

**Memorandum of Agreement  
Fiscal Year 2022**

Agreement is hereby made this 14<sup>th</sup> day of April, 2021 by and between the Town of Needham (hereinafter the "Town") and the Needham Independent Public Employees Association, (hereinafter the "Union"). Except as expressly set forth herein, all provisions of the collective bargaining agreement between the Town and the Union, which by its terms is in effect through June 30, 2021, remain in full force and effect.

1. The term of the Agreement shall be July 1, 2021 through June 30, 2022.
2. The Town will implement a new classification and compensation plan effective July 1, 2021 according to the implementation chart (Attachment A).
3. Housekeeping
  - Eliminate Time-dated language

Attachment A: Classification and Compensation Plan Implementation Chart  
Attachment B: Compensation Schedule

For the Town

Vote of  
Select Board  
via zoom  
4-14-2021

Date: \_\_\_\_\_

[Signature]  
Town Manager/Date  
4-14-2021

For the Union

[Signature]  
[Signature]  
[Signature]  
[Signature]  
[Signature]

Date: 4-12-21

*This agreement shall be executed in one or more counterparts, each of which when so executed shall constitute but one and the same instrument.*



NIPEA Crosswalk

Title as of July 1, 2021	Current Schedule	FY22 Step June 30, 2022 Current Plan	New Schedule	New Plan Step Effective 07/01/2021	% change before New Plan	% Change with New Plan	Total % Change
Arborist	W4	10	N5	4	0.0%	4.4%	4.4%
Arborist	W4	10	N5	4	0.0%	4.4%	4.4%
Chief Wastewater Operator	W7	9	N7	6	2.9%	0.7%	3.6%
Equipment Mechanic	W5	10	N4	7	0.0%	2.2%	2.2%
Equipment Mechanic	W5	10	N4	7	0.0%	2.2%	2.2%
Equipment Mechanic	W5	10	N4	7	0.0%	2.2%	2.2%
Heavy Motor Equipment Operator	W4	3	N4	1	3.0%	3.7%	6.8%
Heavy Motor Equipment Operator	W4	10	N4	5	0.0%	2.2%	2.2%
Heavy Motor Equipment Operator	W4	10	N4	5	0.0%	2.2%	2.2%
Heavy Motor Equipment Operator	W4	10	N4	5	0.0%	2.2%	2.2%
Heavy Motor Equipment Operator	W4	8	N4	4	2.1%	2.6%	4.7%
Heavy Motor Equipment Operator	W4	9	N4	4	2.1%	0.5%	2.6%
Heavy Motor Equipment Operator	W4	4	N4	1	2.9%	0.8%	3.7%
Heavy Motor Equipment Operator	W4	10	N4	5	0.0%	2.2%	2.2%
Heavy Motor Equipment Operator	W4	9	N4	4	2.1%	0.5%	2.6%
Heavy Motor Equipment Operator	W4	10	N4	5	0.0%	2.2%	2.2%
Heavy Motor Equipment Operator	W4	7	N4	3	2.6%	0.7%	3.2%
Heavy Motor Equipment Operator	W4	10	N4	5	0.0%	2.2%	2.2%
Heavy Motor Equipment Operator	W4	6	N4	3	3.0%	3.2%	6.3%
Heavy Motor Equipment Operator	W4	9	N4	4	2.1%	0.5%	2.6%
Laborer 2	W2	7	N2	5	4.2%	1.3%	5.6%
Laborer 2	W2	5	N2	3	3.9%	1.5%	5.5%
Laborer 2	W2	5	N2	3	3.9%	1.5%	5.5%
Laborer 2	W2	7	N2	5	4.2%	1.3%	5.6%
Laborer 2	W2	10	N2	7	0.0%	2.6%	2.6%
Laborer 3	W3	6	N3	4	3.0%	3.9%	7.0%
Laborer 3	W3	10	N3	6	0.0%	2.5%	2.5%
Laborer 3	W3	10	N3	6	0.0%	2.5%	2.5%
Master Mechanic	W7	10	N6	9	0.0%	2.2%	2.2%
Public Works Craftsworker	W4	6	N4	3	3.0%	3.2%	6.3%

NIPEA Crosswalk

Title as of July 1, 2021	Current Schedule	FY22 Step June 30, 2022 Current Plan	New Schedule	New Plan Step Effective 07/01/2021	% change before New Plan	% Change with New Plan	Total % Change
Public Works Craftsworker	W4	10	N4	5	0.0%	2.2%	2.2%
Public Works Craftsworker	W4	8	N4	4	2.1%	2.6%	4.7%
Public Works Craftsworker	W4	10	N4	5	0.0%	2.2%	2.2%
Public Works Craftsworker	W4	10	N4	5	0.0%	2.2%	2.2%
Public Works Craftsworker	W4	10	N4	5	0.0%	2.2%	2.2%
Public Works Craftsworker	W4	8	N4	4	2.1%	2.6%	4.7%
Public Works Craftsworker	W4	10	N4	5	0.0%	2.2%	2.2%
Public Works Craftsworker	W4	10	N4	5	0.0%	2.2%	2.2%
Public Works Craftsworker	W4	10	N4	5	0.0%	2.2%	2.2%
Public Works Craftsworker	W4	5	N4	2	3.0%	2.1%	5.1%
Public Works Craftsworker	W4	10	N4	5	0.0%	2.2%	2.2%
Public Works Craftsworker	W4	10	N4	5	0.0%	2.2%	2.2%
Public Works Craftsworker	W4	7	N4	3	2.1%	0.7%	2.8%
Public Works Inspector	W6	10	N6	6	0.0%	2.1%	2.1%
Public Works Inspector	W6	10	N6	6	0.0%	2.1%	2.1%
Public Works Technician	W5	10	N4	7	0.0%	2.2%	2.2%
Public Works Technician	W5	9	N4	6	2.1%	0.9%	3.0%
Scalehouse Attendant	W4	9	N3	7	2.1%	1.3%	3.3%
Wastewater Operator	W5	10	N4	7	0.0%	2.2%	2.2%
Water Treatment Operator	W5	10	N4	7	0.0%	2.2%	2.2%
Water Treatment Operator	W5	10	N4	7	0.0%	2.2%	2.2%
Working Foreman	W6	10	N7	5	0.0%	3.6%	3.6%
Working Foreman	W6	10	N7	5	0.0%	3.6%	3.6%
Working Foreman	W6	10	N7	5	0.0%	3.6%	3.6%
Working Foreman	W6	10	N7	5	0.0%	3.6%	3.6%
Working Foreman	W6	10	N7	5	0.0%	3.6%	3.6%
Working Foreman	W6	10	N7	5	0.0%	3.6%	3.6%
Working Foreman	W6	9	N7	4	2.1%	1.8%	4.0%
Working Foreman	W6	10	N7	5	0.0%	3.6%	3.6%