

**MEMORANDUM OF AGREEMENT**

**Between**

**The City of Somerville**

**And**

**Somerville Municipal Employees Association (SMEA) Unit D**

**December 18, 2019**

As a result of the off-the-record negotiation sessions between the City of Somerville and the Somerville Municipal Employees Association (SMEA) Unit D, the parties 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 18, 2019, 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 18, 2019 session during the course of successor negotiations and mediation, as captured in the City's Roster of Tentative Agreements, attached as Exhibit A.

The Agreement is subject to ratification by the membership of the SMEA Unit D and by a funding vote by the City Council. **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 City Council 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

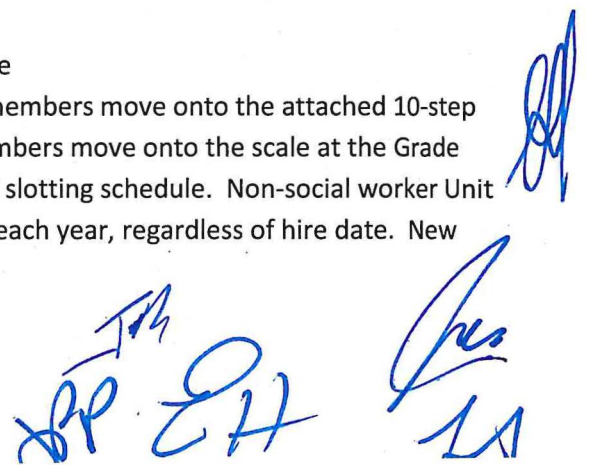
Contract 2: July 1, 2019 – June 30, 2022

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

2. The parties agree that the financial terms in paragraph 3 of this Agreement are retroactive, but the other financial terms will go into effect as specified, and the language terms (either newly negotiated language or existing contractual language) shall not be retroactive.

3. Compensation

- a. July 1, 2016 → 2.5% across the board increase
- b. July 1, 2017 → All non-social worker Unit D members move onto the attached 10-step scale described in salary chart Exhibit B. Members move onto the scale at the Grade described in Exhibit B, including the attached slotting schedule. Non-social worker Unit D members shall advance a step on July 1 of each year, regardless of hire date. New employees will be hired at Step 1.



- c. July 1, 2018 → 2% across the board increase
- d. July 1, 2019 → 2% across the board increase
- e. July 1, 2020 → 2% across the board increase
- f. July 1, 2021 → 2% across the board increase

The City will implement the new job descriptions for the Chief Wire Inspector, Inspectional Coordinator II, Parks & Recreation Program Developer, Benefits Coordinator, Police Detail Supervisor, Detail Clerk, and Facilities Supervisor.

- 4. The four positions that the Union accreted into Unit D (social workers) will retain the terms and conditions of employment expressly negotiated by the parties and captured in October 19, 2018 and November 26, 2018 Settlement Agreements, in full settlement of DLR Docket No. CAS-17-6416.

- 5. 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.

- 6. The City will pay a one-time lump sum signing bonus of \$2,000.00, less all applicable withholdings, to any SMEA, Unit D members or acting unit members on the payroll as of the date of this MOA.
- 7. The City will increase the clothing stipend for the Animal Control Officers and the Parking Control Officer Supervisor to \$700 per year, effective July 1, 2020.
- 8. Regarding the Administrative Code negotiations, the parties agree that the parties have satisfied all of their obligations regarding these negotiations, and the City has implemented changes consistent with the agreements of the parties. To the extent that the Union reserved any rights for Unit D members as part of the Unit B MOA of December 31, 2018, the parties agree that those rights have been satisfied and there are no residual issues or topics for any SMEA unit as a result of the City's 2016 administrative code changes.
- 9. On July 1, 2019, the contractual winter differential will run from November 1 until March 20.
- 10. Retroactive sums due under this MOA will be paid to any current or retired City employee who is or was a SMEA, Unit D unit member, in a regular or long-term acting capacity, at some time

from June 30, 2016 to the date of this MOA. Any former Unit D members who have resigned or been terminated from the City are not 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.

11. Effective on January 1, 2020, the Chief Plumbing and Gas Inspector, the Chief Wire Inspector, the Grant Accountant, and the Recreation Program Developer will be FLSA-exempt and not eligible to earn overtime as described in the Unit D contract. Additionally, the City will eliminate the Recreation Program Developer's annual stipend and roll that sum into his base, reflected in the slotting of that position. Pursuant to an updated agreement between the parties, the City will eliminate the Facilities Supervisor's stipend by rolling the new stipend sum into the base, as reflected in the proposed slotting in Exhibit B.
12. When the incumbent Recreation Program Developer vacates his position, the City will reorganize that position as a non-unit Deputy Director of Parks and Recreation. The City will eliminate the Recreation Program Developer position.
13. Article XXV, section 4 - Language Stipends

Effective July 1, 2020, add to that section the following language: "Fluency in American Sign Language qualifies for this stipend, regardless of the percentage of the City population that uses ASL. Any employee receiving this stipend must respond to situations requiring their fluency skills as ordered, while on duty. Annual testing will be required for the stipend, consistent with other SMEA language stipends."

14. NEW ARTICLE. Sick Leave Bank

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

As soon as practicable following the creation of the Bank, unit members may voluntarily become members of the Sick Leave Bank by permanently assigning three (3) days of his or her sick leave accruals to the Bank, provided on the date of making such assignment he or she shall have accumulated not fewer than seven (7) days of sick leave. After the initial membership period, unit members can become members of the Sick Bank by donating two (2) days of his or her sick leave accruals during the City's annual Open Enrollment, provided that on the date of making such assignment he or she shall have accumulated not fewer than seven (7) days of sick leave. Assignment by a unit member of personal sick leave days to the Bank shall be made in writing on a specific form as designated by the Committee. The Personnel Department shall maintain a roster of the membership in the Sick Leave Bank and of the number of sick leave days

accumulated in the Bank. At the Union's written request, the Personnel Department shall tender to the Union's Committee representatives the status of the Sick Leave Bank membership and accumulated days.

Once he or she has exhausted all paid leave accruals, a member of the Sick Leave Bank shall be eligible to draw upon the Bank as needed, provided that the member shall first make an application to the Committee. In order to be eligible, Personnel must have approved a member's leave pursuant to the Family Medical Leave Act (FMLA). The Committee will determine whether the Sick Leave Bank member is eligible to draw on the Bank based on whether the member meets the eligibility standards and approval process for a Family Medical Leave Act leave for the member's own serious medical condition. Consistent with the FMLA, the Committee may require a Sick Leave Bank member to be examined by a credentialed medical professional, at the City's own cost. The Committee may, but is not required to, also consider the following factors in determining a member's eligibility to draw upon the Bank: number of days available in the Bank, number of members then drawing upon the Bank, prior instances of exhaustion of all accumulated leave, length of service to the City, prior discipline for attendance problems or abuse of leave, length of time as a member of the Bank. The decision of the Committee regarding a member's eligibility and entitlement shall be final and binding and not subject to the Grievance and Arbitration Procedure.

No member of the bargaining unit shall, during any three (3) year period commencing with the date on which he or she first draws upon the Sick Leave Bank, draw in the aggregate therefrom more than the equivalent of twelve (12) weeks of sick leave.

Whenever any Bank member is drawing upon the Sick Leave Bank consistent with the FMLA, the City will apply any leave accruals earned towards the member's leave as it is earned.

Whenever the accumulation of sick leave days in the Sick Leave Bank shall have fallen below ten (10) days, the Personnel Department shall so notify the Union's Committee representatives in writing, and any Sick Leave Bank member wishing to remain a Bank member shall, within five (5) days after the giving of such notice, assign an additional one (1) day to the Bank in writing using the Committee's form. Members of the Sick Leave Bank shall continue to be eligible to draw upon such Bank irrespective of the fact that the total number of days in such Bank is less than ten (10), provided that if there are no members of the Sick Leave Bank, those who were last members shall remain eligible to draw upon such Bank, until all the days accumulated therein shall have been exhausted.

15. 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. 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."
- c. 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

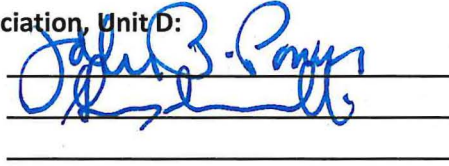


xiii. Housing Intake Specialist

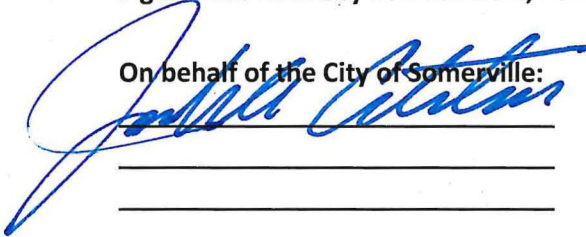
Signed this 18th day of December, 2019.

  
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On behalf of Somerville Municipal Employees Association, Unit D:

  
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Signed this 18th day of December, 2019.

  
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On behalf of the City of Somerville:

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## EXHIBIT A: Roster of Tentative Agreements Between the City and SMEA, Unit D

### SMEA Proposals

1. Article II, Non-Discrimination

AMEND 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.

2. Article XIX, Seniority

REPLACE Section 1. Seniority for purposes of this article shall be the employee's original date of hire by the City into an SMEA bargaining unit position within Units A, B or D. This definition shall be implemented effective January 1, 2018 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.

### COS Proposals

1. Integration. Agree to integrate the Unit D collective bargaining agreement after ratification and funding of the successor contract, but no later than June 30, 2022.

2. 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.

3. Article X, Worker's Compensation

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

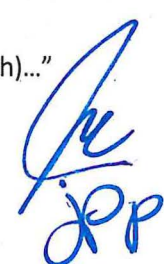
- An employee who sustains a work-related injury shall promptly file with their Department Head ~~City~~ a claim of accident form approved by the ~~Department of Industrial Accidents~~ the City and Somerville Retirement Board within forty-eight (48) hours or as soon as practicable of a work-related injury.

b) Section 2 (b). HOUSEKEEPING TO REFLECT PRACTICE  
REPLACE "provider of medical treatment" with "medical professional"

4. Article XIV, Sick Leave

Section 2: CLARIFY to reflect practice:

"...shall accumulate eighteen (18) days of sick leave each year (12.00 hours per month)..."



5. Article XVII

NEW Section 3: ADD: Any member of the bargaining unit who works in a position that requires or otherwise utilizes a license, including but not limited to a driver's license, CDL and all professionally required licenses, and whose license is invalid, suspended or revoked must immediately report same to their department head and the Director of Personnel. Any of the foregoing may result in an employee being reassigned to an alternate duty assignment that does not require said licensure for up to no more than ninety (90) days. Following ninety (90) days if the employee has not had their license restored they will be subject to discipline up to and including termination. If said licensure is restored in ninety (90) days then the employee will be returned to their prior position as soon as practical. Nothing in this section shall prevent the City from disciplining an employee for misconduct separate from their loss of license including misconduct that results in the suspension/loss of a license (e.g. knowingly driving a City vehicle after a license has been revoked). 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.

6. Article XXXII, Drug and Alcohol Testing

NEW Section 7: ADD "During an employee's probationary period the City, through its Human Resources Department, reserved 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 a test result is positive, the employee will be terminated."

7. Article XXIX, Flextime

Section 1: ADD: "...with the approval of the Mayor or Human Resource Director..." ALSO, Within the parenthesis change "i.e." to "e.g."

8. Art. XXIV Grievance and Arbitration Procedure

a) Section 3 (c): HOUSEKEEPING I 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.)

b) Section 6: HOUSEKEEPING: DELETE.

The image shows several handwritten signatures in blue ink. At the top right is a large, stylized signature that appears to be 'EMA'. Below it and to the left are several other signatures, including one that looks like 'JK' above 'JPP', a large signature that looks like 'Pru', and another that looks like 'ZS' above 'epf'. The signatures are scattered in the bottom right quadrant of the page.



Exhibit B: SMEA Unit D Salary Scale and Slotting Schedule

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

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**SMEA D SALARY CHART**

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

**SMEA D SALARY CHART**

		Current	7/1/2016	7/1/2017	7/1/2018	7/1/2019	7/1/2020	7/1/2021
		7/1/2015	2.5%	10-Step Scale	2.0%	2.0%	2.0%	2.0%
		FY16	FY17	FY18	FY19	FY20	FY21	FY22
<b>GRADE/ (Positions)</b>	<b>STEP</b>	<b>ANNUAL</b>						
K	1			75,569.70	77,081.09	78,622.72	80,195.17	81,799.07
	2			76,325.40	77,851.91	79,408.94	80,997.12	82,617.07
	3			77,088.65	78,630.42	80,203.03	81,807.09	83,443.24
	4			77,859.54	79,416.73	81,005.06	82,625.16	84,277.67
	5			78,638.13	80,210.90	81,815.11	83,451.42	85,120.44
	6			79,424.51	81,013.01	82,633.27	84,285.93	85,971.65
	7			80,218.76	81,823.14	83,459.60	85,128.79	86,831.37
	8			81,020.95	82,641.37	84,294.19	85,980.08	87,699.68
	9			81,831.16	83,467.78	85,137.14	86,839.88	88,576.68
	10			82,649.47	84,302.46	85,988.51	87,708.28	89,462.44
L	1			77,740.71	79,295.52	80,881.43	82,499.06	84,149.04
	2			78,518.12	80,088.48	81,690.25	83,324.05	84,990.53
	3			79,303.30	80,889.36	82,507.15	84,157.29	85,840.44
	4			80,096.33	81,698.26	83,332.22	84,998.87	86,698.84
	5			80,897.29	82,515.24	84,165.54	85,848.85	87,565.83
	6			81,706.27	83,340.39	85,007.20	86,707.34	88,441.49
	7			82,523.33	84,173.79	85,857.27	87,574.42	89,325.90
	8			83,348.56	85,015.53	86,715.84	88,450.16	90,219.16
	9			84,182.05	85,865.69	87,583.00	89,334.66	91,121.36
	10			85,023.87	86,724.34	88,458.83	90,228.01	92,032.57
M	1			79,912.35	81,510.60	83,140.81	84,803.63	86,499.70
	2			80,711.48	82,325.71	83,972.22	85,651.67	87,364.70
	3			81,518.59	83,148.96	84,811.94	86,508.18	88,238.35
	4			82,333.78	83,980.45	85,660.06	87,373.26	89,120.73
	5			83,157.12	84,820.26	86,516.66	88,247.00	90,011.94
	6			83,988.69	85,668.46	87,381.83	89,129.47	90,912.06
	7			84,828.57	86,525.15	88,255.65	90,020.76	91,821.18
	8			85,676.86	87,390.40	89,138.21	90,920.97	92,739.39
	9			86,533.63	88,264.30	90,029.59	91,830.18	93,666.78
	10			87,398.96	89,146.94	90,929.88	92,748.48	94,603.45
N	1			82,083.93	83,725.61	85,400.12	87,108.12	88,850.28
	2			82,904.77	84,562.86	86,254.12	87,979.20	89,738.79
	3			83,733.82	85,408.49	87,116.66	88,859.00	90,636.18
	4			84,571.15	86,262.58	87,987.83	89,747.59	91,542.54
	5			85,416.87	87,125.20	88,867.71	90,645.06	92,457.96
	6			86,271.03	87,996.46	89,756.38	91,551.51	93,382.54
	7			87,133.74	88,876.42	90,653.95	92,467.03	94,316.37
	8			88,005.08	89,765.18	91,560.49	93,391.70	95,259.53
	9			88,885.13	90,662.84	92,476.09	94,325.61	96,212.13
	10			89,773.98	91,569.46	93,400.85	95,268.87	97,174.25
O	1	63,395.32	64,980.20	84,255.48	85,940.59	87,659.40	89,412.59	91,200.84
	(Chief Wire/Electrical)	2		85,098.04	86,800.00	88,536.00	90,306.72	92,112.85
	(Chief Plumbing/Gas)	3		85,949.02	87,668.00	89,421.36	91,209.78	93,033.98
		4		86,808.51	88,544.68	90,315.57	92,121.88	93,964.32
		5		87,676.59	89,430.12	91,218.73	93,043.10	94,903.96
		6		88,553.36	90,324.42	92,130.91	93,973.53	95,853.00
		7		89,438.89	91,227.67	93,052.22	94,913.27	96,811.53
		8		90,333.28	92,139.94	93,982.74	95,862.40	97,779.65
		9		91,236.61	93,061.34	94,922.57	96,821.02	98,757.44
		10		92,148.98	93,991.96	95,871.80	97,789.23	99,745.02
P	1			92,941.71	94,800.54	96,696.56	98,630.49	100,603.10
		2		93,871.13	95,748.55	97,663.52	99,616.79	101,609.13
		3		94,809.84	96,706.04	98,640.16	100,612.96	102,625.22
		4		95,757.94	97,673.10	99,626.56	101,619.09	103,651.47
		5		96,715.52	98,649.83	100,622.82	102,635.28	104,687.98
		6		97,682.67	99,636.32	101,629.05	103,661.63	105,734.86
		7		98,659.50	100,632.69	102,645.34	104,698.25	106,792.21
		8		99,646.09	101,639.01	103,671.80	105,745.23	107,860.14
		9		100,642.55	102,655.40	104,708.51	106,802.68	108,938.74
		10		101,648.98	103,681.96	105,755.60	107,870.77	110,028.12

**SMEA D SALARY CHART**

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

*John [Signature]*  
*Joe [Signature]*  
*[Signature]*

SMEA D Grade/Step Placements FY18 -  
Market Adjustment Year

Position Title	Grade	FY18 Step
Police Detail Clerk	A	1
Animal Control Officer	B	1
ISD Inspectional Coordinator	C	1
ISD Administrative Assistant	D	1
DPW Night Custodian Supervisor	E	1
PCO Supervisor	E	1
Benefits Coordinator	F	1
IT Specialist	G	1
Police Detail Supervisor	H	1
Grant Accountant	I	1
Chief Wire/Electrical Inspector	O	4
Chief Plumbing/Gas Inspector	O	1
Recreation Program Developer	Q	2
Facilities Supervisor	R	9

*[Handwritten signatures and initials in blue ink]*

*[Large signature]* *[Signature]*

*JPP* *GA* *LS*

*IR*