

CITY OF WORCESTER



SALARY ORDINANCE OF AUGUST 20, 1996 AS AMENDED THROUGH JULY 21, 2026

APPENDIX C OF REVISED ORDINANCES OF 1996

AN ORDINANCE RE-CODIFYING THE SALARY ORDINANCES OF THE CITY OF
WORCESTER

Be it ordained by the City Council of the City of Worcester as follows:

The Revised Ordinances of 1996 be and is hereby amended by deleting Appendix C, The Salary Ordinance (Ordained April 26, 1988) of said Ordinance in its entirety and substituting in lieu thereof a new Appendix C as follows:

APPENDIX C OF REVISED ORDINANCES OF 1996

SALARY ORDINANCE

CITY OF WORCESTER

CONTENTS

PART I

COMMENTARY

PART II

OCCUPATIONAL GROUP

PART III

PAY SCHEDULES

PART I
COMMENTARY
INDEX

Section 1 CERTAIN TERMS DEFINED

Section 2 CLASSIFICATION AND COMPENSATION

- 2.1 Classification of Certain Municipal Offices and Positions and Establishing Salary Grades of Flat Rates Therefor
- 2.2 Allocation of Certain Classifications in Accordance With Section 2.1
- 2.3 Entry of Names on Payroll
- 2.4 Original Appointment or Adjustment Within Salary Range
- 2.5 Pay Step at Appointment or Reinstatement; Credit for Experience
- 2.6 Change in Classification
- 2.7 No Rate of Compensation to be Reduced
- 2.8 Salary Ceiling
- 2.9 Increase Above Maximum Without City Council Approval Prohibited
- 2.10 Pre-audit of Payrolls
- 2.11 Severance Provisions for City Manager
- 2.12 Out of Grade Compensation
- 2.13 Prohibition Against Outside Employment – City Auditor
- 2.14 Classification Pay Grade Adjustment

Section 3 SALARY ADJUSTMENTS

- 3.1 Salary Range; Increment Date
- 3.2 Rate After One Year's Service
- 3.3 Increase for Temporary and Provisional Employees

- 3.4 Increments for Permanent Employees on Provisional Promotion
- 3.5 Increments for Temporary State/Federally Funded Employees
- 3.6 Adjustment of Rate of Compensation of Certain Employees
- 3.7 Vacation Pay for Separating Employees
- 3.8 Annual Evaluation of City Manager
- 3.9 Executive Management Compensation System

Section 4 STIPENDS FOR ADVANCED EDUCATION AND LONGEVITY

- 4.1 Advance Education and Professional Enrichment Vocational Schools
- 4.2 Professional Enrichment (Vocational Schools)
- 4.3 Advanced Education (Inspectors, Registered Sanitarians)
- 4.4 Advanced Education (Engineers)
- 4.5 Advanced Education (Nursing)
- 4.6 Longevity and Educational Stipends for Police Officers
- 4.7 Longevity and Educational Stipends for Police Officials
- 4.8 Longevity Benefits for Fire Uniformed Personnel
- 4.9 Hazardous Materials Training Stipend – Firefighters
- 4.10 Educational Incentive Stipend – Firefighters
- 4.11 Range Qualification Fee – Police Department
- 4.12 Advanced Education and Professional Enrichment Vocational Schools Administrator
- 4.13 Advanced Education (Environmental Analysts)

Section 5 ALLOWANCES AND DEDUCTIONS

- 5.1 Boot Allowance
- 5.2 Body-Worn Camera Stipend for Police Officers

- 5.3 (Section Deleted and Not Replaced)
- 5.4 Protective Clothing for Animal Control Officers
- 5.5 Uniform Allowance for Public Health Nurses
- 5.6 Subsistence Deductions
- 5.7 Uniform Allowance for Department of Public Works Security Guards

Section 6 ADDITIONAL COMPENSATION FOR CERTAIN JOB ASSIGNMENTS

- 6.1 Court Time for Uniformed Police Personnel
- 6.2 Stipend for Class I, II and III Mechanics
- 6.3 Differential for Data Processing Personnel
- 6.4 Stipend for Public Works Employees Assigned to the Physical Collection of Refuse
- 6.5 Traffic Engineering, Denver Boot Stipend
- 6.6 Stipend for Water Operators License
- 6.7 Stipend for Parking Administrator, Airport
- 6.8 Motor Vehicle Damage Appraiser Stipend
- 6.9 Turf Management Stipend
- 6.10 Fire Chief Aide/Command Technician Incentive Pay
- 6.11 Holiday Pay for Uniformed Fire Personnel
- 6.12 Stipend and Reimbursements for Aquatic Staff – Parks, Recreation and Cemetery Division
- 6.13 Stipend for Golf Caddies, Green Hill Golf Course
- 6.14 Incentive Bonus for New Regional Dispatchers
- 6.15 (Section Deleted and Not Replaced)
- 6.16 Acting Cemetery Office Administrator (When Assigned)

- 6.17 Stipend for Performing Additional Job Assignments at Union Station
- 6.18 Stipend for Deputy Fire Chief Extra-Duty Shift Assignment
- 6.19 Stipend for Water Filtration Plant Managers and Supervisors for Shift Coverage Assignment
- 6.20 Shift Differential for Regional Dispatchers

Section 7 OVERTIME PAY

- 7.1 Compensation for Certain Categories or Classifications Complete
- 7.2 Overtime Pay for General Foreman and Supervisors
- 7.3 Overtime Pay for Junior Civil Engineers, Grade 3
- 7.4 Overtime Pay for Graduate Librarians
- 7.5 Overtime Pay for Uniformed Police Personnel
- 7.6 (Section Not Used)
- 7.7 Emergency Overtime Pay for Water Filtration Plant Supervisors
- 7.8 Overtime Pay for Regional Dispatcher on 12-hour Shift

Section 8 CONTROLLING PROVISIONS

Section 9 RULES AND REGULATIONS OF THE CITY MANAGER

Section 10 EFFECTIVE DATE

PART I – COMMENTARY

SECTION 1. CERTAIN TERMS DEFINED

The words, as used in this Appendix, shall have the following meaning:

"anniversary date" - the recurrence each year of a date representing a one-year period of work commencing from the first day of actual work upon employment.

"change in classification" - a change from one job title to another job title through promotion, demotion or appointment.

"consecutive years of service" - full time employment in the service of the City which is not interrupted by termination or dismissal. This service shall preclude any aggregation of service that might have been served on an intermittent basis, but shall include any military leave time and all leave with pay.

"emergency appointment" - an appointment made for a specified time to cover an unforeseen emergency. Limited to 30 working days.

"flat rated salary rate" - a job title that has no salary range and for which there is a single (fixed) rate of pay as set forth in Part II of this Appendix.

"full time employee" - a person who receives pay from a City payroll and who is regularly scheduled to work for a minimum of forty (40) hours per week or thirty-six (36) hours if on a twelve (12) hour shift.

"increment" - for salary graded classifications only, an increase of one step rate over any employee's current salary step, as provided for in Sections two and three of Part I.

"inter-department appointment" - an appointment of a City employee to a position in another City department. Such appointments may be made to a classification of a lower, equivalent, or higher grade and shall incur no loss of City-wide benefits. Wages shall be at the rate designated for the new position. A new probationary period must be served under such appointment. This definition does not apply to transfers between the School Department and municipal departments, unless provided for by a collective bargaining agreement.

"merit pay" - an increase to the base wage of an employee in Occupational Group DH determined by the City Manager, or the City Council in the case of a wage increase for the Auditor or City Clerk, in accordance with the merit pay principles.

"occupational grouping" - a set of job classifications within an occupational group arranged for the purpose of setting forth certain classifications that have a reasonable similarity in duties and responsibilities.

"part-time employee" - an employee whose regularly scheduled work consists of less than 40 hours per week or 36 hours per week for those employees on a 12 hour shift.

"pay" - compensation based on unit of an hour, a day, a week, a month, or a year, earned by an employee in the performance of service to the City. "Pay" does not include allowances for room, meals, or laundry, or any other allowance.

"pegged" - a position to be eliminated when all the incumbents have vacated the position.

"permanent appointment" - an appointment to a permanent position made in accordance with civil service laws, or City ordinances, or rules thereunder, and subject to any probationary period or term of office.

"primary classification" - the first or basic classification assigned to an employee upon appointment or promotion.

"promotion" - a change to a higher classification of related job content.

"provisional appointment" - an appointment to a position under Civil Service, authorized on a requisition, when there is no suitable eligible civil service list for said position.

"reclassification" - a change in the job title of a position. The incumbent may be appointed to the new classification through a provisional or promotional appointment, subject to GL. c. 31, if applicable.

"regarding" - a change in the salary grade of a job classification. Employees holding such a classification shall be compensated at the new rate of pay.

"salary grade" - a minimum to maximum range of step rates established in accordance with Part II and Part III (schedules 1-9Z).

"secondary classification" - a classification in addition to an employee's primary classification which is compensated on a when assigned basis.

"step rate" - a salary step within a pay grade as set forth in Part II or Part III.

"temporary appointment" - an appointment made for a specified period of time.

SECTION 2. CLASSIFICATION AND COMPENSATION

2.1 Classification of Certain Municipal Offices and Positions and Establishing Salary Grades or Flat Rates Therefore

All appointive offices and positions in the government of the City of Worcester, except those under the direction and control of the School Committee, shall be classified into occupational groups by the Director of Human Resources according to the duties pertaining to each office and position as herein provided.

The Director of Human Resources shall define for all positions the titles, duties, responsibilities and minimum qualifications for entrance and promotion. The titles so designated shall be the official titles to the offices or positions included therein and shall be set forth on all payrolls, by name or code.

Upon recommendation from the City Manager, the City Council shall allocate and fix by ordinance each classification into the proper salary grade in the salary schedules or into a flat rate.

2.2 Allocation of Certain Classifications in Accordance with Section 2.1

The classifications established in accordance with section 2.1 are hereby allocated and fixed into their proper occupational group and salary grade or flat rate, in accordance with the occupational groups contained in Part II of this Appendix.

2.3 Entry of Names of Payroll

No person's name shall be entered on any payroll unless and until the allocation of his/her classification to a salary grade or flat rate has been approved by the City Council as provided for by this Appendix.

2.4 Original Appointment or Adjustment Within Salary Range

The City Manager is authorized to establish or adjust the step rate of an employee in any salary graded classification if it is deemed necessary to recruit or retain qualified employees. Such salary adjustment may be made to any step in the salary grade to which the classification has been allocated, but in no case shall it be in excess of the maximum for said classification.

With respect to those employees within Occupational Group DII, Department Heads, the City Manager, or the City Council in the case of the Auditor or City Clerk, shall adjust annually in accordance with the merit pay plan the pay rate of employees in that group.

2.5 Pay Step at Appointment or Reinstatement; Credit for Experience

Subject to the provisions of section 2.4, upon appointment or reinstatement an employee shall receive the minimum compensation for the classification to which the appointment is made.

However, the City Manager may appoint individuals to classifications, but not including those below the salary grade of 20, at the minimum compensations plus one step increment for each year of recognized experience, as determined by the City Manager, in the area in which the classification is related to, but in no case shall the rate be above the maximum compensation set for the classification.

2.6 Change in Classification

(A) Except as provided for in section 3.5, upon change from one classification to another classification with a higher maximum rate of compensation, an employee shall receive the next higher amount of compensation for the classification to which the change has been made. Upon change from one classification to another classification with a lower or equal maximum rate of compensation, an employee shall receive the corresponding amount of compensation for the classification to which the change has been made and to which his/her service entitled him/her, provided, however, that such compensation shall not exceed the maximum step rate for the classification to which change has been made.

(B) Notwithstanding the provisions of the foregoing paragraph, any person appointed to the classification of police officer or firefighter shall receive the minimum step rate for that classification, regardless of any service in another classification or department.

2.7 No Rate of Compensation to be Reduced

Notwithstanding the provisions of this Appendix, the rate of compensation of any officer or employee on the effective date of this ordinance shall not be reduced, except as provided in section 3.1

2.8 Salary Ceiling

Notwithstanding any provisions of this Appendix to the contrary, no person shall receive compensation that comes within five thousand (\$5,000) dollars of compensation in effect for the City Manager.

2.9 Increase Above Maximum Without City Council Approval Prohibited

Unless made mandatory by general or special law, the gross compensation payable to any incumbent of any classification contained in any schedule shall not be increased beyond the

maximum salary set forth therein for the salary grade in which said classification has been placed, except by amendment of this Appendix by the City Council.

2.10 Pre-audit of Payrolls

The City Auditor, when processing department payrolls, is authorized to pre-audit said payrolls and to make such adjustments in any payroll or part of any payroll that is in conflict with law or collective bargaining agreement or a rule or regulations issued under this Appendix as may be required to remove the conflict. The City Auditor shall advise the Human Resources Director and the department concerned of any adjustment he/she has made in any payroll.

2.11 Severance Provisions for City Manager

The severance provisions for the City Manager shall be as established by the written employment contract between the City Council and the City Manager pursuant to M.G.L. c.41, section 108N, and said contract, in its entirety, is hereby incorporated into this Salary Ordinance by reference.

2.12 Out of Grade Compensation

Effective July 1, 1998, the compensation level to be paid to a District Fire Chief who is entitled to out of grade compensation for filling-in for an absent Deputy Fire Chief shall be One Hundred and Five Dollars (\$105.00) per week work. In no event shall the combined weekly salary of the subject District Fire Chief and the fixed weekly rate established herein exceed the maximum salary of a Deputy Fire Chief.

2.13 Prohibition Against Outside Employment – City Auditor

Effective January 1, 1998, any individual holding the position of City Auditor shall be prohibited from engaging in any outside employment activities during such period as the individual holds that appointment.

2.14 Classification Pay Grade Adjustment

The City Manager is authorized, subject to appropriation by City Council, to adjust a classification pay grade if he deems necessary to align the compensation of a certain job classification with either the internal or external market wage rates.

When a job classification is assigned to a higher pay grade, the compensation rate of each employee in that classification shall be at least at the same amount of compensation as they were in the old pay grade.

When employees are placed on the new pay grade at the same rate of pay, they shall advance to the next step on their individual anniversary date. When employees are placed on the new pay grade at a higher rate of compensation, the date of adjustment shall become their new anniversary date. At no time will the new rate of compensation exceed the maximum step of the new pay grade.

SECTION 3. SALARY ADJUSTMENTS

3.1 Salary Range; Increment Date

The date of any increment shall be the anniversary date of an employee's appointment, reinstatement, or change in classification. However, the date when an increment accrues shall be retarded to reflect any period during which the employee was in a status of leave without pay for any cause other than military leave or workers' compensation for a period of more than 5 days.

3.2 Rate After One Year's Service

Excluding employees appointed to flat rated positions, the rate of compensation of each permanent employee shall be increased one step rate per year of full-time employment or equivalent thereof, up to the maximum, as set forth in Part III for the salary grade to which the classification has been allocated upon completion of the service required by the applicable Pay Schedule. In computing service, only such time as she/he was on authorized leave with pay, workers' compensation or military leave without pay, exclusive of compensation for overtime, shall be credited as service required by said schedules.

3.3 Increase for Temporary or Provisional Employees

Temporary employees shall not be entitled to any increments in their rates of compensation. Temporary employees shall be defined as those not holding permanent or provisional appointments to civil service or non-civil service positions. Notwithstanding anything to the contrary above, temporary after certification employees shall be entitled to increments in the same manner as permanent employees.

Provisional employees as defined in General Laws, Chapter 31, section 14, shall be entitled to receive salary increments in the same manner as permanent employees.

3.4 Increments for Permanent Employees on Provisional Promotion

Permanent, full-time employees providing continuous service who are provisionally promoted to a position with a higher salary grade shall be entitled to an annual increment in the salary range of the higher position.

Employees who are returned to their permanent classifications shall be placed at the step rate corresponding to that to which they would have been entitled had they not been on provisional promotion.

3.5 Increments for Temporary State/Federally Funded Employees

Full-time temporary employees in federal or state funded programs who have served full-time one year continuously in a federal or state funded position will become eligible to earn an increment on their second anniversary in the federal or state funded position. Upon earning their first increment after those two years, those temporary employees will receive regular increments in that position in the same manner as if they were provisional employees (see section 3.3). (Effective July 1, 1982).

3.6 Adjustment of Rate of Compensation of Certain Employees Upon Completion of 25 Consecutive Years of Service

Except for those under the jurisdiction of the School Committee, all employees serving in a permanent, full-time position shall, upon completion of 25 years of permanent full-time service, including creditable military service, be compensated at the maximum rate for their respective permanent classification. Provisional service will not be counted towards the 25 year requirement.

3.7 Vacation Pay for Separating Employees

Effective October 1, 2003, an employee who leaves City service, whether by resignation, retirement, termination, layoff, or death, and who has worked thirty (30) weeks, 1200 hours in the aggregate, in the current vacation year, will be deemed to have earned his vacation leave for the next vacation year and be entitled to compensation for same at the time of separation.

In addition to the provision of subsection (A) above, and in return for a release of all legal claims against the city, the city manager shall have authority to grant any employee who either voluntarily resigns or is removed or discharged by the city manager from any position which is not governed by civil service or included in a collective bargaining group, but including the positions of chief and deputy chief in the police and fire departments, with a severance allowance equal to the weekly salary of the employee immediately prior to such resignation times the number of years of service of the employee with the city, such amount to be pro-rated to reflect any portion of any year and any period of less than full-time employment; provided, however, that before exercising any such authority, the city manager shall have received from any such employee at least seven days prior to such action a written release of all claims which said employee may have against the city, its officers, employees or agents, arising out of such resignation or removal.

3.8 Annual Evaluation of City Manager

The last meeting of the City Council in June shall be devoted to an evaluation of the City Manager's performance in office, in accordance with the Revised Ordinances, c.2, Article 1, section 1A. The compensation of the City Manager will be reviewed during said evaluation

session. If said compensation is increased, it will be implemented by an amendment to the employment contract negotiated pursuant to M.G.L. c.41, section 108N and by an amendment to this Salary Ordinance.

3.9 Executive Management Compensation System

The provisions of Section 3, Salary Adjustments, subsections 3.1 through 3.6 shall not be applicable to employees of the City Manager in the job classifications of Occupational Group EM, Executive Management.

Employees holding any of the positions listed in Occupational Group EM shall be compensated at a salary level within the range designated for that position by the City Manager, in accordance with the provisions of this ordinance, except in the case of the City Clerk and City Auditor, whose level within the range designated for those positions shall be set by the City Council.

On July 1, 2004 and each July 1 thereafter, the City Manager may determine a cost of living adjustment ranging between zero and three percent inclusive for all persons in Occupational Group EM, as the City Manager may deem in the best interests of the City of Worcester. All employees in Occupational Group EM shall receive said cost of living adjustment.

Notwithstanding the provisions of the previous paragraph, on July 1, 2004 and each July 1 thereafter, the City Manager may adjust the salary level of any or all of the employees holding positions listed in Occupational Group EM based on the written performance evaluation of each employee in said group during the preceding calendar year.

Beginning on July 1, 2004 and each July 1 thereafter, the City Manager shall adjust the minimum and maximum of the salary ranges for the job classifications listed in Occupational Group EM by the percentage change of the cost of living adjustment and the average percentage increase awarded for the written performance evaluation for the Occupational Group EM.

On January 1, 2006, July 1, 2006 and June 30, 2007, the city manager shall increase the minimum and maximum salary ranges for the job classifications listed in Occupational Group EM by one percent and all of the employees then- holding positions listed in Occupational Group EM shall receive a one-percent salary increase; provided however, that, if any portion of the employee health insurance plan design changes or contribution rate changes implemented for employees holding positions listed in Occupational Group EM by the city manager on January 1, 2006, July 1, 2006, June 30, 2007, or such other dates as the city manager deems in the best interests of the city, are held invalid by a tribunal of competent jurisdiction, or if compliance or implementation of any such provision is in any way restrained, then the salary increases authorized herein shall be suspended until such time as a final court judgment is rendered and not appealed which declares such provisions valid or removes any restraint on their implementation.

SECTION 4. STIPENDS FOR ADVANCED EDUCATION AND LONGEVITY

4.1 Advanced Education and Professional Enrichment (Vocational School)

The City Manager is authorized to grant to those employees in the job classifications of

Instructor, Vocational Schools
Department Head, Vocational Schools

the following compensation, according to the appropriate level based upon educational achievement or professional enrichment, subject to the provisions of Section 4.2 below, in addition to the rate of compensation provided in Occupational Group J and Schedule 2 of Appendix c.

	<u>Academic Instructors</u>	<u>Trade Instructors</u>	Eff.	Eff.
			1.1.95	1.1.96
Level 1	Bachelors Degree	Certification or approval		
Level 2	Bachelors Degree plus 15 credits	Certification plus 30 credits or 200 hours (exclusive of overtime) of approved work experience or course work or a combination of the two.	1380	1435
Level 2A		Certification plus 60 credits	2101	2185
Level 3	Masters Degree	Certification plus Bachelors Degree or 60 credits and 200 hours (exclusive of overtime) approved work experience or approved course work.	3557	3669
Level 4	Masters Degree plus 15 credits	Bachelors Degree plus 15 credits	4252	4422
Level 5	Masters Degree plus 30 credits	Bachelors Degree plus 30 credits	5189	5397
Level 6	Master Certificate Advanced Grad. Studies	Bachelors Degree plus Masters or Bachelors plus	6278	6529

		45 credits		
Level 7	Doctorate	Bachelors Degree plus 90 credits	7354	7648

4.2 Advanced Education and Professional Enrichment (Vocational Schools)

(A) Educational credits must have been conferred by an accredited degree-granting college or university and relate directly to the qualifications, duties and responsibilities of the classification as determined by the City Manager.

(B) Trade instructors and trade department heads employed in those classifications as of July 1, 1979, and who possessed a bachelor's degree as of June 30, 1980, need to attain additional work experience or course work to qualify for level 4.

(C) Trade instructors and trade department heads employed in those classifications and possessing vocational certification plus 60 credits as of July 1, 1979, shall, upon attainment of a bachelor's degree, qualify for level 4 upon completion of 200 hours or more of work experience or equivalent course work.

(D) The amounts in Section 4.1 shall be subject to any percentage increase applied to Lines 1 and 2 of Occupational Group J and pay grades 70 and 71 of Schedule 2 pursuant to the provisions of M.G.L. c. 150E.

4.3 Advanced Education (Inspectors, Registered Sanitarians)

The City Manager is authorized to grant to those employees in the job classifications of:

Health Inspector
Senior Sanitarian
Principal Sanitarian
Air Pollution Control Inspector
Senior Air Pollution Control Inspector

(a) (1) Effective July 1, 2015, the City Manager is authorized to grant to those employees in the job classifications of Health Inspectors (Sanitary Inspector, Senior Sanitarian, and Principal Sanitarian), upon whom an accredited degree-granting institution has conferred the following degrees and certifications directly related to the qualifications, duties and responsibilities of their classifications as determined by the City Manager, additional compensation as follows:

Bachelor's Degree in Health, Environmental Science or Engineering	\$20.00/week
Bachelor's Degree in Health, Environmental Science or Engineering plus Registered Sanitarian Certificate	\$30.00/week

Master's Degree in Health, Environmental Science or Engineering	\$25.00/week
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Master's Degree in Health, Environmental Science or Engineering plus Registered Sanitarian Certificate	\$35.00/week
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(2) Effective July 1, 2015, the City Manager is authorized to grant to those employees in the job classifications of Building Inspectors, Wire Inspectors, and Plumbing/Gas Inspectors upon whom an accredited degree-granting institution has conferred a Bachelor's Degree in structural engineering, civil engineering, electrical engineering or construction management, an additional compensation of \$20 per week.

(b) Effective January 1, 1986, employees in the above listed titles shall not be eligible for an Associate's Degree stipend; providing, however, employees in the above named classifications receiving the Associate's Degree stipend prior to January 1, 1986 will be grandfathered.

(c) Those employees in the job classifications:

Code Enforcement Inspector
Senior Code Enforcement Inspector
Principal Code Enforcement Inspector

upon whom a degree-granting institution has conferred the following degrees or credits directly related to the qualifications, duties and responsibilities of their classification, as determined by the City Manager, additional compensation as follows:

Associate's Degree	\$6.00/week
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Bachelor's Degree	\$8.00/week
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4.4 Advanced Education (Engineers)

(a) Effective July 1, 2015, the City Manager is authorized to grant to those employees in the job classifications of Engineer upon whom an accredited degree-granting institutions has conferred the following degrees directly related to the qualifications, duties and responsibilities of their classifications, as determined by the City Manager, additional compensation as follows:

Associate's Degree in Civil Engineering or Environmental Engineering	\$8.00/week
Bachelor's Degree in Civil Engineering or Environmental Engineering	\$20.00/week
Master's Degree in Civil Engineering or Environmental Engineering	\$25.00/week

Notwithstanding the foregoing, permanent and provisional full-time employees whose classifications on May 9, 1967 were:

Junior Civil Engineer, Grade 3

Junior Traffic Engineer, Grade 3
Senior Draftsman
Assistant Civil Engineer, Grade 4
Assistant Traffic Engineer, Grade 4
Senior Civil Engineer, Grade 5
Senior Traffic Engineer, Grade 5

shall be deemed to possess sufficient qualifications to receive additional compensation for a Bachelor's Degree; and provided further that any full-time employee in the classifications listed above shall also be deemed to possess sufficient qualifications to receive additional compensation for a Bachelor's Degree if he had on May 9, 1967, as a permanent full-time employee, the classification of:

Junior Engineering Aide, Grade 1
Senior Engineering Aide, Grade 2
Senior Traffic Engineering Aide, Grade 2

Employees assigned to the Executive Office of the City Manager, whose classifications were junior or senior planner and who are deemed eligible for additional compensation as cited above, shall continue to receive such compensation in the event their classifications are retitled to staff assistant of any grade.

(b) Engineers holding an engineer-in-training license (EIT) and/or surveyor-in-training license (SIT) shall be eligible to receive a \$10 per week stipend for a period of five years after initial obtainment of either the EIT or SIT, or until the employee receives either the professional engineer's license (PE) or registered land surveyor's license (RLS) if he does so before the end of the five year period. The \$10 stipend is for either or for both EIT or SIT, but not cumulatively. The stipend shall be terminated if the employee does not receive the PE or RLS within 5 years of earning the stipend.

(c) Effective July 1, 2015, Engineers holding a PE and/or RLS shall receive a \$60 per week stipend. The \$60 stipend is for either or for both PE and/or RLS, but not cumulatively. No Engineer receiving a stipend under paragraph (c) shall receive a stipend under paragraph (b) of Section 4.4.

(d) Traffic engineers shall receive the stipends set forth in paragraphs (b) and (c) provided that they meet the conditions and requirements in said paragraphs and provided that the department head certifies that said engineers do equivalent work of a civil engineer and recommends that the engineer receive a stipend.

4.5 Advanced Education Nursing

Effective July 1, 2005 the City Manager is authorized to grant to those employees in the job classifications of Public Health Nurse, Public Health Nurse Leader, and Supervising Public Health Nurse upon whom a degree-granting institution has conferred an Associate's Degree, Bachelor's Degree, or Master's Degree directly related to the qualifications, duties and

responsibilities of their classifications, as determined by the City Manager, additional compensation as follows:

Associate's Degree	\$10.00/week, provided, however, that those bargaining unit members employed on July 1, 2005 who hold only a "Hospital Nursing Diploma" will be deemed eligible to receive the Associate's Degree stipend.
Bachelor's Degree	\$12.00/week
Master's Degree	\$14.00/week

4.6 Longevity and Educational Stipends for Police Officers

(A) Longevity Stipends for Police Officers

Effective November 26, 2018, employees in the Police Department having the rank of Police Officer and not eligible for education incentive provided by M.G.L. c. 41§ 108L (Quinn Bill), shall be eligible for longevity stipends, as follows:

<u>Years of Continuous Service</u>	<u>Benefit</u>
5 years	1.96%
10 years	2.72%
15 years	2.81%
20 years	2.88%
25 years	3.43%
30 years or more	3.68%

The longevity benefit shall be received weekly, as part of base compensation, and therefore shall be used for the calculation of overtime pay and holiday pay, all as provided in the collective bargaining agreement. The longevity shall be calculated on the base pay prior to adding any flat dollar education stipend under Section 4.6 (D), below. Eligibility for and computation of said longevity benefits shall be based upon an employee's length of service in the Police Department.

(B) Educational Stipend (Quinn Bill)

The City shall pay educational stipends (police career incentive base salary increases) according to M.G.L. c.41 §108L) to those Police Officers appointed before July 1, 2009 and certified eligible by the Higher Education Coordinating Council, in the amounts required by that certification. These payments shall be deemed part of base compensation to be received weekly and to be used for the calculation of overtime pay and holiday pay.

(C) Any employee who is eligible to receive both longevity benefits as set forth in paragraph (A) above, and an educational stipend as set forth in paragraph (B) shall elect to receive benefits under one paragraph or the other. No employee shall receive both longevity benefits and a Quinn Bill educational stipend.

(D) Education Incentive Program

Effective July 1, 2018, the education incentive program for Police Officers who entered the service of the department on or after July 1, 2009 and Officers not eligible for education incentive provided by M.G.L. c. 41§ 108L (Quinn Bill) shall be increased as follows:

For an Associate's degree, an annual stipend of \$4,000

For a Bachelor's degree, an annual stipend of \$7,000

For a Master's degree, an annual stipend of \$8,000

For Officers on the payroll as of June 16, 2015, payments shall be made for degrees obtained from any college or university, accredited by the New England Association of Schools and Colleges (NEASC) or an equivalent regional accrediting agency. For Officers appointed on and after June 16, 2015 the above payments shall be limited to degrees achieved in criminal justice or a field reasonably related to law enforcement, in a Liberal Arts or Business related discipline, in forensic science, or in a discipline recognized by the City's Policy.

This education incentive shall be received weekly and shall continue to be used for the calculation of overtime and holiday pay.

The City Manager is authorized to promulgate such rules and regulations as he deems necessary and proper to implement the provisions of this section.

4.7 Longevity and Educational Stipends for Police Officials

(A) Longevity Stipend

Effective March 1, 2020, employees in the Police Department having the rank of Police Official and not eligible for education incentive provided by M.G.L. c. 41§ 108L (Quinn Bill), shall be eligible for longevity stipends, as follows:

<u>Years of Continuous Service</u>	<u>Benefit</u>
5 years	1.96%
10 years	2.72%
15 years	2.81%
20 years	2.88%
25 years	3.43%
30 years or more	3.68%

The longevity benefit shall be received weekly, as part of base compensation, and therefore shall be used for the calculation of overtime pay and holiday pay, all as provided in the collective bargaining agreement. The longevity shall be calculated on the base pay prior to adding any flat dollar education stipend under Section 4.7(D), below. Eligibility for and computation of said longevity benefits shall be based upon an employee's length of service in the Police Department.

(B) Educational Stipend (Quinn Bill)

The City shall pay educational stipends (police career incentive base salary increases) according to M.G.L. c.41 §108L, to those Police Officers/Officials in the program as of October 1, 2009 and certified eligible by the Higher Education Coordinating Council in the amounts required by that

certification. These payments shall be deemed part of base compensation to be received weekly and to be used for the calculation of overtime pay and holiday pay.

(C) Any employee who is eligible to receive both longevity benefits as set forth in paragraph (A) above, and an educational stipend as set forth in paragraph (B) shall elect to receive benefits under one paragraph or the other. No employee shall receive both longevity benefits and a Quinn Bill educational stipend.

(D) Education Incentive Program

Effective July 1, 2018, the education incentive program for Police Officials who entered the service of the department on or after July 1, 2009 and Officials not eligible for education incentive provided by M.G.L. c. 41§ 108L (Quinn Bill) shall be increased as follows:

For an Associate's degree, an annual stipend of \$4,000

For a Bachelor's degree, an annual stipend of \$7,000

For a Master's degree, an annual stipend of \$8,000

For Officials appointed as Police Officers on or after July 1, 2009, payments shall be made for degrees obtained from any college or university, accredited by the New England Association of Schools and Colleges (NEASC) or an equivalent regional accrediting agency. The above payments shall be limited to degrees achieved in criminal justice or a field reasonably related to law enforcement, in a Liberal Arts or Business related discipline, in forensic science, or in a discipline recognized by the City's Policy.

This education incentive shall be received weekly and shall continue to be used for the calculation of overtime and holiday pay.

The City Manager is authorized to promulgate such rules and regulations as he deems necessary and proper to implement the provisions of this section.

4.8 Longevity Benefits for Fire Uniformed Personnel

Effective July 1, 2005, employees represented by Local 1009, IAFF who shall have completed, as calculated pursuant to the collective bargaining agreement, the following years of service in the Worcester Fire Department as of July 1 of each year shall be entitled to the following percentage longevity benefit calculated and applied pursuant to the methodology as set forth in the collective bargaining agreement:

<u>Minimum of</u>	<u>But less than</u>	<u>Benefit</u>
5 years	10 years	1.75%
10 years	15 years	2.51%
15 years	20 years	2.60%
20 years	25 years	2.67%
25 years	30 years	3.22%

30 years or more

3.47%

Effective July 1, 2006, the longevity benefit shall be calculated according to the following schedule:

<u>Minimum of</u>	<u>But less than</u>	<u>Benefit</u>
5 years	10 years	1.96%
10 years	15 years	2.72%
15 years	20 years	2.81%
20 years	25 years	2.88%
25 years	30 years	3.43%
30 years or more		3.68%

The longevity benefit shall be received weekly, as part of base compensation, and shall be used for the calculation of holiday pay, overtime, and pension contributions and benefits, all as provided in the collective bargaining agreement.

The longevity benefit shall be paid on a "current year" basis. The City will calculate the longevity entitlement of each union employee as of July 1. The City will review each eligible employee's longevity entitlement to determine whether, in the period between July 1 of the current year and June 30 of the following year, the eligible employee's 5, 10, 15, 20, 25 or 30 year employment anniversary date falls within that period.

If the eligible employee's 5, 10, 15, 20, 25 or 30 year employment anniversary falls within the period from July 1 of the current year through June 30 of the following year the City shall treat that employee as if the applicable anniversary occurred on July 1 of the current year. The longevity shall be paid in accordance with the percentage schedule and methodology currently in effect. A bargaining unit employee's rights to longevity payments pursuant to the collective bargaining agreement shall terminate immediately upon the cessation of employment, whether by termination, resignation, retirement or death.

Effective July 1, 2011, employees of Fire Department classified in Occupational Group EM (Deputy Chiefs and Fire Chief) shall be entitled to receive longevity benefits in accordance with the above schedule. The longevity benefit shall be received weekly, as part of base compensation, and shall be used for the calculation of holiday pay and pension contributions and benefits.

4.9 Hazardous Materials Training Stipend – Firefighters

Effective July 1, 1994, employees represented by International Association of Firefighters, Local 1009 who have completed the Level One Hazardous Materials training four(4) hour course presented annually by the Training Division of the Worcester Fire Department shall be paid a weekly Hazardous Materials Stipend.

Effective July 1, 2021, the Hazardous Material Stipend shall be increased from 2.6% to 3.0%, shall be received weekly as part of base compensation, and shall be used for the calculation of holiday pay, overtime, and pension contributions and benefits, all as provided in the collective bargaining agreement.

Effective July 1, 2011, employees of Fire Department classified in Occupational Group EM (Deputy Chiefs and Fire Chief) shall be entitled to receive Hazardous Material Training Stipend in accordance with the above schedule. The Hazardous Material Training Stipend shall be received weekly as part of base compensation, and shall be used for the calculation of holiday pay and pension contributions and benefits.

Effective January 1, 2026, members of Local 1009 IAFF Bargaining Unit shall receive an Air Consumption Stipend of two percent (2%) of the base rate of a Firefighter at pay grade 90 step 7. This stipend shall be calculated in the same manner as the Haz Mat stipend, shall be received weekly as part of base compensation, and shall be used for the calculation of holiday pay, overtime, and pension contributions and benefits, all as provided in the collective bargaining agreement.

4.10 Educational Incentive Stipend – Firefighters

Effective July 1, 1994, eligible employees represented by International Association of Firefighters, Local 1009 shall be paid the Educational Incentive Stipend as follows:

Associate Degree – 2.61%
Bachelor Degree – 3.37%
Masters Degree – 3.99%

The Educational Incentive Stipend, as converted to the foregoing percentage values, shall become part of base compensation to be received weekly and to be used for the calculation of holiday pay, overtime, and pension contributions and benefits pursuant to the calculations and methodology as set forth in the collective bargaining agreement.

Effective July 1, 2011, employees of Fire Department classified in Occupational Group EM (Deputy Chiefs and Fire Chief) shall be entitled to receive Educational Incentive Stipend in accordance with the above schedule. The Educational Incentive Stipend shall be received weekly as part of base compensation, and shall be used for the calculation of holiday pay and pension contributions and benefits.

4.11 Range Qualification Fee – Police Department

Employees of the Police Department having the rank of police officer, sergeant, lieutenant, captain, deputy chief, or chief, who qualify at the firing range, shall be entitled to an annual range qualification fee in the amount of \$250.00 to be paid in the first pay period of May each year.

4.12 Advance Education and Professional Enrichment Vocational Schools Administrators

The City Manager is authorized to grant to those employees in the job classifications of:

Dean of Academic and Student Affairs
Assistant Director (Academic)
Assistant Director (Shops)
Assistant Director (Student Support Services)
Business Manager (Vocational Schools)

the following annual compensation according to the appropriate level based upon educational achievement, such educational credits having been conferred by an accredited degree granting college or university and relate directly to the qualifications, duties and responsibilities of the classification as determined by the City Manager, in addition to the rate of compensation provided in Occupational Group J in schedule 2A of appendix C.

Effective January 1, 1995

Level 1	Master plus 30	\$5,189.00
Level 2	C.A.G.S. or 2 Masters	\$6,278.00
Level 3	Doctorate	\$7,354.00

Effective January 1, 1996

Level 1	Master plus 30	\$5,397.00
Level 2	C.A.G.S. or 2 Masters	\$6,529.00
Level 3	Doctorate	\$7,648.00

Effective January 1, 1997

Level 1	Master plus 30	\$5,559.00
Level 2	C.A.G.S. or 2 Masters	\$6,725.00
Level 3	Doctorate	\$7,877.00

4.13 Advanced Education (Environmental Analysts)

Effective January 1, 2018, the City Manager is authorized to grant to those employees in the job classifications of Environmental Analyst and Senior Environmental Analyst, upon whom an accredited degree-granting institution has conferred the following degrees directly related to the qualifications, duties and responsibilities of their classifications as determined by the City Manager, additional compensation as follows:

Bachelor's Degree in Health, Environmental Science or Engineering	\$20.00/week
Master's Degree in Health, Environmental Science or Engineering	\$25.00/week

SECTION 5. ALLOWANCES AND DEDUCTIONS

5.1 Boot Allowance

Effective January 1, 2018, the City shall provide eligible employees in the Department of Public Works and Parks, and Worcester Police Department with an annual allowance of \$150.00 for ANSI footwear.

5.2 Body-Worn Camera Stipend for Police Officers

Effective January 1, 2023, each Police Officer member of Local 911, NEPBA and on active payroll shall be eligible for an annual Body-Worn Camera Stipend. The first payment in the amount of \$650.00 shall be made within thirty (30) days of the effective date of the Agreement between the City and Local 911, NEPBA, and shall cover the period from January 1, 2023 through June 30, 2023. Effective July 1, 2023, and annually thereafter, each Local 911 bargaining unit member on active payroll shall receive a stipend in the gross amount of \$1,300.00.

This stipend, which is predetermined, guaranteed and non-contingent compensation, shall count toward members' retirement, and all appropriate contributions, withholdings and deductions shall be made therefrom. The stipend shall not be relied upon for any other purpose, including but not limited to, the calculation of the members' overtime rate.

Employees hired on or after July 1, 2023, shall not be entitled to the annual Body-Worn Camera Stipend of \$1,300.

5.3 (Section Deleted and Not Replaced)

5.4 Protective Clothing for Animal Control Officers

Effective July 1, 2015, the City shall provide each full time Animal Control Officer, appointed for a period of not less than three (3) months, protective clothing and equipment to a maximum value of \$500.00 per officer, subject to the sole determination of the Police Chief as to what items shall be provided.

5.5 Uniform Allowance for Public Health Nurses

Effective July 1, 2005 employees in the job classifications of Public Health Nurse, Public Health Nurse Leader, and Supervising Public Health Nurse are entitled to receive an annual clothing allowance of \$1,000 for uniform items required by the Commissioner of Public Health and Human Services. Reimbursement shall be made on a quarterly basis. Employees must have actually worked for the City for ninety (90) days before they can receive the first allowance.

5.6 Subsistence Deductions

All deductions for subsistence shall be credited by the City Auditor to the estimated receipts (general revenues) of the respective departments; provided, however, in no case shall any deductions for board or subsistence be less than the amounts shown in the following schedule:

full maintenance of subsistence	\$76.00/week
a tenement only	\$50.00/week
a room only	\$35.00/week
laundry only	\$ 5.00/week
meals only	\$26.00/week
breakfast only	\$ 1.20/meal
lunch only	\$ 2.25/meal
supper only	\$ 1.75/meal

Furthermore, notwithstanding the provisions of this section, deductions for maintenance at Green Hill Park shall not be less than \$5.75 per week.

5.7 Uniform Allowance for Department of Public Works Security Guards

Employees of the Department of Public Works in the job classification of security guards, after one year of employment as a security guard, are entitled to receive a uniform allowance not to exceed \$150.00 per year.

SECTION 6. ADDITIONAL COMPENSATION FOR CERTAIN JOB ASSIGNMENTS

6.1 Court Time for Uniformed Police Personnel

Effective December 1, 2006, employees in the job classification of Police Officer, Sergeant, Lieutenant, Captain, or Deputy Police Chief, who are required by the City to attend court proceedings in criminal matters during other than their scheduled tours of duty shall receive a minimum of four (4) hours compensation computed at the rate of time and one-half of the employee's straight time rate of pay. Court time in excess of four hours shall be rounded off and paid to the next quarter hour.

6.2 Stipend for Class I, II and III Mechanics

Effective January 1, 2018, the City Manager is authorized to grant to those employees in the job classifications of Motor Equipment Repairman, Working Foreman Motor Equipment Repairman, and Foreman of Motor Equipment Repairs, additional compensation as follows:

(A) A class III rating for those employees who successfully meet the requirements of the Department of Public Works and who perform the assignments of Class III as determined by the Commissioner of Public Works or the Department Head, where mechanics in a department have been authorized by the City Manager to receive a stipend of \$30.00 flat per week.

(B) A class II rating for those employees who successfully meet the requirements of the Department of Public Works and who perform the assignments of Class II as determined by the Commissioner of Public Works or the Department Head, where mechanics in the department have been authorized by the City Manager to receive a stipend of \$50.00 flat per week.

(C) A Class I rating for those Public Works employees who successfully meet the requirements of the Department of Public Works and who perform the assignments of Class I as determined by the Commissioner of Public Works, where mechanics in the department have been authorized by the City Manager to receive a stipend of \$70.00 flat per week.

6.3 Differential for Data Processing Personnel

(A) Full-time employees of the Data Processing Department occupying positions in the following classifications below Pay Grade 34, Schedule 1, when assigned by an authorized superior, shall receive in addition to but as part of their regular pay:

Data Entry Operator
Senior Data Entry Operator

Data Input/Output Clerk
Computer Operator
Senior Computer Operator
Input/Output Clerk Controller

for each complete 8 hours of duty actually performed from 3 p.m. to 7 a.m. on Monday through Friday and for all weekend shifts = \$.50/hour

(B) Additional compensation provided for in this section shall not be paid for any hour the employee is paid compensation for overtime or is in standby status, subject to FLSA.

(C) Employees in the above classifications whose regularly scheduled shift requires them to work four regular hours after 3 p.m. shall receive shift differential for the regular hours worked after 3 p.m. as provided in the paragraphs above.

6.4 Stipend for Public Works Employees Assigned to the Physical Collection of Refuse

Effective July 1, 1997, Public Works employees who are actually assigned to the physical collection of refuse shall receive a stipend in the amount of \$12.00 per day.

6.5 Traffic Engineering, Denver Boot Stipend

Effective July 1, 2015, Traffic Engineering Division employees with the secondary classification of Denver Boot Detail (when assigned) shall receive a stipend in the amount of \$6.00 per day for each actual day of performing such work.

6.6 Stipend for Water Operators License

Effective July 1, 2019, Public Works employees who function as Water Operators assigned to the Water Operations Division and who are required to hold one or more of the licenses listed below as a condition of performance or job assignment shall be eligible to receive a weekly stipend, as indicated below:

<u>License(s)</u>	<u>Weekly Stipend Amount</u>
Treatment Operator Gr 1, Distribution Operator Gr 1	\$10.00
Treatment Operator Gr 2, Distribution Operator Gr 2	\$20.00
Treatment Operator Gr 3, Distribution Operator Gr 3	\$30.00
Treatment Operator Gr 4, Distribution Operator Gr 4	\$40.00

These weekly stipends are subject to the following conditions:

(a) The employee functions as a Water Operations employee; provided, however, that the Commissioner of Public Works & Parks may authorize an employee in another Division who has the license(s) and who is available to be assigned to perform duties under said license(s) in the Water Operations Division to be eligible to receive the stipend, as indicated below, under such conditions as the Commissioner may determine.

(b) The stipend shall be paid on a pro rata basis based upon the employee's license status at the payroll period;

(c) Employees who hold multiple licenses will only be eligible for one stipend at the highest level of license that they currently hold; and

(d) For grade 3 and grade 4 levels, the employee shall be in pay grade 33 or higher.

6.7 Stipend for Parking Administrator, Airport

Effective July 1, 1995 the Parking Administrator shall receive a stipend of \$10.00 per week for performing the responsibilities of the Hearing Officer for all parking violations issued on Worcester Airport properties.

6.8 Motor Vehicle Damage Appraiser Stipend

Effective January 1, 2018, the City Manager is authorized to grant to the Motor Equipment Repairman assigned to the Police Department and who is certified as and performs the duties of a motor vehicle damage appraiser, a weekly stipend in the amount of \$10.00, when assigned to perform those duties.

6.9 Turf Management Stipend

Effective April 1, 2018, the City Manager is authorized to grant to those Parks employees in the job classifications of Working Foreman Turf and Grass, Working Foreman Gardener, and Working Foreman Parks, who are certified in Turf Management by the Sports Turf Managers Association, a weekly stipend in the amount of \$20.00, when assigned to perform turf management duties during the period from April 1 to November 1.

6.10 Fire Chief Aide/Command Technician Incentive Pay

Effective April 2, 2017, Firefighters assigned to perform the Command Technician duties shall receive an incentive pay in the amount of \$1.00 per hour during each shift of active duty. This flat amount shall not be included in the base compensation.

6.11 Holiday Pay for Uniformed Fire Personnel

Effective July 1, 1998 all uniformed Fire Department employees shall receive holiday pay, pursuant to the provisions of M.G.L. ch. 48 §57D, for those holidays recognized and celebrated as such by the City of Worcester, and as defined in M.G.L. ch. 48 §57D. Those Fire Department employees covered by the terms of a collective bargaining agreement shall receive holiday pay pursuant to the terms of entitlement for holiday pay compensation contained in said agreement. Holiday pay compensation pursuant to this ordinance shall be paid at one fourth (1/4) of the employees' regular weekly pay.

6.12 Stipend and Reimbursements for Aquatic Staff – Parks, Recreation and Cemetery Division

Effective January 1, 2022, all Aquatic staff who begin and complete an entire season with the Division of Parks, Recreation and Cemetery shall receive a stipend from \$100.00 to \$500.00. This stipend shall be determined each year based on the budget restrictions and market demand. This stipend shall only be approved when an employee completes an entire season, which includes orientation, the first day, July 4th, and last day of the program, as well as a minimum of two hundred hours of non-overtime work.

All Aquatic personnel who begin work and complete an entire session with the Division of Parks, Recreation and Cemetery shall receive a reimbursement for one bathing suit purchased for the current aquatic season up to \$75.00. All suits must be approved by the Commissioner of Public Works and Parks or his designee, and a receipt must be required for reimbursement. This reimbursement shall only be approved when an employee completes an entire session, which includes orientation, the first day, July 4th, and the last day of the program, as well as a minimum of two hundred hours of non-overtime work.

All Aquatic staff that have a Water Safety Instructor Certification (WSI) and teach swim lessons will be paid a stipend of \$50 to \$100.00 per swim session, if they complete the entire Summer Aquatic Program season. This stipend amount shall be determined each year based on the budget restrictions and market demand. Instructors (WSI) can earn a stipend between \$10.00 and \$20.00 per day for completed swim sessions. Swim Lessons shall meet nationally approved standards and be authorized by the Department of Public Works and Parks Commissioner or his designee. To qualify for this stipend, a complete course record sheet with daily attendance information shall be submitted, and Water Safety Instructors shall have a current WSI Certification valid through the current year. All stipends shall be processed at the end of the season.

Aquatic Staff that have current certifications that require No Recertification Training shall receive a \$25.00 stipend for each current certifications that is provided. Certifications that qualify for stipend include the following: Certification in American Red Cross Lifeguard training, Certification in YMCA Lifeguard training, American Red Cross Community First Aid training, or American Red Cross Standard First Aid, American Red Cross CPR for the Professional Rescuer/AED, or American Heart Association CPR for Health care Provider issued within the last year, Certification In American Red Cross Water Safety Instructor (WSI) or

equivalent, Certification Aquatic Facility Operator(AFO) or Certified Pool Operation (CPO), or others, as approved by the DPW & Parks Commissioner or his designee.

6.13 Stipend for Golf Caddies, Green Hill Golf Course

Effective January 1, 2016, Golf Caddies who begin and complete an entire season with the Division of Parks, Recreation and Cemetery shall receive an annual stipend of maximum \$590.00. This stipend shall be determined each year based on the budget restrictions and market demand. This stipend shall only be approved when an employee completes an entire season, and the eligible amount shall be based upon the number of days at the golf course.

6.14 Incentive Bonus for New Regional Dispatchers

New employees hired in the job classification of Regional Dispatcher after July 1, 2017 and who remain in the employment of the City for two (2) years following their date of hire, unless terminated by the City, shall be eligible for a \$500.00 bonus each year, provided the employee has no discipline and works a full year (52 weeks) as a Regional Dispatcher for each year.

6.15 (Section Deleted and Not Replaced)

6.16 Acting Cemetery Office Administrator (When Assigned)

Effective March 31, 2008, if the Commissioner of Public Works and Parks specifically assigns an employee for a full day as the Cemetery Office Administrator for the day when the regular Cemetery Office Administrator is out for the whole work day, the City shall pay a \$20.00 per diem for the whole day as a supplement to the employee's regular pay for the day.

6.17 Stipend for Performing Additional Job Assignments at Union Station

Effective July 1, 2009, a city employee who is permanently assigned to provide coverage for the Union Station Building Manager and perform additional duties as required shall receive a stipend of \$50.00 per week.

6.18 Stipend for Deputy Fire Chief Extra-Duty Shift Assignment

Effective Fiscal Year 2023, Deputy Fire Chiefs assigned to cover a full extra-duty shift shall be eligible to receive a flat amount stipend, as indicated below:

Deputy Fire Chief Day Extra-Duty Shift Assignment: \$1,000.00 per shift (when assigned)

Deputy Fire Chief Night Extra-Duty Shift Assignment: \$1,400.00 per shift (when assigned)

6.19 Stipend for Water Filtration Plant Managers and Supervisors for Shift Coverage Assignment

Effective Fiscal Year 2023, the Water Filtration Plant employees in the following supervisory and management classifications and assigned to cover a 13.3-hour extra duty shift shall be eligible to receive a flat amount stipend, as indicated below:

Chief Filtration Plant Operator, Shift Coverage Stipend: \$800.00 per shift (when assigned)
Water Filtration Plant Manager, Shift Coverage Stipend: \$850.00 per shift (when assigned)

6.20 Shift Differential for Regional Dispatchers

(a) Effective October 19, 2022, any Regional Dispatcher who works actual hours on the 12-hour night shift shall receive a flat differential of \$1.00 for each actual hour worked on such night shift.

(b) Effective October 19, 2022, any Regional Dispatcher who works overtime on the night shift shall receive a flat differential of \$1.50 for each actual overtime hour worked on such night shift.

SECTION 7. OVERTIME PAY

7.1 Compensation for Certain Categories or Classifications Complete

Notwithstanding the provisions of this Appendix, or the provisions of any other ordinance unless otherwise defined by the City Manager, the compensation of any employee occupying an executive, administrative, or professional position as defined by the Fair Labor Standards Act, or discharging the duties of graves registration officer shall be deemed to be complete compensation without any regard to any excess hours of duty because of overtime and shall be deemed a salaried employee of the City. Effective April 15, 1986, salaried employees shall not be charged for or denied pay for any service of less than a full day's pay.

7.2 Overtime Pay for General Foreman and Supervisors

Notwithstanding the provisions of section 7.1 of this Appendix, the City Manager may authorize for employees in any department in a job classification of general foreman or a supervisor, overtime pay when duly assigned to snow or ice emergency operations.

7.3 Overtime Pay for Junior Civil Engineers, Grade 3

Notwithstanding the provisions of section 7.1 of this Appendix, the City Manager may authorize for employees in any department in a job classification of junior civil engineer, grade 3, overtime pay at the rate of time and one-half for overtime service while actually engaged in construction inspection work only.

7.4 Overtime Pay for Graduate Librarians

Notwithstanding the provisions of section 7.1 of this Appendix and subject to the Fair Labor Standards Act, the City Manager may authorize for any employee with the classification of graduate librarian, grades 1-5, the option of compensation on a paid overtime basis (at the rate of time and one-half), or compensatory time off for any work such employee performs on a Sunday on an overtime basis. Compensatory time off will be subject to the operating needs of the Library as determined by the Head Librarian.

7.5 Overtime Pay for Uniformed Police Personnel

Employees in the job classification of Police Officer, Sergeant, Lieutenant, and Captain have been operating under a twenty-eight day work period for purpose of overtime under the federal Fair Labor Standards Act.

7.6 (Section Not Used)

7.7 Emergency Overtime Pay for Water Filtration Plant Supervisors

Notwithstanding the provisions of section 7.1 of this Appendix, the City Manager may authorize emergency overtime pay for employees in the classification of Chief Pumping Station Operator. The overtime shall be paid at the rate of \$50.00 per hour for actual service when assigned to emergency operations.

7.8 Overtime Pay for Regional Dispatcher on 12-hour Shift

Effective October 19, 2022, Regional Dispatchers on the 12-hour shift shall not be eligible for overtime pay after 8 hours, but only after 12 hours of actual work.

SECTION 8. CONTROLLING PROVISIONS

Nothing in this Appendix shall be construed to conflict with the provisions of Chapter 31 of the General Laws or the Fair Labor Standards Act.

In the event of a conflict between the provisions of this Appendix and a collective bargaining agreement, the collective bargaining agreement shall prevail in accordance with M.G.L. Chapter 150E, section 7.

SECTION 9. RULES AND REGULATIONS OF THE CITY MANAGER

The City Manager is empowered to promulgate any rule or regulation for the administration of this Appendix not inconsistent herewith.

SECTION 10. EFFECTIVE DATE

This ordinance shall be effective upon passage, except when otherwise provided.

AMENDMENTS TO PART I OF THE SALARY ORDINANCES OF 1996

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996, RELATIVE TO MEMBERS OF
INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS, LOCAL 378**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Part I, Section 5 of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting paragraph 5.1 and inserting in lieu thereof the following:

"5.1 Uniform Allowance for Police Officers Effective July 1, 1996 employees of the Police Department having the rank of Police Officer are entitled to receive a clothing allowance not to exceed One Thousand (\$1,000.00) dollars per year. The clothing allowance shall be paid in a lump sum on a reimbursement basis within the first month of the fiscal year."

Section 2: This ordinance shall be operative on the date contained herein.

In City Council

May 27, 1997

Passed to be Ordained by a yea and nay vote of Ten Yeas and No Nays



A Copy. Attest:

Robert J. O'Keefe

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996, RELATIVE TO MEMBERS OF
WORCESTER POLICE OFFICIALS ASSOCIATION (WPOA)**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Part I, Section 5 of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting paragraph 5.2 and inserting in lieu thereof the following:

“5.2 Uniform Allowance for Police Officials Effective July 1, 1996 employees of the Police Department having the rank of Sergeant, Lieutenant, Captain or Deputy Chief are entitled to receive a clothing allowance not to exceed One Thousand (\$1,000.00) dollars per year. The clothing allowance shall be paid in a lump sum on a reimbursement basis in the last pay period of August.”

Section 2: This ordinance shall be operative on the date contained herein.

In City Council

June 24, 1997

Passed to be Ordained by a yea and nay vote of Ten Yeas and No Nays



A Copy. Attest:

Robert J. O'Keefe

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996, RELATIVE TO MEMBERS OF
WORCESTER PUBLIC HEALTH NURSES ASSOCIATION (WPHNA)**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing the following salary increase to those employees represented by Worcester Public Health Nurses Association (WPHNA) in accordance with Salary Schedule 3A – Public Health Nursing Service, Union, Pay Grade 80A, 80B and 80C:

4% salary increase – effective July 1, 1995

3% salary increase – effective July 1, 1996

Section 2: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinance of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 above.

Section 3: Part III of Appendix C be and is hereby amended by deleting Salary Schedule 3A - Public Health Nursing Service, Union, Pay Grade 80A, 80B and 80C effective April 1, 1995, and inserting in lieu thereof the attached salary schedules.

Section 4: Notwithstanding anything to the contrary, Part I, Section 5 of Appendix C of the Revised Ordinance of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting paragraph 5.5 and inserting in lieu thereof the following:

“5.5 Uniform Allowance for Public Health Nurses Effective July 1, 1995 employees in the job classifications of Public Health Nurse, Public Health Nurse Leader, and Supervising Public Health Nurse are entitled to receive an annual clothing allowance of \$900 for uniform items required by the Commissioner of Public Health. Reimbursement shall be made on a quarterly basis. Employees must have actually worked for the City for ninety (90) days before they can receive the first allowance.”

Section 5: This ordinance shall be operative on the dates contained herein.

In City Council

September 16, 1997

Passed to be Ordained by a yea and nay vote of Ten Yeas and No Nays

A handwritten signature in dark ink, appearing to read "Robert J. O'Keefe", written in a cursive style.

A Copy. Attest:

Robert J. O'Keefe

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
RELATIVE TO PUBLIC WORKS EMPLOYEES ASSIGNED TO THE
PHYSICAL COLLECTION OF REFUSE**

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Part I, Section 6 of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting paragraph 6.4 and inserting in lieu thereof the following:

"6.4 Stipend for Public Works Employees Assigned to the Physical Collection of Refuse:
Effective July 1, 1997, Public Works employees who are actually assigned to the physical collection of refuse shall receive a stipend in the amount of \$12.00 per day.

Section 2: This ordinance shall be effective on the date contained herein.

In City Council

November 10, 1997

Passed to be Ordained by a yea and nay vote of Eleven Yeas and No Nays



A Copy. Attest:

Robert J. O'Keefe

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
OCCUPATIONAL GROUP DH - DEPARTMENT HEADS**

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the following words and figures in said Occupational Group DH - Department Heads:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN. SALARY	MAX. SALARY	SHORT TITLE	TITLE NO.
9.	CITY AUDITOR	FLAT WK		1,690.02	AUDIT CITY	0002

and inserting in lieu thereof the following:

EFFECTIVE JANUARY 1, 1998

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN. SALARY	MAX. SALARY	SHORT TITLE	TITLE NO.
9.	CITY AUDITOR	56 DH	1,410.40	1,960.80	AUDIT CITY	0002

Section 2: Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and hereby is amended by adding the following section to Part I of the Appendix:

2.13 Prohibition Against Outside Employment – City Auditor

Effective January 1, 1998, any individual holding the position of City Auditor shall be prohibited from engaging in any outside employment activities during such period as the individual holds that appointment.

Section 3: This ordinance shall be effective on the date contained herein.

In City Council

May 19, 1998

Passed to be Ordained by a yea and nay vote of Eleven Yeas and No Nays

A handwritten signature in black ink, appearing to read "Robert J. O'Keefe". The signature is stylized with a large initial "R" and a long, sweeping underline.

A Copy. Attest:

Robert J. O'Keefe

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996 RELATIVE TO MEMBERS OF LOCAL 378, IBPO
INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing the following salary increase to those employees represented by Local 378, IBPO in accordance with Salary Schedule 4 – Uniformed Police, Union, Pay Grade 95:

Effective July 1, 1997 - 3% salary increase
Effective July 1, 1998 - 3.5% salary increase
Effective July 1, 1999 - 4% salary increase

Section 2: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 above.

Section 3: Part III of Appendix C be and is hereby amended by deleting Part III, Salary Schedule 4, Uniformed Police, Union, Pay Grade 95, effective July 1, 1996 and inserting in lieu thereof the attached salary schedules.

Section 4: Notwithstanding anything to the contrary, Part I, Section 4.6 (Longevity and Educational Stipends for Police Officers) of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting paragraph (A) and inserting in lieu thereof the following:

"(A) Effective July 1, 1998 the longevity benefits shall be paid in accordance with the following schedule:

after 20 years of service	- \$1,000/yr.
after 25 years of service	- \$1,375/yr.
after 30 years of service	- \$1,750/yr.

Section 5: Notwithstanding anything to the contrary, Part I, Section 5.1 (Uniform Allowance for Police Officers) of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following paragraph:

"Effective July 1, 1998 City will pay one half of cost of any required dress uniform up to a maximum of Two Hundred and Twenty-Five Dollars (\$225.00). Employees with fewer than five years remaining until mandatory retirement age will not be required to obtain dress uniforms and will not receive any payment for dress uniforms."

Section 6: Notwithstanding anything to the contrary, Part I, Section 6 of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following paragraph:

"6.8 - DEFIBRILLATOR STIPEND FOR POLICE OFFICERS: Effective on or after July 1, 1998, should the City implement an Automatic External Defibrillator (AED) Program in the Police Department, all bargaining unit employees certified to operate an AED shall receive an annual stipend of Two Hundred and Fifty Dollars (\$250.00), except that the stipend shall be pro-rated on a monthly basis for the first year of an employee's certification."

Section 7: This ordinance shall be operative on the dates contained herein.

In City Council

June 16, 1998

Passed to be Ordained by a yea and nay vote of Eleven Yeas and No Nays

A handwritten signature in dark ink, appearing to read "Robert J. O'Keefe", is written over a faint, circular official stamp.

A Copy. Attest:

Robert J. O'Keefe

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996, RELATIVE TO MEMBERS OF
LOCAL 504, IBPO (POLICE OFFICIALS)**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing the following salary increase to those employees represented by Local 504, IBPO (Police Officials) in accordance with Salary Schedule 4 - Uniformed Police, Union, Pay Grades 96, 97 and 98:

Effective July 1, 1997 - 3% salary increase

Effective July 1, 1998 - 3.5% salary increase

Effective July 1, 1999 - 4% salary increase

Section 2: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 above.

Section 3: Part III of Appendix C be and is hereby amended by deleting Part III, Salary Schedule 4, Uniformed Police, Union, Pay Grades 96, 97 and 98 effective July 1, 1996 and inserting in lieu thereof the attached salary schedules.

Section 4: Notwithstanding anything to the contrary, Part I, Section 4.7 (Longevity and Educational Stipends for Police Officials) of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting paragraph (A) and inserting in lieu thereof the following:

"(A) Effective July 1, 1998 the longevity benefits shall be paid in accordance with the following schedule:

after 20 years of service - \$ 1,000/yr.

after 25 years of service - \$ 1,375/yr.

after 30 years of service - \$ 1,750/yr."

Section 5: Notwithstanding anything to the contrary, Part I, Section 5.2 (Uniform Allowance for Police Officials) of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following paragraph:

"Effective July 1, 1998 City will pay one half of cost of any required dress uniform up to a maximum of Two Hundred and Twenty-Five Dollars (\$225.00). Employees with fewer than five years remaining until mandatory retirement age will not be required to obtain dress uniforms and will not receive any payment for dress uniforms."

Section 5: Notwithstanding anything to the contrary, Part I, Section 6 of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following paragraph:

"6.9 - DEFIBRILLATOR STIPEND FOR POLICE OFFICIALS: Effective on or after July 1, 1998, should the City implement an Automatic External Defibrillator (AED) Program in the Police Department, all bargaining unit employees certified to operate an AED shall receive an annual stipend of Two Hundred and Fifty Dollars (\$250.00) except that this stipend shall be pro-rated on a monthly basis for the first year of an employee's certification."

Section 6: This ordinance shall be operative on the dates contained herein.

In City Council

June 16, 1998

Passed to be Ordained by a yea and nay vote of Eleven Yeas and No Nays



A Copy. Attest:

Robert J. O'Keefe

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996, RELATIVE TO MEMBERS OF
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 1009 IAFF**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing the following salary increase to those employees represented by International Association of Firefighters, Local 1009 in accordance with Salary Schedule 4A - Firefighters, Union:

Effective July 1, 1997 - 3% increase to the salaries in effect June 30, 1997

Effective July 1, 1998 - 3.5% increase to the salaries in effect June 30, 1998

Effective July 1, 1999 - 4% increase to the salaries in effect June 30, 1999.

Section 2: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 above.

Section 3: Notwithstanding anything to the contrary, Part III of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting Part III, Salary Schedule 4A - Firefighters, Union, effective July 1, 1996, and inserting in lieu thereof the attached salary schedules.

Section 4: Notwithstanding anything to the contrary, Part I, Section 2 of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting paragraph 2.12 and inserting in lieu thereof the following:

"2.12 OUT OF GRADE COMPENSATION: Effective July 1, 1998, the compensation level to be paid to a District Fire Chief who is entitled to out of grade compensation for filling-in for an absent Deputy Fire Chief shall be One Hundred and Five Dollars (\$105.00) per week work. In no event shall the combined weekly salary of the subject District Fire Chief and the fixed weekly rate established herein exceed the maximum salary of a Deputy Fire Chief."

Section 5: Notwithstanding anything to the contrary, Part I, Section 6 of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following paragraph:

"6.10 - DEFIBRILLATOR STIPEND FOR FIRE UNIFORMED PERSONNEL:
Effective July 1, 1998, should the City implement an Automatic External Defibrillator (AED) Program in the Fire Department, all bargaining unit employees who attain and maintain certification in the use of the AED shall receive an annual stipend of Two Hundred and Fifty Dollars (\$250.00) for each period of such certification status, payable in the first pay period in July of each year; provided, however, that the amount of such stipend shall be pro-rated on a monthly basis for the first year in which an employee has obtained such certification status."

Section 6: All bargaining unit employees on the Fire Department payroll as of July 1, 1997, and all persons who held such status as of that date, except those former employees whose employment ceased by either resignation or termination, shall be paid by check a one time clothing maintenance payment of Two Hundred and Twenty-Five Dollars (\$225.00). Such payment shall be made in the first payroll period in July 1998.

Section 7: This ordinance shall be operative on the dates contained herein.

In City Council

June 16, 1998

Passed to be Ordained by a yea and nay vote of Eleven Yeas and No Nays



A Copy. Attest:

Robert J. O'Keefe

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
RELATIVE TO HOLIDAY PAY FOR UNIFORMED FIRE PERSONNEL**

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Part I, Section 6 of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting a new paragraph:

6.8 HOLIDAY PAY FOR UNIFORMED FIRE PERSONNEL:

"Effective July 1, 1998 all uniformed Fire Department employees shall receive holiday pay, pursuant to the provisions of M.G.L. ch. 48 §57D, for those holidays recognized and celebrated as such by the City of Worcester, and as defined in M.G.L. ch. 48 §57D. Those Fire Department employees covered by the terms of a collective bargaining agreement shall receive holiday pay pursuant to the terms of entitlement for holiday pay compensation contained in said agreement. Holiday pay compensation pursuant to this ordinance shall be paid at one fourth (1/4) of the employees' regular weekly pay, except for the Fire Chief."

Section 2: This ordinance shall be effective on the date contained herein.

In City Council

June 30, 1998

Passed to be Ordained by a yea and nay vote of Eleven Yeas and No Nays



A Copy. Attest:

Robert J. O'Keefe

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
OCCUPATIONAL GROUP M – RECREATION**

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the following words and figures in said Occupational Group M – Recreation:

LINE NO.	JOB CLASSIFICATION	PAY GR	MIN. SALARY	MAX. SALARY	SHORT TITLE	TITLE NO.
1.	AQUATICS DIRECTOR (SEASONAL)	FLAT HOUR		13.35	AQUA DIR	0641
2.	ASS'T AQUATICS DIRECTOR (w.a.)	FLAT HOUR		11.40	AS AQ DIR	0643
3.	MONITOR/ASS'T REC. SUPERVISOR (Seasonal)	FLAT HOUR		9.26	SV AST REC	0646
4.	ASSISTANT HEAD FACILITY LIFEGUARD	FLAT HOUR		8.50	AS HD FAC	0062
6.	HEAD FACILITY LIFEGUARD	FLAT HOUR		9.50	HD FAC LFG	0061
8.	LIFEGUARD (SEASONAL)	FLAT HOUR		8.00	GUARD LIFE	0642
12.	WATER SAFETY INSTRUCTOR (w.a.)	FLAT HOUR		8.25	IN WTR SAF	0148
21.	WATER SAFETY DIRECTOR	FLAT HOUR		11.40	WTR SAF DIR	0340
22.	HEAD RECREATION LEADER	FLAT HOUR		8.50	HD REC LEA	0341

And inserting in lieu the following words and figures:

EFFECTIVE JULY 1, 2001

LINE NO.	JOB CLASSIFICATION	PAY GR	MIN. SALARY	MAX. SALARY	SHORT TITLE	TITLE NO.
1.	AQUATICS DIRECTOR (SEASONAL)	1R (NU)	13.50	14.75	AQUA DIR	0641
2.	ASS'T AQUATICS DIRECTOR (w.a.)	2R (NU)	11.50	12.75	AS AQ DIR	0643

3.	MONITOR/ASS'T REC. SUPERVISOR (Seasonal)	3R (NU)	10.50	11.75	SV AST REC	0646
4.	ASSISTANT HEAD FACILITY LIFEGUARD	6R (NU)	8.75	10.00	AS HD FAC	0062
6.	HEAD FACILITY LIFEGUARD	4R (NU)	9.75	11.00	HD FAC LFG	0061
8.	LIFEGUARD (SEASONAL)	8R (NU)	8.25	9.50	GUARD LIFE	0642
12.	WATER SAFETY INSTRUCTOR (w.a.)	7R (NU)	8.50	9.75	IN WTR SAF	0148
21.	WATER SAFETY DIRECTOR	3R (NU)	11.50	12.75	WTR SAF DIR	0340
22.	HEAD RECREATION LEADER	5R (NU)	9.50	10.75	HD REC LEA	0341
27.	JUNIOR LIFEGUARD (SEASONAL)	10R (NU)	6.75	8.00	GUARD LIFE JR.	0364
28.	GATE KEEPER	9R (NU)	8.00	9.25	GATE KEEP	0365

Section 2: Notwithstanding anything to the contrary, Part I, Section 6 of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting a new paragraph:

6.12 Stipend for Aquatic Staff - Parks & Recreation Department

"Effective July 1, 2001 all Aquatic staff who begin and complete an entire season with the Department of Parks and Recreation shall receive a stipend from \$50.00 to \$250.00. This stipend shall be determined each year based on the budget restrictions and market demand. This stipend shall only be approved when an employee completes an entire season, which includes both the first day and last day of the program as well as a minimum of one hundred and seventy-five hours on non-overtime work".

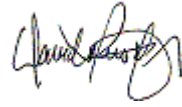
Section 3: Part Ill of Appendix C be and .is hereby amended by inserting the attached Salary Schedule 2 – Aquatics and Recreational (Seasonal, Non-Union), Effective July 1, 2001.

Section 4: This ordinance shall be effective on the date contained herein.

In City Council

July 17, 2001

Passed to be Ordained by a yea and nay vote of Ten Yeas and No Nays

A handwritten signature in black ink, appearing to read "David J. Rushford", with a stylized flourish at the end.

A Copy. Attest:

David J. Rushford

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
EXECUTIVE MANAGEMENT COMPENSATION SYSTEM**

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Part I, Section 3 of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting Subsection 3.9 and inserting in lieu the following:

3.9 Executive Management Compensation System

The provisions of Section 3, Salary Adjustments, subsections 3.1 through 3.6 shall not be applicable to employees of the City Manager in the job classifications of Occupational Group EM, Executive Management.

Employees holding any of the positions listed in Occupational Group EM shall be compensated at a salary level within the range designated for that position by the City Manager, in accordance with the provisions of this ordinance, except in the case of the City Clerk and City Auditor, whose level within the range designated for those positions shall be set by the City Council.

On July 1 of each year, beginning on July 1, 2004, the City Manager shall increase the minimum and maximum of the salary ranges based on the CPI-U Boston for the prior calendar year, but not to exceed 3% in any year, plus the average merit award. On July 1 of each year, all employees in the classifications of Occupational Group EM, Executive Management shall receive a percentage cost of living adjustment at the same level of the CPI-U Boston for the prior calendar year, but not to exceed 3% in any year. On July 1 of each year, they shall also receive a merit adjustment from the City Manager. The merit award shall be based upon the evaluation for January 1 through December 31 of the prior calendar year, or such other period as the City Manager shall determine.

Section 2: Notwithstanding anything to the contrary, all employees in classifications of the Occupational Group DH shall receive a 4% increase in base wages on January 1, 2003.

Section 3: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the existing Occupational Group Z, Executive Management, and Occupational Group DH, Department Heads, and inserting in lieu the attached Occupational Group EM, Executive Management, effective January 2, 2003.

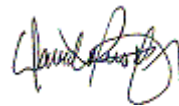
Section 4: This ordinance shall be effective on the dates contained herein.

In City Council

December 3, 2002

Passed to be Ordained by a yea and nay vote of Ten Yeas and No Nays

A Copy. Attest:



David J. Rushford

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE OF THE CITY OF
WORCESTER TO ELIMINATE SEVERANCE PAY (SEC. 3.7)
AND TO PROVIDE VACATION PAY TO SEPARATING EMPLOYEES**

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Part 1 (Commentary) of the Salary Ordinance of the City of Worcester, dated August 20, 1996, as amended, is hereby further amended by deleting Section 3.7 (Severance Pay) in its entirety and substituting a new Section 3.7 entitled **Vacation Pay for Separating Employees**, with a text as follows:

Effective October 1, 2003, an employee who leaves City service, whether by resignation, retirement, termination, layoff, or death, and who has worked thirty (30) weeks, 1200 hours in the aggregate, in the current vacation year, will be deemed to have earned his vacation leave for the next vacation year and be entitled to compensation for same at the time of separation.

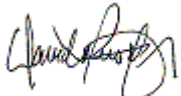
Section 2: This ordinance shall be effective on the date contained herein.

In City Council

October 28, 2003

Passed to be Ordained by a yea and nay vote of Ten Yeas and No Nays

A Copy. Attest:


David J. Rushford
City Clerk

**AN ORDINANCE AMENDING
THE SALARY ORDINANCE OF AUGUST 20, 1996
EXECUTIVE MANAGEMENT COMPENSATION SYSTEM**

Be It Ordained by the City Council of the city of Worcester, as follows:

Section 1. Section 3.9 of Part One of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the third paragraph in its entirety and inserting in lieu thereof the following:

On July 1, 2004 and each July 1 thereafter, the City Manager may determine a cost of living adjustment ranging between zero and three percent inclusive for all persons in Occupational Group EM, as the City Manager may deem in the best interests of the City of Worcester. All employees in Occupational Group EM shall receive said cost of living adjustment.

Notwithstanding the provisions of the previous paragraph, on July 1, 2004 and each July 1 thereafter, the City Manager may adjust the salary level of any or all of the employees holding positions listed in Occupational Group EM based on the written performance evaluation of each employee in said group during the preceding calendar year.

Beginning on July 1, 2004 and each July 1 thereafter, the City Manager shall adjust the minimum and maximum of the salary ranges for the job classifications listed in Occupational Group EM by the percentage change of the cost of living adjustment and the average percentage increase awarded for the written performance evaluation for the Occupational Group EM.

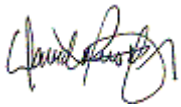
Section 2. This ordinance shall be effective on the dates contained herein.

In City Council

June 29, 2004

Passed to be Ordained by a yea and nay vote of Ten Yeas and No Nays

A Copy. Attest:


David J. Rushford
City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
RELATIVE TO THE SEVERANCE BENEFIT FOR CERTAIN
EMPLOYEES
RESIGNING VOLUNTARILY**

Be it ordained by the City Council of the city of Worcester as follows:

Section 1. Section 3.7 of the Salary Ordinance, Appendix C of the Revised Ordinances of 1996, is hereby amended by inserting a new sub-section, (D), as follows:

(D) In addition to the provision of subsection (A) above, and in return for a release of all legal claims against the city, the city manager shall have authority to grant any employee who either voluntarily resigns or is removed or discharged by the city manager from any position which is not governed by civil service or included in a collective bargaining group, but including the positions of chief and deputy chief in the police and fire departments, with a severance allowance equal to the weekly salary of the employee immediately prior to such resignation times the number of years of service of the employee with the city, such amount to be pro-rated to reflect any portion of any year and any period of less than full-time employment; *provided, however,* that before exercising any such authority, the city manager shall have received from any such employee at least seven days prior to such action a written release of all claims which said employee may have against the city, its officers, employees or agents, arising out of such resignation or removal.

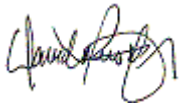
Section 2. This ordinance shall take effect as of September 24, 2004.

In City Council

October 19, 2004

Passed to be Ordained by a yeas and nays vote of Nine Yeas and No Nays

A Copy. Attest:


David J. Rushford
City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996 RELATIVE TO MEMBERS OF LOCAL 378, IBPO
INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing the following base salary increase to those employees represented by Local 378, IBPO in accordance with Salary Schedule 4- Uniformed Police, Union, Pay Grade 95:

Effective July 1, 2003	- 1%	salary increase of 0.25% and 0.75%
Effective July 1, 2004	- 2%	salary increase
Effective July 1, 2005	- 2%	salary increase
Effective January 1, 2006	- 1%	salary increase*
Effective July 1, 2006	- 2%	salary increase
Effective July 1, 2006	- 1%	salary increase*
Effective June 30, 2007	- 1%	salary increase*

* These salary increases are contingent upon the agreement of the City and those employees represented by Local 378, IBPO that there be certain changes in the Health Insurance plan design and contribution rates and that such changes remain in effect.

Section 2: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 above.

Section 3: Part III of Appendix C be and is hereby amended by deleting Part III, Salary Schedule 4, Uniformed Police, Union, Pay Grade 95, effective June 30, 2003 and inserting in lieu thereof the attached salary schedules.

Section 4: Notwithstanding anything to the contrary, Part I, Section 4.6 (Longevity and Educational Stipends for Police Officers) of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the entire section and inserting in lieu thereof the following:

“Employees of the Police Department having the rank of Police Officers, shall be eligible, at their option, for either an educational stipend (Quinn Bill) or longevity stipend.

(A) Longevity Stipend: Effective July 1, 2005, the longevity benefits shall be paid in accordance with the following schedule:

After 20 years of service - \$ 1,125/yr.

After 25 years of service - \$ 1,500/yr.
After 30 years of service - \$ 1,875/yr.

Effective July 1, 2006, the longevity benefits shall be paid in accordance with the following schedule:

After 20 years of service - \$ 1,250/yr.
After 25 years of service - \$ 1,625/yr.
After 30 years of service - \$ 2,000/yr.

Eligibility for and computation of said longevity benefits shall be based upon an employee's length of service in the Police Department as of May 31 of each year. However, no employee who entered the service of the department after January 1, 1988 shall be eligible for longevity benefits. Payment of longevity shall be made annually on the first pay period in June. Longevity shall not be deemed part of base salary.

(B) Educational Stipend (Quinn Bill): The City shall pay educational stipends (police career incentive base salary increases) to those Police Officers certified eligible by the Higher Education Coordinating Council in the amounts required by that certification. Effective January 1, 2006, these payments shall become part of base compensation to be received weekly and to be used for the calculation of overtime pay and holiday pay.

(C) Any employee who is eligible to receive both longevity benefits as set forth in paragraph (A) above and an educational stipend as set forth in paragraph (B) shall elect to receive benefits under one paragraph or the other. No employee shall receive both longevity benefits and an educational stipend.

The City Manager is authorized to promulgate such rules and regulations as he deems necessary and proper to implement the provisions of this section."

Section 5: Notwithstanding anything to the contrary, Part I, Section 6.1 (Court Time for Police Personnel) of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the words "police officers" from the existing paragraph and inserting the following paragraph:

"Employees in the job classification of Police Officer who are required by the City to attend court proceedings in criminal matters during other than their scheduled tours of duty shall receive a minimum of four (4) hours compensation computed at the rate of time and one-half of the employee's straight time rate of pay. Court time in excess of four hours shall be rounded off and paid to the next quarter hour."

Section 6: Notwithstanding anything to the contrary, Part I, Section 6 of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following paragraph:

"6.13 Civil Process Server Stipend: Effective June 2007, and each June thereafter, Police Officers who have passed their probationary period shall be paid a civil process server stipend of

\$250, which shall not be considered part of base salary for any purpose, but shall be considered regular compensation for purpose of retirement.”

Section 7: Notwithstanding anything to the contrary, Part I, Section 7 of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following paragraph:

“7.5 Overtime Pay for Police Officers: Police Officers operate under a twenty-eight day work period for purpose of overtime under the federal Fair Labor Standards Act.

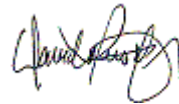
Section 8: This ordinance shall be operative on the dates contained herein.

In City Council

June 28, 2005

Passed to be Ordained by a yea and nay vote of Eleven Yeas and No Nays

A Copy. Attest:

A handwritten signature in black ink, appearing to read "David J. Rushford", is positioned above the printed name and title.

David J. Rushford
City Clerk

**AN ORDINANCE AMENDING
THE SALARY ORDINANCE OF AUGUST 20, 1996 EXECUTIVE
MANAGEMENT COMPENSATION SYSTEM**

Be It Ordained by the City Council of the city of Worcester, as follows:

Section 3.9 of Part One of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting a new paragraph at the conclusion thereof as follows:

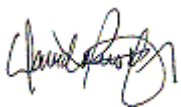
On January 1, 2006, July 1, 2006 and June 30, 2007, the city manager shall increase the minimum and maximum salary ranges for the job classifications listed in Occupational Group EM by one percent and all of the employees then- holding positions listed in Occupational Group EM shall receive a one-percent salary increase; provided however, that, if any portion of the employee health insurance plan design changes or contribution rate changes implemented for employees holding positions listed in Occupational Group EM by the city manager on January 1, 2006, July 1, 2006, June 30, 2007, or such other dates as the city manager deems in the best interests of the city, are held invalid by a tribunal of competent jurisdiction, or if compliance or implementation of any such provision is in any way restrained, then the salary increases authorized herein shall be suspended until such time as a final court judgment is rendered and not appealed which declares such provisions valid or removes any restraint on their implementation.

In City Council

November 29, 2005

Passed to be Ordained by a yea and nay vote of Eleven Yeas and No Nays

A Copy. Attest:


David J. Rushford
City Clerk

**AN ORDINANCE AMENDING THE SALARY
ORDINANCE OF AUGUST 20, 1996 RELATIVE TO MEMBERS OF
WORCESTER PUBLIC HEALTH NURSES ASSOCIATION**

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing the following base salary increase to those employees in the Worcester Public Health Nurses Association, in accordance with Salary Schedule 3A Public Health Nursing Services:

Effective July 1, 2003 - 0.25% salary increase
Effective July 1, 2004 - 2% salary increase
Effective July 1, 2005 - 2% salary increase
Effective January 1, 2006 - 1% salary increase *
Effective July 1, 2006 - 2% salary increase
Effective July 1, 2006 - 1% salary increase *
Effective June 30, 2007 - 1% salary increase *

* These salary increases are contingent upon the agreement of the City and those employees members of the Worcester Public Health Nurses Association that there be certain changes in the Health Insurance plan design and contribution rates and that such changes remain in effect.

Section 2: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinance of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 above.

Section 3: Notwithstanding anything to the contrary, Part III of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting Salary Schedule 3A Public Health Nursing Services, effective July 1, 2002, and inserting in lieu thereof the attached salary schedules.

Section 4: Notwithstanding anything to the contrary, Part I, Section 5.5 (Uniform Allowance for Public Health Nurses) of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the entire section and inserting in lieu thereof the following:

“Effective July 1, 2005 employees in the job classifications of Public Health Nurse, Public Health Nurse Leader, and Supervising Public Health Nurse are entitled to receive an annual clothing allowance of \$1,000 for uniform items required by the Commissioner of Public Health and Human Services. Reimbursement shall be made on a quarterly basis. Employees must have actually worked for the City for ninety (90) days before they can receive the first allowance.”

Section 5: Notwithstanding anything to the contrary, Part I, Section 4.5 (Advanced Education Nursing) of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the entire section and inserting in lieu thereof the following:

“Effective July 1, 2005 the City Manager is authorized to grant to those employees in the job classifications of Public Health Nurse, Public Health Nurse Leader, and Supervising Public Health Nurse upon whom a degree-granting institution has conferred an Associate’s Degree, Bachelor’s Degree, or Master’s Degree directly related to the qualifications, duties and responsibilities of their classifications, as determined by the City Manager, additional compensation as follows:

Associate’s Degree	\$10.00/week, provided, however, that those bargaining unit members employed on July 1, 2005 who hold only a “Hospital Nursing Diploma” will be deemed eligible to receive the Associate’s Degree stipend.
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Bachelor’s Degree	\$12.00/week
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Master’s Degree	\$14.00/week
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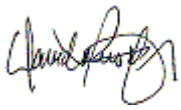
Section 6: This ordinance shall be effective on the dates contained herein.

In City Council

December 20, 2005

Passed to be Ordained by a yea and nay vote of Eleven Yeas and No Nays

A Copy. Attest:


David J. Rushford
City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996 RELATIVE TO MEMBERS OF LOCAL 1009, IAFF
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing the following salary increases to those employees represented by Local 1009, IAFF in accordance with Salary Schedule 4A, Firefighters-Union:

Effective July 1, 2003	- 0.25%	salary increase
Effective July 1, 2004	- 2%	salary increase
Effective July 1, 2005	- 2%	salary increase
Effective July 1, 2006	- 2%	salary increase
Effective July 1, 2006	- 2%	salary increase *
Effective July 1, 2006	- \$500	salary increase
Effective June 30, 2007	- 1%	salary increase *
Effective June 30, 2007	- \$1,500	salary increase
Effective June 30, 2007	- 3%	salary increase

* These salary increases are contingent upon the implementation and enforcement of the Health Insurance plan design and contribution rates, all as more fully set forth in Section 3 of the JLMC Arbitration Award dated May 1, 2006.

Section 2: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 above.

Section 3: Notwithstanding anything to the contrary, Part III of Appendix C be and is hereby amended by deleting Part III, Salary Schedule 4A, Firefighter, effective July 1, 2002 and inserting in lieu thereof the attached salary schedules.

Section 4: Notwithstanding anything to the contrary, Part I, Section 4.8 (Longevity Benefits for Fire Uniformed Personnel) of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the first paragraph and inserting in lieu thereof the following:

“Effective July 1, 2005, employees represented by Local 1009, IAFF who shall have completed, as calculated pursuant to the collective bargaining agreement, the following years of service in the Worcester Fire Department as of July 1 of each year shall be entitled to the following percentage longevity benefit calculated and applied pursuant to the methodology as set forth in

the collective bargaining agreement:

<u>Minimum of</u>	<u>But less than</u>	<u>Benefit</u>
5 years	10 years	1.75%
10 years	15 years	2.51%
15 years	20 years	2.60%
20 years	25 years	2.67%
25 years	30 years	3.22%
30 years or more		3.47%

Effective July 1, 2006, the longevity benefit shall be calculated according to the following schedule:

<u>Minimum of</u>	<u>But less than</u>	<u>Benefit</u>
5 years	10 years	1.96%
10 years	15 years	2.72%
15 years	20 years	2.81%
20 years	25 years	2.88%
25 years	30 years	3.43%
30 years or more		3.68%

The longevity benefit shall be received weekly, as part of base compensation, and shall be used for the calculation of holiday pay, overtime, and pension contributions and benefits, all as provided in the collective bargaining agreement.”

Section 5: Notwithstanding anything to the contrary, Part I, Section 4.9 (Hazardous Materials Training Stipend, Firefighters) of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the second paragraph and inserting in lieu thereof the following:

“Effective July 1, 2003, the Hazardous Material Stipend shall be converted to a percentage value, one and one-tenths percent (1.1%), and shall be received weekly as part of base compensation, and shall be used for the calculation of holiday pay, overtime, and pension contributions and benefits, all as provided in the collective bargaining agreement.”

Section 6: Notwithstanding anything to the contrary, Part I, Section 6 of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following paragraph:

“6.15 Confined Space Stipend for Uniformed Fire Personnel: Effective July 1, 2006 there shall be an annual stipend of \$250.00 payable to all uniformed Fire Personnel in consideration of training in Confined Space technique. Such payments shall be made to employees on the payroll in the first week of June of each fiscal year.”

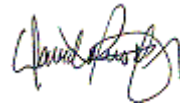
Section 7: This ordinance shall be operative on the dates contained herein.

In City Council

May 30, 2006

Passed to be Ordained by a yea and nay vote of Eleven Yeas and No Nays

A Copy. Attest:

A handwritten signature in black ink, appearing to read "David J. Rushford", written in a cursive style.

David J. Rushford
City Clerk

CITY OF WORCESTER

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996 RELATIVE TO MEMBERS OF LOCAL 504, IBPO
WORCESTER POLICE OFFICIALS**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing the following base salary increases to those employees represented by Local 504, IBPO in accordance with Salary Schedule 4, Uniformed Police:

Effective July 1, 2003	0.25%	salary increase
Effective July 1, 2004	2%	salary increase
Effective July 1, 2005	2%	salary increase
Effective July 1, 2006	\$650	salary increase
Effective July 1, 2006	2%	salary increase
Effective June 30, 2007	1%	salary increase
Effective June 30, 2007	2%	salary increase *
Effective June 30, 2007	3%	salary increase
Effective January 1, 2008	2%	salary increase
Effective January 1, 2009	2%	salary increase

* This salary increase is in consideration of all the health insurance changes proposed by the City and adopted by the JLMC panel.

Section 2: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 above.

Section 3: Notwithstanding anything to the contrary, Part III of Appendix C be and is hereby amended by deleting Part III, Salary Schedule 4, Uniformed Police, effective June 30, 2003 and inserting in lieu thereof the attached salary schedules.

Section 4: Notwithstanding anything to the contrary, Part I, Section 4.7 (Longevity and Educational Stipends for Police Officials) of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the entire section and inserting in lieu thereof the following:

“Employees of the Police Department having the rank of Sergeant, Lieutenant, Captain, Deputy

Chief, or Chief shall be eligible, at their option, for either an educational stipend (Quinn Bill) or longevity stipend.

(A) Longevity Stipend: Effective July 1, 2007, the longevity benefits shall be paid in accordance with the following schedule:

After 20 years of service - \$ 1,250/yr.

After 25 years of service - \$ 1,625/yr.

After 30 years of service - \$ 2,000/yr.

Eligibility for and computation of said longevity benefits shall be based upon an employee's length of service in the Police Department as of May 31 of each year. However, no one who entered the service of the department after January 1, 1988 shall be eligible for longevity benefits. Payment of longevity shall be made annually on the first pay period in June. Longevity shall not be deemed part of base salary.

(B) Educational Stipend (Quinn Bill): The City shall pay educational stipends (police career incentive base salary increases) to those Police Officials certified eligible by the Higher Education Coordinating Council in the amounts required by that certification.

(a) Effective January 1, 2006, these payments shall become part of base compensation to be received weekly, and shall be used for the calculation of holiday pay, but not overtime.

(b) Effective June 30, 2007, these payments shall become part of base compensation to be received weekly, and shall be used for the calculation of overtime pay and holiday pay.

(C) Any employee who is eligible to receive both longevity benefits as set forth in paragraph (A) above, and an educational stipend as set forth in paragraph (B) shall elect to receive benefits under one paragraph or the other. No employee shall receive both longevity benefits and an educational stipend.

The City Manager is authorized to promulgate such rules and regulations as he deems necessary and proper to implement the provisions of this section. ”

Section 5: Notwithstanding anything to the contrary, Part I, Section 6.1 of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the entire section and inserting in lieu thereof the following:

“6.1 Court Time for Uniformed Police Personnel: Effective December 1, 2006, employees in the job classification of Police Officer, Sergeant, Lieutenant, Captain, or Deputy Police Chief, who are

required by the City to attend court proceedings in criminal matters during other than their scheduled tours of duty shall receive a minimum of four (4) hours compensation computed at the rate of time and one-half of the employee's straight time rate of pay. Court time in excess of four hours shall be rounded off and paid to the next quarter hour."

Section 6: Notwithstanding anything to the contrary, Part I, Section 6.9 of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the entire section and inserting in lieu the following:

"6.9 Defibrillator Stipend for Police Officials: In consideration of the skills and services performed, employees in the job classification of Police Sergeant, Lieutenant, and Captain shall receive an annual AED (Automatic External Defibrillator) stipend of \$250.00, effective in Fiscal Year 2006. The annual payment of the AED Stipend will be made in the first pay period in September of each year; provided, however, that Police Officers promoted into the Police Officials bargaining unit shall be entitled to one \$250 payment per fiscal year."

Section 7: Notwithstanding anything to the contrary, Part I, Section 6 of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following paragraph:

"6.14 Civil Process Server Stipend for Police Officials: Effective Fiscal Year 2007, employees in the job classification of Police Sergeant, Lieutenant, and Captain shall receive an annual civil process server stipend of \$250, which shall not be considered part of base salary for any purpose, but shall be considered regular compensation for purpose of retirement. This stipend shall be paid in the first pay period of each September. Police Officers promoted into the Police Officials bargaining unit shall be entitled to one \$250 payment per fiscal year."

Section 8: Notwithstanding anything to the contrary, Part I, Section 7.5 of Appendix C of the Revised Ordinances of 1996 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the entire section and inserting in lieu the following:

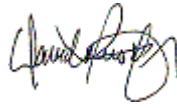
"7.5 Overtime Pay for Uniformed Police Personnel: Employees in the job classification of Police Officer, Sergeant, Lieutenant, and Captain have been operating under a twenty-eight day work period for purpose of overtime under the federal Fair Labor Standards Act.

Section 9: This ordinance shall be operative on the dates contained herein.

In City Council

August 28, 2007

Passed to be Ordained by a yea and nay vote of Ten Yeas and No Nays

A handwritten signature in black ink, appearing to read "David J. Rushford". The signature is stylized with a large, looped initial "D" and a trailing flourish.

David J. Rushford
City Clerk

A Copy. Attest:

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
OCCUPATIONAL GROUP M – RECREATION**

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the current Occupational Group M, Recreation, and inserting in lieu the attached Occupational Group M, Recreation.

Section 2: Notwithstanding anything to the contrary, Part III of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the current Salary Schedule 2, Aquatics and Recreation, and inserting in lieu the attached Salary Schedule 2, Aquatics and Recreation (Seasonal, Non- Union).

Section 3: Notwithstanding anything to the contrary, Part I, Section 6 of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting paragraph 6.12 and inserting in lieu the following:

6.12 Stipend and Reimbursements for Aquatic Staff- Parks, Recreation and Cemetery Division

Effective January 1, 2008, all Aquatic staff who begin and complete an entire season with the Division of Parks, Recreation and Cemetery shall receive a stipend from \$50.00 to \$250.00. This stipend shall be determined each year based on the budget restrictions and market demand. This stipend shall only be approved when an employee completes an entire season, which includes orientation, the first day, July 4th, and last day of the program, as well as a minimum of two hundred hours of non-overtime work.

All Aquatic personnel who begin work and complete an entire session with the Division of Parks, Recreation and Cemetery shall receive a reimbursement for one bathing suit purchased for the current aquatic season up to \$50.00. All suits must be approved by the Commissioner of Public Works and Parks or his designee, and a receipt must be required for reimbursement. This reimbursement shall only be approved when an employee completes an entire session, which includes orientation, the first day, July 4th, and the last day of the program, as well as a minimum of two hundred hours of non-overtime work.

All Aquatic personnel that have a Water Safety Instructor Certification shall be paid a stipend of \$50.00 per swim lesson session they complete during the Summer Aquatic Program. Swim lessons must meet a nationally approved standard and be authorized by

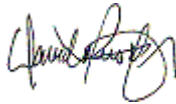
the Commissioner of Public Works and Parks or his designee. To qualify for the stipend, they shall teach 85% of the classes during each session, complete a course record sheet with daily attendance information, and have current Water Safety Instructor Certification valid through the current aquatic session.

Section 4: This ordinance shall be effective on the date contained herein.

In City Council

July 8, 2008

Pass to be Ordained by a yea and nay vote of Ten Yeas and No Nays

A handwritten signature in black ink, appearing to read "David J. Rushford", is positioned above the printed name and title of the City Clerk.

A Copy. Attest:

David J. Rushford
City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE OF AUGUST 20, 1996
RELATIVE TO MEMBERS OF
DPW CLERKS BARGAINING UNIT (LOCAL 170, TEAMSTERS)**

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing a base salary increase to those employees in the DPW Clerks Bargaining Unit, in accordance with the attached Salary Schedule 1A- General, effective January 1, 2008, and January 1, 2009.

Section 2: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 above.

Section 3: Notwithstanding anything to the contrary, Part III of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting Salary Schedule 1A- General, effective June 30, 2007, and inserting in lieu thereof the attached salary schedules.

Section 4: Notwithstanding anything to the contrary, Part I, Section 6 of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following paragraph:

6.15 Acting Cemetery Office Administrator (When Assigned)

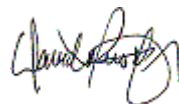
“Effective March 31, 2008, if the Commissioner of Public Works and Parks specifically assigns an employee for a full day as the Cemetery Office Administrator for the day when the regular Cemetery Office Administrator is out for the whole work day, the City shall pay a \$20.00 per diem for the whole day as a supplement to the employee’s regular pay for the day.”

Section 5: This ordinance shall be effective on the dates contained herein.

In City Council

September 9, 2008

Passed to be ordained by a yea and nay vote of Six Yeas and Four Nays

A handwritten signature in dark ink, appearing to be "David P. [unclear]", is located at the bottom center of the page.

A Copy. Attest:

David J. Rushford
City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996 RELATIVE TO MEMBERS OF LOCAL 1009, IAFF
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing the following salary increases to those employees represented by Local 1009, IAFF in accordance with Salary Schedule 4A, Firefighters-Union:

Effective January 1, 2008	2.0% salary increase*
Effective January 1, 2009	2.0% salary increase *

* These salary increases are contingent upon the implementation and enforcement of the Health Insurance plan design and contribution rates, all as more fully set forth in Section 3 of the Memorandum of Agreement dated June 9, 2009.

Section 2: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 above.

Section 3: Notwithstanding anything to the contrary, Part III of Appendix C be and is hereby amended by deleting Part III, Salary Schedule 4A, Firefighter, effective June 30, 2007 and inserting in lieu thereof the attached salary schedules.

Section 4: Notwithstanding anything to the contrary, Part I, Section 4.9 (Hazardous Materials Training Stipend, Firefighters) of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the second paragraph and inserting in lieu thereof the following:

“Effective June 30, 2009, the Hazardous Material Stipend shall be increased from 1.1% to 1.6%, shall be received weekly as part of base compensation, and shall be used for the calculation of holiday pay, overtime, and pension contributions and benefits, all as provided in the collective bargaining agreement.”

Section 5: Notwithstanding anything to the contrary, Part I of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting Section

5.3 (Uniform Allowance for Fire Uniformed Personnel) and inserting in lieu thereof the following:

“Effective June 30, 2009, uniformed personnel of the Fire Department shall receive an annual clothing allowance of \$1,050.00 (One Thousand and Fifty Dollars). Effective June 30, 2010, the annual clothing allowance shall be increased to \$1,100.00 (One Thousand and One Hundred Dollars).”

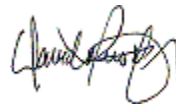
Section 6: This ordinance shall be operative on the dates contained herein.

In City Council

August 11, 2009

Passed to be Ordained by a yea and nay vote of Eleven Yeas and No Nays.

A Copy. Attest:

A handwritten signature in black ink, appearing to read "David J. Rushford", written over a horizontal line.

**David J. Rushford
City Clerk**

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996**

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Part I, Section 6 of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following paragraph:

6.17 Stipend for Performing Additional Job Assignments at Union Station

“Effective July 1, 2009, a city employee who is permanently assigned to provide coverage for the Union Station Building Manager and perform additional duties as required shall receive a stipend of \$50.00 per week.”

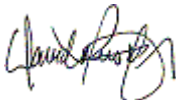
Section 2: This ordinance shall be effective on the dates contained herein.

In City Council

August 11, 2009

Passed to be Ordained by a yea and nay vote of Eleven Yeas and No Nays

A Copy. Attest:


David J. Rushford
City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996 RELATIVE TO MEMBERS OF
LOCAL 911, NEPBA (POLICE OFFICERS)**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing the following base salary increase to those employees represented by Local 911, NEPBA in accordance with Salary Schedule 4- Uniformed Police, Union, Pay Grade 95:

Effective January 1, 2008	2.0% salary increase
Effective January 1, 2009	2.0% salary increase
Effective June 30, 2010	3.0% salary increase

Effective July 1, 2010, the salary schedule shall be amended by including a new maximum step (Step 6) for officers who do not qualify for education incentive under M.G.L. Chapter 41, Section 108L or under Collective Bargaining Agreement. Such officers will advance to Step 6 on their individual increment date. The pay detail shall continue to be calculated based on Step 5.

Section 2: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 above.

Section 3: Part III of Appendix C be and is hereby amended by deleting Part III, Salary Schedule 4, Uniformed Police, Union, Pay Grade 95, effective June 30, 2007 and inserting in lieu thereof the attached salary schedules.

Section 4: Notwithstanding anything to the contrary, Part I, Section 4.6 (Longevity and Educational Stipends) be and is hereby amended by inserting the following paragraph:

(D) Police Officers who become sworn full-time members of Worcester Police Department after July 1, 2009 and Officers not enrolled in the state education incentive program as of October 1, 2009 shall be eligible for the following education incentive program:

- (1) For an Associate's degree in Criminal Justice, an annual stipend of \$2,500.
- (2) For a Bachelor's or Master's degree in Criminal Justice, an annual stipend of \$5,000.

The program shall include the same quality guidelines, standards, and review process for qualifying degrees from accredited institutions as set forth in Article 28 Section 3a of the Collective Bargaining Agreement.

Section 5: Notwithstanding anything to the contrary, Part I, Section 5.1 (Uniform Allowance for Police Officers) of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the first paragraph and inserting in lieu thereof the following:

“Effective July 1, 2010 employees in the Police Department having the rank of Police Officers are entitled to receive a clothing allowance not to exceed \$1,100 per year.

Section 6: Notwithstanding anything to the contrary, Part I, Section 6.13 (Civil Process Server Stipend for Police Officers) of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following paragraph:

“Effective beginning in Fiscal Year 2011, the annual Civil Process Server Stipend shall be increased by fifty dollars (\$50.00).”

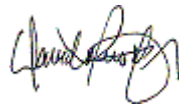
Section 7: This ordinance shall be operative on the dates contained herein.

In City Council

December 15, 2009

Passed to be Ordained by a yea and nay vote of Eleven Yeas and One Nay

A Copy. Attest:



David J. Rushford
City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996 RELATIVE TO MEMBERS OF LOCAL 1009, IAFF
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing a 2% wage increase to those employees represented by Local 1009, IAFF in accordance with Salary Schedule 4A, Firefighters-Union, effective July 1, 2012.

Section 2: Notwithstanding anything to the contrary, Part I of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the following sections, effective July 1, 2011:

Section 5.3 - Uniform Allowance for Fire Uniformed Personnel Section
6.10 - Defibrillator Stipend for Fire Uniformed Personnel Section
6.15 - Confined Space Stipend for Fire Uniformed Personnel

Notwithstanding anything to the contrary, the Uniform Allowance Stipend, Confined Space Stipend, and Defibrillator Stipend shall be eliminated and added to the annual base salaries of those employees represented by Local 1009, IAFF in accordance with Salary Schedule 4A, Firefighters-Union, effective July 1, 2011.

Section 3: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 and Section 2 above.

Section 4: Notwithstanding anything to the contrary, Part III of Appendix C be and is hereby amended by deleting Part III, Salary Schedule 4A, Firefighter, effective June 30, 2009 and inserting in lieu thereof the attached salary schedules.

Section 5: Notwithstanding anything to the contrary, Part I, Section 4.9 (Hazardous Materials Training Stipend, Firefighters) of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the second paragraph and inserting in lieu thereof the following:

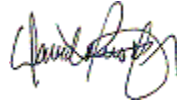
“Effective January 1, 2013, the Hazardous Material Stipend shall be increased from 1.6% to 2.6%, shall be received weekly as part of base compensation, and shall be used for the calculation of holiday pay, overtime, and pension contributions and benefits, all as provided in the collective bargaining agreement.”

Section 6: This ordinance shall be operative on the dates contained herein.

In City Council

June 21, 2011

Passed to be ordained by yea and nay vote of Eight Yeas and No Nays

A handwritten signature in black ink, appearing to read "David J. Rushford", written in a cursive style.

A Copy. Attest:

David J. Rushford
City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996 RELATIVE TO MEMBERS OF LOCAL 504, IBPO
WORCESTER POLICE OFFICIALS**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing a 2% wage increase to those employees represented by Local 504, IBPO in accordance with Salary Schedule 4- Uniformed Police, effective July 1, 2012.

Section 2: Notwithstanding anything to the contrary, Part I of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the following sections, effective July 1, 2011:

Section 5.2 - Uniform Allowance for Police Officials
Section 6.9 - Defibrillator Stipend for Police Officials
Section 6.14 - Civil Process Server Stipend for Police Officials

Notwithstanding anything to the contrary, the Uniform Allowance Stipend, Defibrillator Stipend, and Civil Process Server Stipend shall be eliminated and added to the annual base salaries of those employees represented by Local 504, IBPO in accordance with Salary Schedule 4- Uniformed Police, effective July 1, 2011.

Section 3: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 and Section 2 above.

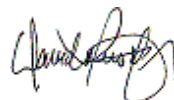
Section 4: Part III of Appendix C be and is hereby amended by deleting Part III, Salary Schedule 4, Uniformed Police, effective January 1, 2009 and inserting in lieu thereof the attached salary schedules.

Section 5: This ordinance shall be operative on the dates contained herein.

In City Council

June 21, 2011

Passed to be Ordained by yea and nay vote of Eight Yeas and No Nays

A handwritten signature in dark ink, appearing to be "David P. [unclear]", is located at the bottom center of the page.

A Copy. Attest:

David J. Rushford
City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996 RELATIVE TO MEMBERS OF
LOCAL 911, NEPBA (POLICE OFFICERS)**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing the following base salary increase to those employees represented by Local 911, NEPBA in accordance with Salary Schedule 4, Uniformed Police (Pay Grade 95):

Effective July 1, 2012	2.0% salary increase
Effective January 1, 2013	1.0% salary increase

Section 2: Notwithstanding anything to the contrary, Part I of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the following sections, effective July 1, 2011:

Section 5.1 - Uniform Allowance for Police Officers
Section 6.8 - Defibrillator Stipend for Police Officers
Section 6.13 - Civil Process Server Stipend for Police Officers

Notwithstanding anything to the contrary, the Uniform Allowance Stipend, Defibrillator Stipend, and Civil Process Server Stipend shall be eliminated and added to the annual base salaries of those employees represented by Local 911, NEPBA in accordance with Salary Schedule 4- Uniformed Police, effective July 1, 2011.

Section 3: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 and Section 2 above.

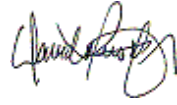
Section 3: Part III of Appendix C be and is hereby amended by deleting Part III, Salary Schedule 4, Uniformed Police-Union (Pay Grade 95), effective June 30, 2010 and inserting in lieu thereof the attached salary schedules.

Section 4: This ordinance shall be operative on the dates contained herein.

In City Council

June 21, 2011

Passed to be ordained by yea and nay vote of Eight Yeas and No Nays

A handwritten signature in black ink, appearing to read "David J. Rushford". The signature is stylized with a large, looped initial "D" and a trailing flourish.

A Copy. Attest:

David J. Rushford

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
RELATIVE TO FIRE CHIEFS AND DEPUTY FIRE CHIEFS**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Part I, Section 4.8 (Longevity Benefits for Fire Uniformed Personnel) of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the last paragraph and inserting in lieu thereof the following:

"Effective July I, 2011, employees of Fire Department classified in Occupational Group EM (Deputy Chiefs and Fire Chief) shall be entitled to receive longevity benefits in accordance with the above schedule. The longevity benefit shall be received weekly, as part of base compensation, and shall be used for the calculation of holiday pay and pension contributions and benefits."

Section 2: Notwithstanding anything to the contrary, Part I, Section 4.9 (Hazardous Materials Training Stipend, Firefighters) of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the third paragraph and inserting in lieu thereof the following:

"Effective July I, 2011, employees of Fire Department classified in Occupational Group EM (Deputy Chiefs and Fire Chief) shall be entitled to receive Hazardous Material Training Stipend in accordance with the above schedule. The Hazardous Material Training Stipend shall be received weekly as part of base compensation, and shall be used for the calculation of holiday pay and pension contributions and benefits."

Section 3: Notwithstanding anything to the contrary, Part I, Section 4.10 (Educational Incentive Stipend, Firefighters) of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the third paragraph and inserting in lieu thereof the following:

"Effective July I, 2011, employees of Fire Department classified in Occupational Group EM (Deputy Chiefs and Fire Chief) shall be entitled to receive Educational Incentive Stipend in accordance with the above schedule. The Educational Incentive Stipend shall be received weekly as part of base compensation, and shall be used for the calculation of holiday pay and pension contributions and benefits."

Section 4: Notwithstanding anything to the contrary, Part I, Section 6.11 (Holiday Pay for Uniformed Fire Personnel) of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the last paragraph and inserting in lieu thereof the following:

"Holiday pay compensation pursuant to this ordinance shall be paid at one fourth (1/4) of the employees' regular weekly pay."

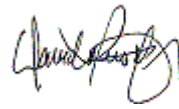
Section 5: This ordinance shall be effective on the dates contained herein.

In City Council

September 6, 2011

Passed to be Ordained by a yea and nay vote of Ten Yeas and No Nays

A Copy. Attest:

A handwritten signature in black ink, appearing to read "David J. Rushford", written over a horizontal line.

David J. Rushford
City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996, RELATIVE TO
LOCAL 495 BARGAINING UNIT**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting Section 4.3 paragraph (a) and inserting in lieu the following:

4.3 (a) Advanced Education (Inspectors; Registered Sanitarians):

(1) Effective July 1, 2015, the City Manager is authorized to grant to those employees in the job classifications of Health Inspectors (Sanitary Inspector, Senior Sanitarian, and Principal Sanitarian), upon whom an accredited degree-granting institution has conferred the following degrees and certifications directly related to the qualifications, duties and responsibilities of their classifications as determined by the City Manager, additional compensation as follows:

Bachelor's Degree in Health, Environmental Science or Engineering	\$20.00/week
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Bachelor's Degree in Health, Environmental Science or Engineering plus Registered Sanitarian Certificate	\$30.00/week
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Master's Degree in Health, Environmental Science or Engineering	\$25.00/week
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Master's Degree in Health, Environmental Science or Engineering plus Registered Sanitarian Certificate	\$35.00/week
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(2) Effective July 1, 2015, the City Manager is authorized to grant to those employees in the job classifications of Building Inspectors, Wire Inspectors, and Plumbing/Gas Inspectors upon whom an accredited degree-granting institution has conferred a Bachelor's Degree in structural engineering, civil engineering, electrical engineering or construction management, an additional compensation of \$20 per week.

Section 2: Notwithstanding anything to the contrary, Section 4, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting Section 4.4 and inserting in lieu the following:

4.4 Advanced Education (Engineers)

(a) Effective July 1, 2015, the City Manager is authorized to grant to those employees in the job classifications of Engineer upon whom an accredited degree-granting institutions has conferred the following degrees directly related to the qualifications, duties and responsibilities of their classifications, as determined by the City Manager, additional compensation as follows:

Associate's Degree in Civil Engineering or Environmental Engineering	\$8.00/week
Bachelor's Degree in Civil Engineering or Environmental Engineering	\$20.00/week
Master's Degree in Civil Engineering or Environmental Engineering	\$25.00/week

Notwithstanding the foregoing, permanent and provisional full-time employees whose classifications on May 9, 1967 were:

- Junior Civil Engineer, Grade 3
- Junior Traffic Engineer, Grade 3
- Senior Draftsman
- Assistant Civil Engineer, Grade 4
- Assistant Traffic Engineer, Grade 4
- Senior Civil Engineer, Grade 5
- Senior Traffic Engineer, Grade 5

shall be deemed to possess sufficient qualifications to receive additional compensation for a Bachelor's Degree; and provided further that any full-time employee in the classifications listed above shall also be deemed to possess sufficient qualifications to receive additional compensation for a Bachelor's Degree if he had on May 9, 1967, as a permanent full-time employee, the classification of:

- Junior Engineering Aide, Grade 1
- Senior Engineering Aide, Grade 2
- Senior Traffic Engineering Aide, Grade 2

Employees assigned to the Executive Office of the City Manager, whose classifications were junior or senior planner and who are deemed eligible for additional compensation as cited above, shall continue to receive such compensation in the event their classifications are retitled to staff assistant of any grade.

(b) Engineers holding an engineer-in-training license (EIT) and/or surveyor-in-training license (SIT) shall be eligible to receive a \$10 per week stipend for a period of five years after initial obtainment of either the EIT or SIT, or until the employee receives either the professional engineer's license (PE) or registered land surveyor's license (RLS) if he does so before the end of the five year period. The \$10 stipend is for either or for both EIT or SIT, but not cumulatively. The stipend shall be terminated if the employee does not receive the PE or RLS within 5 years of earning the stipend.

(c) Effective July 1, 2015, Engineers holding a PE and/or RLS shall receive a \$60 per week stipend. The \$60 stipend is for either or for both PE and/or RLS, but not cumulatively. No Engineer receiving a stipend under paragraph (c) shall receive a stipend under paragraph (b) of Section 4.4.

(d) Traffic engineers shall receive the stipends set forth in paragraphs (b) and (c) provided that they meet the conditions and requirements in said paragraphs and provided that the department

head certifies that said engineers do equivalent work of a civil engineer and recommends that the engineer receive a stipend.

Section 3: Notwithstanding anything to the contrary, Section 5, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting Section 5.1 and inserting in lieu the following:

5.1 Boot Allowance

Effective July 1, 2015, the City shall provide eligible employees in the Department of Public Works and Parks, and Worcester Police Department with an annual allowance of \$125.00 for ANSI footwear.

Section 3: Notwithstanding anything to the contrary, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting Section 5.4 and inserting in lieu the following:

5.4 Protective Clothing for Animal Control Officers

Effective July 1, 2015, the City shall provide each full time Animal Control Officer, appointed for a period of not less than three (3) months, protective clothing and equipment to a maximum value of \$500.00 per officer, subject to the sole determination of the Police Chief as to what items shall be provided.

Section 4: Notwithstanding anything to the contrary, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting Section 6.5 and inserting in lieu the following:

6.5 Traffic Engineering, Denver Boot Stipend

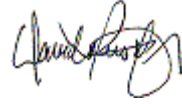
Effective July 1, 2015, Traffic Engineering Division employees with the secondary classification of Denver Boot Detail (when assigned) shall receive a stipend in the amount of \$6.00 per day for each actual day of performing such work.

Section 5: This ordinance shall be effective on July 1, 2015.

In City Council

July 21, 2015

Passed to be ordained by a yea and nay vote of Ten Yeas and No Nays

A handwritten signature in black ink, appearing to read "David J. Rushford". The signature is stylized with a large, looping initial "D" and a trailing flourish.

A Copy. Attest:

David J. Rushford

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996 RELATIVE TO MEMBERS OF
LOCAL 911, NEPBA (POLICE OFFICERS)**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing the following base salary increase to those employees represented by Local 911, NEPBA in accordance with Salary Schedule 4, Uniformed Police (Pay Grade 95):

Effective January 1, 2014	2.0% salary increase
Effective January 1, 2015	2.0% salary increase
Effective January 1, 2016	2.0% salary increase

Effective July 1, 2016, a step shall be added to all salary schedules (Quinn, No Degree, and Non-Quinn Education Incentive) at the rate of 2.0%. Officers will advance to the new maximum step on their individual increment date. The pay detail shall continue to be calculated based on Step 5.

Section 2: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 above.

Section 3: Part III of Appendix C be and is hereby amended by deleting Part III, Salary Schedule 4, Uniformed Police-Union (Pay Grade 95), effective January 1, 2013 and inserting in lieu thereof the attached salary schedules.

Section 4: Notwithstanding anything to the contrary, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting Section 4.6 Longevity and Educational Stipends for Police Officers, and inserting in lieu the following:

4.6 Longevity and Educational Stipends for Police Officers

(A) Longevity Stipend

Effective July 1, 2015, employees in the Police Department having the rank of Police Officer and not eligible for education incentive provided by M.G.L. c. 41§ 108L (Quinn Bill), shall be eligible for longevity stipends, as follows:

<u>Years of Continuous Service</u>	<u>Annual Payment</u>
5 years	\$1,000
10 years	\$1,300
15 years	\$1,600

20 years	\$1,900
25 years	\$2,200
30 years	\$2,500

Longevity stipend shall apply to officers with no compensable college degree and to officers hired on or after July 1, 2009 who qualify for education incentive pay other than Quinn Bill.

Eligibility for and computation of said longevity benefits shall be based upon an employee's length of service in the Police Department as of May 31 of each year. Payment of longevity shall be made annually on the first pay period in June. Longevity shall not be deemed part of base salary.

(B) Educational Stipend (Quinn Bill)

The City shall pay educational stipends (police career incentive base salary increases) according to M.G.L. c.41 §108L) to those Police Officers appointed before July 1, 2009 and certified eligible by the Higher Education Coordinating Council, in the amounts required by that certification. These payments shall be deemed part of base compensation to be received weekly and to be used for the calculation of overtime pay and holiday pay.

(C) Any employee who is eligible to receive both longevity benefits as set forth in paragraph (A) above, and an educational stipend as set forth in paragraph (B) shall elect to receive benefits under one paragraph or the other. No employee shall receive both longevity benefits and a Quinn Bill educational stipend.

(D) Education Incentive Program

Police Officers who entered the service of the department on or after July 1, 2009 and Officers not eligible for education incentive provided by M.G.L. c. 41§ 108L (Quinn Bill) shall be eligible for the following education incentive program, effective October 1, 2015:

For an Associate's degree, an annual stipend of \$3,500
 For a Bachelor's degree, an annual stipend of \$6,500
 For a Master's degree, an annual stipend of \$7,500

For Officers on the payroll as of June 16, 2015, payments shall be made for degrees obtained from any college or university, accredited by the New England Association of Schools and Colleges (NEASC) or an equivalent regional accrediting agency. For Officers appointed on and after June 16, 2015 the above payments shall be limited to degrees achieved in criminal justice or a field reasonably related to law enforcement, in a Liberal Arts or Business related discipline, in forensic science, or in a discipline recognized by the City's Policy.

Effective October 1, 2015, the annual education incentive benefits as set forth in this section shall become part of base compensation to be received weekly and to be used for the calculation of overtime pay and holiday pay.

The City Manager is authorized to promulgate such rules and regulations as he deems necessary and proper to implement the provisions of this section.

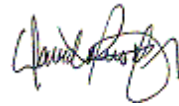
Section 5: Notwithstanding anything to the contrary, each employee represented by Local 911, NEPBA Bargaining Unit, on the active payroll as of June 16, 2015, shall receive a one-time bonus in the amount of \$250.00.

Section 6: This ordinance shall be operative on the dates contained herein.

In City Council

August 11, 2015

Passed to be ordained by a yea and nay vote of Ten Yeas and No Nays.

A handwritten signature in blue ink, appearing to read "David J. Rushford", with a stylized flourish at the end.

A Copy. Attest:

David J. Rushford
City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996 RELATIVE TO MEMBERS OF LOCAL 504, IBPO
WORCESTER POLICE OFFICIALS**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing the following base salary increase to those employees represented by Local 504, IBPO in accordance with Salary Schedule 4, Uniformed Police:

Effective October 1, 2013	1.0% salary increase
Effective January 1, 2014	2.0% salary increase
Effective January 1, 2015	2.0% salary increase
Effective February 1, 2016	2.0% salary increase

Effective July 1, 2016, a step shall be added to all salary schedules (Quinn, No Degree, and Non-Quinn Education Incentive) at the rate of 2.0%. Police Officials will advance to the new maximum step on their individual increment date.

Section 2: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 above.

Section 3: Part III of Appendix C be and is hereby amended by deleting Part III, Salary Schedule 4, Uniformed Police-Union, effective July 1, 2012 and inserting in lieu thereof the attached salary schedules.

Section 4: Notwithstanding anything to the contrary, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting Section 4.7 Longevity and Educational Stipends for Police Officials, and inserting in lieu the following:

4.7 Longevity and Educational Stipends for Police Officials

(A) Longevity Stipend

Effective July 1, 2015, employees in the Police Department having the rank of Police Official and not eligible for education incentive provided by M.G.L. c. 41§ 108L (Quinn Bill), shall be eligible for longevity stipends, as follows:

<u>Years of Continuous Service</u>	<u>Annual Payment</u>
5 years	\$1,000
10 years	\$1,300
15 years	\$1,600

20 years	\$1,900
25 years	\$2,200
30 years	\$2,500

Longevity stipend shall apply to Police Officials with no compensable college degree and to Police Officials hired on or after July 1, 2009 who qualify for education incentive pay other than Quinn Bill.

Eligibility for and computation of said longevity benefits shall be based upon an employee's length of service in the Police Department as of May 31 of each year. Payment of longevity shall be made annually on the first pay period in June. Longevity shall not be deemed part of base salary.

(B) Educational Stipend (Quinn Bill)

The City shall pay educational stipends (police career incentive base salary increases) according to M.G.L. c.41 §108L, to those Police Officers/Officials in the program as of October 1, 2009 and certified eligible by the Higher Education Coordinating Council in the amounts required by that certification. These payments shall be deemed part of base compensation to be received weekly and to be used for the calculation of overtime pay and holiday pay.

(C) Any employee who is eligible to receive both longevity benefits as set forth in paragraph (A) above, and an educational stipend as set forth in paragraph (B) shall elect to receive benefits under one paragraph or the other. No employee shall receive both longevity benefits and a Quinn Bill educational stipend.

(D) Education Incentive Program

Police Officials who entered the service of the department on or after July 1, 2009 and Officials not eligible for education incentive provided by M.G.L. c. 41§ 108L (Quinn Bill) shall be eligible for the following education incentive program, effective October 1, 2015:

For an Associate's Degree, an annual stipend of \$3,500
 For a Bachelor's Degree, an annual stipend of \$6,500
 For a Master's Degree, an annual stipend of \$7,500

For Officials appointed as Police Officers on or after July 1, 2009, payments shall be made for degrees obtained from any college or university, accredited by the New England Association of Schools and Colleges (NEASC) or an equivalent regional accrediting agency. The above payments shall be limited to degrees achieved in criminal justice or a field reasonably related to law enforcement, in a Liberal Arts or Business related discipline, in forensic science, or in a discipline recognized by the City's Policy.

Effective January 1, 2016, the annual education incentive benefits as set forth in this section shall become part of base compensation to be received weekly and to be used for the calculation of overtime pay and holiday pay.

The City Manager is authorized to promulgate such rules and regulations as he deems necessary and proper to implement the provisions of this section.

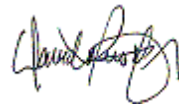
Section 5: This ordinance shall be operative on the dates contained herein.

In City Council

December 8, 2015

Order adopted by a yea and nay vote of Eleven Yeas and No Nays.

A Copy. Attest:

A handwritten signature in blue ink, appearing to read "David J. Rushford", is positioned above the printed name and title.

David J. Rushford
City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
OCCUPATIONAL GROUP M - RECREATION**

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the current Occupational Group M- Recreation, and inserting in lieu the attached Occupational Group M- Recreation, effective January 1, 2016 and January 1, 2017.

Section 2: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the current Salary Schedule 2- Aquatics and Recreation, and inserting in lieu the attached salary schedules, effective January 1, 2016 and January 1, 2017.

Section 3: Notwithstanding anything to the contrary, Part I, Section 6 of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following paragraph:

6.13 Stipend for Golf Caddies, Green Hill Golf Course

Effective January 1, 2016, Golf Caddies who begin and complete an entire season with the Division of Parks, Recreation and Cemetery shall receive an annual stipend of maximum \$590.00. This stipend shall be determined each year based on the budget restrictions and market demand. This stipend shall only be approved when an employee completes an entire season, and the eligible amount shall be based upon the number of days at the golf course.

Section 4: This ordinance shall be effective on the dates contained herein.

In City Council

May 24, 2016

Passed to be ordained by a yea and nay vote of Eleven Yeas and No Nays.



A Copy. Attest:

Susan M. Ledoux

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996 RELATIVE TO MEMBERS OF LOCAL 1009, IAFF
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Part I, Section 4.10 (Education Incentive Stipend, Firefighters) of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following paragraph:

Effective January 1, 2017, employees represented by Local 1009, International Association of Firefighters, who entered the service of the department before July 1, 2009, shall be eligible to receive, in addition to the education incentive stipends provided in this section, the following equity wage adjustments:

For a Bachelor's Degree, an annual amount of \$1,250

For a Master's Degree, an annual amount of \$1,750

These annual amounts shall become part of base compensation to be received weekly and to be used for the calculation of holiday pay, overtime, and pension contributions and benefits pursuant to the calculations and methodology as set forth in the collective bargaining agreement.

Section 2: Notwithstanding anything to the contrary, Part III of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the attached salary schedules to Part III, Salary Schedule 4A, Firefighters, effective January 1, 2017.

Section 3: Notwithstanding anything to the contrary, Section 6, Part I of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following section:

6.10 Fire Chief Aide/Command Technician Incentive Pay

Effective April 2, 2017, Firefighters assigned to perform the Command Technician duties shall receive an incentive pay in the amount of \$1.00 per hour during each shift of active duty. This flat amount shall not be included in the base compensation.

Section 4: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following words and figures in said Occupational Group NA, Fire:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SAL	MAX SAL	SHORT TITLE	TITLE NO.
11.	CHIEF AIDE/COMMAND TECHNICIAN (When Assigned)	FLAT HOUR	\$1.00		CHIEF AIDE CT	0468

Section 5: This ordinance shall be operative on the dates contained herein.

In City Council

March 21, 2017

Passed to be ordained by a yea and nay vote of Eleven Yeas and No Nays.



A Copy. Attest:

Susan M. Ledoux

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996, RELATIVE TO
LOCAL 495 BARGAINING UNIT**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing the following base wage increases to those active employees represented by Local 495, NAGE Bargaining Unit in accordance with Salary Schedule 1C- General, Union; Salary Schedule 5- Security, Union; Salary Schedule 6HC- Public Health and Code Inspectors, Union; Salary Schedule 9P- Professional, Union; and Salary Schedule 3A – Public Health Nursing Services:

Effective January 1, 2017: 2% base wage increase for actual service

Effective January 1, 2018: A new maximum step shall be added to all salary schedules at the rate of 2.0% above the current maximum step of Salary Schedule 1C- General, Union; Salary Schedule 5- Security, Union; Salary Schedule 6HC- Public Health and Code Inspectors, Union; Salary Schedule 9P- Professional, Union; and Salary Schedule 3A – Public Health Nursing Services. Active bargaining unit employees shall advance to the new maximum step on their individual increment date. Employees who have been at the previous maximum step of their schedule for at least one year as of January 1, 2018, shall move to the new maximum step of their schedule on January 1, 2018.

Effective July 1, 2018: 2% base wage increase for actual service

Step 1C of Salary Schedule 1C-General (U); Salary Schedule 5-Security (U); Salary Schedule 6HC- Public Health and Code Inspectors (U); and Salary Schedule 9P- Professional (U), shall be deleted, and step 1B shall become the new minimum step effective July 1, 2018.

Effective July 1, 2019: 2% base wage increase for actual service

Section 2: Notwithstanding anything to the contrary, Part I and II of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 above.

Section 3: Part III of Appendix C be and is hereby amended by deleting Part III, Salary Schedules: Salary Schedule 1C-General, Union; Salary Schedule 5-Security, Union; Salary Schedule 6HC-

Public Health and Code Inspectors, Union; Salary Schedule 7 - Secondary Rates, Union; Salary Schedule 9P- Professional, Union, and Salary Schedule 3A – Public Health Nursing Service, effective January 1, 2016, and inserting in lieu thereof the attached schedules.

Section 4: Part II of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996), be and is hereby amended by deleting the following words and figures in said Occupational Group R - Laborer and Craftsmen:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
3	Asphalt Raker (WA)	Flat Hour	22.91		RAKER ASPH	0875
32	Motor Equipment Operator, Gr 1A (WA)	Flat Hour	22.22		OPER ME 1A	0902
33	Motor Equipment Operator, Gr 1B (WA)	Flat Hour	22.91		OPER ME 1B	0903
34	Motor Equipment Operator, Gr 1C (WA)	Flat Hour	24.26		OPER ME 1C	0904
35	Motor Equipment Operator, Gr 1D (WA)	Flat Hour	25.08		OPER ME 1D	0905
36	Motor Equipment Operator, Gr 3A (WA)	Flat Hour	22.22		OPER ME 3A	0894
37	Motor Equipment Operator, Gr 3B (WA)	Flat Hour	22.91		OPER ME 3B	0895
38	Motor Equipment Operator, Gr 3C (WA)	Flat Hour	24.26		OPER ME 3C	0896
39	Motor Equipment Operator, Gr 3D (WA)	Flat Hour	25.08		OPER ME 3D	0897
72	Water Meter Repairman/Installer (WA)	Flat Hour	22.22		REP WAT MET	0032

And inserting in lieu thereof the following:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
<u>Effective 1/1/2017</u>						
3	Asphalt Raker (WA)	Flat Hour	23.37		RAKER ASPH	0875
32	Motor Equipment Operator, Gr 1A (WA)	Flat Hour	22.66		OPER ME 1A	0902
33	Motor Equipment Operator, Gr 1B (WA)	Flat Hour	23.37		OPER ME 1B	0903
34	Motor Equipment Operator, Gr 1C (WA)	Flat Hour	24.75		OPER ME 1C	0904
35	Motor Equipment Operator, Gr 1D (WA)	Flat Hour	25.58		OPER ME 1D	0905
36	Motor Equipment Operator, Gr 3A (WA)	Flat Hour	22.66		OPER ME 3A	0894
37	Motor Equipment Operator, Gr 3B (WA)	Flat Hour	23.37		OPER ME 3B	0895
38	Motor Equipment Operator, Gr 3C (WA)	Flat Hour	24.75		OPER ME 3C	0896
39	Motor Equipment Operator, Gr 3D (WA)	Flat Hour	25.58		OPER ME 3D	0897

72	Water Meter Repairman/Installer (WA)	Flat Hour	22.66	REP WAT MET	0032
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Effective 1/1/2018

3	Asphalt Raker (WA)	Flat Hour	23.84	RAKER ASPH	0875
32	Motor Equipment Operator, Gr 1A (WA)	Flat Hour	23.11	OPER ME 1A	0902
33	Motor Equipment Operator, Gr 1B (WA)	Flat Hour	23.84	OPER ME 1B	0903
34	Motor Equipment Operator, Gr 1C (WA)	Flat Hour	25.25	OPER ME 1C	0904
35	Motor Equipment Operator, Gr 1D (WA)	Flat Hour	26.09	OPER ME 1D	0905
36	Motor Equipment Operator, Gr 3A (WA)	Flat Hour	23.11	OPER ME 3A	0894
37	Motor Equipment Operator, Gr 3B (WA)	Flat Hour	23.84	OPER ME 3B	0895
38	Motor Equipment Operator, Gr 3C (WA)	Flat Hour	25.25	OPER ME 3C	0896
39	Motor Equipment Operator, Gr 3D (WA)	Flat Hour	26.09	OPER ME 3D	0897
72	Water Meter Repairman/Installer (WA)	Flat Hour	23.11	REP WAT MET	0032

Effective 7/1/2018

3	Asphalt Raker (WA)	Flat Hour	24.32	RAKER ASPH	0875
32	Motor Equipment Operator, Gr 1A (WA)	Flat Hour	23.57	OPER ME 1A	0902
33	Motor Equipment Operator, Gr 1B (WA)	Flat Hour	24.32	OPER ME 1B	0903
34	Motor Equipment Operator, Gr 1C (WA)	Flat Hour	25.76	OPER ME 1C	0904
35	Motor Equipment Operator, Gr 1D (WA)	Flat Hour	26.61	OPER ME 1D	0905
36	Motor Equipment Operator, Gr 3A (WA)	Flat Hour	23.57	OPER ME 3A	0894
37	Motor Equipment Operator, Gr 3B (WA)	Flat Hour	24.32	OPER ME 3B	0895
38	Motor Equipment Operator, Gr 3C (WA)	Flat Hour	25.76	OPER ME 3C	0896
39	Motor Equipment Operator, Gr 3D (WA)	Flat Hour	26.61	OPER ME 3D	0897
72	Water Meter Repairman/Installer (WA)	Flat Hour	23.57	REP WAT MET	0032

Effective 7/1/2019

3	Asphalt Raker (WA)	Flat Hour	24.81	RAKER ASPH	0875
32	Motor Equipment Operator, Gr 1A (WA)	Flat Hour	24.04	OPER ME 1A	0902
33	Motor Equipment Operator, Gr 1B (WA)	Flat Hour	24.81	OPER ME 1B	0903
34	Motor Equipment Operator, Gr 1C (WA)	Flat Hour	26.28	OPER ME 1C	0904
35	Motor Equipment Operator, Gr 1D (WA)	Flat Hour	27.14	OPER ME 1D	0905
36	Motor Equipment Operator, Gr 3A (WA)	Flat Hour	24.04	OPER ME 3A	0894

37	Motor Equipment Operator, Gr 3B (WA)	Flat Hour	24.81	OPER ME 3B	0895
38	Motor Equipment Operator, Gr 3C (WA)	Flat Hour	26.28	OPER ME 3C	0896
39	Motor Equipment Operator, Gr 3D (WA)	Flat Hour	27.14	OPER ME 3D	0897
72	Water Meter Repairman/Installer (WA)	Flat Hour	24.04	REP WAT MET	0032

Section 5: Notwithstanding anything to the contrary, Section 5, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting Section 5.1 and inserting in lieu the following:

5.1 Boot Allowance:

Effective January 1, 2018, the City shall provide eligible employees in the Department of Public Works and Parks, and Worcester Police Department with an annual allowance of \$150.00 for ANSI footwear.

Section 6: Notwithstanding anything to the contrary, Section 6, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting Section 6.2 and inserting in lieu the following:

6.2 Stipend for Class I, II and III Mechanics

Effective January 1, 2018, the City Manager is authorized to grant to those employees in the job classifications of Motor Equipment Repairman, Working Foreman Motor Equipment Repairman, and Foreman of Motor Equipment Repairs, additional compensation as follows:

(A) A class III rating for those employees who successfully meet the requirements of the Department of Public Works and who perform the assignments of Class III as determined by the Commissioner of Public Works or the Department Head, where mechanics in a department have been authorized by the City Manager to receive a stipend of \$30.00 flat per week.

(B) A class II rating for those employees who successfully meet the requirements of the Department of Public Works and who perform the assignments of Class II as determined by the Commissioner of Public Works or the Department Head, where mechanics in the department have been authorized by the City Manager to receive a stipend of \$50.00 flat per week.

(C) A Class I rating for those Public Works employees who successfully meet the requirements of the Department of Public Works and who perform the assignments of Class I as determined by the Commissioner of Public Works, where mechanics in the department have been authorized by the City Manager to receive a stipend of \$70.00 flat per week.

Section 7: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 6 above.

Section 8: Notwithstanding anything to the contrary, Section 6, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following words and figures in Section 6.8:

6.8 Motor Vehicle Damage Appraiser Stipend

Effective January 1, 2018, the City Manager is authorized to grant to the Motor Equipment Repairman assigned to the Police Department and who is certified as and performs the duties of a motor vehicle damage appraiser, a weekly stipend in the amount of \$10.00, when assigned to perform those duties.

Section 9: Notwithstanding anything to the contrary, Section 6, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following words and figures in Section 6.9:

6.9 Turf Management Stipend

Effective April 1, 2018, the City Manager is authorized to grant to those Parks employees in the job classifications of Working Foreman Turf and Grass, Working Foreman Gardener, and Working Foreman Parks, who are certified in Turf Management by the Sports Turf Managers Association, a weekly stipend in the amount of \$20.00, when assigned to perform turf management duties during the period from April 1 to November 1.

Section 10: Notwithstanding anything to the contrary, Section 6, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following words and figures in Section 6.14:

6.14 Incentive Bonus for New Regional Dispatchers

New employees hired in the job classification of Regional Dispatcher after July 1, 2017 and who remain in the employment of the City for two (2) years following their date of hire, unless terminated by the City, shall be eligible for a \$500.00 bonus each year, provided the employee has no discipline and works a full year (52 weeks) as a Regional Dispatcher for each year.

Section 11: This ordinance shall be effective on the dates contained herein.

In City Council

March 20, 2018

Passed to be ordained by a yea and nay vote of Ten Yeas and No Nays



A Copy. Attest:

Susan M. Ledoux

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996 RELATIVE TO MEMBERS OF
LOCAL 911, NEPBA (POLICE OFFICERS)**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing the following base salary increases to those employees represented by Local 911, NEPBA in accordance with Salary Schedule 4, Uniformed Police (Pay Grade 95):

Effective October 1, 2017	2.0% salary increase
Effective July 1, 2018	2.0% salary increase
Effective July 1, 2018	Amend step structure to align steps 1A through 6 for post-Quinn and Quinn-eligible Officers.
Effective July 1, 2019	2.0% salary increase

The paid detail rate shall continue to be calculated based on Step 5 of the Police Officer no degree pay schedule and increases in that detail rate shall take effect as soon as practicable after the appropriation of necessary funding.

Section 2: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 above.

Section 3: Part III of Appendix C be and is hereby amended by deleting Part III, Salary Schedule 4, Uniformed Police-Union (Pay Grade 95), effective July 1, 2016 and inserting in lieu thereof the attached salary schedules.

Section 4: Notwithstanding anything to the contrary, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting Section 4.6 (A) Longevity for Police Officers, and inserting in lieu the following:

4.6 (A) Longevity Stipends for Police Officers

Effective November 26, 2018, employees in the Police Department having the rank of Police Officer and not eligible for education incentive provided by M.G.L. c. 41§ 108L (Quinn Bill), shall be eligible for longevity stipends, as follows:

<u>Years of Continuous Service</u>	<u>Benefit</u>
5 years	1.96%
10 years	2.72%

15 years	2.81%
20 years	2.88%
25 years	3.43%
30 years or more	3.68%

The longevity benefit shall be received weekly, as part of base compensation, and therefore shall be used for the calculation of overtime pay and holiday pay, all as provided in the collective bargaining agreement. The longevity shall be calculated on the base pay prior to adding any flat dollar education stipend under Section 4.6 (D), below. Eligibility for and computation of said longevity benefits shall be based upon an employee's length of service in the Police Department.

Section 5: Notwithstanding anything to the contrary, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) Section 4.6 (D), Education Incentive Program is hereby amended by:

Revising the first paragraph to read: Effective July 1, 2018, the education incentive program for Police Officers who entered the service of the department on or after July 1, 2009 and Officers not eligible for education incentive provided by M.G.L. c. 41§ 108L (Quinn Bill) shall be increased as follows:

For an Associate's degree, an annual stipend of \$4,000
 For a Bachelor's degree, an annual stipend of \$7,000
 For a Master's degree, an annual stipend of \$8,000; and

Revising the third paragraph to read: This education incentive shall be received weekly and shall continue to be used for the calculation of overtime and holiday pay.

Section 6: This ordinance shall be operative on the dates contained herein.

In City Council

December 18, 2018

Passed to be ordained by a yea and nay vote of Eleven Yeas and No Nays.



A Copy. Attest:

Susan M. Ledoux

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
OCCUPATIONAL GROUP M - RECREATION**

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the current Occupational Group M- Recreation, and inserting in lieu the attached Occupational Group M- Recreation, effective on the following dates: (1) January 1, 2019, (2) January 1, 2020, and (3) January 1, 2021.

Section 2: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the current Salary Schedule 2- Aquatics and Recreation, and inserting in lieu the attached salary schedules, effective on the following dates: (1) January 1, 2019, (2) January 1, 2020, and (3) January 1, 2021.

Section 3: Notwithstanding anything to the contrary, Part I, Section 6 of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting second paragraph of section 6.12: Stipend and Reimbursements for Aquatic Staff - Parks, Recreation and Cemetery Division, and inserting in lieu the following paragraph:

Effective January 1, 2019, all Aquatic personnel who begin work and complete an entire session with the Division of Parks, Recreation and Cemetery shall receive a reimbursement for one bathing suit purchased for the current aquatic season up to \$60.00. All suits must be approved by the Commissioner of Public Works and Parks or his designee, and a receipt must be required for reimbursement. This reimbursement shall only be approved when an employee completes an entire session, which includes orientation, the first day, July 4th, and the last day of the program, as well as a minimum of two hundred hours of non-overtime work.

Section 4: This ordinance shall be effective on the dates contained herein.

In City Council

March 26, 2019

Passed to be ordained by a yea and nay vote of Eleven Yeas and No Nays

A Copy. Attest:


Susan M. Ledoux
City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Section 4, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following words and figures in Section 4.13:

4.13 Advanced Education (Environmental Analysts)

Effective January 1, 2018, the City Manager is authorized to grant to those employees in the job classifications of Environmental Analyst and Senior Environmental Analyst, upon whom an accredited degree-granting institution has conferred the following degrees directly related to the qualifications, duties and responsibilities of their classifications as determined by the City Manager, additional compensation as follows:

Bachelor's Degree in Health, Environmental Science or Engineering	\$20.00/week
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Master's Degree in Health, Environmental Science or Engineering	\$25.00/week
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Section 2: This ordinance shall be effective on the dates contained herein.

In City Council

April 9, 2019

Passed to be Ordained by a yea and nay vote of Eleven Yeas and No Nays.

A Copy. Attest:


Susan M. Ledoux
City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996 RELATIVE TO WATER OPERATIONS DIVISION**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Section 6, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following paragraph (words and figures) in Section 6.6:

Effective July 1, 2019, Public Works employees who function as Water Operators assigned to the Water Operations Division and who are required to hold one or more of the licenses listed below as a condition of performance or job assignment shall be eligible to receive a weekly stipend, as indicated below:

<u>License(s)</u>	<u>Weekly Stipend Amount</u>
Treatment Operator Gr 1, Distribution Operator Gr 1	\$10.00
Treatment Operator Gr 2, Distribution Operator Gr 2	\$20.00
Treatment Operator Gr 3, Distribution Operator Gr 3	\$30.00
Treatment Operator Gr 4, Distribution Operator Gr 4	\$40.00

These weekly stipends are subject to the following conditions:

- (a) The employee functions as a Water Operations employee; provided, however, that the Commissioner of Public Works & Parks may authorize an employee in another Division who has the license(s) and who is available to be assigned to perform duties under said license(s) in the Water Operations Division to be eligible to receive the stipend, as indicated below, under such conditions as the Commissioner may determine.
- (b) The stipend shall be paid on a pro rata basis based upon the employee's license status at the payroll period;
- (c) Employees who hold multiple licenses will only be eligible for one stipend at the highest level of license that they currently hold; and
- (d) For grade 3 and grade 4 levels, the employee shall be in pay grade 33 or higher.

Section 2: This ordinance shall be effective on the dates contained herein.

In City Council

November 26, 2019

Passed to be Ordained by a yea and nay vote of Nine Yeas and No Nays

A Copy. Attest:


Susan M. Ledoux
City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996 RELATIVE TO MEMBERS OF LOCAL 504, IBPO
WORCESTER POLICE OFFICIALS**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing the following base salary increase to those employees represented by Local 504, IBPO in accordance with Salary Schedule 4, Uniformed Police:

Effective December 1, 2017	2.0% salary increase
Effective July 1, 2018	2.0% salary increase
Effective July 1, 2019	2.0% salary increase
Effective March 1, 2020	Amend step structure to align steps 2 through 6 for Quinn-eligible and post-Quinn Police Officials.
Effective March 1, 2020	A new step 7 shall be added to the salary schedules of Police Officials who do not qualify for the so-called “Quinn Bill”, at the rate of 3.6% higher than step 6. Police Officials will advance to the new maximum step on their individual increment date.
Effective July 1, 2020	2.0% salary increase

Section 2: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 above.

Section 3: Part III of Appendix C be and is hereby amended by deleting Part III, Salary Schedule 4, Uniformed Police-Union, effective July 1, 2016 and inserting in lieu thereof the attached salary schedules.

Section 4: Notwithstanding anything to the contrary, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting Section 4.7 (A) Longevity and Educational Stipends for Police Officials, and inserting in lieu the following:

4.7 (A) Longevity and Educational Stipends for Police Officials

Effective March 1, 2020, employees in the Police Department having the rank of Police Official and not eligible for education incentive provided by M.G.L. c. 41§ 108L (Quinn Bill), shall be eligible for longevity stipends, as follows:

<u>Years of Continuous Service</u>	<u>Benefit</u>
5 years	1.96%
10 years	2.72%
15 years	2.81%
20 years	2.88%
25 years	3.43%
30 years or more	3.68%

The longevity benefit shall be received weekly, as part of base compensation, and therefore shall be used for the calculation of overtime pay and holiday pay, all as provided in the collective bargaining agreement. The longevity shall be calculated on the base pay prior to adding any flat dollar education stipend under Section 4.7(D), below. Eligibility for and computation of said longevity benefits shall be based upon an employee's length of service in the Police Department.

Section 5: Notwithstanding anything to the contrary, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) Section 4.7 (D), Education Incentive Program is hereby amended by:

Revising the first paragraph to read: Effective July 1, 2018, the education incentive program for Police Officials who entered the service of the department on or after July 1, 2009 and Officials not eligible for education incentive provided by M.G.L. c. 41§ 108L (Quinn Bill) shall be increased as follows:

For an Associate's degree, an annual stipend of \$4,000
For a Bachelor's degree, an annual stipend of \$7,000
For a Master's degree, an annual stipend of \$8,000; and

Revising the third paragraph to read: This education incentive shall be received weekly and shall continue to be used for the calculation of overtime and holiday pay.

Section 6: This ordinance shall be operative on the dates contained herein.

In City Council

October 12, 2021

Passed to be Ordained by a yea and nay vote of Eleven Yeas and No Nays

A handwritten signature in black ink, appearing to read 'Nikolin Vangjeli', is written over a rectangular area with a light green dotted background.

A Copy. Attest:

Nikolin Vangjeli

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996
OCCUPATIONAL GROUP M - RECREATION**

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the current Occupational Group M- Recreation, and inserting in lieu the attached Occupational Group M- Recreation, effective on the following dates: (1) January 1, 2022, and (2) January 1, 2023.

Section 2: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the current Salary Schedule 2- Aquatics and Recreation, and inserting in lieu the attached salary schedules, effective on the following dates: (1) January 1, 2022, and (2) January 1, 2023.

Section 3: Notwithstanding anything to the contrary, Part I, Section 6 of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting section 6.12: Stipends and Reimbursements for Aquatic Staff - Parks, Recreation and Cemetery Division, and inserting in lieu the following:

6.12 Stipends and Reimbursements for Aquatic Staff - Parks, Recreation and Cemetery Division

Effective January 1, 2022, all Aquatic staff who begin and complete an entire season with the Division of Parks, Recreation and Cemetery shall receive a stipend from \$100.00 to \$500.00. This stipend shall be determined each year based on the budget restrictions and market demand. This stipend shall only be approved when an employee completes an entire season, which includes orientation, the first day, July 4th, and last day of the program, as well as a minimum of two hundred hours of non-overtime work.

All Aquatic personnel who begin work and complete an entire session with the Division of Parks, Recreation and Cemetery shall receive a reimbursement for one bathing suit purchased for the current aquatic season up to \$75.00. All suits must be approved by the Commissioner of Public Works and Parks or his designee, and a receipt must be required for reimbursement. This reimbursement shall only be approved when an employee completes an entire session, which includes orientation, the first day, July 4th, and the last day of the program, as well as a minimum of two hundred hours of non-overtime work.

All Aquatic staff that have a Water Safety Instructor Certification (WSI) and teach swim lessons will be paid a stipend of \$50 to \$100.00 per swim session, if they complete the entire Summer Aquatic Program season. This stipend amount shall be determined each year based on the budget restrictions and market demand. Instructors (WSI) can earn a stipend between \$10.00 and \$20.00 per day for completed swim sessions. Swim Lessons shall meet nationally approved standards and be authorized by the Department of Public Works and Parks Commissioner or his designee. To

qualify for this stipend, a complete course record sheet with daily attendance information shall be submitted, and Water Safety Instructors shall have a current WSI Certification valid through the current year. All stipends shall be processed at the end of the season.

Aquatic Staff that have current certifications that require No Recertification Training shall receive a \$25.00 stipend for each current certifications that is provided. Certifications that qualify for stipend include the following: Certification in American Red Cross Lifeguard training, Certification in YMCA Lifeguard training, American Red Cross Community First Aid training, or American Red Cross Standard First Aid, American Red Cross CPR for the Professional Rescuer/AED, or American Heart Association CPR for Health care Provider issued within the last year, Certification In American Red Cross Water Safety Instructor (WSI) or equivalent, Certification Aquatic Facility Operator(AFO) or Certified Pool Operation (CPO), or others, as approved by the DPW & Parks Commissioner or his designee.

Section 4: This ordinance shall be effective on the dates contained herein.

In City Council

March 1, 2022

Passed to be Ordained by a yea and nay vote of Ten Yeas and No Nays

A handwritten signature in black ink, appearing to read 'Nikolin Vangjeli', is written over a rectangular area of light blue dotted paper.

A Copy. Attest:

Nikolin Vangjeli

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE OF
AUGUST 20, 1996 RELATIVE TO MEMBERS OF LOCAL 1009, IAFF
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing the following base wage increase to those employees represented by Local 1009-IAFF, in accordance with Salary Schedule 4A, Firefighters - Union:

Effective July 1, 2020 - 2.0% base wage increase for all salary schedules, excluding Step 1
Effective July 1, 2021 - 2.5% base wage increase for all salary schedules, excluding Step 1
Effective July 1, 2022 - 2.75% base wage increase for all salary schedules, excluding Step 1

Section 2: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 above.

Section 3: Part III of Appendix C be and is hereby amended by deleting Part III, Salary Schedule 4A, Firefighter effective July 1, 2019, and inserting in lieu thereof the attached salary schedules.

Section 4: Notwithstanding anything to the contrary, Part I, Section 4.9 (Hazardous Materials Training Stipend, Firefighters) of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the second paragraph and inserting in lieu thereof the following:

“Effective July 1, 2021, the Hazardous Material Stipend shall be increased from 2.6% to 3.0%, shall be received weekly as part of base compensation, and shall be used for the calculation of holiday pay, overtime, and pension contributions and benefits, all as provided in the collective bargaining agreement.”

Section 5: Notwithstanding anything to the contrary, new employees of the Local 1009, IAFF Bargaining Unit hired after January 1, 2022 shall contribute one percent (1%) of their base wage per pay period to the OPEB Trust Fund for retiree health insurance costs.

Section 6: This ordinance shall be operative on the dates contained herein.

In City Council

June 7, 2022

Passed to be Ordained by a yea and nay vote of Nine Yeas and No Nays

A handwritten signature in black ink, appearing to read "Nikolin Vangjeli", is written over a rectangular area with a light green dotted background.

A Copy. Attest:

Nikolin Vangjeli

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Section 6, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following section:

6.18 Stipend for Deputy Fire Chief Extra-Duty Shift Assignment

Effective Fiscal Year 2023, Deputy Fire Chiefs assigned to cover a full extra-duty shift shall be eligible to receive a flat amount stipend, as indicated below:

Deputy Fire Chief Day Extra-Duty Shift Assignment: \$1,000.00 per shift (when assigned)

Deputy Fire Chief Night Extra-Duty Shift Assignment: \$1,400.00 per shift (when assigned)

Section 2: This ordinance shall be effective on the date contained herein.

In City Council

November 29, 2022

Passed to be Ordained by a yea and nay vote of Eleven Yeas and No Nays

A handwritten signature in black ink, appearing to read 'Nikolin Vangjeli', is written over a light green dotted grid background.

A Copy. Attest:

Nikolin Vangjeli

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Section 6, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following section:

6.19 Stipends for Water Filtration Plant Managers and Supervisors for Shift Coverage Assignment

Effective Fiscal Year 2023, the Water Filtration Plant employees in the following supervisory and management classifications and assigned to cover a 13.3-hour extra duty shift shall be eligible to receive a flat amount stipend, as indicated below:

Chief Filtration Plant Operator, Shift Coverage Stipend: \$800.00 per shift (when assigned)

Water Filtration Plant Manager, Shift Coverage Stipend: \$850.00 per shift (when assigned)

Section 2: This ordinance shall be effective on the date contained herein.

In City Council

December 13, 2022

Passed to be Ordained by a yea and nay vote of Eleven Yeas and No Nays

A handwritten signature in black ink, appearing to read 'Nikolin Vangjeli', is written over a rectangular area of light green dotted paper.

A Copy. Attest:

Nikolin Vangjeli

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Section 7, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following words and figures in Section 7.7:

7.7 Emergency Overtime Pay for Water Filtration Plant Supervisors

Notwithstanding the provisions of section 7.1 of this Appendix, the City Manager may authorize emergency overtime pay for employees in the job classification of Chief Pumping Station Operator and Watershed Forester. The overtime shall be paid at the rate of \$50.00 per hour for actual service when assigned to emergency operations.

Section 2: This ordinance shall be effective upon passage.

In City Council

December 13, 2022

Passed to be Ordained by a yea and nay vote of Eleven Yeas and No Nays

A handwritten signature in black ink, appearing to read "Nikolin Vangjeli", is written over a rectangular area with a light green dotted background.

A Copy. Attest:

Nikolin Vangjeli

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996, RELATIVE TO
LOCAL 495, REGIONAL DISPATCHERS**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing a 15% base salary increase to active Regional Dispatchers represented by Local 495, NAGE Bargaining Unit in accordance with Salary Schedule 1D, Regional Dispatchers, effective October 19, 2022.

Section 2: Notwithstanding anything to the contrary, Part I and II of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 above.

Section 3: Part III of Appendix C be and is hereby amended by deleting Part III, Salary Schedule 1D effective July 1, 2022, and inserting in lieu thereof the attached schedule, effective October 19, 2022.

Section 4: Part II of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996), be and is hereby amended by inserting the following words and figures in said Occupational Group N, Police, effective October 19, 2022:

LINE NO.	JOB CLASSIFICATION	PAY GRADE	MIN SALARY	MAX SALARY	SHORT TITLE	TITLE NO.
34	APPRENTICE REGIONAL DISPATCHER	RD2	\$26.44		DISP APPRENT	0630

Section 5: Notwithstanding anything to the contrary, Section 6, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following section:

6.20 Shift Differential for Regional Dispatchers

(a) Effective October 19, 2022, any Regional Dispatcher who works actual hours on the 12-hour night shift shall receive a flat differential of \$1.00 for each actual hour worked on such night shift.

(b) Effective October 19, 2022, any Regional Dispatcher who works overtime on the night shift shall receive a flat differential of \$1.50 for each actual overtime hour worked on such night shift.

Section 6: Notwithstanding anything to the contrary, Section 7, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following words and figures in Section 7.8:

7.8 Overtime Pay for Regional Dispatcher on 12-hour Shift:

Effective October 19, 2022, Regional Dispatchers on the 12-hour shift shall not be eligible for overtime pay after 8 hours, but only after 12 hours of actual work.

Section 7: Notwithstanding anything to the contrary, any full-time Regional Dispatcher on active payroll on pay grade RD2 and above of the Salary Schedule 1D as of October 19, 2022, and who remains in active working service for 12 months will receive a one-time bonus in the amount of \$2,500.00 to be paid on October 19, 2023.

Section 8: This ordinance shall be effective on the dates contained herein.

In City Council

January 10, 2023

Passed to be Ordained by a yea and nay vote of Eleven Yeas and No Nays

A handwritten signature in black ink, appearing to read 'Nikolin Vangjeli', is written over a light blue dotted grid background.

A Copy. Attest:

Nikolin Vangjeli

City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996 RELATIVE TO MEMBERS OF
LOCAL 911, NEPBA (POLICE OFFICERS)**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Part I of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following section:

5.2 Body-Worn Camera Stipend for Police Officers

Effective January 1, 2023, each Police Officer member of Local 911, NEPBA and on active payroll shall be eligible for an annual Body-Worn Camera Stipend. The first payment in the amount of \$650.00 shall be made within thirty (30) days of the effective date of the Agreement between the City and Local 911, NEPBA, and shall cover the period from January 1, 2023 through June 30, 2023. Effective July 1, 2023, and annually thereafter, each Local 911 bargaining unit member on active payroll shall receive a stipend in the gross amount of \$1,300.00.

This stipend, which is predetermined, guaranteed and non-contingent compensation, shall count toward members' retirement, and all appropriate contributions, withholdings and deductions shall be made therefrom. The stipend shall not be relied upon for any other purpose, including but not limited to, the calculation of the members' overtime rate.

Section 2: This ordinance shall be operative on the dates contained herein.

In City Council

May 23, 2023

Passed to be Ordained by a yea and nay vote of Ten Yeas and No Nays

A Copy. Attest:



**Nikolin Vangjeli
City Clerk**

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996 RELATIVE TO
CLASSIFICATION AND COMPENSATION**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Part I of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following paragraph in Section 2 – Classification and Compensation:

Classification Pay Grade Adjustment

The City Manager is authorized, subject to appropriation by City Council, to adjust a classification pay grade if he deems necessary to align the compensation of a certain job classification with either the internal or external market wage rates.

When a job classification is assigned to a higher pay grade, the compensation rate of each employee in that classification shall be at least at the same amount of compensation as they were in the old pay grade.

When employees are placed on the new pay grade at the same rate of pay, they shall advance to the next step on their individual anniversary date. When employees are placed on the new pay grade at a higher rate of compensation, the date of adjustment shall become their new anniversary date. At no time will the new rate of compensation exceed the maximum step of the new pay grade.

Section 2: This ordinance shall be effective upon passage.

In City Council

July 18, 2023

Passed to be Ordained by a yea and nay vote of Eight Yeas and No Nays

A Copy. Attest:

A handwritten signature in black ink, appearing to read "Nikolin Vangjeli", is written over a rectangular area with a light green dotted background.

Nikolin Vangjeli
City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996 RELATIVE TO MEMBERS OF
LOCAL 911, NEPBA (POLICE OFFICERS)**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing the following base salary increases to those employees represented by Local 911, NEPBA in accordance with Salary Schedule 4, Uniformed Police (Pay Grade 95):

Effective July 1, 2021	2.5% salary increase
Effective July 1, 2022	2.75% salary increase
Effective July 1, 2023	3.00% salary increase
Effective June 30, 2024	1.00% market wage adjustment
Effective July 1, 2024	3.00% salary increase

The paid detail rate shall be \$60.00 per hour for all paid details and shall take effect as soon as practicable after the appropriation of necessary funding.

Section 2: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 above.

Section 3: Part III of Appendix C be and is hereby amended by deleting Part III, Salary Schedule 4, Uniformed Police-Union (Pay Grade 95) effective July 1, 2020, and inserting in lieu thereof the attached salary schedules.

Section 4: Notwithstanding anything to the contrary, Part I of Appendix C of the Revised Ordinance of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by inserting the following paragraph in Section 5.2 Body-Worn Camera Stipend for Police Officers:

“Employees hired on or after July 1, 2023, shall not be entitled to the annual Body-Worn Camera Stipend of \$1,300.”

Section 5: Notwithstanding anything to the contrary, new employees of the Local 911, NEPBA Bargaining Unit hired on or after July 1, 2023, shall contribute one percent (1%) of their base wage per pay period to the OPEB Trust Fund for retiree health insurance costs.

Section 6: This ordinance shall be effective on the dates contained herein.

In City Council

August 22, 2023

Passed to be Ordained by a yea and nay vote of Ten Yeas and No Nays

A handwritten signature in black ink, appearing to read "Nikolin Vangjeli", is written over a rectangular area with a light green dot grid pattern.

A Copy. Attest:

**Nikolin Vangjeli
City Clerk**

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996 RELATIVE TO MEMBERS OF LOCAL 1009, IAFF
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS**

Be it ordained by the City Council of the City of Worcester as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by providing the following base wage increase to those employees represented by Local 1009-IAFF, in accordance with Salary Schedule 4A, Firefighters - Union:

Effective July 1, 2023:	3% base wage increase for all salary schedules
Effective June 30, 2024:	1% market adjustment for all salary schedules
Effective July 1, 2024:	3% base wage increase for all salary schedules
Effective July 1, 2025:	2% base wage increase for all salary schedules

Section 2: Notwithstanding anything to the contrary, Part II of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended in accordance with Section 1 above.

Section 3: Part III of Appendix C be and is hereby amended by deleting Part III, Salary Schedule 4A, Firefighter effective July 1, 2022, and inserting in lieu thereof the attached salary schedules.

Section 4: Notwithstanding anything to the contrary, Part I, Section 4.9 (Hazardous Materials Training Stipend, Firefighters) of Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by adding the following paragraph:

“Effective January 1, 2026, members of Local 1009 IAFF Bargaining Unit shall receive an Air Consumption Stipend of two percent (2%) of the base rate of a Firefighter at pay grade 90 step 7. This stipend shall be calculated in the same manner as the Haz Mat stipend, shall be received weekly as part of base compensation, and shall be used for the calculation of holiday pay, overtime, and pension contributions and benefits, all as provided in the collective bargaining agreement. “

Section 5: This ordinance shall be operative on the dates contained herein.

In City Council

October 1, 2024

Passed to be Ordained by a yea and nay vote of Ten Yeas and No Nays

A Copy. Attest:

A handwritten signature in black ink, appearing to read 'Nikolin Vangjeli', is written over a rectangular area with a light green dotted background.

Nikolin Vangjeli
City Clerk

**AN ORDINANCE AMENDING THE SALARY ORDINANCE
OF AUGUST 20, 1996**

Be it ordained by the City Council of the City of Worcester, as follows:

Section 1: Notwithstanding anything to the contrary, Appendix C of the Revised Ordinances of 2008 (Salary Ordinance of August 20, 1996) be and is hereby amended by deleting the following words and figures in Section 7.7 :

7.7 Emergency Overtime Pay for Water Filtration Plant Supervisors

Notwithstanding the provisions of section 7.1 of this Appendix, the City Manager may authorize emergency overtime pay for employees in the classification of Chief Pumping Station Operator *and Watershed Forester*. The overtime shall be paid at the rate of \$50.00 per hour for actual service when assigned to emergency operations.

And insert in lieu thereof the following:

7.7 Emergency Overtime Pay for Water Filtration Plant Supervisors

Notwithstanding the provisions of section 7.1 of this Appendix, the City Manager may authorize emergency overtime pay for employees in the classification of Chief Pumping Station Operator. The overtime shall be paid at the rate of \$50.00 per hour for actual service when assigned to emergency operations.

Section 2: This ordinance shall be made effective January 1, 2026.

In City Council

July 21, 2026

Passed to be Ordained by a yea and nay vote of Eleven Yeas and No Nays

A handwritten signature in black ink, appearing to read 'Nikolin Vangjeli', is written over a rectangular area of light green dotted paper.

A Copy. Attest:

**Nikolin Vangjeli
City Clerk**