house training expenses can be drawn from this account following the pro rata distribution described above. Water and Sewer Department employees may draw a maximum benefit of four thousand dollars (\$4,000) to acquire a CDL and hoisting license.

14. ARTICLE XX, SENIORITY

Revise Section 1 and 3 as follows:

Section 1. Except as may be otherwise specified in this Agreement, seniority shall be measured from an employee's original date of hire by the City into a bargaining unit position within Units A, B or D date of hire by the City. Any break in continuous employment in a bargaining unit position (including Units A, B, or D) for three hundred and sixty five (365) or more consecutive days—except while on sick leave, worker's compensation, or another authorized leave of absence taken for the benefit of the City—shall terminate seniority as herein described for all purposes of measuring eligibility for vacation, longevity, and sick leave benefits, provided that such breaks

occurring or beginning prior to the effective date of this Agreement shall not result in any loss of seniority for any purpose to a unit employee. Further, any employee who returns to the employ of the City after a break in service and remains in such employment for at least five (5) years, shall have their seniority measured from the employee's original date of hire by the City into a bargaining unit position within Units A, B or D initial date of hire, but shall not include the period of time covered by the break in service.

Section 2. [No change]

Section 3. "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."

15. ARTICLE XXI, WORK DAY, WORK WEEK, WORK SCHEDULES, OVERTIME AND DIFFERENTIALS

- a. Section 1(b):** Replace "coffee breaks" with "breaks"

b. Revise Section 6(b) as follows:

On all work performed on Saturday, the rate will be time and one-half the employee's hourly rate of pay except for employees performing regular shift work. On Saturdays, employees assigned to overtime work shall work from 7 a.m. to 3:30 p.m. with an unpaid lunch period of one (1) hour, or, with the approval of the Superintendent may work from 7 a.m. to 2:30 p.m. without a lunch break, and in both cases will be paid at an overtime rate for hours worked. Library employees (except those performing regular shift work) to be paid time and one half for any work performed after 1 p.m. on Saturday through Sunday.

c. Revise Section 13 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 and must file an authorization request for payment form, to be provided by his their 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. Out of grade work assigned to an employee will be paid at Step One of the absentees' Grade but with at least a five dollar (\$5) a day increase."

d. Delete paragraph (b) of Section 23.

16. ARTICLE XXIV, DISCIPLINARY PROCEDURE

Revise Section 2 as follows:

"...employees covered by this Agreement, who have completed their Probationary Period pursuant to Article XX, Section 3 ~~six (6) months of employment~~, except for just cause."

17. ARTICLE XXXVII. LIBRARY DEPT.

Delete Section 4 and replace with the following:

"Appointment to positions in the library shall be in accordance with the non-civil service contractual standard, and subject to standards in the contract unless otherwise expressly excluded (e.g., just cause for discipline, Article VII for transfers and promotions)."

18. ARTICLE XXXIII, AMERICANS WITH DISABILITIES ACT

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

19. ARTICLE XXXIV, 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. NEW Water and Sewer Article

Insert a new Article as follows:

- “(a) The Water and Sewer Department has been separated from the Department of Public Works, managed by a Director.
- (b) The Water and Sewer Department shall be staffed at the levels reflected in the organizational chart attached at **Exhibit E** of the CBA provided: (A) the City may hire a mix of SHMEOs, HMEOs, and Laborers as operationally appropriate and as funds are appropriated; (B) the City shall, at minimum, include four (4) SHMEOs and four (4) HMEOs at any given time; and (C) the City shall not exceed ten laborers and such laborers shall be offered the opportunity for training at City expense and through reimbursement under Article XIX to acquire a CDL and hoisting license and, subject to the staffing needs of the Department, the opportunity to work out of grade and be promoted to a vacant CDL/hoisting position in the Water & Sewer Department upon obtaining such credentials. Should the City seek to change a job description and/or the organization of the Water and Sewer Department, the City will notify SMEU and negotiate all aspects of the change that constitute or impact mandatory subjects of bargaining as required by law; provided that no current incumbent of a position shall be adversely impacted (i.e. termination, laid off, demoted) based on any change in job description and/or restructuring of the Department.
- (c) The City will determine the hours of work for Water and Sewer Department employees. The City will give employees at least 2 weeks of notice when the work hours will change.
- (d) The City will offer the attached Stipend (**Exhibit F**) schedule to Water and Sewer employees on terms described in the attachment.
- (e) For purposes of the seniority and job bidding provisions in the Unit B collective bargaining agreement, the Water and Sewer Department will be considered a division of the Department of Public Works. For a vacancy in the Sewer Department, the City would consider any Sewer applicants, then Water applicants, then DPW applicants, then City employees external to DPW, then external non-City-employee applicants. For a vacancy in the Water Department, the City would consider any Water applicants, then Sewer applicants, then DPW applicants, then City employees external to DPW, then external non-City-employee applicants.
- (f) For purposes of overtime distribution, the Water and Sewer Department will be considered a division of the Department of Public Works. The parties maintain the overtime distribution schedule in Article XXI, sec 18 of the Unit B collective bargaining agreement. Water and Sewer employees will remain on the overtime Master List as described in Article XXI, sec 18 as well.”

Exhibit F shall contain the stipend schedule attached to the parties' existing May 23, 2019 Water and Sewer MOA, provided, the clause "Except as noted for incumbent employees," in second sentence of first paragraph of said schedule shall be deleted. The parties agree to negotiate job descriptions for Water and Sewer Department HMEOs and Laborers consistent with the current practice, and further agree the job description for HMEOs may include a D1 license requirement and the job description for Laborer shall not.

21. ARTICLE XXXVII, LIBRARY DEPARTMENT

Revise Section 2 as follows:

Library work schedules are to be submitted in advance by each department head within the library.

Aside from those Library employees hired to work a Tuesday through Saturday schedule or any Library employee who volunteers to regularly swap a full weekday shift for a Saturday, the City may schedule Library employees to work Saturdays mornings (9:00 a.m. - 1:00 p.m.) on a rotating basis consistent with current practice. The City shall solicit volunteers from existing Library Department staff to work Saturday afternoons from 1:00 p.m. to 5:00 p.m., with priority given to Librarians working the morning shift and then to full-time Librarians. If the City is unable to voluntarily fill the remaining, Saturday afternoon shifts, the City may solicit volunteers from any other group of qualified City employees.

Effective March 1, 2025, if there are insufficient volunteers to fill the Saturday afternoon shifts, the City may mandate up to five (5) of the employees who have been scheduled (rotated) to work the assigned Saturday morning shift where the vacancy exists to work the Saturday afternoon shift in the same assignment, provided such employees are provided 2 weeks' notice, and provided further that the mandatory overtime is rotated fairly and equitably among such the Saturday morning shift employees assigned to the group and location if fewer than the entire group of Saturday morning shift employees are mandated to work overtime. Library employees not regularly scheduled to swap a weekday for a Saturday or to work Tuesday through Saturday will to be paid time and one half for any work performed after 1 p.m. on Saturday through Sunday.

22. Housekeeping

- a. Change all references to "Personnel" or "Personnel Department" to Human Resources

- b. 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"
- c. Change all references from SMEA to SMEU and from Association to Union, including, without limitation, within Article I (Recognition).

For the City of Somerville:

By: Katjana Ballantyne
Katjana Ballantyne, Mayor

Anne Gill
Anne Gill, Human Resources Director

Matthew Sirigu
Matthew Sirigu, Labor Counsel

For the Somerville Municipal Employees Union:

By: Edward J. Halloran
Edward J. Halloran, President

Edward J. Hardy
Edward J. Hardy, Vice President

Stephanie Estrella
Stephanie Estrella, Secretary

Julliane De Bona, Treasurer

Date: 1/6/25

Tracy
Aisa Pagula
John A. Smith
James M. Paghain
John
Matthew

Exhibit A - FY23 & FY24 Salary Table (Year 1 & 2)

Grade	Step	FY22 (Current)	FY23 3%	FY24 3%	FY25 Market Adjustment
ADMN2A	1	\$ 60,010.27	\$ 61,810.58	\$ 63,664.90	See new salary scale and classification chart at Exhibits B and C
	2	\$ 60,610.37	\$ 62,428.68	\$ 64,301.54	
	3	\$ 61,216.48	\$ 63,052.97	\$ 64,944.56	
	4	\$ 61,828.64	\$ 63,683.50	\$ 65,594.01	
	5	\$ 62,446.93	\$ 64,320.34	\$ 66,249.95	
	6	\$ 63,071.40	\$ 64,963.54	\$ 66,912.44	
	7	\$ 63,702.11	\$ 65,613.17	\$ 67,581.57	
	8	\$ 64,339.13	\$ 66,269.31	\$ 68,257.39	
	9	\$ 64,982.52	\$ 66,932.00	\$ 68,939.96	
	10	\$ 65,632.35	\$ 67,601.32	\$ 69,629.36	
BOH2	1	\$ 62,969.25	\$ 64,858.33	\$ 66,804.08	
	2	\$ 63,598.94	\$ 65,506.91	\$ 67,472.12	
	3	\$ 64,234.93	\$ 66,161.98	\$ 68,146.84	
	4	\$ 64,877.28	\$ 66,823.60	\$ 68,828.31	
	5	\$ 65,526.05	\$ 67,491.84	\$ 69,516.59	
	6	\$ 66,181.31	\$ 68,166.75	\$ 70,211.76	
	7	\$ 66,843.13	\$ 68,848.42	\$ 70,913.87	
	8	\$ 67,511.56	\$ 69,536.91	\$ 71,623.01	
	9	\$ 68,186.67	\$ 70,232.27	\$ 72,339.24	
	10	\$ 68,868.54	\$ 70,934.60	\$ 73,062.64	
CLER1	1	\$ 56,795.44	\$ 58,499.30	\$ 60,254.28	
	2	\$ 57,363.39	\$ 59,084.30	\$ 60,856.83	
	3	\$ 57,937.03	\$ 59,675.14	\$ 61,465.39	
	4	\$ 58,516.40	\$ 60,271.89	\$ 62,080.05	
	5	\$ 59,101.56	\$ 60,874.61	\$ 62,700.85	
	6	\$ 59,692.58	\$ 61,483.36	\$ 63,327.86	
	7	\$ 60,289.50	\$ 62,098.19	\$ 63,961.13	
	8	\$ 60,892.40	\$ 62,719.17	\$ 64,600.75	
	9	\$ 61,501.32	\$ 63,346.36	\$ 65,246.75	
	10	\$ 62,116.34	\$ 63,979.83	\$ 65,899.22	
CLER2	1	\$ 53,044.79	\$ 54,636.13	\$ 56,275.22	
	2	\$ 53,575.24	\$ 55,182.50	\$ 56,837.97	
	3	\$ 54,110.99	\$ 55,734.32	\$ 57,406.35	
	4	\$ 54,652.10	\$ 56,291.66	\$ 57,980.41	
	5	\$ 55,198.62	\$ 56,854.58	\$ 58,560.22	
	6	\$ 55,750.61	\$ 57,423.13	\$ 59,145.82	
	7	\$ 56,308.11	\$ 57,997.36	\$ 59,737.28	
	8	\$ 56,871.19	\$ 58,577.33	\$ 60,334.65	
	9	\$ 57,439.91	\$ 59,163.10	\$ 60,938.00	
	10	\$ 58,014.31	\$ 59,754.73	\$ 61,547.38	
CLER3	1	\$ 48,726.20	\$ 50,187.99	\$ 51,693.63	
	2	\$ 49,213.46	\$ 50,689.87	\$ 52,210.56	

EAT

KB

3	\$	49,705.60	\$	51,196.76	\$	52,732.67
4	\$	50,202.65	\$	51,708.73	\$	53,259.99
5	\$	50,704.68	\$	52,225.82	\$	53,792.59
6	\$	51,211.73	\$	52,748.08	\$	54,330.52
7	\$	51,723.84	\$	53,275.56	\$	54,873.83
8	\$	52,241.08	\$	53,808.31	\$	55,422.56
9	\$	52,763.49	\$	54,346.40	\$	55,976.79
10	\$	53,291.13	\$	54,889.86	\$	56,536.56

CLER4

1	\$	44,478.28	\$	45,812.63	\$	47,187.01
2	\$	44,923.06	\$	46,270.75	\$	47,658.88
3	\$	45,372.29	\$	46,733.46	\$	48,135.47
4	\$	45,826.02	\$	47,200.80	\$	48,616.82
5	\$	46,284.28	\$	47,672.80	\$	49,102.99
6	\$	46,747.12	\$	48,149.53	\$	49,594.02
7	\$	47,214.59	\$	48,631.03	\$	50,089.96
8	\$	47,686.74	\$	49,117.34	\$	50,590.86
9	\$	48,163.60	\$	49,608.51	\$	51,096.77
10	\$	48,645.24	\$	50,104.60	\$	51,607.73

LIB I

1	\$	52,508.99	\$	54,084.26	\$	55,706.79
2	\$	53,034.08	\$	54,625.10	\$	56,263.86
3	\$	53,564.42	\$	55,171.35	\$	56,826.49
4	\$	54,100.06	\$	55,723.07	\$	57,394.76
5	\$	54,641.07	\$	56,280.30	\$	57,968.71
6	\$	55,187.48	\$	56,843.10	\$	58,548.39
7	\$	55,739.35	\$	57,411.53	\$	59,133.88
8	\$	56,296.74	\$	57,985.65	\$	59,725.22
9	\$	56,859.71	\$	58,565.50	\$	60,322.47
10	\$	57,428.31	\$	59,151.16	\$	60,925.69

LIB II

1	\$	58,938.66	\$	60,706.82	\$	62,528.02
2	\$	59,528.05	\$	61,313.89	\$	63,153.30
3	\$	60,123.33	\$	61,927.03	\$	63,784.84
4	\$	60,724.56	\$	62,546.30	\$	64,422.69
5	\$	61,331.81	\$	63,171.76	\$	65,066.91
6	\$	61,945.12	\$	63,803.48	\$	65,717.58
7	\$	62,564.58	\$	64,441.51	\$	66,374.76
8	\$	63,190.22	\$	65,085.93	\$	67,038.51
9	\$	63,822.12	\$	65,736.79	\$	67,708.89
10	\$	64,460.34	\$	66,394.15	\$	68,385.98

LIB III

1	\$	63,225.11	\$	65,121.86	\$	67,075.52
2	\$	63,857.36	\$	65,773.08	\$	67,746.27
3	\$	64,495.93	\$	66,430.81	\$	68,423.74
4	\$	65,140.89	\$	67,095.12	\$	69,107.97
5	\$	65,792.30	\$	67,766.07	\$	69,799.05
6	\$	66,450.23	\$	68,443.73	\$	70,497.04

EAA
KB

7	\$	67,114.73	\$	69,128.17	\$	71,202.02
8	\$	67,785.88	\$	69,819.45	\$	71,914.04
9	\$	68,463.73	\$	70,517.65	\$	72,633.18
10	\$	69,148.37	\$	71,222.82	\$	73,359.51

TECH II

1	\$	47,476.81	\$	48,901.11	\$	50,368.15
2	\$	47,951.58	\$	49,390.13	\$	50,871.83
3	\$	48,431.09	\$	49,884.03	\$	51,380.55
4	\$	48,915.40	\$	50,382.87	\$	51,894.35
5	\$	49,404.56	\$	50,886.70	\$	52,413.30
6	\$	49,898.60	\$	51,395.56	\$	52,937.43
7	\$	50,397.59	\$	51,909.52	\$	53,466.80
8	\$	50,901.57	\$	52,428.61	\$	54,001.47
9	\$	51,410.58	\$	52,952.90	\$	54,541.49
10	\$	51,924.69	\$	53,482.43	\$	55,086.90

TECH III

1	\$	51,474.86	\$	53,019.11	\$	54,609.68
2	\$	51,989.61	\$	53,549.30	\$	55,155.78
3	\$	52,509.50	\$	54,084.79	\$	55,707.33
4	\$	53,034.60	\$	54,625.64	\$	56,264.41
5	\$	53,564.95	\$	55,171.89	\$	56,827.05
6	\$	54,100.60	\$	55,723.61	\$	57,395.32
7	\$	54,641.60	\$	56,280.85	\$	57,969.27
8	\$	55,188.02	\$	56,843.66	\$	58,548.97
9	\$	55,739.90	\$	57,412.09	\$	59,134.46
10	\$	56,297.30	\$	57,986.22	\$	59,725.80

TEL2

1	\$	45,997.54	\$	47,377.47	\$	48,798.79
2	\$	46,457.52	\$	47,851.24	\$	49,286.78
3	\$	46,922.09	\$	48,329.75	\$	49,779.65
4	\$	47,391.31	\$	48,813.05	\$	50,277.44
5	\$	47,865.22	\$	49,301.18	\$	50,780.22
6	\$	48,343.88	\$	49,794.19	\$	51,288.02
7	\$	48,827.32	\$	50,292.14	\$	51,800.90
8	\$	49,315.59	\$	50,795.06	\$	52,318.91
9	\$	49,808.74	\$	51,303.01	\$	52,842.10
10	\$	50,306.83	\$	51,816.04	\$	53,370.52

TRAF2

1	\$	46,977.06	\$	48,386.37	\$	49,837.96
2	\$	47,446.83	\$	48,870.24	\$	50,336.34
3	\$	47,921.30	\$	49,358.94	\$	50,839.71
4	\$	48,400.51	\$	49,852.53	\$	51,348.10
5	\$	48,884.52	\$	50,351.05	\$	51,861.58
6	\$	49,373.36	\$	50,854.56	\$	52,380.20
7	\$	49,867.10	\$	51,363.11	\$	52,904.00
8	\$	50,365.77	\$	51,876.74	\$	53,433.04
9	\$	50,869.42	\$	52,395.51	\$	53,967.37
10	\$	51,378.12	\$	52,919.46	\$	54,507.05

EA
LB

TRAF3

1	\$	51,437.38	\$	52,980.50	\$	54,569.92
2	\$	51,951.75	\$	53,510.31	\$	55,115.62
3	\$	52,471.27	\$	54,045.41	\$	55,666.77
4	\$	52,995.98	\$	54,585.86	\$	56,223.44
5	\$	53,525.94	\$	55,131.72	\$	56,785.67
6	\$	54,061.20	\$	55,683.04	\$	57,353.53
7	\$	54,601.82	\$	56,239.87	\$	57,927.07
8	\$	55,147.83	\$	56,802.27	\$	58,506.34
9	\$	55,699.31	\$	57,370.29	\$	59,091.40
10	\$	56,256.30	\$	57,943.99	\$	59,682.31

DPWFM

1	\$	64,400.09	\$	66,332.09	\$	68,322.06
2	\$	65,044.09	\$	66,995.41	\$	69,005.28
3	\$	65,694.53	\$	67,665.37	\$	69,695.33
4	\$	66,351.48	\$	68,342.02	\$	70,392.28
5	\$	67,014.99	\$	69,025.44	\$	71,096.20
6	\$	67,685.14	\$	69,715.70	\$	71,807.17
7	\$	68,361.99	\$	70,412.85	\$	72,525.24
8	\$	69,045.61	\$	71,116.98	\$	73,250.49
9	\$	69,736.07	\$	71,828.15	\$	73,983.00
10	\$	70,433.43	\$	72,546.43	\$	74,722.83

WKFM1

1	\$	55,235.17	\$	56,892.23	\$	58,598.99
2	\$	55,787.52	\$	57,461.15	\$	59,184.98
3	\$	56,345.40	\$	58,035.76	\$	59,776.83
4	\$	56,908.85	\$	58,616.12	\$	60,374.60
5	\$	57,477.94	\$	59,202.28	\$	60,978.35
6	\$	58,052.72	\$	59,794.30	\$	61,588.13
7	\$	58,633.25	\$	60,392.24	\$	62,204.01
8	\$	59,219.58	\$	60,996.17	\$	62,826.05
9	\$	59,811.77	\$	61,606.13	\$	63,454.31
10	\$	60,409.89	\$	62,222.19	\$	64,088.85

WKFM3

1	\$	60,608.40	\$	62,426.65	\$	64,299.45
2	\$	61,214.48	\$	63,050.92	\$	64,942.45
3	\$	61,826.63	\$	63,681.43	\$	65,591.87
4	\$	62,444.90	\$	64,318.24	\$	66,247.79
5	\$	63,069.34	\$	64,961.42	\$	66,910.27
6	\$	63,700.04	\$	65,611.04	\$	67,579.37
7	\$	64,337.04	\$	66,267.15	\$	68,255.16
8	\$	64,980.41	\$	66,929.82	\$	68,937.72
9	\$	65,630.21	\$	67,599.12	\$	69,627.09
10	\$	66,286.51	\$	68,275.11	\$	70,323.36

WKFM4

1	\$	71,969.46	\$	74,128.54	\$	76,352.40
2	\$	72,689.15	\$	74,869.83	\$	77,115.92

EA
HB

3	\$	73,416.05	\$	75,618.53	\$	77,887.08
4	\$	74,150.21	\$	76,374.71	\$	78,665.95
5	\$	74,891.71	\$	77,138.46	\$	79,452.61
6	\$	75,640.63	\$	77,909.84	\$	80,247.14
7	\$	76,397.03	\$	78,688.94	\$	81,049.61
8	\$	77,161.00	\$	79,475.83	\$	81,860.11
9	\$	77,932.61	\$	80,270.59	\$	82,678.71
10	\$	78,711.94	\$	81,073.30	\$	83,505.50

BLDG1

1	\$	51,988.18	\$	53,547.83	\$	55,154.26
2	\$	52,508.06	\$	54,083.30	\$	55,705.80
3	\$	53,033.14	\$	54,624.14	\$	56,262.86
4	\$	53,563.47	\$	55,170.38	\$	56,825.49
5	\$	54,099.11	\$	55,722.08	\$	57,393.74
6	\$	54,640.10	\$	56,279.30	\$	57,967.68
7	\$	55,186.50	\$	56,842.10	\$	58,547.36
8	\$	55,738.37	\$	57,410.52	\$	59,132.83
9	\$	56,295.75	\$	57,984.62	\$	59,724.16
10	\$	56,858.71	\$	58,564.47	\$	60,321.40

BLDG2

1	\$	48,490.44	\$	49,945.15	\$	51,443.51
2	\$	48,975.34	\$	50,444.60	\$	51,957.94
3	\$	49,465.10	\$	50,949.05	\$	52,477.52
4	\$	49,959.75	\$	51,458.54	\$	53,002.30
5	\$	50,459.35	\$	51,973.13	\$	53,532.32
6	\$	50,963.94	\$	52,492.86	\$	54,067.64
7	\$	51,473.58	\$	53,017.79	\$	54,608.32
8	\$	51,988.31	\$	53,547.96	\$	55,154.40
9	\$	52,508.20	\$	54,083.44	\$	55,705.95
10	\$	53,033.28	\$	54,624.28	\$	56,263.01

ELEC2

1	\$	53,580.60	\$	55,188.02	\$	56,843.66
2	\$	54,116.41	\$	55,739.90	\$	57,412.10
3	\$	54,657.57	\$	56,297.30	\$	57,986.22
4	\$	55,204.15	\$	56,860.27	\$	58,566.08
5	\$	55,756.19	\$	57,428.87	\$	59,151.74
6	\$	56,313.75	\$	58,003.16	\$	59,743.26
7	\$	56,876.89	\$	58,583.19	\$	60,340.69
8	\$	57,445.66	\$	59,169.03	\$	60,944.10
9	\$	58,020.11	\$	59,760.72	\$	61,553.54
10	\$	58,600.31	\$	60,358.32	\$	62,169.07

ENG4

1	\$	70,726.39	\$	72,848.18	\$	75,033.63
2	\$	71,433.65	\$	73,576.66	\$	75,783.96
3	\$	72,147.99	\$	74,312.43	\$	76,541.80
4	\$	72,869.47	\$	75,055.55	\$	77,307.22
5	\$	73,598.17	\$	75,806.11	\$	78,080.29
6	\$	74,334.15	\$	76,564.17	\$	78,861.10

EA
KB

7	\$	75,077.49	\$	77,329.81	\$	79,649.71
8	\$	75,828.26	\$	78,103.11	\$	80,446.20
9	\$	76,586.55	\$	78,884.14	\$	81,250.67
10	\$	77,352.41	\$	79,672.98	\$	82,063.17

INSP1

1	\$	65,468.03	\$	67,432.07	\$	69,455.03
2	\$	66,122.71	\$	68,106.39	\$	70,149.58
3	\$	66,783.94	\$	68,787.46	\$	70,851.08
4	\$	67,451.78	\$	69,475.33	\$	71,559.59
5	\$	68,126.29	\$	70,170.08	\$	72,275.19
6	\$	68,807.56	\$	70,871.78	\$	72,997.94
7	\$	69,495.63	\$	71,580.50	\$	73,727.92
8	\$	70,190.59	\$	72,296.31	\$	74,465.20
9	\$	70,892.50	\$	73,019.27	\$	75,209.85
10	\$	71,601.42	\$	73,749.46	\$	75,961.95

INSP1A

1	\$	69,965.83	\$	72,064.80	\$	74,226.75
2	\$	70,665.49	\$	72,785.45	\$	74,969.02
3	\$	71,372.14	\$	73,513.31	\$	75,718.71
4	\$	72,085.86	\$	74,248.44	\$	76,475.89
5	\$	72,806.72	\$	74,990.92	\$	77,240.65
6	\$	73,534.79	\$	75,740.83	\$	78,013.06
7	\$	74,270.14	\$	76,498.24	\$	78,793.19
8	\$	75,012.84	\$	77,263.22	\$	79,581.12
9	\$	75,762.97	\$	78,035.86	\$	80,376.93
10	\$	76,520.60	\$	78,816.22	\$	81,180.70

INSP2

1	\$	74,963.39	\$	77,212.29	\$	79,528.66
2	\$	75,713.02	\$	77,984.41	\$	80,323.95
3	\$	76,470.15	\$	78,764.26	\$	81,127.19
4	\$	77,234.86	\$	79,551.90	\$	81,938.46
5	\$	78,007.20	\$	80,347.42	\$	82,757.84
6	\$	78,787.28	\$	81,150.89	\$	83,585.42
7	\$	79,575.15	\$	81,962.40	\$	84,421.28
8	\$	80,370.90	\$	82,782.03	\$	85,265.49
9	\$	81,174.61	\$	83,609.85	\$	86,118.14
10	\$	81,986.36	\$	84,445.95	\$	86,979.32

INSP4

1	\$	78,961.44	\$	81,330.28	\$	83,770.19
2	\$	79,751.05	\$	82,143.59	\$	84,607.89
3	\$	80,548.56	\$	82,965.02	\$	85,453.97
4	\$	81,354.05	\$	83,794.67	\$	86,308.51
5	\$	82,167.59	\$	84,632.62	\$	87,171.60
6	\$	82,989.27	\$	85,478.95	\$	88,043.31
7	\$	83,819.16	\$	86,333.73	\$	88,923.75
8	\$	84,657.35	\$	87,197.07	\$	89,812.98
9	\$	85,503.92	\$	88,069.04	\$	90,711.11
10	\$	86,358.96	\$	88,949.73	\$	91,618.22

EAT
KB

WTR3

1	\$	45,217.92	\$	46,574.46	\$	47,971.69
2	\$	45,670.10	\$	47,040.20	\$	48,451.41
3	\$	46,126.80	\$	47,510.60	\$	48,935.92
4	\$	46,588.07	\$	47,985.71	\$	49,425.28
5	\$	47,053.95	\$	48,465.57	\$	49,919.53
6	\$	47,524.49	\$	48,950.22	\$	50,418.73
7	\$	47,999.73	\$	49,439.73	\$	50,922.92
8	\$	48,479.73	\$	49,934.12	\$	51,432.15
9	\$	48,964.53	\$	50,433.46	\$	51,946.47
10	\$	49,454.17	\$	50,937.80	\$	52,465.93

LAB1A

1	\$	58,938.22	\$	60,706.37	\$	62,527.56
2	\$	59,527.60	\$	61,313.43	\$	63,152.83
3	\$	60,122.88	\$	61,926.56	\$	63,784.36
4	\$	60,724.11	\$	62,545.83	\$	64,422.21
5	\$	61,331.35	\$	63,171.29	\$	65,066.43
6	\$	61,944.66	\$	63,803.00	\$	65,717.09
7	\$	62,564.11	\$	64,441.03	\$	66,374.26
8	\$	63,189.75	\$	65,085.44	\$	67,038.00
9	\$	63,821.65	\$	65,736.30	\$	67,708.39
10	\$	64,459.86	\$	66,393.66	\$	68,385.47

LAB3

1	\$	59,970.71	\$	61,769.83	\$	63,622.93
2	\$	60,570.42	\$	62,387.53	\$	64,259.16
3	\$	61,176.12	\$	63,011.40	\$	64,901.75
4	\$	61,787.88	\$	63,641.52	\$	65,550.76
5	\$	62,405.76	\$	64,277.93	\$	66,206.27
6	\$	63,029.82	\$	64,920.71	\$	66,868.33
7	\$	63,660.12	\$	65,569.92	\$	67,537.02
8	\$	64,296.72	\$	66,225.62	\$	68,212.39
9	\$	64,939.69	\$	66,887.88	\$	68,894.51
10	\$	65,589.08	\$	67,556.75	\$	69,583.46

LAB4

1	\$	53,580.60	\$	55,188.02	\$	56,843.66
2	\$	54,116.41	\$	55,739.90	\$	57,412.10
3	\$	54,657.57	\$	56,297.30	\$	57,986.22
4	\$	55,204.15	\$	56,860.27	\$	58,566.08
5	\$	55,756.19	\$	57,428.87	\$	59,151.74
6	\$	56,313.75	\$	58,003.16	\$	59,743.26
7	\$	56,876.89	\$	58,583.19	\$	60,340.69
8	\$	57,445.66	\$	59,169.03	\$	60,944.10
9	\$	58,020.11	\$	59,760.72	\$	61,553.54
10	\$	58,600.31	\$	60,358.32	\$	62,169.07

LAB5

1	\$	49,562.06	\$	51,048.92	\$	52,580.39
2	\$	50,057.68	\$	51,559.41	\$	53,106.19
3	\$	50,558.26	\$	52,075.01	\$	53,637.26

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KB

4	\$	51,063.84	\$	52,595.76	\$	54,173.63
5	\$	51,574.48	\$	53,121.71	\$	54,715.36
6	\$	52,090.22	\$	53,652.93	\$	55,262.52
7	\$	52,611.13	\$	54,189.46	\$	55,815.14
8	\$	53,137.24	\$	54,731.35	\$	56,373.29
9	\$	53,668.61	\$	55,278.67	\$	56,937.03
10	\$	54,205.30	\$	55,831.45	\$	57,506.40

LAB6

1	\$	47,365.25	\$	48,786.21	\$	50,249.79
2	\$	47,838.90	\$	49,274.07	\$	50,752.29
3	\$	48,317.29	\$	49,766.81	\$	51,259.81
4	\$	48,800.46	\$	50,264.48	\$	51,772.41
5	\$	49,288.47	\$	50,767.12	\$	52,290.14
6	\$	49,781.35	\$	51,274.79	\$	52,813.04
7	\$	50,279.17	\$	51,787.54	\$	53,341.17
8	\$	50,781.96	\$	52,305.42	\$	53,874.58
9	\$	51,289.78	\$	52,828.47	\$	54,413.33
10	\$	51,802.68	\$	53,356.76	\$	54,957.46

LAB8

1	\$	46,977.06	\$	48,386.37	\$	49,837.96
2	\$	47,446.83	\$	48,870.24	\$	50,336.34
3	\$	47,921.30	\$	49,358.94	\$	50,839.71
4	\$	48,400.51	\$	49,852.53	\$	51,348.10
5	\$	48,884.52	\$	50,351.05	\$	51,861.58
6	\$	49,373.36	\$	50,854.56	\$	52,380.20
7	\$	49,867.10	\$	51,363.11	\$	52,904.00
8	\$	50,365.77	\$	51,876.74	\$	53,433.04
9	\$	50,869.42	\$	52,395.51	\$	53,967.37
10	\$	51,378.12	\$	52,919.46	\$	54,507.05

LAB10

1	\$	46,250.77	\$	47,638.29	\$	49,067.44
2	\$	46,713.28	\$	48,114.68	\$	49,558.12
3	\$	47,180.41	\$	48,595.82	\$	50,053.70
4	\$	47,652.21	\$	49,081.78	\$	50,554.23
5	\$	48,128.74	\$	49,572.60	\$	51,059.78
6	\$	48,610.02	\$	50,068.32	\$	51,570.37
7	\$	49,096.12	\$	50,569.01	\$	52,086.08
8	\$	49,587.09	\$	51,074.70	\$	52,606.94
9	\$	50,082.96	\$	51,585.45	\$	53,133.01
10	\$	50,583.79	\$	52,101.30	\$	53,664.34

EA
AB

Exhibit B - Grade/Step Table

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Growth Step 1-12	Growth Step %
1A	54,000	55,620	57,240	58,860	60,480	62,100	63,720	65,340	66,960	68,580	70,200	71,820					17,820	33%
2A	57,996	59,736	61,476	63,216	64,956	66,695	68,435	70,175	71,915	73,655	75,395	77,135					19,139	33%
3A	62,288	64,156	66,025	67,894	69,762	71,631	73,499	75,368	77,237	79,105	80,974	82,843					20,555	33%
3B	67,894	69,762	71,631	73,499	75,368	77,237	79,105	80,974	82,843	84,711	86,580	88,449					20,555	30%
3C	82,843	84,711	86,580	88,449	90,317	92,186	94,054	95,923	97,792	99,660	101,529	103,398					20,555	25%
4A	66,897	68,904	70,911	72,918	74,925	76,932	78,938	80,945	82,952	84,959	86,966	88,973	90,980	92,987	94,994	97,001	22,076	33%
4B	74,925	76,932	78,938	80,945	82,952	84,959	86,966	88,973	90,980	92,987	94,994	97,001	99,008	101,014	103,021	105,028	22,076	29%
5A	71,847	74,003	76,158	78,314	80,469	82,624	84,780	86,935	89,091	91,246	93,402	95,557					23,710	33%
5B	82,624	84,780	86,935	89,091	91,246	93,402	95,557	97,712	99,868	102,023	104,179	106,334					23,710	29%
6A	77,164	79,479	81,794	84,109	86,424	88,739	91,054	93,369	95,683	97,998	100,313	102,628					25,464	33%
6B	88,739	91,054	93,369	95,683	97,998	100,313	102,628	104,943	107,258	109,573	111,888	114,203					25,464	29%

CA

AB

Exhibit C - Starting Rate Table

	CoS_dept	CoS Title	num	CoS Grade	Current Step 13	POSED Grade	tarting Step	FY25 Step 1	FY25 Step 1 Increase	FY25 Step 1 %
Grade 1	DPW ADMINISTRATION	Senior Clerk (CLERK 1)	1	CLER4	\$ 47,187	1A	1	54,000	\$ 6,813.00	14%
	ASSESSOR	Senior Clerk (CLERK 1)	1	CLER4	\$ 47,187	1A	1	54,000	\$ 6,813.00	14%
	ELECTIONS	Senior Clerk (CLERK 1)	1	CLER4	\$ 47,187	1A	1	54,000	\$ 6,813.00	14%
	DPW HIGHWAY	Watchman	1	LAB11	\$ 47,294	1A	1	54,000	\$ 6,706.08	14%
	CONSTITUENT SERVICES - 311	Switchboard Operator	1	TEL2	\$ 48,799	1A	1	54,000	\$ 5,201.21	11%
Grade 2	DPW BUILDINGS	Building Custodian (8)	8	BLDG2	\$ 51,444	2A	1	57,996	\$ 6,552.49	13%
	DPW ADMINISTRATION	Principal Clerk I (CLERK 2)	1	CLER2	\$ 56,275	2A	1	57,996	\$ 1,720.78	3%
	WATER	Principal Clerk I (2) (CLERK 2)	2	CLER2	\$ 56,275	2A	1	57,996	\$ 1,720.78	3%
	CITY CLERK	Principal Clerk II (3) (CLERK 2)	3	CLER3	\$ 51,694	2A	1	57,996	\$ 6,302.36	12%
	VETERANS	Principal Clerk II (CLERK 2)	1	CLER3	\$ 51,694	2A	1	57,996	\$ 6,302.36	12%
	TREASURY	Principal Clerk II (CLERK 2)	1	CLER3	\$ 51,694	2A	1	57,996	\$ 6,302.36	12%
	ASSESSOR	Principal Clerk II (CLERK 2)	1	CLER3	\$ 51,694	2A	1	57,996	\$ 6,302.36	12%
	ELECTIONS	Principal Clerk I (CLERK 2)	1	CLER2	\$ 56,275	2A	1	57,996	\$ 1,720.78	3%
	INSPECTIONAL SERVICES	Senior Clerk (2) (CLERK 2)	2	CLER4	\$ 47,187	2A	1	57,996	\$ 10,809.00	23%
	INFORMATION TECHNOLOGY	IT Help Desk Administrator	1	CLER4	\$ 47,187	2A	1	57,996	\$ 10,809.00	23%
	PARKING	Senior Clerk (6) (CLERK 2)	6	CLER4	\$ 47,187	2A	1	57,996	\$ 10,809.00	23%
	POLICE DEPARTMENT	Senior Clerk (3) (CLERK 2)	3	CLER4	\$ 47,187	2A	1	57,996	\$ 10,809.00	23%
	DPW BUILDINGS	Maintenance Mechanic PWL	1	LAB6	\$ 50,250	2A	1	57,996	\$ 7,746.21	15%
	DPW GROUNDS	Public Works Maintenance Man	1	LAB10	\$ 49,067	2A	1	57,996	\$ 8,928.55	18%
	DPW GROUNDS	Gardener	1	LAB10	\$ 49,067	2A	1	57,996	\$ 8,928.55	18%
	DPW GROUNDS	Public Works Laborer	1	LAB11	\$ 47,294	2A	1	57,996	\$ 10,702.08	23%
	DPW HIGHWAY	Public Works Laborer	1	LAB11	\$ 47,294	2A	1	57,996	\$ 10,702.08	23%
	PARKING	Parking Control Officer (27)	27	TRAF2	\$ 49,838	2A	1	57,996	\$ 8,158.04	16%
	PARKING	Parking Meter Repairperson (6)	6	TRAF3	\$ 54,570	2A	3	61,476	\$ 6,905.84	13%
	AUDITING	Principal Clerk I (4) (CLERK 3)	4	CLER2	\$ 56,275	3A	1	62,288	\$ 6,012.49	11%
	COMMUNICATIONS	Principal Clerk I (CLERK 3)	1	CLER2	\$ 56,275	3A	1	62,288	\$ 6,012.49	11%
	PARKING	Principal Clerk II (2) (CLERK 3)	2	CLER3	\$ 51,694	3A	1	62,288	\$ 10,594.07	20%
	PROCUREMENT & CONTRACTING SER	Principal Clerk II (CLERK 3)	1	CLER3	\$ 51,694	3A	1	62,288	\$ 10,594.07	20%
	FIRE	Senior Clerk (CLERK 3)	1	CLER4	\$ 47,187	3A	1	62,288	\$ 15,100.71	32%
	DPW GROUNDS	Mechanic Equipment Repairman	1	LAB8	\$ 49,838	3A	1	62,288	\$ 12,449.74	25%
	WATER	Head Water Meter Technician	1	LAB4	\$ 56,844	3A	1	62,288	\$ 5,444.05	10%
Grade 3A	DPW BUILDINGS	HMEQ (3)	3	LAB6	\$ 50,250	3A	1	62,288	\$ 12,037.91	24%
	DPW GROUNDS	HMEQ (5)	5	LAB8	\$ 49,838	3A	1	62,288	\$ 12,449.74	25%
	DPW HIGHWAY	HMEQ (3)	3	LAB8	\$ 49,838	3A	1	62,288	\$ 12,449.74	25%
	LIBRARY	Tech II (3)	3	TECHII	\$ 50,368	3A	1	62,288	\$ 11,919.56	24%
	CITY CLERK	Head Clerk (CLERK 3)	1	CLER1	\$ 60,254	3A	1	62,288	\$ 2,033.42	3%
	DPW ADMINISTRATION	Head Clerk (2) (CLERK 3)	2	CLER1	\$ 60,254	3A	1	62,288	\$ 2,033.42	3%
	DPW GROUNDS	SHMEO (2)	2	LAB4	\$ 56,844	3B	1	67,894	\$ 11,049.94	19%
	DPW GROUNDS	SHMEO Tree Surgeon (2)	2	LAB4	\$ 56,844	3B	1	67,894	\$ 11,049.94	19%
	DPW HIGHWAY	SHMEO Cement Finisher (5)*	5	LAB4	\$ 56,844	3B	1	67,894	\$ 11,049.94	19%
	DPW HIGHWAY	SHMEO Curbsetter (4)*	4	LAB4	\$ 56,844	3B	1	67,894	\$ 11,049.94	19%
Grade 3B	DPW HIGHWAY	SHMEO (7)	7	LAB4	\$ 56,844	3B	1	67,894	\$ 11,049.94	19%
	DPW GROUNDS	SHMEO Athletic Fields (2)	2	LAB5	\$ 52,580	3B	1	67,894	\$ 15,313.21	29%
	DPW ELECTRICAL	Signal Maintainer	1	ELEC2	\$ 56,844	3B	1	67,894	\$ 11,049.94	19%
	SEWER	SHMEO (17)	17	LAB4	\$ 56,844	3B	1	67,894	\$ 11,049.94	19%
	LIBRARY	Tech III (10)	10	TECHIII	\$ 54,610	3B	1	67,894	\$ 13,283.92	24%
	INSPECTIONAL SERVICES	Code Enforcement Inspector (2)	2	BOH2	\$ 66,804	3B	2	69,762	\$ 2,958.16	4%
	DPW BUILDINGS	Electrician (2)	2	LAB3	\$ 63,623	3C	1	82,843	\$ 19,219.71	30%
	DPW BUILDINGS	Plumber	1	LAB3	\$ 63,623	3C	1	82,843	\$ 19,219.71	30%
	DPW ELECTRICAL	Electrician	1	LAB3	\$ 63,623	3C	1	82,843	\$ 19,219.71	30%
	DPW BUILDINGS	Carpenter	1	LAB4	\$ 56,844	3C	1	82,843	\$ 25,998.99	46%
Grade 3C	DPW HIGHWAY	Motor Equipment Repairmen (5)	5	LAB1A	\$ 62,528	3C	1	82,843	\$ 20,315.10	32%
	ENGINEERING	Construction Trench Inspector	1	ENG4	\$ 75,034	3C	1	82,843	\$ 7,809.02	10%
	INSPECTIONAL SERVICES	Senior Code Enforcement Inspector (3)	3	INSP1A	\$ 74,227	3C	1	82,843	\$ 8,615.90	12%
	INSPECTIONAL SERVICES	Safety Inspector (2)	2	INSP1A	\$ 74,227	3C	1	82,843	\$ 8,615.90	12%
	INSPECTIONAL SERVICES	Deputy Sealer	1	INSP2	\$ 79,529	3C	2	84,711	\$ 5,182.62	7%
	INSPECTIONAL SERVICES	Plumbing & Gas Inspector (2)	2	INSP2	\$ 79,529	3C	2	84,711	\$ 5,182.62	7%
	INSPECTIONAL SERVICES	Electrical & Wire Inspector (3)	3	INSP2	\$ 79,529	3C	2	84,711	\$ 5,182.62	7%
	INSPECTIONAL SERVICES	Building Inspector (6)	6	INSP4	\$ 83,770	3C	4	88,449	\$ 4,678.35	6%
	DPW HIGHWAY	Sanitation Inspector (2)	2	INSP1	\$ 76,000	3C	1	82,843	\$ 6,842.65	9%
	ASSESSOR	Administrative Assistant (CLERK 4)	1	ADMN2A	\$ 63,665	4A	3	70,911	\$ 7,245.92	11%
Grade 4A	AUDITING	Administrative Assistant (CLERK 4)	1	ADMN2A	\$ 63,665	4A	3	70,911	\$ 7,245.92	11%
	CITY CLERK	Administrative Assistant (2) (CLERK 4)	2	ADMN2A	\$ 63,665	4A	3	70,911	\$ 7,245.92	11%
	DPW ADMINISTRATION	Administrative Assistant (CLERK 4)	1	ADMN2A	\$ 63,665	4A	3	70,911	\$ 7,245.92	11%
	FIRE	Administrative Assistant (CLERK 4)	1	ADMN2A	\$ 63,665	4A	3	70,911	\$ 7,245.92	11%
	PARKING	Administrative Assistant (CLERK 4)	1	ADMN2A	\$ 63,665	4A	3	70,911	\$ 7,245.92	11%
	RECREATION	Administrative Assistant (CLERK 4)	1	ADMN2A	\$ 63,665	4A	3	70,911	\$ 7,245.92	11%
	POLICE DEPARTMENT	Administrative Assistant (CLERK 4)	1	ADMN2A	\$ 63,665	4A	3	70,911	\$ 7,245.92	11%
	PROCUREMENT & CONTRACTING SER	Administrative Assistant (CLERK 4)	1	ADMN2A	\$ 63,665	4A	3	70,911	\$ 7,245.92	11%
	SEWER	Administrative Assistant (CLERK 4)	1	ADMN2A	\$ 63,665	4A	3	70,911	\$ 7,245.92	11%
	INFRASTRUCTURE & ASSET MGT	Administrative Assistant (CLERK 4)	1	ADMN2A	\$ 63,665	4A	3	70,911	\$ 7,245.92	11%
Grade 4B	INSPECTIONAL SERVICES	Administrative Assistant (CLERK 4)	1	ADMN2A	\$ 63,665	4A	3	70,911	\$ 7,245.92	11%
	DPW BUILDINGS	Senior Building Custodian	1	BLDG1	\$ 55,154	4A	1	66,897	\$ 11,742.72	21%
	PARKING	Head Clerk (2) (CLERK 4)	2	CLER1	\$ 60,254	4A	2	68,904	\$ 8,649.62	14%
	TREASURY	Head Clerk (CLERK 4)	1	CLER1	\$ 60,254	4A	2	68,904	\$ 8,649.62	14%
	TREASURY	Head Cashier (CLERK 4)	1	CLER2	\$ 56,275	4A	2	68,904	\$ 12,628.69	22%
	DPW BUILDINGS	Working Foreman Carpenter	1	WKFM3	\$ 64,299	4B	6	84,959	\$ 20,659.73	32%
	DPW ELECTRICAL	Working Foreman Electrician	1	WKFM3	\$ 64,299	4B	6	84,959	\$ 20,659.73	32%
	DPW BUILDINGS	Working Foreman Plumber	1	WKFM3	\$ 64,299	4B	6	84,959	\$ 20,659.73	32%
	DPW HIGHWAY	Working Foreman Fleet	1	WKFM4	\$ 76,352	4B	6	84,959	\$ 8,606.77	11%
	DPW HIGHWAY	Working Foreman Sanitation Inspector	1	WKFM4	\$ 76,352	4B	6	84,959	\$ 8,606.77	11%
Grade 4B	DPW GROUNDS	Working Foreman Tree Surgeon	1	WKFM4	\$ 76,352	4B	5	82,952	\$ 6,599.86	9%
	DPW GROUNDS	Working Foreman Athletic Fields	1	WKFM3	\$ 64,299	4B	1	74,925	\$ 10,625.18	17%
	DPW GROUNDS	Working Foreman Grounds (2)	2	WKFM3	\$ 64,299	4B	1	74,925	\$ 10,625.18	17%
	DPW HIGHWAY	Working Foreman Cement Finisher*	1	WKFM3	\$ 64,299	4B	1	74,925	\$ 10,625.18	17%
	DPW HIGHWAY	Working Foreman Curbsetter*	1	WKFM3	\$ 64,299	4B	1	74,925	\$ 10,625.18	17%
	DPW HIGHWAY	Working Foreman/SHMEO (2)	2	WKFM3	\$ 64,299	4B	1	74,925	\$ 10,625.18	17%
	WATER	Working Foreman/SHMEO Water (2)	2	WKFM3	\$ 64,299	4B	1	74,925	\$ 10,625.18	17%
	SEWER	Working Foreman/SHMEO Sewer (2)	2	WKFM3	\$ 64,299	4B	1	74,925	\$ 10,625.18	17%
	LIBRARY	Librarian I (11)	11	LIBI	\$ 55,707	5A	1	71,847	\$ 16,140.58	29%
	DPW BUILDINGS	Foreman	1	DPWFM	\$ 68,322	5B	1	82,624	\$ 14,302.41	21%
Grade 5B	DPW GROUNDS	Foreman	1	DPWFM	\$ 68,322	5B	1	82,624	\$ 14,302.41	21%
	DPW HIGHWAY	Foreman	1	DPWFM	\$ 68,322	5B	1	82,624	\$ 14,302.41	21%
Grade 6A	LIBRARY	Technology Librarian (Ika Admin. Asst.)	1	ADMN2A	\$ 63,665	6A	1	77,164	\$ 13,499.18	21%
	LIBRARY	Librarian II - Dept Head (7)	7	LIBII	\$ 62,528	6A	1	77,164	\$ 14,636.05	23%
Grade 6B	LIBRARY	Librarian III - Branch Librarian	1	LIBIII	\$ 67,076	6B	1	88,739	\$ 21,663.17	32%

*Artisan Pay Position

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FY23-FY25 SMEA Unit B MOA Exhibit D Existing Employee Step Placement Eff. 7/1/24
FY 25 Wages for SMEA B members employees as of July 1, 2024

INCUMBENT	Department	JOB TITLE	YOS In Position (as of 7/1/24)	FY24 SALARY w/ COLAs	Min raise	PROPOS ED Grade	FY25 Step	FY25 SALARY	FY25 %	FY24- >FY25	FINAL STEPS	FY25 Salary with bonus steps	FY25 %	Benefit of bonus steps
ACCAPUTO, LAURA	PARKING	ADMIN SMEA B	13	68,940	71,698	4A	4	72,918	6%	3,978	6	76,932	12%	5.8%
AITKINS, CARRIE	LIBRARY	LIBRARIAN I	1	56,264	58,514	5A	1	71,847	28%	15,584	1	71,847	28%	0.0%
ALDERMAN, DEBRA	PARKING	PARKING CONTROL OFFICER	1	55,370	57,585	2A	1	57,996	5%	2,626	1	57,996	5%	0.0%
ANDERSON, LEE	INSPECTIONAL SERVICES	CODE ENFORCEMENT INSPECTOR	1 (7/1/22)	67,472	70,171	3B	3	71,631	6%	4,159	3	71,631	6%	0.0%
ARDOLINO, MARK	DPW GROUNDS	WORKING FOREMAN/SHMEO	16	66,248	68,898	4B	1	74,925	13%	8,677	3	78,938	19%	6.1%
ARRIA, CHARLES	DPW HIGHWAY	SHMEO	3 (Cement Finisher/ LAB4 eff. 2/1/21)	61,324	63,777	3B	1	67,894	11%	6,569	2	69,762	14%	3.0%
AUFIERO, BRYANT	DPW GROUNDS	ATHLETIC FIELD LABORER	4	59,152	61,518	3B	1	67,894	15%	8,742	2	69,762	18%	3.2%
AZULAY, ROBERT	DPW ELECTRICAL	WORKING FOREMAN	1	67,058	69,740	4B	6	84,959	27%	17,901	6	84,959	27%	0.0%
BAUGH, ST PATRICK	DPW GROUNDS	PUBLIC WORKS MAINTENANCE MAN	2	50,054	52,056	2A	1	57,996	16%	7,942	1	57,996	16%	0.0%
BEDI, KABIR	PARKING	SENIOR CLERK	0	47,187	49,074	2A	1	57,996	23%	10,809	1	57,996	23%	0.0%
BEDI, SARBIJEET	TREASURY	HEAD CLERK	2	60,857	63,291	4A	2	68,904	13%	8,047	2	68,904	13%	0.0%
BELABDI, ALI	FIRE	ADMIN SMEA B	2	64,302	66,874	4A	3	70,911	10%	6,609	3	70,911	10%	0.0%
BELLO, FERNANDO	SEWER	SHMEO CATCH BASIN CLEANER	1	57,412	59,709	3B	1	67,894	18%	10,481	1	67,894	18%	0.0%
BLACK, BRIGID	LIBRARY	LIBRARIAN II COMMUN SERV WEST	1	63,153	65,679	6A	1	77,164	22%	14,011	1	77,164	22%	0.0%

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FY23-FY25 SMEA Unit B MOA Exhibit D
FY 25 Wages for SMEA B members employees as of July 1, 2024

INCUMBENT	Department	JOB TITLE	YOS In Position (as of 7/1/24)	FY24 SALARY w/ COLAS	Min raise	PROPOS ED Grade	FY25 Step	FY25 SALARY	FY25 %	FY24- >FY25	FINAL STEPS	FY25 Salary with bonus steps	FY25 %	Benefit of bonus steps
BO, CHRISTOPHER	DPW BUILDINGS	BUILDING CUSTODIAN CITY	2	57,154	59,440	2A	2	59,736	5%	2,582	2	59,736	5%	0.0%
BONAVENTURA, SHEENA	INSPECTIONAL SERVICES	SAFETY INSPECTOR	2 (4/18/22)	75,719	78,747	3C	1	82,843	9%	7,124	1	82,843	9%	0.0%
BRESCIA, RICHARD	PARKING	PARKING CONTROL OFFICER	20	51,862	53,936	2A	1	57,996	12%	6,134	3	61,476	19%	6.7%
BROWN, KIM	SEWER	ADMIN SMEA B	5	66,250	68,900	4A	3	70,911	7%	4,661	4	72,918	10%	3.0%
BROWNE-LEFORT, CHERRY	PARKING	PARKING CONTROL OFFICER	0	51,862	53,936	2A	1	57,996	12%	6,134	1	57,996	12%	0.0%
BRYANT, KEITH	INSPECTIONAL SERVICES	WIRE INSPECTOR ISD	0	79,528	82,709	3C	2	84,711	7%	5,183	2	84,711	7%	0.0%
BUNKER, DAVID	DPW HIGHWAY	FOREMAN - SMEA B	1 (10/17/22)	68,960	71,718	5B	1	82,624	20%	13,665	1	82,624	20%	0.0%
CAMERON, MICHELLE	ASSESSOR	PRINCIPAL CLERK	0	51,694	53,761	2A	1	57,996	12%	6,302	1	57,996	12%	0.0%
CANTILLON, THOMAS	INSPECTIONAL SERVICES	BUILDING INSPECTOR	3	86,309	89,761	3C	5	90,317	5%	4,009	6	92,186	7%	2.2%
CAPASSO, CHRISTOPHER	DPW BUILDINGS	MAINTENANCE MECHANIC/PWL	1	50,250	52,260	2A	1	57,996	15%	7,746	1	57,996	15%	0.0%
CAPUANO, DAVID	PARKING	PARKING CONTROL OFFICER	14	57,048	59,330	2A	2	59,736	5%	2,688	4	63,216	11%	6.1%
CAREY, THOMAS	PARKING	PARKING CONTROL OFFICER	12	51,862	53,936	2A	1	57,996	12%	6,134	3	61,476	19%	6.7%
CARR, MARY (BETH)	PARKING	SENIOR CLERK	0 (6/26/24)	49,102	51,067	2A	1	57,996	18%	8,894	1	57,996	18%	0.0%
CARRON, CORRIE	AUDITING	PRINCIPAL CLERK	16 (6/28/07)	50,146	61,512	3A	1	62,288	5%	3,142	3	66,025	12%	6.3%
CASEY, TAYLA	PARKING	SENIOR CLERK	0	47,187	49,074	2A	1	57,996	23%	10,809	1	57,996	23%	0.0%
COLANDRIS, ALEX	TREASURY	PRINCIPAL CLERK	0	51,693	53,761	2A	1	57,996	12%	6,303	1	57,996	12%	0.0%

FY23-FY25 SMEA Unit B MOA Exhibit D
FY 25 Wages for SMEA B members employees as of July 1, 2024

INCUMBENT	Department	JOB TITLE	YOS In Position (as of 7/1/24)	FY24 SALARY w/ COLAS	Min raise	PROPOS ED Grade	FY25 Step	FY25 SALARY	FY25 %	FY24- >FY25	FINAL STEPS	FY25 Salary with bonus steps	FY25 %	Benefit of bonus steps
COLLINS, JOHN	DPW BUILDINGS	BUILDING CUSTODIAN CITY	1	57,154	59,440	2A	2	59,736	5%	2,582	2	59,736	5%	0.0%
COMO, ANDREA	INSPECTIONAL SERVICES	ADMIN SMEA B	1	64,302	66,874	4A	3	70,911	10%	6,609	3	70,911	10%	0.0%
COMO, ANDREW	PARKING	PARKING CONTROL OFFICER	9	51,862	53,936	2A	1	57,996	12%	6,134	3	61,476	19%	6.7%
CONTRERAS, CHRISTIAN	PARKING	PARKING CONTROL OFFICER	1	50,336	52,350	2A	1	57,996	15%	7,660	1	57,996	15%	0.0%
CORBETT, STEPHEN	DPW BUILDINGS	FOREMAN - SMEA B	2	68,960	71,718	5B	1	82,624	20%	13,665	1	82,624	20%	0.0%
COSTON, KYLE	LIBRARY	LIBRARIAN I	0	55,707	57,935	5A	1	71,847	29%	16,141	1	71,847	29%	0.0%
CROWE, JAMES	DPW GROUNDS	SHMEO	4 (1/14/20)	54,715	56,904	3B	1	67,894	24%	13,178	2	69,762	28%	3.4%
CUTLER, NICOLAS	PARKING	PARKING CONTROL OFFICER	1	50,336	52,350	2A	1	57,996	15%	7,660	1	57,996	15%	0.0%
DAGOSTINO, PETER	INSPECTIONAL SERVICES	BUILDING INSPECTOR	1	83,770	87,121	3C	4	88,449	6%	4,678	4	88,449	6%	0.0%
DE BONA, JULLIANE	INSPECTIONAL SERVICES	SAFETY INSPECTOR	2 (7/18/22)	74,969	77,968	3C	1	82,843	11%	7,874	1	82,843	11%	0.0%
DEJESUS, ERICK	INSPECTIONAL SERVICES	SENIOR CLERK	1	47,659	49,565	2A	1	57,996	22%	10,337	1	57,996	22%	0.0%
DESIR, HENOCK	SEWER	SHMEO	5	59,152	61,518	3B	1	67,894	15%	8,742	2	69,762	18%	3.2%
DEVIN, TIMOTHY	LIBRARY	TECH LIBRARIAN	7	67,582	70,285	6A	1	77,164	14%	9,583	2	79,479	18%	3.4%
DILL, ROBERT	DPW HIGHWAY	WORKING FOREMAN/SHMEO	0	67,057	69,740	4B	1	74,925	12%	7,867	1	74,925	12%	0.0%
DIORIO, JASON	DPW HIGHWAY	WORKING FOREMAN/SHMEO	0	64,942	67,540	4B	1	74,925	15%	9,982	1	74,925	15%	0.0%
DODIN, DELINCE	PARKING	SIGN REPAIRMAN	7 (6/12/17)	58,505	60,846	2A	3	61,476	5%	2,970	4	63,216	8%	3.0%

FY23-FY25 SMEA Unit B MOA Exhibit D
FY 25 Wages for SMEA B members employees as of July 1, 2024

INCUMBENT	Department	JOB TITLE	YOS In Position (as of 7/1/24)	FY24 SALARY w/ COLAS	Min raise	PROPOS ED Grade	FY25 Step	FY25 SALARY	FY25 %	FY24- >FY25	FINAL STEPS	FY25 Salary with bonus steps	FY25 %	Benefit of bonus steps
DOLSON, ZACKARY	DPW/HIGHWAY	MOTOR EQ REPAIR FLEET OPER	6	65,066	67,669	3C	1	82,843	27%	17,776	2	84,711	30%	2.9%
DONOVAN, ANNA	TREASURY	PRINCIPAL CLERK	1 (9/26/22)	52,211	54,299	2A	1	57,996	11%	5,785	1	57,996	11%	0.0%
DOUGLAS, NORMA	CONSTITUENT SERVICES - 311	TELEPHONE OPERATOR	36	53,371	55,505	1A	2	55,620	4%	2,249	4	58,860	10%	6.1%
DRISCOLL, JOHN	INSPECTIONAL SERVICES	BUILDING INSPECTOR	19 (9/7/2004) (Temp BI 2000-2003)	87,172	90,658	3C	6	92,186	6%	5,014	8	95,923	10%	4.3%
EDOUARD, FEDLER	PARKING	PARKING CONTROL OFFICER	12	51,862	53,936	2A	1	57,996	12%	6,134	3	61,476	19%	6.7%
ERQUIZA, DOREEN	FIRE	SENIOR CLERK	3	48,617	50,561	3A	1	62,288	28%	13,671	2	64,156	32%	3.8%
ESTRELA, STEPHANIE	INSPECTIONAL SERVICES	SR CODE ENFORCEMENT INSPECTOR	2 (5/23/22)	75,719	78,747	3C	1	82,843	9%	7,124	1	82,843	9%	0.0%
FALAISE, JEAN- CLAUDE	DPW GROUND	FOREMAN - SMEA B	0	66,322	71,055	5B	1	82,624	21%	4,302	1	82,624	21%	14,302
FERNANDES, MARCELLO	INSPECTIONAL SERVICES	WIRE INSPECTOR ISD	5	82,758	86,068	3C	3	86,580	5%	3,822	4	88,449	7%	2.3%
FLORES, HENRY	PARKING	PARKING CONTROL OFFICER	1	50,336	52,350	2A	1	57,996	15%	7,660	1	57,996	15%	0.0%
FLYNN- DELMEDICO, MAKENZIE	PARKING	SENIOR CLERK	1	47,659	49,565	2A	1	57,996	22%	10,337	1	57,996	22%	0.0%
FORD, KIMBERLY	INSPECTIONAL SERVICES	SR CODE ENFOR OFFICER RODENTS	1 (4/10/23)	74,969	77,968	3C	1	82,843	11%	7,874	1	82,843	11%	0.0%

FY23-FY25 SMEA Unit B MOA Exhibit D
FY 25 Wages for SMEA B members employees as of July 1, 2024

INCUMBENT	Department	JOB TITLE	YOS In Position (as of 7/1/24)	FY24 SALARY w/ COLAs	Min raise	PROPOS ED Grade	FY25 Step	FY25 SALARY	FY25 %	FY24- >FY25	FINAL STEPS	FY25 Salary with bonus steps	FY25 %	Benefit of bonus steps
FORRISTALL, SHEILA	ELECTIONS	PRINCIPAL CLERK	1	56,838	59,112	2A	2	59,736	5%	2,898	2	59,736	5%	0.0%
FORSSELL, MEGHAN	LIBRARY	LIBRARY TECHNICIAN III	17	59,134	61,500	3B	1	67,894	15%	8,759	3	71,631	21%	6.3%
FRAY, CHRISTOPHER	DPW HIGHWAY	SHMEO	2	59,001	61,361	3B	1	67,894	15%	8,893	1	67,894	15%	0.0%
FREEMAN, JASON	DPW GROUNDS	WORKING FOREMAN	0	77,116	80,201	4B	5	82,952	8%	5,836	5	82,952	8%	0.0%
FUCILE III, SALVATORE	PARKING	PARKING CONTROL OFFICER	11 (12/13/12)	51,862	53,936	2A	1	57,996	12%	6,134	3	61,476	19%	6.7%
FUENTES, ALEXANDRA	DPW ADMINISTRATION	ADMIN SMEA B	2 (6/27/22)	64,945	67,542	4A	3	70,911	9%	5,966	3	70,911	9%	0.0%
GALLIVAN, RORY	DPW HIGHWAY	SHMEO	5 (12/5/18)	58,416	60,753	3B	1	67,894	16%	9,477	2	69,762	19%	3.2%
GAMBALE, STEPHEN	DPW GROUNDS	WORKING FOREMAN	3	66,248	68,898	4B	1	74,925	13%	8,677	2	76,932	16%	3.0%
GATES, KELLY	LIBRARY	LIBRARIAN III	0	67,075	69,758	6B	1	88,739	32%	21,663	1	88,739	32%	0.0%
GHEBREMICAEL, FREWEINI	LIBRARY	LIBRARY TECHNICIAN II	20	52,413	54,510	3A	1	62,288	19%	9,874	3	66,025	26%	7.1%
GOODE, JOSEPH	DPW ELECTRICAL	SIGNAL MAINTAINER	20	59,152	61,518	3B	1	67,894	15%	8,742	3	71,631	21%	6.3%
HALL, PATRICIA	LIBRARY	LIBRARY TECH III	45	59,134	61,500	3B	1	67,894	15%	8,759	3	71,631	21%	6.3%
HALLORAN, EDWARD	DPW HIGHWAY	WASTE COLLECTION INSPECTOR	1	76,400	79,456	3C	1	82,843	8%	6,443	1	82,843	8%	0.0%
HARDY, DANIEL	DPW HIGHWAY	WORKING FOREMAN/SHMEO	1	64,942	67,540	4B	1	74,925	15%	9,982	1	74,925	15%	0.0%
HARDY, EDWARD	DPW HIGHWAY	WORKING FOREMAN	1	67,700	70,408	4B	1	74,925	11%	7,224	1	74,925	11%	0.0%
HAYNES, ANDREW	INSPECTIONAL SERVICES	CODE ENFORCEMENT INSPECTOR	1	66,804	69,476	3B	2	69,762	4%	2,958	2	69,762	4%	0.0%

FY23-FY25 SMEA Unit B MOA Exhibit D
FY 25 Wages for SMEA B members employees as of July 1, 2024

INCUMBENT	Department	JOB TITLE	YOS In Position (as of 7/1/24)	FY24 SALARY w/ COLAS	Min raise	PROPOS ED Grade	FY25 Step	FY25 SALARY	FY25 %	FY24- >FY25	FINAL STEPS	FY25 Salary with bonus steps	FY25 %	Benefit of bonus steps
HAYNES, OLYVER	PARKING	PARKING CONTROL OFFICER	7	57,047	59,329	2A	2	59,736	5%	2,689	3	61,476	8%	3.0%
HELLER- WALLACE, MUHL	LIBRARY	GENERALIST LIBRARIAN	0	55,707	57,935	5A	1	71,847	29%	16,141	1	71,847	29%	0.0%
HERRERA, JUAN	DPW HIGHWAY	SHMO	0 (9/5/23)	59,601	61,985	3B	1	67,894	14%	8,292	1	67,894	14%	0.0%
HICKEY, RONALD	WATER AND SEWER	HEAD WATER METER TECHNICIAN	0 (Post 7/1/24 Hire)	56,844	59,118	3A	1	62,288	10%	5,444	1	62,288	10%	0.0%
HOWARD, JOANNE	DPW ADMINISTRATION	HEAD CLERK	1 (11/7/22)	60,857	63,291	3A	2	64,156	5%	3,300	2	64,156	5%	0.0%
IMPERIOSO, RAMO	LIBRARY	LIBRARY TECHNICIAN III	20	59,134	61,500	3B	1	67,894	15%	8,759	3	71,631	21%	6.3%
JACOBS, ELLEN	LIBRARY	LIBRARIAN II	3	64,423	67,000	6A	1	77,164	20%	12,741	2	79,479	23%	3.6%
JOHNSON, MATTHEW	DPW BUILDINGS	HMEQ	9	54,957	57,156	3A	1	62,288	13%	7,330	3	66,025	20%	6.8%
JONES, RITA	LIBRARY	LIBRARY TECH III	59	59,134	61,500	3B	1	67,894	15%	8,759	3	71,631	21%	6.3%
JOSEPH, ILDA	PARKING	SENIOR CLERK	1	47,659	49,565	2A	1	57,996	22%	10,337	1	57,996	22%	0.0%
JOSHI-MUSYAU, JESSICA	INFORMATION TECHNOLOGY	SENIOR CLERK	5	49,103	51,067	2A	1	57,996	18%	8,893	2	59,736	22%	3.5%
JOYCE, THOMAS	CITY CLERK	PRINCIPAL CLERK	4	53,793	55,944	2A	1	57,996	8%	4,203	2	59,736	11%	3.2%
KALTON, JOHN	DPW GROUNDS	HMEQ	23 (10/16/00)	54,507	56,687	3A	1	62,288	14%	7,781	3	66,025	21%	6.9%
KOPCIENSKI, JAMES	ELECTIONS	SENIOR CLERK	0 (9/18/23)	47,187	49,074	1A	1	54,000	14%	6,813	1	54,000	14%	0.0%
KOSLOFSKY, ALAN	DPW BUILDINGS	SR BLDG CUSTODIAN CITY	29	59,133	61,498	4A	1	66,897	13%	7,764	3	70,911	20%	6.8%
KROUCH, BRAHIM	PARKING	HEAD CLERK	1 (8/8/22)	60,857	63,291	4A	2	68,904	13%	8,047	2	68,904	13%	0.0%
LAFFEE, ROBERT	PARKING	SIGN REPAIRMAN	1	57,927	60,244	2A	3	61,476	6%	3,549	3	61,476	6%	0.0%

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FY23-FY25 SMEA Unit B MOA Exhibit D
FY 25 Wages for SMEA B members employees as of July 1, 2024

INCUMBENT	Department	JOB TITLE	YOS In Position (as of 7/1/24)	FY24 SALARY w/ COLAs	Min raise	PROPOS ED Grade	FY25 Step	FY25 SALARY	FY25 %	FY24- >FY25	FINAL STEPS	FY25 Salary with bonus steps	FY25 %	Benefit of bonus steps
LANDRY, KATHRYN	AUDITING	PRINCIPAL CLERK	17	59,146	61,512	3A	1	62,288	5%	3,142	3	66,025	12%	6.3%
LEBLANC, FELICIA	LIBRARY	LIBRARIAN I	0	55,707	57,935	5A	1	71,847	29%	16,141	1	71,847	29%	0.0%
LIBERATORE, JO- ANN	AUDITING	ADMIN SMEA B	17	68,940	71,698	4A	4	72,918	6%	3,978	6	76,932	12%	5.8%
LOGRIPPO, PATRICIA	DPW BUILDINGS	BUILDING CUSTODIAN CITY	18	61,889	64,365	2A	5	64,956	5%	3,066	7	68,435	11%	5.6%
LOUIS, ESTEVE	DPW HIGHWAY	SHMO	1 (LAB4 Curbsetter eff. 4/17/23)	60,170	62,577	3B	1	67,894	13%	7,724	1	67,894	13%	0.0%
LUIS, VICTORIA	INSPECTIONAL SERVICES	SR CODE ENFORCEMENT INSPECTOR	2 (3/7/22)	75,719	78,747	3C	1	82,843	9%	7,124	1	82,843	9%	0.0%
MANOOGIAN, MICHAEL	VETERANS	PRINCIPAL CLERK	1 (Treas. Hire: 10/24/22)	52,211	54,299	2A	1	57,996	11%	5,785	1	57,996	11%	0.0%
MARINO, JOSEPH	INSPECTIONAL SERVICES	WIRE INSPECTOR ISD	1	80,324	83,537	3C	2	84,711	5%	4,387	2	84,711	5%	0.0%
MARTEL, BROOKE	AUDITING	PRINCIPAL CLERK	0	56,275	58,526	3A	1	62,288	11%	6,012	1	62,288	11%	0.0%
MASCI, JASON	PARKING	PARKING CONTROL OFFICER	19	57,047	59,329	2A	2	59,736	5%	2,689	4	63,216	11%	6.1%
MAUS, BRUCE	DPW GROUNDS	TREE SURGEON	0 (7/29/24)	68,895 (FY25)	71,650	3B	4	73,499	7%	4,604	4	73,499	7%	4.604
MCCAFFERY, WILLIAM	INSPECTIONAL SERVICES	PLUMBING & GAS FITTING INSPECT	6	82,758	86,068	3C	3	86,580	5%	3,822	4	88,449	7%	2.3%
MCCORMACK, KEVIN	DPW HIGHWAY	SHMO	4 (12/9/19)	60,744	63,174	3B	1	67,894	12%	7,150	2	69,762	15%	3.1%
MCDEVITT, KEVIN	DPW HIGHWAY	SHMO	11	61,910	64,386	3B	1	67,894	10%	5,984	3	71,631	16%	6.0%

FY23-FY25 SMEA Unit B MOA Exhibit D
FY 25 Wages for SMEA B members employees as of July 1, 2024

INCUMBENT	Department	JOB TITLE	YOS In Position (as of 7/1/24)	FY24 SALARY w/ COLAS	Min raise	PROPOS ED Grade	FY25 Step	FY25 SALARY	FY25 %	FY24- >FY25	FINAL STEPS	FY25 Salary with bonus steps	FY25 %	Benefit of bonus steps
MCDONOUGH, TIMOTHY	DPW HIGHWAY	MOTOR EQ REPAIR FLEET OPER	8	65,066	67,669	3C	1	82,843	27%	17,776	3	86,580	33%	5.7%
MCKENZIE, STEWART	INSPECTIONAL SERVICES	PLUMBING & GAS FITTING INSPECT	0	79,529	82,710	3C	2	84,711	7%	5,183	2	84,711	7%	0.0%
MELLO, JAMES	PARKING	PARKING CONTROL OFFICER	9 (7/8/14)	57,048	59,330	2A	2	59,736	5%	2,688	4	63,216	11%	6.1%
MESSIER, CATHERINA	LIBRARY	LIBRARY TECHNICIAN III	1	55,156	57,362	3B	1	67,894	23%	12,738	1	67,894	23%	0.0%
MITCHELL, ALISON	LIBRARY	LIBRARIAN I	1	58,548	60,890	5A	1	71,847	23%	13,299	1	71,847	23%	0.0%
MITCHELL, MARK	DPW BUILDINGS	BUILDING CUSTODIAN CITY	20	55,706	57,934	2A	1	57,996	4%	2,290	3	61,476	10%	6.2%
MITRANO, ANTHONY	DPW BUILDINGS	BUILDING CUSTODIAN CITY	0	56,588	58,851	2A	2	59,736	6%	3,148	2	59,736	6%	0.0%
MORASH, MICHAEL	DPW GROUNDS	HMEQ	2	50,840	52,873	3A	1	62,288	23%	11,448	1	62,288	23%	0.0%
MOREIRA, STAVROS	PARKING	PARKING CONTROL OFFICER	3	51,348	53,402	2A	1	57,996	13%	6,648	2	59,736	16%	3.4%
MORGAN, LAURA	LIBRARY	LIBRARIAN I	3	56,826	59,100	5A	1	71,847	26%	15,021	2	74,003	30%	3.8%
MURPHY, MARIA	LIBRARY	LIBRARY TECH III	36	59,134	61,500	3B	1	67,894	15%	8,759	3	71,631	21%	6.3%
NADILE, BRIAN	PARKING	PARKING METER REPAIRMAN	1	55,116	57,320	2A	3	61,476	12%	6,360	3	61,476	12%	0.0%
NEGRINI, CRISTIANO	DPW GROUNDS	SHMO	0	52,580	54,684	3B	1	67,894	29%	15,313	1	67,894	29%	0.0%
O'BRIEN, GREGORY	PARKING	PARKING CONTROL OFFICER	5	51,862	53,936	2A	1	57,996	12%	6,134	2	59,736	15%	3.4%
O'CONNELL, JOHN	DPW HIGHWAY	WORKING FOREMAN	5	87,397	90,893	4B	9	90,980	4%	3,583	10	92,987	6%	2.3%

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FY23-FY25 SMEA Unit B MOA Exhibit D
FY 25 Wages for SMEA B members employees as of July 1, 2024

INCUMBENT	Department	JOB TITLE	YOS In Position (as of 7/1/24)	FY24 SALARY w/ COLAs	Min raise	PROPOS ED Grade	FY25 Step	FY25 SALARY	FY25 %	FY24- >FY25	FINAL STEPS	FY25 Salary with bonus steps	FY25 %	Benefit of bonus steps
O'DONNELL, KERRY	LIBRARY	LIBRARIAN II	3	64,423	67,000	6A	1	77,164	20%	12,741	2	79,479	23%	3.6%
O'KEEFE, COURTNEY	PARKING	SENIOR CLERK	1	47,659	49,565	2A	1	57,996	22%	10,337	1	57,996	22%	0.0%
O'KEEFE, LIAM	LIBRARY	BRANCH LIBRARIAN	1	67,746	70,456	6B	1	88,739	31%	20,992	1	88,739	31%	0.0%
O'KELLY, KEVIN	LIBRARY	LIBRARIAN II	7	65,067	67,670	6A	1	77,164	19%	12,097	2	79,479	22%	3.6%
O'LEARY, KHILEIGH	DPW ADMINISTRATION	SENIOR CLERK	0	47,187	49,074	1A	1	54,000	14%	6,813	1	54,000	14%	0.0%
O'RELLANA, BRIAN	PARKING	PARKING CONTROL OFFICER	0	54,821	57,014	2A	1	57,996	6%	3,175	1	57,996	6%	0.0%
PAGLIARO, JENNEEN	CITY CLERK	ADMIN SMEA B	15	68,940	71,698	4A	4	72,918	6%	3,978	6	76,932	12%	5.8%
PAIVA, GREGG	PARKING	PARKING METER REPAIRMAN	1	59,682	62,070	2A	4	63,216	6%	3,533	4	63,216	6%	0.0%
PARZIALE, LISA	PARKING	HEAD CLERK	2 (8/8/22)	60,857	63,291	4A	2	68,904	13%	8,047	2	68,904	13%	3.3%
PAUL, JEANEDDY	PARKING	PARKING CONTROL OFFICER	6	57,048	59,330	2A	2	59,736	5%	2,688	3	61,476	8%	3.0%
PERRIELLO, JAMES	LIBRARY	LIBRARY TECHNICIAN III	8	59,134	61,500	3B	1	67,894	15%	8,759	3	71,631	21%	6.3%
PIGOTT, BRIGID	LIBRARY	LIBRARIAN I	6	57,969	60,287	5A	1	71,847	24%	13,879	2	74,003	28%	3.7%
PILIGRA, TIMOTHY	LIBRARY	GENERALIST LIBRARIAN	0	55,707	57,935	5A	1	71,847	29%	16,141	1	71,847	29%	0.0%
POHL, MARTIN	LIBRARY	GENERALIST LIBRARIAN	1	55,707	57,935	5A	1	71,847	29%	16,141	1	71,847	29%	0.0%
PORCEL, CHRIS	CITY CLERK	HEAD CLERK	0	60,254	62,664	3A	2	64,156	6%	3,902	2	64,156	6%	0.0%
RACHMAN, LEO	LIBRARY	LIBRARIAN I	0	56,264	58,514	5A	1	71,847	28%	15,584	1	71,847	28%	0.0%
RAGLAND, MARGARET	LIBRARY	LIBRARIAN II	3	64,423	67,000	6A	1	77,164	20%	12,741	2	79,479	23%	3.6%

FY23-FY25 SMEA Unit B MOA Exhibit D
FY 25 Wages for SMEA B members employees as of July 1, 2024

INCUMBENT	Department	JOB TITLE	YOS In Position (as of 7/1/24)	FY24 SALARY w/ COLAs	Min raise	PROPOS ED Grade	FY25 Step	FY25 SALARY	FY25 %	FY24- >FY25	FINAL STEPS	FY25 Salary with bonus steps	FY25 %	Benefit of bonus steps
RAMOS TORRES, ANDREA	CITY CLERK	ADMIN SMEA B	0	63,665	66,211	4A	3	70,911	11%	7,246	3	70,911	11%	0.0%
RICHARDSON, FLOYD	INSPECTORIAL SERVICES	BUILDING INSPECTOR	11 (4/16/13)	87,172	90,658	3C	6	92,186	6%	5,014	8	95,923	10%	4.3%
ROCHA, CARLA	ASSESSOR	ADMIN SMEA B	3 (5/10/21)	65,594	68,218	4A	3	70,911	8%	5,317	4	72,918	11%	3.1%
ROCHE, CHARLES	DPW HIGHWAY	WORKING FOREMAN	1	85,675	89,102	4B	9	90,980	6%	5,305	9	90,980	6%	0.0%
ROCHE, CHRISTOPHER	INSPECTORIAL SERVICES	DEPUTY SEALER	2	81,127	84,372	3C	2	84,711	4%	3,584	2	84,711	4%	0.0%
RODRIGUES, CHRISTINE	PARKING	PARKING CONTROL OFFICER	1	50,336	52,350	2A	1	57,996	15%	7,660	1	57,996	15%	0.0%
ROMANO, PATRICIA	POLICE DEPARTMENT	NEIGH POLICE SERVICE REP	14	49,103	51,067	2A	1	57,996	18%	8,893	3	61,476	25%	7.1%
RUCCOLO, DANIEL	PARKING	PRINCIPAL CLERK	0	51,694	53,761	3A	1	62,288	20%	10,594	1	62,288	20%	0.0%
RUDDOLPH, ROBERT	DPW HIGHWAY	SHMEO	4 (12/31/19)	60,744	63,174	3B	1	67,894	12%	7,150	2	69,762	15%	3.1%
SAEZ, EMANUEL	RECREATION	ADMIN SMEA B	2 (4/11/22)	64,945	67,542	4A	3	70,911	9%	5,966	3	70,911	9%	0.0%
SALAMONE, JOSEPH	INSPECTORIAL SERVICES	BUILDING INSPECTOR	5	87,172	90,658	3C	6	92,186	6%	5,014	7	94,054	8%	2.1%
SAN SOUCIE, BRIDGETTE	PARKING	PRINCIPAL CLERK	1	51,694	53,761	3A	1	62,288	20%	10,594	1	62,288	20%	0.0%
SANCHEZ, CARLOS	LIBRARY	LIBRARY TECHNICIAN III	2 (8/2/21)	55,707	57,935	3B	1	67,894	22%	12,187	1	67,894	22%	0.0%
SCARPELLI, DINA	TREASURY	HEAD CASHIER	4	58,560	60,903	4A	2	68,904	18%	10,343	3	70,911	21%	3.4%
SCHALEBAUM, STEPHANIE	DPW ADMINISTRATION	HEAD CLERK	2	61,465	63,924	3A	2	64,156	4%	2,691	2	64,156	4%	0.0%
SCHAPIRA, ANNIE	LIBRARY	LIBRARY TECHNICIAN III	2	55,707	57,936	3B	1	67,894	22%	12,186	1	67,894	22%	0.0%

FY23-FY25 SMEA Unit B MOA Exhibit D
FY 25 Wages for SMEA B members employees as of July 1, 2024

INCUMBENT	Department	JOB TITLE	YOS In Position (as of 7/1/24)	FY24 SALARY w/ COLAs	Min raise	PROPOS ED Grade	FY25 Step	FY25 SALARY	FY25 %	FY24- >FY25	FINAL STEPS	FY25 Salary with bonus steps	FY25 %	Benefit of bonus steps
SHEPPARD, ZACHARY	PARKING	PARKING CONTROL OFFICER	2	55,923	58,160	2A	2	59,736	7%	3,813	2	59,736	7%	0.0%
SILVA, JAMES	DPW BUILDINGS	BUILDING CUSTODIAN CITY	34	61,889	64,365	2A	5	64,956	5%	3,066	7	68,435	11%	5.6%
SINGH, DALVIR	PARKING	PARKING CONTROL OFFICER	22	57,048	59,330	2A	2	59,736	5%	2,688	4	63,216	11%	6.1%
SOARES, ANA	PARKING	PARKING CONTROL OFFICER	19	51,862	53,936	2A	1	57,996	12%	6,134	3	61,476	19%	6.7%
TADDIA, JENNIFER	DPW ADMINISTRATION	PRINCIPAL CLERK	1	56,838	59,112	2A	2	59,736	5%	2,898	2	59,736	5%	0.0%
TERRIO, MICHAEL	PARKING	PARKING CONTROL OFFICER	0	49,838	51,831	2A	1	57,996	16%	8,158	1	57,996	16%	0.0%
THEUS, MIDOUIN	DPW HIGHWAY	SHMO	7 (7/18/16)	61,324	63,777	3B	1	67,894	11%	6,569	2	69,762	14%	3.0%
TIWARI, SALU	COMMUNICATIONS	PRINCIPAL CLERK	1 (1/9/23)	56,838	59,112	3A	1	62,288	10%	5,450	1	62,288	10%	0.0%
TOEUM, THY	LIBRARY	LIBRARY TECHNICIAN II	12	52,413	54,510	3A	1	62,288	19%	9,874	3	66,025	26%	7.1%
TONER, KAREN	AUDITING	PRINCIPAL CLERK	6	58,560	60,903	3A	1	62,288	6%	3,727	2	64,156	10%	3.2%
VAUDO-TOBIN, RITA	CITY CLERK	PRINCIPAL CLERK	2 (Treas. Hire: 11/1/21)	52,733	54,842	2A	1	57,996	10%	5,263	1	57,996	10%	0.0%
VAZQUEZ, ARTURO	WATER	PRINCIPAL CLERK	1	56,838	59,112	2A	2	59,736	5%	2,898	2	59,736	5%	0.0%
VENTURA, WILBER	PARKING	PARKING CONTROL OFFICER	7	57,048	59,330	2A	2	59,736	5%	2,688	3	61,476	8%	3.0%
VERGE, NATHAN	PARKING	PARKING METER REPAIRMAN	1	55,115	57,319	2A	3	61,476	12%	6,361	3	61,476	12%	0.0%
VIEIRA, MATTHEW	DPW BUILDINGS	BUILDING CUSTODIAN CITY	9	54,608	56,793	2A	1	57,996	6%	3,388	3	61,476	13%	6.4%

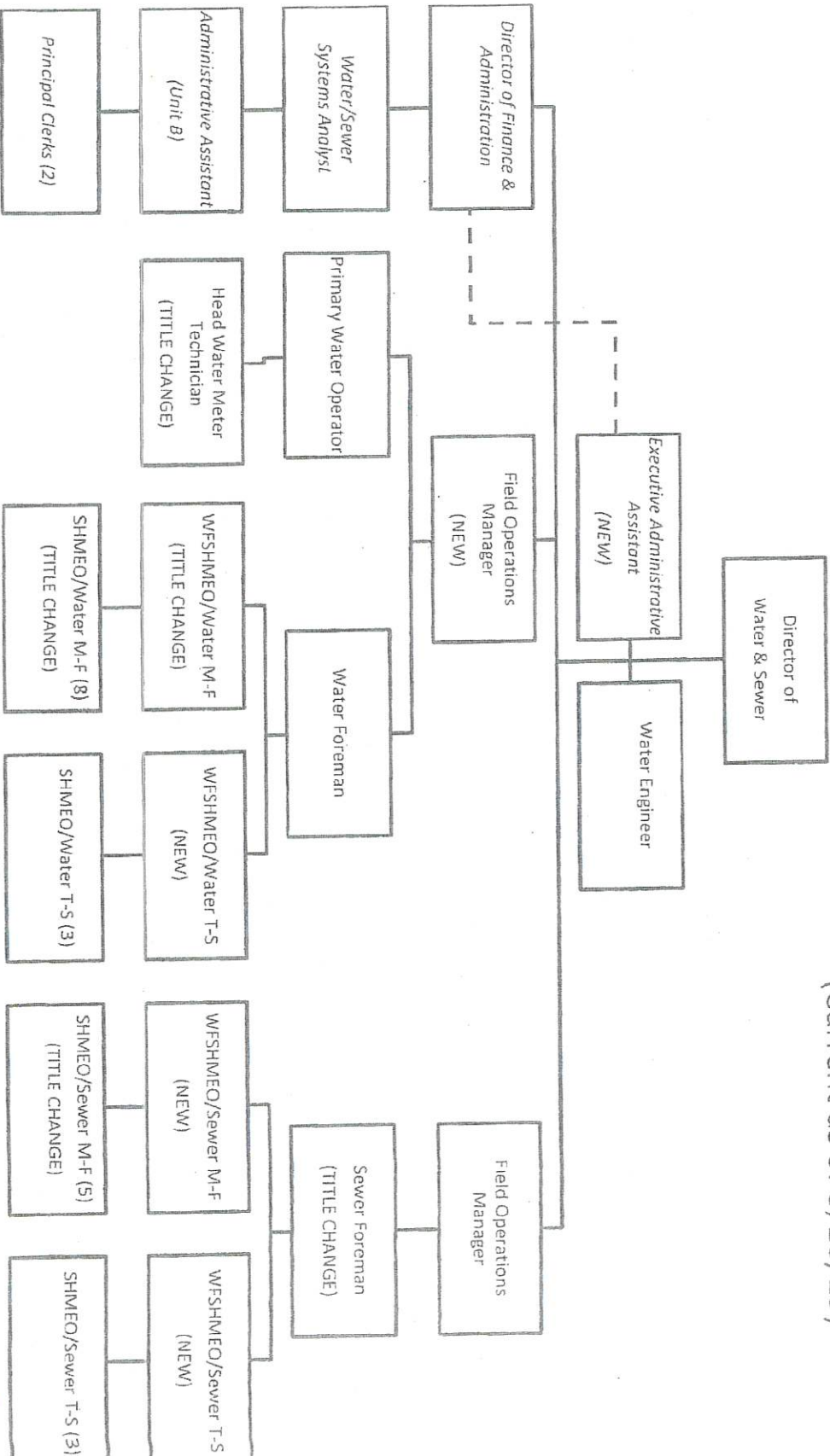
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FY23-FY25 SMEA Unit B MOA Exhibit D
FY 25 Wages for SMEA B members employees as of July 1, 2024

INCUMBENT	Department	JOB TITLE	YOS In Position (as of 7/1/24)	FY24 SALARY w/ COLAs	Min raise	PROPOS ED Grade	FY25 Step	FY25 SALARY	FY25 %	FY24- >FY25	FINAL STEPS	FY25 Salary with bonus steps	FY25 %	Benefit of bonus steps
WACKMAN, SANDRA	PROCUREMENT & CONTRACTING SERV	ADMIN SMEA B	5	66,249	68,899	4A	3	70,911	7%	4,662	4	72,918	10%	3.0%
WAIRI, SARAH	WATER	PRINCIPAL CLERK	1	56,838	59,112	2A	2	59,736	5%	2,898	2	59,736	5%	0.0%
WALDRON, LUIS	INSPECTIONAL SERVICES	BUILDING INSPECTOR	14	87,172	90,658	3C	6	92,186	6%	5,014	8	95,923	10%	4.3%
WALSH, JOHN	DPW BUILDINGS	WORKING FOREMAN	5	69,668	72,455	4B	6	84,959	22%	15,291	7	86,966	25%	2.9%
WEST, CHRISTOPHER	DPW HIGHWAY	HMEQ	1	49,838	51,831. 48	3A	1	62,288	25%	12,450	1	62,288	25%	0.0%
WILLINGHAM, MIKAYLA	LIBRARY	LIBRARY TECHNICIAN II	1	50,368	52,382. 87	3A	1	62,288	24%	11,920	1	62,288	24%	0.0%
WINGATE, JULIA	INFRASTRUCTURE & ASSET MGT	ADMIN SMEA B	7 (6/12/17 Eng. HC)	64,302	66,874	4A	3	70,911	10%	6,609	4	72,918	13%	3.1%
WOOD, JAMES	DPW HIGHWAY	WASTE COLLECTION INSPECTOR	2	77,936	81,053	3C	1	82,843	6%	4,907	1	82,843	6%	0.0%
WOODS, WILLIAM	DPW HIGHWAY	SHMEO	1	60,170	62,577	3B	1	67,894	13%	7,724	1	67,894	13%	0.0%
XAVIER, GREGORY	LIBRARY	LIBRARY TECHNICIAN III	1	55,155	57,361	3B	1	67,894	23%	12,738	1	67,894	23%	0.0%
ZAMBAKIS, THEOFANIS	PARKING	SIGN REPAIRMAN	12	59,682	62,070	2A	4	63,216	6%	3,533	6	66,695	12%	5.8%
ZILLOLI, PAUL	ENGINEERING	ENGINEERING TRENCH INSPECTOR	0	75,034	78,035	3C	1	82,843	10%	7,809	1	82,843	10%	0.0%

Exhibit E

Water & Sewer Org Chart
(Current as of 3/26/19)



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 Q/A
 5/23/19
 E/H

Exhibit F

WATER AND SEWER DEPARTMENT LICENSE AND CERTIFICATE STIPEND SCHEDULE

The City offers stipends to Water and Sewer employees who earn additional credentials to enhance their skills and knowledge in Water and Sewer systems. Employees are not eligible to receive stipends for licenses or certifications that the City requires them to maintain to perform their job. Employees are responsible for earning additional credentials on their own time, using personal funds or, if available and applicable, any contractual education funds. If there are educational funds available, these courses will not count towards the \$2,000 education cap per employee. Employees are entitled to collect stipends so long as they hold the applicable position in the Water and Sewer Department; in other words, if an employee who collected a stipend transfers to DPW, the City will no longer pay the stipends described below.

Employees are responsible for submitting to the Director of Water and Sewer proof of their current licenses/certifications by December 31st of each year. The City will conduct an annual lookback in January of each year and pay the stipends in a lump sum during a payroll in January to eligible employees. The City will prorate the stipend amounts on a quarterly basis, based on when in the prior year the employee earned a new credential. Employees are responsible for taking all steps to maintain their license/certification/endorsement after they earn the credential. Each employee is limited to an annual total of \$5,200.00 for all stipends available in this section.

Credentials that have a “^” symbol in a shaded band are part of a series of credentials, and stipends cannot be compounded. In other words, employees are eligible to receive an annual stipend for the highest grade credential they hold in a category (for example, if an employee has a Drinking Water System Distribution Grade 2D and a 3D, their total stipends for a Distribution credential is \$3,000.00).

LICENSE/CERTIFICATION	ANNUAL STIPEND
WATER EMPLOYEES	
Hoisting License Class 1B^	\$500.00
Hoisting License Class 1C^	\$300.00
Hoisting License Class 2A	\$300.00
Hoisting License Class 4E	\$150.00
Commercial Drivers License – Class A Operator	\$500.00
Commercial Drivers License – Tanker Endorsement	\$250.00
Drinking Water System Distribution Grade 1D^ (Employees employed as of May 23, 2019 only, required within 6 months for new Water employees)	\$1,300.00
Drinking Water System Distribution Grade 2D^	\$2,600.00
Drinking Water System Distribution Grade 3D^	\$3,000.00
Drinking Water System Distribution Grade 4D^	\$3,200.00

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Confined Space Certification	\$600.00
Trench Safety Certification	\$600.00
Drinking Water Treatment Grade 1T^	\$1,300.00
Drinking Water Treatment Grade 2T^	\$1,500.00
Drinking Water Treatment Grade 3T^	\$2,000.00
Drinking Water Treatment Grade 4T^	\$2,500.00
Introduction to the Incident Command System 100 (must take the webinar each year to earn the stipend)	\$100.00
SEWER EMPLOYEES	
Hoisting License Class 1B^	\$500.00
Hoisting License Class 1C^	\$300.00
Hoisting License Class 2A	\$300.00
Hoisting License Class 4E (Stipend for employees employed as of May 23, 2019 who obtain this credential during 2019 calendar year. Required within 6 months for new sewer employees, no stipend.)	\$150.00
Commercial Drivers License – Class A Operator	\$500.00
Drinking Water System Distribution Grade 1D^	\$1,300.00
Drinking Water System Distribution Grade 2D^	\$2,600.00
Drinking Water System Distribution Grade 3D^	\$3,000.00
Drinking Water System Distribution Grade 4D^	\$3,200.00
Confined Space Certification	\$600.00
Trench Safety Certification	\$600.00
Drinking Water Treatment Grade 1T^	\$1,300.00
Drinking Water Treatment Grade 2T^	\$1,500.00
Drinking Water Treatment Grade 3T^	\$2,000.00
Drinking Water Treatment Grade 4T^	\$2,500.00
Introduction to the Incident Command System 100 (must take the webinar each year to earn the stipend)	\$100.00

*Head Water Meter Technician is eligible to earn stipends in the Water section of this schedule.

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