

MEMORANDUM OF AGREEMENT  
BETWEEN THE  
TOWN OF SUDBURY  
AND THE  
SUDBURY SUPERVISORY ASSOCIATION  
September 15, 2015

**Item A: Article XXII. Salary Schedule** shall be amended to reflect the following changes:

Effective 7/1/15, all steps on the salary schedule shall be increased by one percent (1%);

Effective 1/1/16, all steps on the salary schedule shall be increased by one percent (1%);

Effective 7/1/16, all steps on the salary schedule shall be increased by two percent (2%);

Effective 7/01/17, all steps on the salary schedule shall be increased by two percent (2%),

Effective 6/30/18, at 11:59 pm so that there shall be no financial impact in fiscal year 2018, all steps on the salary schedule shall be increased by one percent (1%)

The parties agree that if any other General Government bargaining unit that is on the same year bargaining cycle receives a higher cost of living adjustment than what is listed above (in total percentage) then the parties agree that the collective bargaining agreement shall be reopened for the purpose of bargaining over this issue, unless there is a specific concession or circumstance from other employee bargaining units associated with the higher cost of living adjustment.

**Item B: Article VII Vacations**

Add new Section 3: When recruiting new employees, the parties agree the Town Manager “in his/her sole discretion” has the right to offer any vacation that is not inconsistent with the maximum that is in the Collective Bargaining Agreement.

**Item C: Article IX Sick Leave**

Add: Effective July 1, 2015, bargaining unit members will be allowed to use one (1) day of their annual twelve (12) days sick time per fiscal year as a personal day to conduct their own personal business.

>This day cannot be carried over as a personal day from one fiscal year to the next;

>This day cannot be bought back as a personal day;

>This day will not be paid upon termination of employment.

**Item D: Article XXI Clothing**

Amend Section I to increase the following clothing allowances by \$100 each, effective July 1, 2015:

Director of Health

Supervisor of Town Buildings

Building Inspector

Conservation Coordinator

**Item E: New Article XXVII Personal Days\***

Bargaining unit members will be eligible for (2) personal days per fiscal year to conduct their own personal business.

- >These days cannot be carried over as a personal day from one fiscal year to the next;
- >These days cannot be bought back as a personal day;
- >These days will not be paid upon termination of employment.

\*If the parties ratify this agreement before October 15<sup>th</sup>, the personal days will take effect as of July 1, 2015; otherwise this will take effect as of July 1, 2016.

**Item F: Article XXV. Duration of Agreement**

The duration of this Agreement shall be from July 1, 2015 through June 30, 2018.

Signed this 6<sup>th</sup> day of <sup>October</sup> ~~September~~ 2015

For the Town of Sudbury

Maryanne Blodreau  
Town Manager

For the Sudbury Supervisory Association

John M. [Signature]  
William C. Murphy  
Paul [Signature]

**SUPERVISORY - FY16**

Effective 07/01/2015 - all steps increased by 1%

<b>Level/Position*</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
<b>SA-1</b>	58,623	60,920	63,310	65,791	68,371	71,051	74,225
Supv. Of Buildings <sup>1</sup>							
<b>SA-2</b>	63,905	66,411	69,015	71,720	74,530	77,453	80,913
Town Clerk <sup>2</sup>							
Conservation Coord.							
<b>SA-3</b>	69,653	72,385	75,221	78,171	81,235	84,420	88,192
Hwy. Operations Dir.							
Director of Assessing							
C.O.A. Director							
<b>SA-4</b>	75,921	78,898	81,989	85,204	88,542	92,013	96,125
Health Director							
Technology Admin	79,364	81,744	84,196	86,723	89,324	92,825	96,973
Building Inspector							
Treasurer/Collector							
Pk. and Rec. Director							
Town Planner							
<b>SA-5</b>	82,756	85,999	89,370	92,876	96,517	100,299	104,779
Police Lieutenant							
Assistant Fire Chief							
Library Director							
<b>SA-6</b>	90,205	93,738	97,412	101,233	105,202	109,325	114,211
Town Engineer							
<b>SA-7</b>	98,344	102,199	106,209	110,370	114,697	119,192	124,518

\*Note all positions in each level have the same step compensation unless otherwise indicated

<sup>1</sup>This position also receives an annual stipend of \$13,050 as Wiring Inspector

<sup>2</sup>This position also receives an annual stipend of \$782 as Registrar of Voters

**SUPERVISORY - FY16**

Effective 01/01/2016 - all steps increased by 1%

<b>Level/Position*</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
<b>SA-1</b>	59,209	61,529	63,943	66,449	69,055	71,762	74,967
Supv. Of Buildings <sup>1</sup>							
<b>SA-2</b>	64,544	67,075	69,705	72,437	75,275	78,228	81,722
Town Clerk <sup>2</sup>							
Conservation Coord.							
<b>SA-3</b>	70,350	73,109	75,973	78,953	82,047	85,264	89,074
Hwy. Operations Dir.							
Director of Assessing							
C.O.A. Director							
<b>SA-4</b>	76,680	79,687	82,809	86,056	89,427	92,933	97,086
Health Director							
Technology Admin	80,158	82,561	85,038	87,590	90,217	93,753	97,943
Building Inspector							
Treasurer/Collector							
Pk. and Rec. Director							
Town Planner							
<b>SA-5</b>	83,584	86,859	90,264	93,805	97,482	101,302	105,827
Police Lieutenant							
Assistant Fire Chief							
Library Director							
<b>SA-6</b>	91,107	94,675	98,386	102,245	106,254	110,418	115,353
Town Engineer							
<b>SA-7</b>	99,327	103,221	107,271	111,474	115,844	120,384	125,763

\*Note all positions in each level have the same step compensation unless otherwise indicated

<sup>1</sup>This position also receives an annual stipend of \$13,050 as Wiring Inspector

<sup>2</sup>This position also receives an annual stipend of \$782 as Registrar of Voters

**SUPERVISORY - FY17**

Effective 07/01/2016- all steps increased by 2%

<b>Level/Position*</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
<b>SA-1</b>	60,393	62,760	65,222	67,778	70,436	73,197	76,466
Supv. Of Buildings <sup>1</sup>							
<b>SA-2</b>	65,835	68,417	71,099	73,886	76,781	79,793	83,356
Town Clerk <sup>2</sup>							
Conservation Coord.							
<b>SA-3</b>	71,757	74,571	77,492	80,532	83,688	86,969	90,855
Hwy. Operations Dir.							
Director of Assessing							
C.O.A. Director							
<b>SA-4</b>	78,214	81,281	84,465	87,777	91,216	94,792	99,028
Health Director							
Technology Admin	81,761	84,212	86,739	89,342	92,021	95,628	99,902
Building Inspector							
Treasurer/Collector							
Pk. and Rec. Director							
Town Planner							
<b>SA-5</b>	85,256	88,596	92,069	95,681	99,432	103,328	107,944
Police Lieutenant							
Assistant Fire Chief							
Library Director							
<b>SA-6</b>	92,929	96,569	100,354	104,290	108,379	112,626	117,660
Town Engineer							
<b>SA-7</b>	101,314	105,285	109,416	113,703	118,161	122,792	128,278

\*Note all positions in each level have the samee step compensation unless otherwised indicated

<sup>1</sup>This position also receives an annual stipend of \$13,050 as Wiring Inspector

<sup>2</sup>This position also receives an annual stipend of \$782 as Registrar of Voters

**SUPERVISORY - FY18**

Effective 07/01/2017- all steps increased by 2%

<b>Level/Position*</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
<b>SA-1</b>	61,601	64,015	66,526	69,134	71,845	74,661	77,995
Supv. Of Buildings <sup>1</sup>							
<b>SA-2</b>	67,152	69,785	72,521	75,364	78,317	81,389	85,023
Town Clerk <sup>2</sup>							
Conservation Coord.							
<b>SA-3</b>	73,192	76,062	79,042	82,143	85,362	88,708	92,672
Hwy. Operations Dir.							
Director of Assessing							
C.O.A. Director							
<b>SA-4</b>	79,778	82,907	86,154	89,533	93,040	96,688	101,009
Health Director							
Technology Admin	83,396	85,896	88,474	91,129	93,861	97,541	101,900
Building Inspector							
Treasurer/Collector							
Pk. and Rec. Director							
Town Planner							
<b>SA-5</b>	86,961	90,368	93,910	97,595	101,421	105,395	110,103
Police Lieutenant							
Assistant Fire Chief							
Library Director							
<b>SA-6</b>	94,788	98,500	102,361	106,376	110,547	114,879	120,013
Town Engineer							
<b>SA-7</b>	103,340	107,391	111,604	115,977	120,524	125,248	130,844

\*Note all positions in each level have the samee step compensation unless otherwised indicated

<sup>1</sup>This position also receives an annual stipend of \$13,050 as Wiring Inspector

<sup>2</sup>This position also receives an annual stipend of \$782 as Registrar of Voters

**SUPERVISORY - FY18**

Effective 06/30/2018 at 11:59pm, so there shall be no financial impact to FY18

all steps increased by 1%

<b>Level/Position*</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
<b>SA-1</b>	62,217	64,655	67,191	69,825	72,563	75,408	78,775
Supv. Of Buildings <sup>1</sup>							
<b>SA-2</b>	67,824	70,483	73,246	76,118	79,100	82,203	85,873
Town Clerk <sup>2</sup>							
Conservation Coord.							
<b>SA-3</b>	73,924	76,823	79,832	82,964	86,216	89,595	93,599
Hwy. Operations Dir.							
Director of Assessing							
C.O.A. Director							
<b>SA-4</b>	80,576	83,736	87,016	90,428	93,970	97,655	102,019
Health Director							
Technology Admin	84,230	86,755	89,359	92,040	94,800	98,516	102,919
Building Inspector							
Treasurer/Collector							
Pk. and Rec. Director							
Town Planner							
<b>SA-5</b>	87,831	91,272	94,849	98,571	102,435	106,449	111,204
Police Lieutenant							
Assistant Fire Chief							
Library Director							
<b>SA-6</b>	95,736	99,485	103,385	107,440	111,652	116,028	121,213
Town Engineer							
<b>SA-7</b>	104,373	108,465	112,720	117,137	121,729	126,500	132,152

\*Note all positions in each level have the samee step compensation unless otherwised indicated

<sup>1</sup>This position also receives an annual stipend of \$13,050 as Wiring Inspector

<sup>2</sup>This position also receives an annual stipend of \$782 as Registrar of Voters