

**Memorandum of Agreement
Between the Town of Sudbury and the
Association of Engineers, Architects and Draftsmen
Local #105 of the International Federation of
Professional and Technical Engineers, AFL-CIO**

The Town of Sudbury (Town) and the Sudbury Association of Engineers, Architects and Draftsmen, Local #105 of the IFPTE (hereinafter the "Union"), hereby agree to a successor to the current collective bargaining agreement dated July 1, 2013 to July 1, 2015 collective bargaining agreement to be effective from July 2, 2015 to June 30, 2018.

ALL ITEMS are tentative until approved by the Board of Selectmen.

The terms and conditions of the parties' collective bargaining agreement dated July 1, 2013 to July 1, 2015 shall remain in effect, except as modified below:

1. **Article IX, Section 1 and Appendix A** shall be amended to reflect the following changes:

Effective 7/2/15, all steps on the salary schedule shall be increased by one percent (1%);

Effective 1/1/16, all steps on the salary schedule shall be increased by one percent (1%);

Effective 7/1/16, all steps on the salary schedule shall be increased by two percent (2%);

Effective 7/01/17, all steps on the salary schedule shall be increased by two percent (2%),

Effective 6/30/18, at 11:59 pm so that there shall be no financial impact in fiscal year 2018, all steps on the salary schedule shall be increased by one percent (1%)

2. **Article VI — Hours of Work:** Section 1. Change second sentence to read: the regular work day shall consists of 8 Hours commencing at 7:00 a.m. and ending at 3:30 p.m.

3. **Article XVI — Longevity:** Section 1. First paragraph strike, There are no employees in the bargaining unit employed prior to July 01, 1988.

4. New Hires will be placed on probation for a period of one year.

5. **ARTICLE XXXVI Stipend**

\$2,000 Annual Stipend effective July 1, 2017 for the individual responsible for stamping and signing land survey plans for recording at the Registry of Deeds.

Payment shall be paid in July of each fiscal year. DPW Director has the sole discretion as to determine who, if anyone, will receive the stipend each year.

Should designated individual leave the employment of the Town during the fiscal year the employee will reimburse the Town on a pro-rated basis.

The new designated employee shall receive a pro-rated stipend for the balance of the fiscal year, subject to the terms above.

Should the Town discontinue requiring the employee to perform said duties during the fiscal year no repayment is required by the employee.

Article XXXIV - DURATION OF AGREEMENT

The agreement will be effective for a period from July 2, 2015 through June 30, 2018.

Duration

Article XXXVIII: Replace "July 1, 2013 through July 1, 2015" with: "July 2, 2015 through June 30, 2018."

The terms of this MOA will be incorporated into the body of the parties' collective bargaining agreement by the Town and it shall be made available to the Union for review prior to printing. The phrase "on the date of execution of this agreement" will be replaced with the actual date of execution of this agreement. The integration process will not delay the process of executing and funding this agreement.


This Agreement is subject to funding and ratification by the Town and ratification by the Union.

Signed this 17 day of May 2017

For the Town of Sudbury:



For the Union:



Engineering Grid - FY16							
All steps increased by 1%							
Effective 07/02/2015							
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
E1 Eng Aide I	37,193	38,313	39,465	40,647	41,871	43,127	45,053
E2 Eng Aide II	42,771	44,051	45,380	46,737	48,142	49,587	51,802
E3 Eng Aide III	49,189	50,659	52,181	53,745	55,359	57,020	59,566
E4 Jr. Civil Eng	56,562	58,257	60,007	61,808	63,660	65,570	68,500
E5 Civil Eng	63,632	65,551	67,515	69,539	71,622	73,772	77,067
E6 Sr. Civil Eng	67,482	69,508	71,595	73,743	75,948	78,228	81,721
E7 Asst Town Eng	79,371	81,750	84,204	86,732	89,332	92,013	96,124

Notes: Hourly rates are obtained by dividing the annual rates by 52.2 weeks and 40 hours per week.

Engineering Grid - FY16							
All steps increased by 1%							
Effective 01/01/16							
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
E1 Eng Aide I	37,565	38,696	39,860	41,053	42,290	43,558	45,504
E2 Eng Aide II	43,199	44,492	45,834	47,204	48,623	50,083	52,320
E3 Eng Aide III	49,681	51,166	52,703	54,282	55,913	57,590	60,162
E4 Jr. Civil Eng	57,128	58,840	60,607	62,426	64,297	66,226	69,185
E5 Civil Eng	64,268	66,207	68,190	70,234	72,338	74,510	77,838
E6 Sr. Civil Eng	68,157	70,203	72,311	74,480	76,707	79,010	82,538
E7 Asst Town Eng	80,165	82,568	85,046	87,599	90,225	92,933	97,085

Notes: Hourly rates are obtained by dividing the annual rates by 52.2 weeks and 40 hours per week.

Engineering Grid - FY17							
All steps increased by 2%							
Effective 07/01/16							
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
E1 Eng Aide I	38,316	39,470	40,657	41,874	43,136	44,429	46,414
E2 Eng Aide II	44,063	45,382	46,751	48,148	49,595	51,085	53,366
E3 Eng Aide III	50,675	52,189	53,757	55,368	57,031	58,742	61,365
E4 Jr. Civil Eng	58,271	60,017	61,819	63,675	65,583	67,551	70,569
E5 Civil Eng	65,553	67,531	69,554	71,639	73,785	76,000	79,395
E6 Sr. Civil Eng	69,520	71,607	73,757	75,970	78,241	80,590	84,189
E7 Asst Town Eng	81,768	84,219	86,747	89,351	92,030	94,792	99,027

Notes: Hourly rates are obtained by dividing the annual rates by 52.2 weeks and 40 hours per week.

Engineering Grid - FY18							
All steps increased by 2%							
Effective 07/01/17							
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
E1 Eng Aide I	39,082	40,259	41,470	42,711	43,999	45,318	47,342
E2 Eng Aide II	44,944	46,290	47,686	49,111	50,587	52,107	54,433
E3 Eng Aide III	51,689	53,233	54,832	56,475	58,172	59,917	62,592
E4 Jr. Civil Eng	59,436	61,217	63,055	64,949	66,895	68,902	71,980
E5 Civil Eng	66,864	68,882	70,945	73,072	75,261	77,520	80,983
E6 Sr. Civil Eng	70,910	73,039	75,232	77,489	79,806	82,202	85,873
E7 Asst Town Eng	83,403	85,903	88,482	91,138	93,871	96,688	101,008

Notes: Hourly rates are obtained by dividing the annual rates by 52.2 weeks and 40 hours per week.

Engineering Grid - FY18							
All steps increased by 1%							
Effective 11:59pm on 06/30/18 - No financial Impact to FY18							
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
E1 Eng Aide I	39,473	40,662	41,885	43,138	44,439	45,771	47,815
E2 Eng Aide II	45,393	46,753	48,163	49,602	51,093	52,628	54,977
E3 Eng Aide III	52,206	53,765	55,380	57,040	58,754	60,516	63,218
E4 Jr. Civil Eng	60,030	61,829	63,686	65,598	67,564	69,591	72,700
E5 Civil Eng	67,533	69,571	71,654	73,803	76,014	78,295	81,793
E6 Sr. Civil Eng	71,619	73,769	75,984	78,264	80,604	83,024	86,732
E7 Asst Town Eng	84,237	86,762	89,367	92,049	94,810	97,655	102,018

Notes: Hourly rates are obtained by dividing the annual rates by 52.2 weeks and 40 hours per week.