

Memorandum of Understanding  
Between  
The Town of Mansfield  
And  
The American Federation of State, County and Municipal Employees  
Council 93, AFL-CIO, Local 1702, Department of Public Works

The Town of Mansfield (“Town”) and the American Federation of State, County and Municipal Employees (“AFSCME” or “Union”) hereby agree to amend the collective bargaining agreement (July 1, 2016- June 30, 2019) as follows:

The Town of Mansfield is adopting new job descriptions for the positions of Fleet Maintenance Foreman (FMF), Emergency Vehicle Technician (EVT) and Automotive/Heavy Equipment Technician (AHET).

- The base rate of pay for the Fleet Maintenance Foreman (FMF) is the same as the current FY 2019 rate for the Vehicle Maintenance Foreman. The current Vehicle Maintenance Foreman will become the Fleet Maintenance Foreman
- The base rate of pay for the Emergency Vehicle Technician (EVT) is the same as the current FY 2019 rate for the Automotive/Heavy Equipment Technician. The current Automotive/Heavy Equipment Technician will become the Emergency Vehicle Technician and will immediately be advanced one (1) step on the pay scale. Upon approval of the new job description by the Board of Selectmen. This step increase shall not affect his step anniversary date.
- The Town will pay a stipend of \$0.25 for each non repeated certification in each level including any additional required certifications that may change or be added in the future.

The Fleet Maintenance Foreman and Emergency Vehicle Technician shall achieve the certification levels in the order and timeframe specified in the job descriptions unless otherwise approved in writing by the DPW Director.

The Town of Mansfield is making a significant investment in the training of Vehicle Maintenance personnel.

If an employee terminates employment with the Town less than five (5) years after attaining a given certificate, they will be required to reimburse the Town for training and testing expenses as follows:

Less than two (2) years	80%
Two (2) to three (3) years	60%
Three (3) to four (4) years	40%
More than four (4) years, but less than five (5) years	20%

Upon separation with the Town, the Town has the right to retain any amount owed from accumulated vacation time and the balance paid based on mutually agreed repayment schedule. This table does not apply for termination by employer, retirement or death. This policy does not include repayment for recertification.

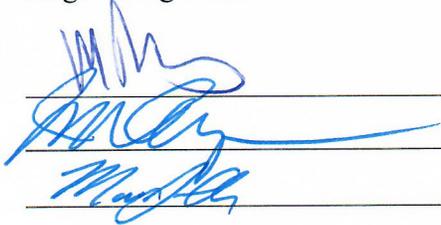
This Memorandum of Understanding between the parties is entered into on this 24 day of July 2018 by the negotiating teams of the Town and Union.

Town Of Mansfield

AFSCME

Negotiating Team

Negotiating Team

  
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