

**Memorandum of Agreement
Between the Town of Sudbury and
The Sudbury Police Union, MCOP Local 370
Agreement B
In exchange for leaving Civil Service**

The Town of Sudbury (Town) and the Sudbury Police Union, Local 370, Massachusetts Coalition of Police, AFL-CIO (Union), hereby agree that their collective bargaining agreement in effect from July 1, 2015 through June 30, 2018 shall remain in full force and effect except as modified herein:

Item A: Leaving Civil Service

The Parties agree to negotiate language for leaving Civil Service and if it successfully passes at both Town Meeting and the Ballot Vote the Town will agree to the following items:

Item B: Appendix A Salary Schedules shall be amended to reflect the following changes:

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

Effective 7/1/17, TOP STEPS on the salary schedule shall be increased by two percent (2%);

Item C: Article XIII Career Incentive

The Parties agree to negotiate language to extend the full Quinn Bill Equivalent benefit for current employees and any new employee covered by this Collective Bargaining Agreement who is hired and begins working for the Town of Sudbury prior to 6/30/17.

Item D:

If leaving Civil Service fails at Town Meeting or at the Ballot, Town would agree to a reopener clause.

Item E: Amend Article XII Court Time:

to increase the minimum number of hours an officer shall be paid from *three (3)* to *four (4) hours* of pay at time and one-half (1 ½) his/her hourly base rate of pay...

Article XL Duration of Agreement

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.

This agreement is subject to funding and ratification by the Town and ratification by the Union.

This Agreement is specifically contingent on and subject to the Town voting in favor of the revocation of Civil Service at both Town Meeting and/or a Town wide ballot, as may be required by civil service.

For the Town:

M. Murphy - Rodriguez

Date: 2/3/16

For the Union:

Wayne M. Stuli
Raymond
Ad

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
Patrolman						
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
Student Officer						
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
Patrolman						
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
Student Officer						
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

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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% & Top Step additional 2%						
	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Patrolman						
Hourly	26.01	26.61	27.24	27.85	28.41	29.84
Annual	52,281	53,488	54,745	55,975	57,087	59,978
Student Officer						
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%+ Top Step additional 2%						
	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Patrolman						
Hourly	26.53	27.15	27.79	28.41	28.97	31.05
Annual	53,327	54,558	55,840	57,095	58,229	62,401
Student Officer						
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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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 - 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
Patrolman						
Hourly	26.80	27.42	28.06	28.69	29.26	31.36
Annual	53,860	55,104	56,398	57,666	58,811	63,025
Student Officer						
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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Department Trainer	\$925/Year		