

**MEMORANDUM OF AGREEMENT  
BETWEEN  
TOWN OF WATERTOWN  
AND  
WATERTOWN TOWN HALL ASSOCIATES, SEIU, LOCAL 888  
July 1, 2013 to June 30, 2016**

The Town of Watertown and Watertown Town Hall Associates, SEIU, Local 888 hereby agree, subject to appropriation by the Town Council, to a three (3) year collective bargaining agreement effective July 1, 2013 through June 30, 2016 which shall contain the same terms and conditions as the parties' agreement which expired on June 30, 2013, except as modified by the following:

1. ARTICLE 4, SECTION A (WAGES)  
Increase base wages as follows:  
2.5% - Effective July 1, 2013  
2.5% - Effective July 1, 2014  
2.5% - Effective July 1, 2015
2. ARTICLE 4, SECTION A (WAGES)  
Effective July 1, 2014, add a new 8 step wage grid applicable to all employees hired on or after July 1, 2014. Said grid is to be established by taking the current top step rate for each classification and creating 7 equally spaced steps below that which are 3% apart from one another.
3. ARTICLE 4, SECTION D (WAGES)  
Add the following new section: "Effective upon execution of this Agreement, all employees shall have their checks directly deposited."
4. ARTICLE 17, SECTION A (WORK WEEK)  
Add new paragraph at end of section to read as follows:  
"The work schedules of the full-time custodians in the Library shall include a half (1/2) hour unpaid lunch with the exception that any shift worked by a full-time custodian on a Saturday shall include a one (1) hour unpaid lunch. For day shifts, said lunch period shall commence between the hours of 11:00am and 1:00pm."
5. ARTICLE 18, SECTION D (DISPATCHERS HOURS OF WORK)  
Add new Section D which provides for an annual shift bid for dispatchers. In order to be eligible to bid, a dispatcher must have completed his/her probationary period at the time that the shift bidding takes place. In addition, no more than one (1) dispatcher with less than one (1) year of full-time service as a dispatcher with the Town can be assigned to a given shift as a result of the shift bid.

6. ARTICLE 25 (LONGEVITY)  
 Effective July 1, 2014, increase existing longevity levels by the following amounts:
  - 5-9 years: \$250.00
  - 10-14 years: \$200.00
  - 15-19 years: \$100.00
  - 20-24 years: \$100.00
  - 25-29 years: \$100.00
  - 30+ years: \$100.00
  
7. ARTICLE 25 (LONGEVITY)  
 Effective January 1, 2015, issue longevity on annual basis in January in a separate direct deposit.
  
8. ARTICLE 28 (TRAINING DIFFERENTIAL)  
 Retitle existing Article as "Dispatch Supervisor and Dispatcher Training Differential" and add new paragraph as follows:  
 "The employee designated as the Dispatch Supervisor by the Chief of Police shall receive an annual stipend for the duties associated with said assignment which is to be paid in two equal installments of \$500.00 at the end of each six (6) month period during the fiscal year, i.e. December 31<sup>st</sup> and June 30<sup>th</sup>. In the event that the person so designated does not work the full six (6) months of a given period, he/she shall only be entitled to receive a prorated portion of the payment for that partial period."
  
9. ARTICLE 29, SECTION B (SHOE ALLOWANCE)  
 Effective July 1, 2014, increase shoe allowance by \$100.00 and add Tree Warden and Sanitarians to list of positions to receive allowance. In addition, entire shoe allowance to be paid in July beginning in July 2014.
  
10. ARTICLE 37 (STORM EVENT CONTINUOUS WORK)  
 Effective upon implementation of this Agreement, replace existing paragraph with the following:  
 "Whenever the Town requires weather event coverage and an employee works twenty-four (24) consecutive hours, he/she shall accrue six (6) hours storm leave; an employee who works thirty-six (36) consecutive hours shall accrue ten (10) hours storm leave; an employee who works forty-eight (48) consecutive hours shall accrue fourteen (14) hours storm leave. Said storm leave may be used immediately upon working the twenty-four (24) hours or more, but will be used within fifteen (15) days of the accrual, following the final day of the weather event, unless operationally impossible. Storm leave shall not be used in less than 4 hour increments."
  
11. ARTICLE 43 (DURATION)  
 Adjust dates to reflect (3) year Agreement effective 7/1/13 to 6/30/16.

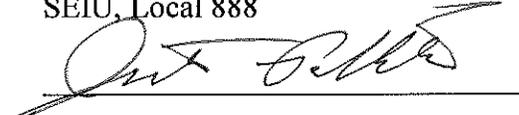
For Town of Watertown



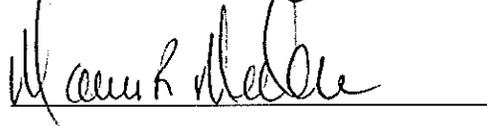
Michael J. Driscoll, Town Manager

Dated: 5/30/2014

For Watertown Town Hall Associates,  
SEIU, Local 888



Donald M. Gil



Dated: 5/28/14

496816/31406/0080