

DC 37, Local 1157 Supervisor Highway Repairers Memorandum of Agreement
October 28, 2015

WHEREAS, the undersigned parties desire to enter into a collective bargaining agreement, including this 2008-2017 MOA and the successor to the Consent Determination terminating on December 31, 2007 to cover employees represented by the Union;

WHEREAS, the undersigned parties intend by this 2008-2017 MOA to cover all economic matters and to incorporate the terms of this MOA into the Consent Determination and side letters covering the period of January 1, 2008 through March 7, 2017;

WHEREAS, the undersigned parties intend by this 2008-2017 MOA to continue all of the same terms and conditions specified in the Consent Determination terminating on December 31, 2007, except as amended below;

1. General Wage Increases

a. 2008-2010 Round

7/1/2013	2.00% compounded
7/1/2014	1.961% compounded
7/1/2015	2.00% compounded
7/1/2016	1.9605% compounded

b. 2010-2017 Round

7/1/2011	1.00%
7/1/2012	1.00% compounded
7/1/2013	1.00% compounded
7/1/2014	1.50% compounded
7/1/2015	2.50% compounded
7/1/2016	3.00% compounded

2. Lump Sum Payments Stemming from 2008-2010 Round

a. For those continuously employed and active on the date of payment:

7/1/2015 ¹	12.50% (1/8 of amount accrued)
7/1/2017	12.50% (1/7 of amount accrued)
7/1/2018	25.00% (1/3 of amount accrued)
7/1/2019	25.00% (1/3 of amount accrued)
7/1/2020	25.00% (remainder of amount)

b. Retirees shall receive lump sum payments based on the same schedule as actives, as set forth in Section 2(a), above.

c. Employees promoted from this bargaining unit to Area Supervisor from January 1, 2008 through June 30, 2020 shall be considered "continuously employed" for purposes of Section 2(a) above.

¹ This payment will be scheduled for February 1, 2016, assuming this MOA has been ratified on or before December 1, 2015.

d. It is the intent of the Agreement that retirees and actives continuously employed as of the dates of payout and up to and including the final payment date of July 1, 2020, after having received all the lump sum payments, shall have received the total amount of lump sum cash equal to the amount they would have received if they had received 4% increases on 1/1/08 and 1/1/09, compounded.

3. Welfare Fund

Effective October 1, 2015, the welfare fund contribution shall be increased by \$100 per employee (active and retiree) per annum, from \$1,475 to \$1,575.

4. Health Savings

The May 5, 2014 letter agreement regarding health savings and welfare fund contributions between the Municipal Labor Committee and the City will be attached as an Appendix and is deemed to be part of this MOA.

5. Duration

This agreement shall be effective from January 1, 2008 through March 7, 2017.

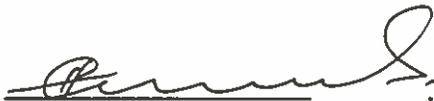
6. Ratification

This agreement is subject to ratification by the Union.

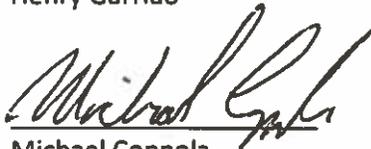
AGREED AND ACCEPTED:



Robert Linn



Henry Garrido



Michael Coppola