

**Memorandum of Agreement  
Between the Town of Sudbury and  
The Sudbury Police Union, MCOP Local 370  
Agreement A**

The Town of Sudbury (Town) and the Sudbury Police Union, Local 370, Massachusetts Coalition of Police, AFL-CIO (Union), hereby agree to a new three-year collective bargaining agreement to be effective from July 1, 2015 to June 30, 2018. The terms and conditions of the parties' collective bargaining agreement dated July 1, 2012 to June 30, 2015 shall remain in effect, except as modified below:

**Item A:**

Article XIII Career Incentive:

Delete: Paragraph four reads in part:

"...The conditions under which the payments are granted and approved, including but not limited to the eligible degree areas and eligible granting institutions under the Town Education Incentive Plan, shall be the same as those applicable under the Quinn Bill Substitute Education Incentive Plan...."

Retain: Where paragraph 7 contains language that reads in part:

"These plans, to be administered by the Town Manager or designee, require the following steps:

- 1) The Chief of the respective department must approve, in advance, the professional appropriateness of the courses taken..."

**Item B:**

Article X Clothing/Cleaning Allowance; Section 3: Limit the maximum amount for safety glasses to \$500. Union members may choose their own provider.

**Item C:**

Reimbursement Benefits: Second paragraph change the "department supervisor" to "Police Chief" as the determining party.

**Item D:**

General Housekeeping/Clerical corrections:

- o Page 4 - Local 315 to Local 370
- o Page 7 - add /her after his discretion
- o Page 8 - add /her after his discretion
- o Page 13 - second paragraph change "department head" to Chief of Police
- o Page 13 - add /her after his discretion
- o Page 14 - add /her after his discretion
- o Page 17 - remove trial period language
- o Stipend Name Changes\*:
  - DARE Officer to School Resource Officer (*Name Change*)
  - Photo/Fingerprint Officer to Crime Scene Processing Officer (*Name Change*)
  - Training Officer to Department Trainer (*Name Change*)

- Parking Clerk to Licensing Officer
  - Mechanic to Technology Officer
  - Juvenile Officer to CPR/First Responder Instructor (Narcan, defibrillator and any other equipment required for a first responder)
- \*these changes make stipends available but do not bind Chief to fill them.

**Item E: *New as of 8-25-15***

New Article (to be added after Article XXXVIII): Implementation of Tattoo Policy

❖ **TATTOOS**

- Patrolmen shall not have tattoos on any part of their body that is visible when wearing any of the department authorized uniforms. No officer shall acquire a new tattoo on his or her head, hands, face or neck, or on any part of his or her body that could be seen when wearing said uniform; especially where the cover might distract from the officer's uniform appearance as a member of this department.

>Chief will grandfather 4 union members who have tattoos. They won't have to cover them.

>Only current tattoos are grandfathered; no new tattoos will be allowed.

>If any one of the current members choose to get a tattoo on their forearm, they could acquire a new tattoo on their foreman but wear a long sleeved uniform 365 days per year. It is to be clear that tattoos on the forearm cannot be seen if sleeves are rolled up or even with movement.

>Hands, face and neck are excluded from any new tattoos.

**Item F: *New as of 8-25-15***

New Article (to be added after Article XXXVIII): RESIDENCY

Employees of the Sudbury Police Department shall be required to live within a thirty (30) mile radius of the Town of Sudbury.

Clarification: must live in Massachusetts as required by law.

**Item G: Appendix A Salary Schedules** 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%)

**Item H: Create a new Taser Stipend to take effect as of 4/1/16**

The Stipend shall be \$500; however it will be prorated to \$125 for Fiscal Year 16.

**Item I: Article XX- Extra Paid Details**

Section 1c (ii). The NON-MUNICIPAL paid detail rate will increase in 30 minute increments from \$45/Hour to:

- \$47 in year 1, to take effect one week after this contract is ratified by both parties.
- \$48.50 in year 2
- \$50 in year 3

**Item J: Amend Article XXXV Time Swaps as follows:**

Delete 1st sentence and add:

- "Initiating Officer w/b charged with the swap"
- "All swaps are at the Chief's discretion or his/her designee."

**Article XL - DURATION OF AGREEMENT**

The agreement will be effective for a period of three years, from July 1, 2015 through June 30, 2018.

1. Duration

Article XXXVIII: Replace "July 1, 2012 through June 30, 2015" with: "July 1, 2015 through June 30, 2018."

- 2. The terms of this MOA will be incorporated into the body of the parties' collective bargaining agreement by the Town and it shall be made available to the Union for review prior to printing.
- 3. This Agreement is subject to funding and ratification by the Town and ratification by the Union.

For the Town:

M. Murphy - Rodriguez

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For the Union:

Wayne M. Shuli

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\_\_\_\_\_

Date: 2/2/16

Date: 1/28/16

POLICE - FY16						
Effective 07/01/15 - All steps increased by 1%						
	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
<b>Patrolman</b>						
Hourly	25.25	25.83	26.44	27.04	27.57	28.40
Annual	50,749	51,920	53,141	54,334	55,414	57,078
<b>Student Officer</b>						
Hourly	22.73	23.25	N/A	N/A	N/A	N/A
Annual	45,674	46,728	N/A	N/A	N/A	N/A

Note: Hourly rates are obtained by dividing the annual rates by 52.2 weeks and 38.5 hours per week. Overtime pay is calculated by multiplying 1.5 times these hourly rates.

**Single Rated:**

Crime Prevention Officer	\$925/Year	Licensing Officer	\$925/Year
Crime Scene Processing Off.	\$925/Year	Technology Officer	\$925/Year
CPR/First Responder Inst.	\$925/Year	Firearms Officer	\$925/Year
Safety Officer	\$925/Year	School Resource Off.	\$925/Year
Motorcycle Officer (half-time)	\$462.50/Yr	Fleet Maint. Officer	\$925/Year
Detective	\$1,900/Yr	Traffic Officer	\$925/Year
Department Trainer	\$925/Year		

POLICE - FY16						
Effective 01/01/16 - All steps increased by 1%						
	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
<b>Patrolman</b>						
Hourly	25.50	26.09	26.71	27.31	27.85	28.69
Annual	51,256	52,439	53,672	54,877	55,968	57,649
<b>Student Officer</b>						
Hourly	22.95	23.48	N/A	N/A	N/A	N/A
Annual	46,131	47,195	N/A	N/A	N/A	N/A

Note: Hourly rates are obtained by dividing the annual rates by 52.2 weeks and 38.5 hours per week. Overtime pay is calculated by multiplying 1.5 times these hourly rates.

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Safety Officer	\$925/Year	School Resource Off.	\$925/Year
Motorcycle Officer (half-time)	\$462.50/Yr	Fleet Maint. Officer	\$925/Year
Detective	\$1,900/Yr	Traffic Officer	\$925/Year
Department Trainer	\$925/Year		

POLICE - FY17						
Effective 07/01/16 - All steps increased by 2%						
	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
<b>Patrolman</b>						
Hourly	26.01	26.61	27.24	27.85	28.41	29.26
Annual	52,281	53,488	54,745	55,975	57,087	58,802
<b>Student Officer</b>						
Hourly	23.41	23.95	N/A	N/A	N/A	N/A
Annual	47,054	48,139	N/A	N/A	N/A	N/A

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Safety Officer	\$925/Year	School Resource Off.	\$925/Year
Motorcycle Officer (half-time)	\$462.50/Yr	Fleet Maint. Officer	\$925/Year
Detective	\$1,900/Yr	Traffic Officer	\$925/Year
Department Trainer	\$925/Year		

POLICE - FY18						
Effective 07/01/17 - All steps increased by 2%						
	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
<b>Patrolman</b>						
Hourly	26.53	27.15	27.79	28.41	28.97	29.84
Annual	53,327	54,558	55,840	57,095	58,229	59,978
<b>Student Officer</b>						
Hourly	23.88	24.43	N/A	N/A	N/A	N/A
Annual	47,995	49,102	N/A	N/A	N/A	N/A

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Safety Officer	\$925/Year	School Resource Off.	\$925/Year
Motorcycle Officer (half-time)	\$462.50/Yr	Fleet Maint. Officer	\$925/Year
Detective	\$1,900/Yr	Traffic Officer	\$925/Year
Department Trainer	\$925/Year		

POLICE - FY18						
Effective 6/30/18 @ 11:59pm - No financial impact to FY18 - All steps increased by 1%						
	MIN	STEP 1	3	STEP 3	STEP 4	MAX
<b>Patrolman</b>						
Hourly	26.80	27.42	28.06	28.69	29.26	30.14
Annual	53,860	55,104	56,398	57,666	58,811	60,578
<b>Student Officer</b>						
Hourly	24.12	24.68	N/A	N/A	N/A	N/A
Annual	48,475	49,593	N/A	N/A	N/A	N/A

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