


Fire Union: A.F.L – C.I.O Local #2509

Position	Years of Service	Base Wage	Shift Differential	Certification Pay	OT	Holiday Worked	Longevity	Total Gross
Fire Fighter/EMT	5	\$64,760	\$1,285	\$5,200	\$9,340	\$2,242	\$1,295	\$84,123
Fire Fighter/EMT	20	\$71,398	\$1,433	\$5,200	\$10,298	\$2,471	\$3,570	\$94,370
<i>ASSUMPTIONS</i>		<i>Based upon wage scale 7/1/2013-6/30/2014</i>	<i>Estimated 40 hours of Shift Differential Annually at \$1.00 per hour *</i>	<i>Achieved Max Certification Allowance of 10 at \$10 per week</i>	<i>Estimated 200 hours of OT annually *</i>	<i>Assumed 6 holidays worked annually *</i>	<i>2% 5 YOS 5% 20 YOS</i> 	

VARIABLE BENEFITS	Years of Service	Health Insurance	Vacation	Sick Leave	Personal Time	TOTAL COMPENSATION
Fire Fighter/EMT	5	\$19,116	3 weeks	1.25 days accumulate per month; Max accumulation of 150 days	2 days per year no rollover	<u>\$103,239</u>
Fire Fighter/EMT	20	\$19,116	5 weeks	1.25 days accumulate per month; Max accumulation of 150 days	2 days per year no rollover	<u>\$113,486</u>
<i>ASSUMPTIONS</i>		<i>PPO Family Enrollment</i>		<i>5 & 20 year employees can “sell” sick time when over 100 hours accumulate at a rate of \$75.00 per day</i>		<i>NOTES: 3rd party detail pay is not included; \$2,000 hazmat pay not included</i>

Source: International Association of Firefighters a/f/w A.F.L-C.I.O Local No 2509 July 1, 2012-June 30, 2014

* Based upon figures shown in the 2013 Annual Town Report

 Longevity for members who were employed after January 18th, 2012 shall be subject to a flat rate payment at 10, 15, 20, 25 years of service.

Police Officers: MCOP 330, IUPA, AFL-CIO

Position	Years of Service	Base Wage	Shift Differential	Certification & Education Pay		OT	Holiday Worked	Longevity	Total Gross
Police Officer	5	\$66,368	\$1,334	\$1,600		\$4,786	\$2,297	\$1,327	\$77,713
Police Officer	20	\$73,170	\$1,465	\$7,690		\$5,277	\$2,533	\$3,659	\$93,793
ASSUMPTIONS		<i>Based upon wage scale 7/1/2013</i>	<i>Estimated 40 hours of Shift Differential Annually at \$1.45 per hour *</i>	<i>5 year officer receives \$400 for Police Academy Cert. annually and \$1200 education credit. 20 year officer receives \$400 for Police Academy Cert. annually and 50% of Quinn Education.. The \$7,690 is actual average of current 20 year officers receiving education pay. The 5 year officer does not qualify for Quinn</i>		<i>Estimated 100 hours of OT annually *</i>	<i>Assumed 6 holidays worked annually *</i>	<i>2% 5 YOS 5% 20 YOS</i>	
VARIABLE BENEFITS		Years of Service	Health Insurance	Vacation	Sick Leave	Personal Time	TOTAL COMPENSATION		
Police Officer		5	\$19,116	3 weeks	1.25 days accumulate per month; Max accumulation of 150 days	2 days per year no rollover	<u>\$96,829</u>		
Police Officer		20	\$19,116	5 weeks	1.25 days accumulate per month; Max accumulation of 150 days	2 days per year no rollover	<u>\$112,909</u>		
ASSUMPTIONS			<i>PPO Family Enrollment</i>		<i>5 & 20 year employees can "sell" sick time when over 100 hours accumulate at a rate of \$75.00 per day</i>		<i>NOTE: 3rd party detail pay is not included ; K-9 pay not included; Patrolman In Charge not included</i>		

Source: Massachusetts Coalition of Police Local Union 330, IUPA, AFL-CIO July 1, 2011-June 30, 2014

* Based upon figures shown in the 2013 Annual Town Report

Laborers: Local 1060 MCR 4349 & 4348

Position	Years of Service	Base Wage	Shift Differential	Certification Pay	OT	Holiday Worked	Longevity	Total Gross
Administrative S2	5	\$64,854	N/A	\$1,560	\$1,871	\$ -	\$1,297	\$69,582
Administrative S2	20	\$72,426	N/A	\$1,560	\$2,089	\$-	\$3,621	\$79,696
<i>ASSUMPTIONS</i>		<i>Based upon wage scale 7/1/2013-6/30/2014</i> ▲	<i>Only applies to dispatchers</i>	<i>Achieved Max Certification Allowance of 3 at \$10 per week</i>	<i>Assumed Non-Exempt Status; Estimated 40 hours annually*</i>	<i>Assumed No holidays worked annually</i>	<i>2% 5 YOS 5% 20 YOS</i>	
VARIABLE BENEFITS	Years of Service	Health Insurance	Vacation	Sick Leave	Personal Time	TOTAL COMPENSATION		
Administrative S2	5	\$19,116	3 weeks	1.25 days accumulate per month; Max accumulation of 150 days	2 days per year no rollover	<u>\$88,698</u>		
Administrative S2	20	\$19,116	5 weeks	1.25 days accumulate per month; Max accumulation of 150 days	2 days per year no rollover	<u>\$98,812</u>		
<i>ASSUMPTIONS</i>		<i>PPO Family Enrollment</i>		<i>20 year employee is compensated for 50% of their accrued sick time upon separation or retirement</i>				

Source: Massachusetts Laborers' District Council Local Union 1060 and Unit MCR 4349 and 4348 July 1, 2012 - June 30, 2014

* Based upon figures shown in the 2013 Annual Town Report

▲ All members hired after July 1st, 2012 are included in the new wage scale with steps at 5, 10, 11 and 20 years of service.

SEIU: 1199 Healthcare Workers East

Position	Years of Service	Base Wage	Shift Differential	Certification Pay	OT	Holiday Worked	Longevity	Total Gross
C.N.A 89+	5	\$47,611	\$986	N/A	\$2,747	\$1,099	\$952	\$53,395
C.N.A 89+	20	\$53,602	\$1,101	N/A	\$3,092	\$1,237	\$2,680	\$61,712
<i>ASSUMPTIONS</i>		<i>Based upon bridge contract 7/1/2013-6/30/2014</i>	<i>Estimated 40 hours of Shift Differential Annually at an additional \$1.75 per hr *</i>	<i>No certification pay</i>	<i>Estimated 80 hours of OT annually *</i>	<i>Assumed 4 holidays worked annually *</i>	<i>2% 5 YOS 5% 20 YOS ▲</i>	
VARIABLE BENEFITS	Years of Service	Health Insurance	Vacation	Sick Leave	Personal Time	TOTAL COMPENSATION		
C.N.A 89+	5	\$19,116	3 weeks	1.25 days accumulate per month; Max accumulation of 150 days	2 days per year no rollover	<u>\$72,511</u>		
C.N.A 89+	20	\$19,116	5 weeks	1.25 days accumulate per month; Max accumulation of 150 days	2 days per year no rollover	<u>\$80,828</u>		
<i>ASSUMPTIONS</i>		<i>PPO Family Enrollment</i>		<i>20 year employee is compensated for 50% of their accrued sick time upon separation or retirement</i>				

Source: 1199 SEIU United Healthcare Workers East July 1, 2010 – June 30, 2013 and bridge contract agreement 7/1/2013-6/30/2014

* Based upon figures shown in the 2013 Annual Town Report

▲ All members hired after July 1st, 2010 are shall be subject to a flat rate payment at 5, 10, 15 and 20 years of service.

AFSCME: Local 2346

Position	Years of Service	Base Wage	Shift Differential	Certification Pay	OT	Holiday Worked	Longevity	Total Gross
Maintenance Tech M4	5	\$63,731	\$ -	\$ -	\$3,677	\$ 735	\$1,275	\$69,418
Maintenance Tech M4	20	\$67,579	\$ -	\$ -	\$3,899	\$ 780	\$3,379	\$75,637
<i>ASSUMPTIONS</i>		<i>Based upon wage scale 7/1/2013-6/30/2014</i> ▲		<i>No certification pay</i>	<i>Estimated 80 hours of OT annually *</i>	<i>Assumed 2 holidays worked annually in the summer season</i>	<i>2% 5 YOS 5% 20 YOS</i>	

VARIABLE BENEFITS	Years of Service	Health Insurance	Vacation	Sick Leave	Personal Time	TOTAL COMPENSATION
Maintenance Tech M4	5	\$19,116	3 weeks	1.25 days accumulate per month; Max accumulation of 150 days	2 days per year no rollover	<u>\$88,534</u>
Maintenance Tech M4	20	\$19,116	5 weeks	1.25 days accumulate per month; Max accumulation of 150 days	2 days per year no rollover	<u>\$94,753</u>
<i>ASSUMPTIONS</i>		<i>PPO Family Enrollment</i>		<i>20 year employee is compensated for 50% of their accrued sick time upon separation or retirement</i>		

Source: American Federation of State, County and Municipal Employees Local 2346 July 1, 2012- June 30, 2014

* Based upon figures shown in the 2013 Annual Town Report

▲ All members hired after July 1st, 2012 are included in the new wage scale with steps at 5, 10, 15 and 20 years of service.