

D.P.W.

AGREEMENT

BETWEEN

CITY OF REVERE

AND

REVERE PUBLIC WORKS DEPARTMENT

A.F.S.C.M.E. COUNCIL 93, LOCAL #880

TERM - JULY 1, 2024 TO JUNE 30, 2026

FULLY INTEGRATED  
as of March 10, 2025

## TABLE OF CONTENTS

<u>ARTICLE</u>		<u>PAGE</u>
ARTICLE 1	Recognition & Bargaining Unit	1
ARTICLE 2	Non-Discrimination	1
ARTICLE 3	Employee Rights & Representation	1
ARTICLE 4	Management Rights	2
ARTICLE 5	Stability of Agreement	3
ARTICLE 6	Hours of Work	3
ARTICLE 7	Holidays	7
ARTICLE 8	Vacations	7
ARTICLE 9	Sick Leave	8
ARTICLE 10	Other Leaves of Absence	10
ARTICLE 11	Health and Insurance	12
ARTICLE 12	Clothing Allowance	12
ARTICLE 13	Health and Safety	13
ARTICLE 14	Compensation	13
ARTICLE 15	Miscellaneous	17
ARTICLE 16	Payroll Deductions of Dues/Agency Fee	18
ARTICLE 17	Grievance Procedure & Arbitration	18
ARTICLE 18	Job Posting & Bidding	19
ARTICLE 19	Civil Service	19
ARTICLE 20	Alcohol and Drug Testing	20
ARTICLE 21	Waiver of Residency Requirement	21
ARTICLE 22	Duration of Agreement	21
Appendix A		23

THIS AGREEMENT by and between the City of Revere, hereinafter called the "City" or the "Municipal Employer", acting by and through its Mayor and the Revere Public Works Department Employees, Local #880, Council #93 AFSCME AFL-CIO hereinafter called the "Union".

WITNESSETH — WHEREAS, the wellbeing of the employees covered by this Agreement and the efficient and economic operation of the Public Works Department require that an ordinary and constructive relationship be maintained between the parties; and

WHEREAS, the participation of employees in the collective bargaining process contributes to the effective conduct of the public business and Public Works Administration; and

WHEREAS, the parties to this Agreement consider themselves mutually responsible to establish stable and meaningful relations based on this Agreement;

NOW, THEREFORE in consideration of the mutual promises and agreements herein contained, the parties mutually agree as follows:

#### ARTICLE 1 - RECOGNITION AND BARGAINING UNIT

1.1 The City recognizes the Union as the exclusive representative for the purpose of collective bargaining relative to wages, hours and other conditions of employment of all employees of the Public Works Department consisting of all non-professional employees of the Public Works Department, excluding the Superintendent and clerical employees. The Municipal Employer and the Union agree not to discriminate against any employees covered by this Agreement on account of membership or non-membership in the Union.

1.2 The City agrees that work presently being performed by any such employees shall not be assigned to or performed by persons other than those covered by this Agreement, except in cases of emergency or extreme need in the judgment of the Superintendent of Public Works when insufficient employees are available.

#### ARTICLE 2 - NON-DISCRIMINATION

2.1 The Municipal Employer and the Union agree not to discriminate in any way against employees covered by this Agreement on account of race, religion, creed, color, national origin, sex or age.

#### ARTICLE 3 - EMPLOYEE RIGHTS AND REPRESENTATION

3.1 Employees have and shall be protected in the exercise of the right, freely and without fear of penalty or reprisal, to join and assist the Union. The freedom of employees to assist the Union shall be recognized as extending to participation in the management of the Union and acting for the Union in any official capacity and includes the right to present Union views and positions to the public, to officials of the City and the Public Works Department, to members of the City Council of the City and of the General Court, or to any other appropriate authority or official. Without limiting the foregoing, the City agrees that it will not aid, promote, or finance any labor group or organization purporting to engage in collective bargaining or make any agreement with any such group or organization which would violate any rights of the Union under this Agreement or the Law.

3.2 Further, the City agrees that neither it, nor any representative, Department official or agent of the City, shall violate any right of employees or of the Union as provided for and guaranteed by the provision of General Laws Chapter 150E, Section 2 or commit any prohibited act or practice against employees or the Union as prescribed by the provisions of Section 10 of said Chapter 150E (which laws are by this reference incorporated herein and made a part of this Agreement). Any non-compliance with or violation of the provisions of this section by the City, its representatives, Department officials, or agents, shall constitute a grievance under this Agreement, which may be filed by an employee or the Union.

3.3 The members of the Union Bargaining Committee, not to exceed five (5), who are scheduled to work a tour of duty during collective bargaining negotiations, shall be granted a leave of absence without loss of pay for all meetings between the City and the Union for the purposes of negotiating the terms of a contract, or supplements thereto. Such meetings shall normally be scheduled for the daytime, but if such negotiations continue into the evening hours, such members then working a night tour of duty shall be similarly granted a leave of absence without loss of pay or benefit for all such meetings.

3.4 Union officers, representatives or grievance committee members, not to exceed three (3), shall be granted leave of absence without loss of pay for time required to discuss and process grievances with the employee or others involved, and to participate in any grievance step as described in Article 17 hereof, or in arbitration proceedings consequent thereupon. Such officers, representatives or grievance committee members shall have their hours and schedule of work adjusted accordingly to effectuate the purpose of this section.

3.5 Union officers shall be permitted to discuss official Union business with the Superintendent of Public Works at all mutually convenient times and with employees prior to the commencement or following completion of duty in any work period.

3.6 Union officers, representatives and grievance committee members, up to a maximum of three (3) in any one instance, shall be granted a leave of absence without pay but with no loss of benefits, if they so request, to attend meetings of the City Council of the City, the General Court, or any other public body, subject to the reasonable discretion of the Superintendent of Public Works.

#### ARTICLE 4 - MANAGEMENT RIGHTS

4.1 Nothing in this Agreement shall limit the City in the exercise of its function of management and in the direction and supervision of the City's business. This includes, but is not limited to the right to: a) add or eliminate departments, b) require and assign overtime, c) increase or decrease the number of jobs, d) assign work and work to be performed, e) hire, suspend, demote, discipline or discharge, all with just cause, f) establish rules, regulations, job descriptions, policies and procedures, g) conduct orderly operations, h) determine standards of proficiency in public work skills and physical fitness standards; all of the aforesaid being except where any such rights are specifically modified or abridged by terms of this Agreement.



4.2 By way of example but not limitation, management retains the following rights: to-

- a) determine the mission, budget and policy of the Department,
- b) determine the organization of the Department, the number of employees, the work functions, and the technology of performing them,
- c) determine the methods, means and personnel by which the Department's operations are to be carried out. This shall include adding GPS to all City vehicles; changes to the City's uniform requirements at the City's sole discretion, including safety clothing requirements; changes to time and attendance requirements including the elimination of the punch clock and utilizing an automated system through the City's payroll and financial software. A member of Local 880 will be added to the implementation committee that is currently formed for the time and attendance changes.
- d) manage and direct employees of the Department,
- e) maintain and improve orderly procedures and the efficiency of operations,
- f) take whatever actions may be necessary to carry out its responsibilities in situations of emergency,
- g) suspend, demote, discharge, or take other disciplinary action against employees, for just cause, and to require the cooperation of all employees in the performance of this function, and to determine its internal security practices.

4.3 Subject to this Agreement and applicable law, the City reserves and retains the regular and customary rights and prerogatives of municipal management.

#### ARTICLE 5 - STABILITY OF AGREEMENT

5.1 No amendment, alteration or variation of the terms or provisions of this Agreement shall bind the parties hereto unless made and executed in writing by said parties.

5.2 The failure of the Municipal Employer or the Union to insist, in any one or more situations upon performance of any of the terms or provisions of this Agreement, shall not be considered as a waiver or relinquishment of the right of the Municipal Employer or the Union to future performance of any such terms or provisions, and the obligations of the Union and the Municipal Employer to such future performance shall continue in full force and effect.

#### ARTICLE 6 - HOURS OF WORK

6.1.1 The regular work week for employees shall be forty (40) hours. The regular workday for employees shall be eight (8) hours. Employees shall be scheduled to work on regular shifts or tours of duty and each work shift or tour of duty shall have the following regular starting and quitting times:

- a) Day Shift – 7:00 a.m. to 3:00 p.m. with one (1) fifteen (15) minute break and one (1) thirty (30) minute meal break.
- b) Night Shift – P.M. 3:00 p.m. to 11:00 p.m. with one (1) fifteen (15) minute break and one (1) thirty (30) minute meal break.
- c) Night Shift – AM. 11:00 p.m. to 7:00 a.m. with one (1) fifteen (15) minute break and one (1) thirty (30) minute meal break.

6.1.1.1 Additionally, the regular day shift in 6.1.1.a) above may include Saturdays having another weekday off, as approved by the Superintendent. Personnel assigned to such a shift will receive a shift differential equivalent to six (6) percent of his regular weekly salary for such weeks while so assigned and working on Saturdays. Personnel assigned to day shift as set forth in 6.1.1a. on a Saturday, or the 3:00 p.m. to 11:00 p.m. shift set forth in 6.1.1b, or the 11:00 p.m. to 7:00 a.m. shift set forth in 6.1.1 c, will receive a shift differential equivalent to six (6) percent of his regular weekly salary for such weeks while so assigned. Such shift differential shall be considered as regular compensation for retirement/pension purposes.

6.1.2 In a situation of an emergency nature involving snow, the Department may put into effect two (2) twelve (12) hour tours of duty or less with such starting and quitting times as the Superintendent of Public Works shall determine, in which event all service in excess of eight (8) hours on any such temporary tour shall be deemed overtime service.

6.2.1 Overtime Service — All assigned, authorized or approved service outside or out-of-turn of an employee's regular scheduled tour of duty or shift, including service on an employee's scheduled day off or during his vacation or service performed prior to the scheduled starting time for his regular tour of duty or service performed subsequent to the scheduled time for conclusion of his regular tour of duty or shift, shall be deemed overtime service and paid for as such.

During snow emergencies and water/sewer/drain emergencies, employees shall earn double time after sixteen (16) hours of work and double time shall continue through the employees' regularly scheduled shift after the 16<sup>th</sup> hour if it falls during the employee's regularly scheduled shift.

Overtime shall not include:

6.2.2 An out-of-turn work shift or tour of duty which is substituted for a regular scheduled work shift or tour of duty at the request of an employee (subject to Department approval); nor —

6.2.3 Swapped tour(s) of duty or work shift(s) between individual employees by their mutual agreement (subject to Department approval).

6.3 Recall - If an employee who has left his last place of employment or last tour of duty assignment after having completed work on his regular work shift or tour of duty and his assigned shift or tour is recalled to any plant or facility of the Public Works Department or to any other place, and he reports thereat, or if an employee is so recalled on a scheduled day off or during his vacation, he shall be paid on an overtime basis for all such time and shall be guaranteed a minimum of two (2) hours of overtime recall pay therefore. The period of time to which these recall provisions shall be applicable is and shall be the

period commencing after 3:45 p.m. of the regular tour of duty, that is 3:46 p.m. and running up to and through 3:00 a.m. of the day of which the next regular tour of duty commences.

6.4 Scheduling of Overtime — In emergencies or as the needs of the service require, employees may be required to perform overtime work. All employees shall be given as much advance notice as possible of overtime work opportunities. Scheduled overtime shall be posted and distributed to all employees on an equitable and fair basis, commensurate with their rank. Employees, other than those required to work beyond their normal work shift or tour of duty due to the exigencies of their workday, shall have the option of declining offered overtime; but in the event that sufficient personnel do not accept such offered overtime on a voluntary basis or in the event of emergency situations where time is of the essence in executing the overtime job, such additional personnel as are deemed necessary to the City may be required to work overtime on an assigned basis. All employees shall be afforded the opportunity to accept overtime service, but there shall be no discrimination against any employee who declines to work overtime on a voluntary basis. The Department of Public Works will seek to avoid assigning overtime (as contrasted with voluntary overtime) to employees on days off or working with night shifts so that such employees may be afforded every opportunity for rest or to attend to their personal business before and after working hours or on a day off.

It is understood that the City, in its sole discretion, shall determine, if, whether and when overtime shall be assigned. It is recognized by the Union that there is no regularly scheduled overtime and that there is no entitlement or guarantee to or for overtime.

6.5.1 Method of Computing Overtime Compensation — An employee who performs overtime service in accordance with the provisions of this agreement shall receive in addition to his regular weekly compensation, time and one-half his straight-time hourly rate for each hour of overtime service. The straight-time hourly rate shall be computed as one fortieth of an employee's regular weekly compensation. Additionally:

6.5.2 Up to twenty-eight (28) hours of overtime can be converted to compensatory time at a rate of 1.5x (up to forty-two (42) hours of compensatory time) over the course of each calendar year, in accordance with Section 6.4 of the Collective Bargaining Agreement (CBA). Such compensatory time shall be used by the end of each calendar year.

6.5.3 If an employee is called to work on a Holiday or on a Sunday, he shall be guaranteed two (2) hours of overtime pay at double the straight-time hourly rate as computed and such rate shall apply to all hours worked, while so employed; and

6.5.4 All overtime shall be paid for in terms of the next full quarter of an hour.

6.6 Overtime Provisions - Overtime service opportunities shall be offered to employees on a first-refusal basis. Only in the event insufficient employees are available for or desirous of working on an overtime service basis shall overtime service opportunities be offered or afforded to other equally competent persons.

6.7.1 Recording Overtime Work — The following procedures shall be adhered to in the assignment and recording of all overtime work.

6.7.2 All assignments of overtime work shall be made by the Superintendent or his designee for the equitable and fair distribution of any such work. All overtime opportunities shall be distributed to employees fairly and equitably as to the number of assignments, type, hours and compensation thereof

and averaged on a continuing monthly basis for the purpose of this Article. Employees shall be given the maximum possible advance notice of overtime assignments.

Any offered overtime which is refused shall be counted against such employee in the determination of "equitable and fair distribution of overtime" as set forth herein.

6.7.3 The Superintendent of Public Works or his designee shall be responsible for having requested all overtime assignments and shall monthly post the previous months' overtime assignments on the bulletin board showing the persons in the Department who worked overtime and the dates and hours they so worked.

6.7.4 The records of the Department of Public Works with reference to overtime assignments shall be made available to the Union for its inspection and use upon request.

6.8 Snow Overtime — The City agrees that members of the bargaining unit shall be given first priority to perform work (including overtime) during a snow event if there is overtime work available, and there are bargaining unit members available and capable of performing such work, and the City has the equipment necessary to perform such work, all of which shall be determined at the sole discretion of the City. Employees called in during snow events or any other overtime shall perform any and all work that is assigned at the discretion of the DPW Superintendent or his/her designee, including work that is not related to snow removal.

6.9.a. On-Call DPW - Water/Sewer/Drain (WSD): The City agrees to provide for two on-call positions in the WSD Department that shall rotate weekly. This includes so-called Dig Safe calls. The WSD on-call employees shall be paid a stipend of five hundred dollars (\$500) per week. All employees on-call shall be available for immediate response for the entire on-call period.

Only employees who are able to respond within thirty (30) minutes of an emergency call shall be eligible for on call service. If called into work while on-call, the two (2) "on-call" employees will be guaranteed a minimum of two (2) hours of overtime pay for Dig Safe calls and a minimum of four (4) hours of overtime pay for water break calls. On-call employee shall be foreman or supervisors unless otherwise approved by the Superintendent of Public Works.

6.9.b. On-Call DPW - General: The City agrees to provide for one (1) on-call position on the DPW General side on a rotating basis by seniority. The DPW on-call employee shall be paid three hundred dollars (\$300) per week. DPW on-call position will also serve as the designee for roadkill call during non-regular hours. Any call for roadkill will be paid two (2) hours of overtime, and the employee who is on-call shall be responsible for responding to the call. On call DPW employee shall be a foreman or supervisor unless otherwise approved by the Superintendent of Public Works.

Employees being called in will be paid a four (4) hour minimum for said recall. Employees will be called in by the department based upon the work needed to be performed, then by order of the on-call list if there is no response within 15 minutes of the initial call to the respective departmental employees. The Superintendent of Public Works will also be notified upon the need for any on-call work.

## ARTICE 7 - HOLIDAYS

7.1 The following days shall be considered holidays:

New Year's Day	Independence Day	Christmas Day
Dr. Martin Luther King Jr. Day	Labor Day	
Washington 's Birthday	Columbus Day	
Patriots Day	Veterans Day	
Memorial Day	Thanksgiving Day	
	Juneteenth	

Floating holidays shall be eliminated. All employees currently eligible for floating holidays as of the date of signing this agreement will be allowed two "personal days" per calendar year, which may be utilized in the same manner as vacation days as set forth in Article 8.

7.2 For the purpose of this Article, the "holiday" is the twenty-four (24) hour period commencing at 12:01 a.m. of each day listed above. If the day of celebration of any such holiday falls on a Saturday, the employee shall be given a compensatory day off for said holiday at such time as the Superintendent of Public Works may designate or authorize.

7.3 It is agreed that employees will be released from work at 12:00 p.m. on Good Friday. During the years when December 24<sup>th</sup> falls on a regular working day (Monday through Friday), employees will be released from work at 12:00 p.m. on that day.

## ARTICLE 8 - VACATIONS

8.1 The vacation year is from January 1 to December 31, inclusive. Based on an employee's length of service, vacation leave is earned as follows:

<u>LENGTH OF SERVICE</u>	<u>VACATION EARNED</u>
Less than 1 year	One (1) day earned for each month (that is: a complete calendar month) of service, but not exceeding ten (10) days
1 to 4 years	One (1) day earned per month, starting January 1, to a maximum of 10 days per year.
5 to 9 years	1 & 1/2 days earned per month, starting January 1, to a maximum of 15 days per year, One must complete 5 years of service to be entitled to the additional 5 days.
10 to 19 years	2 days earned per month, starting January 1, to a maximum of 20 days per year. One must complete the full 10 years of service to be entitled to the additional 5 days.

20 or more years                      2 & 1/2 days earned per month, starting January 1, to a maximum of 25 days per year, One must complete the full 20 years of service to be entitled to the additional 5 days.

8.2      The following conditions apply relative to vacations:

8.2.1    New employees who begin work during the first week of a month will receive credit for a full month.

8.2.2    Employees on leave without pay for more than five (5) working days during a month will not receive credit for such month. This does not apply to employees on work related injuries or on "Workers Compensation".

8.2.3    An employee may take advance vacation upon approval by the Superintendent. Any such vacation taken, and not later earned prior to termination, shall be deducted from moneys due to the employee at such time or shall represent the basis of a claim by the City.

8.2.4    In the absence of an established department policy or procedure, requests for vacation must be in writing to the Superintendent with a copy to the Human Resources Director. In case of a conflict, first choice normally will be given to employees with the most seniority. The Superintendent will determine the final vacation schedule for the Department giving regard to the needs of the Department.

Employees may take single vacation days provided that a written request is made to the Superintendent at least 48 hours in advance. The Superintendent will make the decision in his sole discretion based upon the operational needs of the City.

8.2.5    In the absence of an established department policy or procedure, requested vacation dates must be approved by the Superintendent at least two weeks in advance of the vacation.

8.2.6    Employees may be allowed to carry over three (3) weeks of vacation at the end of the year. Requests to carry over more than three weeks into a subsequent year may be approved by the Superintendent

8.2.7    Holidays occurring during vacation periods are not counted as part of the vacation leave taken.

8.2.8    Payment in lieu of earned vacation will not be authorized except upon termination or retirement. In the event of the death of an employee, payment will be made in accordance with the General Laws.

8.2.9    Length of service, for the purposes of computing vacations, reverts back to January 1, of the year in which an anniversary date occurs.

#### ARTICLE 9 - SICK LEAVE

9.1.a    All employees who commenced employment with the City on or before July 1, 2016, including provisional employees, shall accumulate at the rate of one and one quarter (1.25) days per month of continuous service for a total not to exceed fifteen (15) days of sick leave yearly. For all employees who commenced employment with the City on or before July 1, 2016 and who have more than one thousand

two hundred (1200) sick hours already accumulated as of the ratification of this Agreement, shall be able to maintain such accrual but shall not be allowed to add to it.

All employees who commenced employment with the City on or before July 1, 2016, including provisional employees, may "Buy-Back" under the "Retirement Buy-Back" Program" up to the number of accumulated sick leave that the employee has accrued as of the date of the ratification of this Agreement but never to exceed three hundred (300) days of sick leave. The rate of "Buy-Back" for days between 0-150 shall be paid at a rate of thirty (\$30) dollars per day, for days between 151-200 shall be paid at a rate of forty (\$40) dollars per day and for days between 201-300 shall be paid at a rate of fifty-five (\$55.00) dollars per day upon retirement.

9.1.b All employees who commenced employment with the City after July 1, 2016, including provisional employees, shall accumulate at the rate of one (1) day per month of continuous service for a total not to exceed twelve (12) days of sick in any year, without loss of pay. Sick leave allowances not used in any particular year may be accumulated up to one hundred and fifty (150) days.

9.2 In addition to complying with the requirements of the "City of Revere Occupational Health Program — 5/15/80", which is incorporated herein by reference, employees shall be subject to the following rule:

9.2.a — Medical Verification of Illness — The City may require that an employee provide satisfactory medical verification of an injury or illness or other cause of "sick leave", either from the employees' own doctor or from a health care professional chosen by the City, if such employee is out "sick" five (5) consecutive days, or out more than five (5) days in any month.

9.2.b — If an employee fails to provide such verification as required by this section 2), the employee may:

- i) lose pay for the absence(s),
- ii) be subject to disciplinary action,
- iii) be terminated, or
- iv) all of the above

9.2. c If an employee is on "sick leave" and is found in other employment during the time he is on such "sick leave", he will be subjected to the disciplinary actions as set out above in section 2) b) above.

9.3 Sick Leave Incentive Program:

9.3.a Annual "Buy Back" Program — The program commences with the first tracking year April 1, through December 31, 1996, thereafter the tracking year will be the calendar year. The following parameters will apply:



- 0-2 sick days he/she may buy back one regular week's salary
- 3 sick days he/she may buy back 80% or 4 days, whichever applies, of a regular week's salary
- 4 sick days he/she may buy back 60% or 3 days, whichever applies, of a regular week's salary.
- To be eligible to participate in the program, employees must have a minimum of thirty (30) sick days accumulated.
- This incentive is available only to those employees who use 4 or fewer sick days in a calendar year.
- Any sick leave bought back shall be deducted from the employees accumulated sick leave.

9.3.b Retirement "Buy Back" Program —For those employees hired after July 1, 2016, if an employee has a minimum of fifty (50) sick days accrued as of his/her retirement date, he/she may receive a cash payment in accordance with the following:

- 100 or less accumulated sick days buy back rate is \$30.00 per day
- 101-150 accumulated sick days buy back rate is \$40.00 per day

9.3.c If an employee who commenced employment with the City on or after July 1, 2016 and who has ten (10) years or more of service with the City of Revere and a minimum of fifty (50) sick days shall be eligible for payment for accumulated unused sick leave when such employee retires provided such retirement immediately follows his/her employment with the City of Revere. Such employee shall be entitled to receive payment in accordance with the rates outlined in 9.3.b at the time of his/her retirement up to a maximum of five thousand dollars (\$5,000.00).

New employees or employees with less than 1000 hours of accumulated sick leave shall be allowed to accumulate up to a maximum of one hundred fifty (150) days of sick leave. Employees who commence employment after this Agreement is signed and who have ten (10) or more years of service with the City of Revere and a minimum accrual of fifty (50) sick days shall be eligible for payment for accumulated unused sick leave when such employee retires provided that such retirement immediately follows his/her employment with the City. Such employee shall be entitled to receive payment in accordance with the rates set forth in Article 9.3b at the time of his retirement up to a maximum of five thousand dollars (\$5,000.00).

9.4 In the event of an employee's death, payment for such accumulated sick leave shall be made to the beneficiary designated by the employee as their retirement beneficiary.

## ARTICLE 10 - OTHER LEAVES OF ABSENCE

10.1 Generally Permitted — Subject to the operating needs of the Department, as determined by the Superintendent of Public Works, leaves of absence without loss of pay will be permitted for the following:



- a) Inoculations required by Municipal Employer
- b) Red Cross blood donations authorized by the Department,
- c) Promotional examinations conducted under Civil Service law and rules for promotion to any position in the service of the Department,
- d) Medical examinations for retirement purposes, and
- e) Attendance at educational programs required or authorized by the City or the Department

10.2 Military Leave — Military Leave will be addressed by the Employee Handbook in accordance with state law and Revere City Ordinances.

10.3 Death in Immediate Family —In the event of the death of a spouse, father, mother, child, brother, sister, father-in-law, mother-in-law, or of any person residing with the family of an employee, such employee shall be entitled to receive five (5) days leave without loss of pay or benefits for the purpose of attending funeral services or arranging for burial and as a period of bereavement. For the purposes of this Section, the words "person residing with the family of an employee" shall be deemed to refer to (a) a blood or non-blood relative, which is, domiciled with the family of an employee or (b) any person who lives with the family of and who is dependent upon such employee. In the event of a grandparent, aunt or uncle, sister-in-law, brother-in-law or grandchild of an employee not residing with such employee's family, such employee shall be entitled to receive three (3) days leave without loss of pay or benefits for the purpose of attending funeral services or arranging for burial, and as a period of bereavement. It is understood that these days shall be consecutive and will include days off falling within such period. Notwithstanding the foregoing, if the deceased is a member of an employee's immediate family, that is mother, father, wife, or child, then such days will be working days. Leave without loss of pay under this Section shall not be deducted from sick leave or vacation leave, If an employee entitled to leave without loss of pay or benefits under this Section requires additional leave for such purpose, or in the event of a death in the immediate family of an employee not entitled to leave without loss of pay or benefits under this section, leave for such purpose may be permitted without loss of pay or benefits, with approval of the Mayor.

10.4 Personal Leave — Each regular full-time employee shall be entitled to two personal days in each calendar year subject to such reasonable requirements as the Department Head may promulgate, subject to approval of the Mayor.

10.5 General Assembly Meeting —In consideration of the addition of a personal day as above, it is agreed that all employees will be required to attend two meetings in each calendar year, held on other than pay time, each for up to forty-five minutes in duration, so that the second personal day is only equal to 6 1/2 pay hours. Attendance at such meetings is mandatory.

## ARTICLE 11 - HEALTH AND INSURANCE PLAN

11.1 The City's group insurance plan options, providing hospital, surgical, medical and other health insurance coverage, together with the employee and City premium rates, are set out below:

	EMPLOYEE SHARE	CITY SHARE
<u>INDEMNITY PLAN:</u>		
BLUE CHOICE	25%	75%
<u>HEALTH MAINTENANCE ORGANIZATION:</u>		
HMO BLUE	22.5%	77.5%
HARVARD PILGRIM HMO	22.5%	77.5%
<u>DENTAL PLAN:</u>		
DENTAL BLUE	50%	50%

11.2 The City agrees to make application to participate in the Massachusetts Public Employees Fund (MPE Fund) Dental and Vision Care Plans. Such participation will be effective June 30, 2010 and the City will pay the full premium cost for bargaining unit members' participation in those plans on and after June 30, 2010.

If, for any reason, the City's application for participation in the MPE Fund plans is not accepted by the MPE Fund Board of Trustees, the City will, in lieu of providing the Fund's dental and vision care plans, increase the hourly wage rates specified at Appendix A by 1.5% effective as of June 30, 2010.

## ARTICLE 12 - CLOTHING ALLOWANCE

12.1 All "qualified employees" (including provisional employees with six (6) months' service) shall receive an annual clothing allowance of one thousand four hundred (\$1,400.00) dollars, in two equal cash payments of seven hundred (\$700.00) dollars, payable in December and June, respectively, each year, subject to twelve (12) months of service.

12.2 A "qualified employee" is one who has actually worked sixty (60) days during the five (5) Months preceding the payment month. It is understood that such clothing allowance is for the purchase of replacement of uniforms, foul weather gear, rubber boots, shoes and other outer clothing necessary for use by a Public Works employee in the employ of the City.

12.3 Nothing herein shall prevent the Superintendent of Public Works from issuing, from time to time, rules and regulations concerning uniforms and dress regulations for employees - including foul weather gear requirements - with provisions for suspensions, loss of pay, dismissal or other actions as warranted. Notwithstanding, the absence of such regulations employees shall be properly attired at all times while on duty.

## ARTICLE 13 - HEALTH AND SAFETY

13.1 The City agrees to provide sanitary facilities at the City yard in keeping with the best standards as determined by both City and State Sanitary Codes. It is also agreed between all parties that the present inadequate sanitary facilities at the City yard will be brought up to such Codes within a reasonable time after signing this Agreement Failure to provide safe, healthful and sanitary facilities shall be a matter of grievance.

13.2 All vehicles, machinery or equipment utilized in the performance of work under this Agreement shall be equipped with all safety appliances required by law and the needs of the situation - and with a first-aid safety kit and fire extinguisher. Employees shall report all defective equipment to the employer on such forms or in such manner as the employer may require, or in the absence of such forms, in such manner as the employee may develop. The employer shall take necessary steps to insure that working conditions are and shall be in compliance with existing laws.

## ARTICLE 14 – COMPENSATION

The City agrees to raise the base pay for all members as follows:

July 1, 2024	-	3% (retroactive to July 1, 2024)
July 1, 2025	-	3%
July 1, 2026	-	3%

14.1 Effective July 1, 2024, a new six (6) grade classification system has been established, with the following job titles assigned to each such grade, (The hourly compensation rates applicable to each grade are listed at Appendix A):

<u>GRADE</u>	<u>JOB TITLES</u>
GRADE I-	LABORER
GRADE II-	CRAFTSPERSON
GRADE III-	FOREPERSON/WORKING FOREPERSON
GRADE IV-	SUPERVISOR, DPW YARD MANAGER
GRADE V-	WATER TECHNICIAN
GRADE VI-	LEAD SUPERVISOR, MUNICIPAL BUILDING SUPERVISOR

As of FY2025, there shall be:

- Two (2) lead supervisors (one (1) for DPW general and one (1) for DPW W/S/D)
- Six (6) supervisors (four (4) for DPW general and two (2) for DPW W/S/D)
- Nine (9) foremen (six (6) for DPW - general and three (3) for DPW W/S/D)

As discussed, the Parties agree to integrate the wage classification restructure with the elimination of the General Foreman position on the DPW General side (see attached document). Consistent with payroll

upgrades and improvements for all city departments and employees, the Revere DPW will work with the payroll department toward the implementation of bi-weekly payroll.

14.2 In addition to the maximum salary provided, employees shall be entitled to receive the following longevity compensation:

<u>Following Completion of</u>	<u>Annual Longevity Compensation</u>
9 years of continuous employment	\$1,000.00
10 years of continuous employment	\$1,100.00
11 years of continuous employment	\$1,200.00
12 years of continuous employment	\$1,300.00
13 years of continuous employment	\$1,400.00
14 years of continuous employment	\$1,600.00
15 years of continuous employment	\$1,800.00
16 years of continuous employment	\$2,000.00
17 years of continuous employment	\$2,200.00
18 years of continuous employment	\$2,400.00
19 years of continuous employment	\$2,600.00
20 years of continuous employment	\$2,800.00
21 years of continuous employment	\$3,000.00
22 years of continuous employment	\$3,200.00
23 years of continuous employment	\$3,400.00
24 years of continuous employment	\$3,600.00
25 years of continuous employment	\$3,800.00
26 years of continuous employment	\$4,000.00
27 years of continuous employment	\$4,200.00
28 years of continuous employment	\$4,400.00
29 years of continuous employment	\$4,600.00
30 years of continuous employment	\$4,800.00
31 years of continuous employment	\$5,000.00
32 years of continuous employment	\$5,200.00
33 years of continuous employment	\$5,400.00
34 years of continuous employment	\$5,600.00
35 years of continuous employment	\$5,800.00
36 years of continuous employment	\$6,000.00
37 years of continuous employment	\$6,200.00
38 years of continuous employment	\$6,400.00
39 years of continuous employment	\$6,600.00
40 years of continuous employment	\$6,800.00

14.3 Employees shall be paid such longevity compensation computed on a weekly basis commencing with their first pay period following the anniversary date of their said requisite years of service prorated as of said anniversary date, in accordance with applicable City ordinance. Longevity entitlement and payments shall be suspended to employees who fail to actually work during any consecutive thirty-day period — exclusive of vacations - and will be restored upon return to work,

14.4 Elimination of Educational Incentive: Only current employees receiving the educational incentive as of the date of execution of this MOA, November 20, 2018 shall have the equivalent percentages

outlined in the Parties current collective bargaining agreement (July 1, 2015-June 30, 2018) incorporated into their annual salary.

14.5 Each employee who holds a valid CDL license, shall receive a differential of one dollar and fifty cents (\$1.50) per hour effective July 1, 2022. Only employees with such license shall receive the CDL differential. Any employee receiving such differential, regardless of rank or title, may be assigned to any and all work requiring a CDL. Employees receiving the CDL differential shall be required to provide proof of licensure to the Revere Human Resources Department.

All employees maintaining an active CDL shall be elevated to Craftsman level pay effective as of the signing of this Agreement.

The City will pay for all licenses and fees associated with maintaining a hoisting license.

Any employee receiving the CDL stipend and/or elevation to Craftsman level pay for maintaining a CDL are required to report the loss or any compromise of the CDL license, whether by suspension, revocation, expiration or otherwise to his/her immediate supervisor and the HR Department on the date the employee is made aware of that information. In such event the CDL differential shall be immediately withheld until reinstated.

Any employee who does not currently possess or obtain a valid CDL, shall have his/her rate of compensation reduced to Laborer. Any employee so reduced may be returned to the Craftsman rate of pay after obtaining a valid CDL only upon a vacancy. Those advancing or returning to the Craftsman rate of pay after a reduction shall do so in the sequential order by the date each employee has obtained a valid CDL.

New employees who commenced employment in a position in the bargaining unit after November 20, 2018 shall have six (6) months to obtain a valid CDL. The Parties further agree that any delays in obtaining a CDL which are attributable to the City shall extend the six (6) month time period for obtaining the CDL until such time as the City takes appropriate action so the employee can complete the testing procedure. Employees hired after the execution of this Agreement who do not perform duties requiring a CDL shall not be eligible to receive the CDL stipend. The City agrees that such employees shall not be required to perform work requiring a CDL at any time.

Any employee whose CDL is suspended or revoked for any reason shall notify the Superintendent immediately in accordance with DOT regulations. Failure to do so may result in disciplinary action up to and including termination.

No employee shall receive the CDL differential who does not hold a valid CDL or for any time worked after the CDL has lapsed, been suspended or revoked, or been invalidated for any reason.

14.6 Primary Operators: Effective December 1, 2024, there will be up to six (6) primary operators as determined by the DPW Superintendent. Each primary operator will be entitled to an additional one dollar (\$1.00) per hour. Such compensation shall be rolled into the base hourly rate and shall be considered regular compensation for the purposes of retirement.

14.7 Pesticide Certification: There shall be an annual stipend of two thousand (\$2,000.00) for those persons who hold a Pesticide Certificate, except that there shall be a limit of three (3) such stipends for the entire bargaining unit as determined by the Superintendent of Public Works. This stipend shall be paid weekly.

14.8 Concrete Finisher Stipend: Members of the DPW shall receive an annual stipend of three thousand dollars (\$3,000.00) to perform concrete sidewalk panel repairs or replacement.

14.9 Election Stipend: Effective July 1, 2022, an additional payment of five hundred (\$500.00) dollars will be made to each employee, up to six employees total, working a City-Wide election which must include Monday, Tuesday and Wednesday (assuming elections are held on Tuesday). Employees not actually working all three consecutive election dates, shall not be eligible for the additional payment. The number of employees who work such City-wide elections will be made at the sole discretion of the City and the Elections Commission based upon the need and type of election being covered.

14.10 Barrel Inventory Control Officer: Effective as of December 1, 2024, a three-thousand-dollar (\$3000) per year stipend for barrel inventory control shall be paid to one (1) employee for the distribution and accounting for residential and commercial barrels in the city. Said stipend to be paid weekly.

14.11 Carpentry/Paint Department: The Carpentry/Paint department shall be a sub-division of the facilities/maintenance department. This Department will be made up of one (1) foreperson and at least one (1) laborer/craftsman.

14.12 Tanker License: Any employee maintaining a tanker license/endorsement shall receive a one thousand five hundred (\$1,500.00) payment. If an employee is asked to perform duties associated with having a tanker license and cannot or will not perform such duties, the City shall revoke said stipend immediately.

14.13 Water Licenses Water and Sewer/Drain employees holding the following licenses shall receive the stipends indicated:

DW-DA and DW-D1 (formerly Class 1):	\$2,500.00 per year
DW-DB and DW-D2 (formerly Class 2):	\$5,000.00 per year
DW-DC and DW-D3 (formerly Class 3):	\$7,500.00 per year

14.14 Employees are responsible for the payment for any training to obtain the above-noted licenses. The City will pay regular compensation for employees who need to attend such classes during normal working hours (i.e., not overtime). All licensure stipends shall commence once proof of such licensure has been presented to the Chief of Infrastructure and/or his designee and the Director of Human Resources.

14.15 Unless otherwise indicated, all stipend payments shall be made in installments twice per fiscal year on June 1 and December 1.

14.16 Effective July 1, 2026, an employee who has completed nine (9) years of service (beginning on the first day of the 10<sup>th</sup> year) with the Revere Department of Public Works shall thereafter have his/her hourly rate of compensation (from Appendix A) increased by five percent (5%).

Also, effective July 1, 2026, an employee who has completed nineteen (19) years of service (beginning on the 20<sup>th</sup> year) with the Revere DPW shall thereafter have his/her hourly rate increase by 4% from the 10<sup>th</sup> year.

In calculating years of service for the purposes of the previous sentence, up to a maximum of two (2) years of military service may be counted toward the nine (9) years. Five (5) years of service in the military reserve or National Guard shall count as one (1) year of military service for purposes of last sentence. Employees already receiving the five percent (5%) increase for completing twenty-five (25) years of service shall not be eligible for any further hourly increase based on this provision and amendment.

14.17 Mileage Expenses: [Removed.]

## ARTICLE 15 - MISCELLANEOUS

15.1 Bulletin Boards — Space will be provided at places of assembly of the employees within the Public Works Department for Union bulletin boards of reasonable size to be supplied by the Union, for the posting of announcements or other materials relating to Union business.

15.2 Temporary Service Out of Rank—Any employee temporarily assuming the duties and responsibilities of higher rank for a period of ten (10) days or more shall receive the pay of such higher rank from the eleventh (11th) such day forward until relieved of such additional duties and responsibilities. This section shall not apply when such service is to fill in for another employee's vacation.

Assignment of such duties shall be made in writing by the employee's Supervisor to the Superintendent of Public Works. Such changes shall become in effect upon completion of the required add/change forms and required by Human Resources and Payroll.

15.3 [Removed.]

15.4 New Hires New hires shall receive the pay and benefits as set forth in the Agreement but shall have a probationary period of 12 months and shall not have the right to grieve; and neither the employee nor the Union may demand arbitration emanating from a termination of employment during such probationary period for any reason including, but not limited to, a determination of unsuitability for the work.

15.5 Senior Supervisors The position(s) of Senior Supervisor in any WSD/DPW department shall be eliminated/red-lined upon that position being vacated by its current occupant(s).

15.6 [Removed.]

15.7 Lead Supervisor The AFSCME positions of Lead Supervisor (One (1) for DPW and one (1) for WSD will be posted once a job description is completed and agreed upon between the City and the Union. This will be completed and posted within sixty (60) days of the signing of this Agreement and ratification by the membership.

15.8 Benefits and Practices — Except as herein improved or reduced, all job benefits and practices enjoyed by employees will continue in force and effect during the term of the Agreement. No employee will suffer a reduction in such benefits and practices as a result of the execution of this Agreement. "Benefits" and "practices" shall be deemed to include, by way of example and not by way of limitation, sick leave, vacation leave, paid injured leave, --- relief's and legal defense by the City, and be limited to such benefits and practices as are applicable on a Department-wide basis.



15.9 Invalidity — should any provision of the Agreement or any supplement thereto be held invalid by any court or tribunal of competent jurisdiction, or if compliance with or enforcement of any such provision should be restrained by any court, all other provisions of this Agreement and any supplement thereto shall remain in force and the parties shall negotiate immediately for a satisfactory replacement for any such provisions.

#### ARTICLE 16 - PAYROLL DEDUCTIONS OF DUES/AGENCY FEE

16.1 The City shall deduct monthly from the earned wages of each employee in the bargaining unit an amount as determined by the Union and communicated in writing to the Mayor and to the City Collector/Treasurer. The aggregate amount so deducted shall be remitted to the Treasurer of the Union monthly, along with a list of employees who have had such dues and assessments deducted.

16.2 It shall be a condition of employment that on or after the thirtieth (30<sup>th</sup>) day following employment in the bargaining unit, or the effective date of the Agreement, whichever is later, each member of the bargaining unit shall pay to the Union an Agency Service Fee which shall be proportionately commensurate with the cost of collective bargaining and contract administration.

#### ARTICLE 17 - GRIEVANCE PROCEDURE AND ARBITRATION

17.1 A grievance shall be defined as meaning any alleged violation by the City or the Union during the term of this Agreement involving a specific provision of this Agreement. The grievance procedure and the arbitration provided herein shall constitute the sole and exclusive method for the determination, adjustment, or settlement of the Union's grievances. A grievance not initiated within the time specified shall be deemed waived. Failure of the Union to appeal a grievance answer within the time limit specified will mean that the grievance shall be considered settled on the basis of the answer last made and shall not be eligible for further appeal. Grievances filed by the Union shall be settled in accord with the following procedure:

Informal Step: The Employee with his/her Union Steward shall present his/her grievance informally to his/her immediate supervisor outside of the bargaining unit within forty-eight (48) hours following the action giving rise to the grievance. A resolution in the Informal Step shall not be used to bind the Union or the Authority in any other grievances. If a grievance is not filed in this Informal Step within ten (10) days of its occurrence, then such grievance is waived. If the grievance is not resolved informally at the Informal Step, the Union may present the grievance at Step 1.

Step 1: If the grievance is not resolved in the Informal Step, the Union shall then reduce the grievance in writing to the Superintendent of Public Works within ten (10) calendar days from the day following the action given rise to the grievance. The grievance shall include the name of the grievant, the specific provision of the Agreement purportedly violated, date and time of the violation with an explanation of how the provision of the Agreement was violated and the remedy requested. The Superintendent of Public Works shall respond to the grievance in writing within ten (10) calendar days.

Step 2: If the grievance is not resolved at Step 1, the Union shall submit the grievance to the Human Resources Director or the Mayor's designee within ten (10) calendar days from the date



the Union received the Step I answer or within ten (10) calendar days from the date the Step I answer was due, whichever is earlier. The Human Resources Director or the designee may meet with the representative of the Union and the grievant to hear the grievance and attempt to resolve it. If the grievance is not resolved at such meeting or if there is no meeting, the Human Resources Director or the designee shall respond to the grievance in writing within ten (10) calendar days of the date of such meeting or within ten (10) calendar days from the date of receipt of the Step 2 grievance if there is no meeting.

Step 3: If the grievance is not resolved at Step 2, the Union may demand arbitration by submitting a written notice to the Human Resources Director or the Mayor's designee who signed the Step 2 answer within thirty (30) calendar days of the date of the Step 2 answer and by following the provision outlined below for Arbitrations.

17.2 The arbitrator shall be selected by mutual agreement of the parties. If the parties cannot agree on an arbitrator within ten (10) calendar days, the party demanding arbitration can request in writing within three (3) calendar days thereafter, either the American Arbitration Association or Department of Labor Relations to arbitrate the matter. Each party hereto shall bear the expense of preparing and presenting its own case. The parties shall share equally in the cost, if any, of the arbitrator's services.

17.3 All arbitration hearings shall be heard during weekdays, and if at all possible, the grieving employee(s) and any other employee called as a witness before the Arbitration shall be granted leave of absence without loss of pay while participating in the arbitration proceeding.

17.4 The decision of the arbitrator shall be final and binding upon the parties hereto and upon any employee(s) affected thereby subject only to such judicial review as may be provided by law.

17.5 The arbitrator shall have no power to add to, subtract from, or modify any of the terms of this Agreement.

#### ARTICLE 18 - JOB POSTING AND BIDDING

18.1 Consistent with article 4.1, whenever a position covered by this Agreement becomes vacant, such vacancy shall be posted in a conspicuous place listing the pay, duties and qualifications. Such notice of vacancy shall remain posted for seven (7) days. Employees interested shall apply in writing within the seven (7) day period. Once posted, and within sixty (60) days of the expiration of the posting period, the employer will award the position.

18.2 The successful applicant shall be given a ninety (90) day "trial and training" period in the new position at the applicable rate of pay. If at the end of the "trial and training" period it is determined that the employee is not qualified to perform the work, he shall be returned to his position and rate.

It is agreed that in such cases the employee's previous position will remain unfilled on a permanent basis until the conclusion of the trial and training period.

#### ARTICLE 19 - CIVIL SERVICE

19.1 In the event of the abolishment or modification of Civil Service Law and Rules of the Commonwealth, which may be applicable to the employer and employees covered hereunder, wherein

employee coverage is lessened or changed during the life of the Agreement, this contract shall be re-opened upon notification to the City by the Union to permit negotiations of such pertinent matters into the scope of this Agreement.

## ARTICLE 20 - ALCOHOL AND DRUG TESTING

20.1 Probable Cause — An employee may be tested after determination by the Superintendent of Public Works and said person's immediate supervisor, or in the case of a Foreperson the Superintendent of Public Works and the General Foreperson, when both independently of each other determine that there is reasonable suspicion to test the employee.

20.2 Post Accident — An employee involved in a motor vehicle accident which involves bodily injury or damage to any City property will be tested after the incident.

20.3 Procedures for Alcohol Testing —

20.3.A. A breathalyzer test will be administered to the employee with a .08 or above indicating a positive test for alcohol.

20.4 Procedures for Drug Testing —

20.4.A. The employee to be tested will report to the City Yard at the time designated for transportation to the medical facility or laboratory designated by the department. Urine samples will be taken from the employee at the time for testing.

20.4.B. The department will designate to the testing facility the specific drugs for which the sample is to be analyzed. The testing facility will report findings only as to those specific drugs for which the department requested testing.

20.4.C. The employee to be tested will be interviewed to establish the use of any drugs currently taken under medical supervision. Any employee taking drugs by prescription from licensed physician as part of treatment, which would otherwise constitute illegal drug use, must notify the tester in writing and include a letter from the treating physician.

20.4.D. Test results will be made available to the employee and the Union President as soon as they are made known to the department. Employees having negative drug test results shall receive a memorandum stating that no illegal drugs were found.

20.4.E. The testing facility will answer union representative(s) questions regarding the testing procedure followed and other pertinent questions specific to the incident.

20.4.F. Each step of the processing of the test sample shall be documented to establish procedural integrity and the chain of custody. Where a positive result is confirmed, test samples shall be maintained in a secured storage for as long as appropriate.

20.5 Consequences of Testing Positive to Alcohol and/or Drugs

20.5.A. First Offense:

20.5.A.1. Five (5) day suspension without pay.

20.5.B. Second Offense:

20.5.B.1. Five (5) day suspension without pay, and

20.5. B.2. Employee is required to seek medical help and may only return to work when medically approved.

20.5.C. Third Offense:

20.5.C.1 Termination.

20.6 Refusal to comply with this policy will result in immediate termination.

ARTICLE 21 – WAIVER OF RESIDENCY REQUIREMENT

21.1 The provisions of Title 2, Chapter 2.06, Section 2.06 of the Revised Ordinances of the City of Revere shall not apply to any employees or positions that are included as part of this bargaining unit. The City and Union agree that, when applicants are substantially equal as determined by the Superintendent, a strong preference will be given to Revere residents.

ARTICLE 22 - DURATION OF AGREEMENT

22.1 This Agreement shall take effect on July 1, 2024, and shall remain in force and effect through June 30, 2025.

Any form of compensation in this Agreement, unless otherwise specified in this Agreement, is effective and retroactive to July 1, 2024.

22.2 It is further agreed between the City of Revere and AFSCME, Council 93, Local 880 AFL-CIO, that this Agreement shall remain in full force and effect until such time as the parties ratify a successor Agreement.

Clean Slate. The parties agree that upon the full execution of this Agreement all pending matters shall be withdrawn.

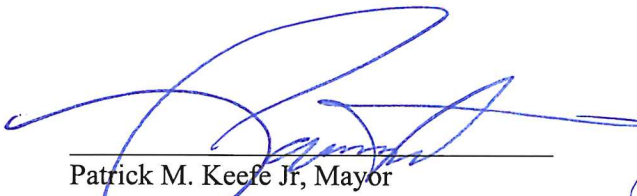
Ratification and Appropriation. This Agreement is subject to Union member ratification and appropriation of funding by the Revere City Council.


[Signatures on following page.]

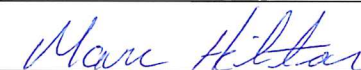
UPON review and integration of all prior approved MOAs, witness our hands and seals this 30<sup>th</sup> day of October, 2024.


CITY OF REVERE

REVERE PUBLIC WORKS  
DEPARTMENT EMPLOYEES  
AFSCME, COUNCIL 93, LOCAL 880

  
\_\_\_\_\_  
Patrick M. Keefe Jr, Mayor  
Date: 10-30-2024

  
\_\_\_\_\_  
Steven Penta, President, Local 880  
Date: 10/30/24

  
\_\_\_\_\_  
Marc Hilton, Vice President, Local 880  
Date: 10-30-24

  
\_\_\_\_\_  
Robert Debole, Business Agent, Local 880  
Date: 10-30-2024

Approved as to form:

  
\_\_\_\_\_  
Paul Capizzi, City Solicitor  
Date: 10/30/2024

**Schedule A-3  
Public Works Labor Service**

**K. Schedule A-3 Public Works Labor Services**

FY2025		7/1/2024			
Grade	EFFECTIVE	Step 1	Step 2	16th year	
	PERCENT	new hire	3%	5%	
1	LABORER	27.02	27.83	29.22	
	ANNUAL SALARY (52 WEEKS)	56,204	57,888	60,762	
2	CRAFTSMAN	28.77	29.63	31.11	
	ANNUAL SALARY (52 WEEKS)	59,848	61,637	64,719	
3	FOREMAN	30.06	30.96	32.51	
	ANNUAL SALARY (52 WEEKS)	62,532	64,401	67,621	
4	SUPERVISOR/ DPW YARD MANAGER	33.64	34.65	36.38	
	ANNUAL SALARY (52 WEEKS)	69,969	72,070	75,674	
5	WATER TECHNICIAN	34.23	35.26	37.02	
	ANNUAL SALARY (52 WEEKS)	71,191	73,334	77,001	
6	LEAD SUPERVISOR/ MUNICIPAL BUILDING SUPERVISOR	41.40	42.64	44.77	
	ANNUAL SALARY (52 WEEKS)	86,107	88,695	93,130	

FY2026		7/1/2025			
Grade	EFFECTIVE	Step 1	Step 2	Step 3	16th year
	PERCENT	new hire	3%	3%	5%
1	LABORER	27.02	27.83	28.67	30.10
	ANNUAL SALARY (52 WEEKS)	56,204	57,890	59,626	62,608
2	CRAFTSMAN	28.77	29.64	30.53	32.05
	ANNUAL SALARY (52 WEEKS)	59,848	61,643	63,492	66,667
3	FOREMAN	30.06	30.97	31.89	33.49
	ANNUAL SALARY (52 WEEKS)	62,532	64,408	66,340	69,657
4	SUPERVISOR/ DPW YARD MANAGER	33.64	34.65	35.69	37.47
	ANNUAL SALARY (52 WEEKS)	69,969	72,068	74,230	77,941
5	WATER TECHNICIAN	34.23	35.25	36.31	38.13
	ANNUAL SALARY (52 WEEKS)	71,191	73,327	75,527	79,303
6	LEAD SUPERVISOR/ MUNICIPAL BUILDING SUPERVISOR	41.40	42.64	43.92	46.11
	ANNUAL SALARY (52 WEEKS)	86,107	88,691	91,351	95,919

FY2027		7/1/2026					
Grade	EFFECTIVE	Step 1	Step 2	Step 3	Step 4	10th year	20st year
	PERCENT	new hire	3%	3%	3%	5%	4%
	LABORER	27.02	27.83	28.67	29.53	31.00	32.24
	ANNUAL SALARY (52 WEEKS)	56,204	57,688	59,624	61,413	64,484	67,063
	CRAFTSMAN	28.77	29.64	30.53	31.45	33.02	34.34
	ANNUAL SALARY (52 WEEKS)	59,848	61,651	63,502	65,407	68,678	71,425
	FOREMAN		30.97	31.89	32.85	34.49	35.87
	ANNUAL SALARY (52 WEEKS)		64,418	66,331	68,321	71,737	74,607
	SUPERVISOR/ DPW YARD MANAGER		34.65	35.69	36.76	38.60	40.14
	ANNUAL SALARY (52 WEEKS)		72,072	74,234	76,461	80,284	83,496
	WATER TECHNICIAN		35.25	36.31	37.40	39.27	40.84
	ANNUAL SALARY (52 WEEKS)		73,320	75,520	77,785	81,674	84,941
	LEAD SUPERVISOR/ MUNICIPAL BUILDING SUPERVISOR		42.64	43.92	45.24	47.50	49.40
	ANNUAL SALARY (52 WEEKS)		88,691	91,352	94,092	98,797	102,749