

MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF SUDBURY
AND THE
SUDBURY SUPERVISORY ASSOCIATION
June 13, 2018

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

Effective 7/1/18, all steps on the salary schedule shall be increased by one percent (1%);

Effective 7/1/19, all steps on the salary schedule shall be increased by two percent (2%);

Effective 7/01/20, all steps on the salary schedule shall be increased by one and one-half percent (1 1/2 %),

Effective 6/30/21, at 11:59 pm so that there shall be no financial impact in fiscal year 2021, all steps on the salary schedule shall be increased by one percent (1%)

The parties agree that if any other 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 VI Holidays

The Day after Thanksgiving shall be added to the list of Holidays.

Item C: Article IX Sick Leave

Add: Effective July 1, 2018, bargaining unit members will be allowed to use six (6) days of their annual twelve (12) days sick time per fiscal year to provide care for a sick member of his/her household.

This shall replace the sideletter from March 2016.

Item D: XXVII Personal Days

Add: Effective January 1, 2019, if a member does not use a sick day during the calendar year (January 1st through December 31st), they will earn 1 personal day on the following March 1st to be used by that June 30th.

>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 E: New Article: Drug Testing

The Lieutenants and Asst. Fire Chief will agree to the language agreed to by the Town and the Sergeants and the Firefighter unions, respectively.

All other employees shall be subject to this:

Employees are subject to testing when they cause or contribute to accidents that damage a Town of Sudbury vehicle, machinery, equipment or property or result in an injury to themselves or another employee requiring offsite medical attention in which there is a reasonable basis for concluding that drug use could have contributed to the accident. A circumstance that constitutes A REASONABLE BASIS is any instance involving a work-related accident or injury in which an employee who was operating a motorized vehicle MAY BE IN WHOLE OR IN PART responsible for the accident. In any of these instances, the subsequent testing must take place within two hours following the accident, if not sooner. *Under no circumstances will the employee be allowed to drive himself or herself to the testing facility.*

Item F: Article V, Section 3 Hours of Work (housekeeping)

Change: Section 3. Although members of the bargaining unit are not entitled to overtime compensation, the ~~Assistant Highway Superintendent~~ Public Works Director of Operations and the Superintendent of Parks and Grounds Management will be entitled to receive overtime compensation at the time and one-half rate for overtime hours worked during storms. ~~These two~~ This employees may receive overtime pay or compensatory time off or a combination of both resulting only from overtime hours worked during storms.

7/1/88; 7/1/94; 7/1/97; 7/1/18

Item G: Article XXI Clothing (housekeeping)

Change: Assistant Highway Superintendent to Director of Operations

Delete: Director of Public Works

Town Planner

Item H: Article XXV. Duration of Agreement

The duration of this Agreement shall be from July 1, 2018 through June 30, 2021.

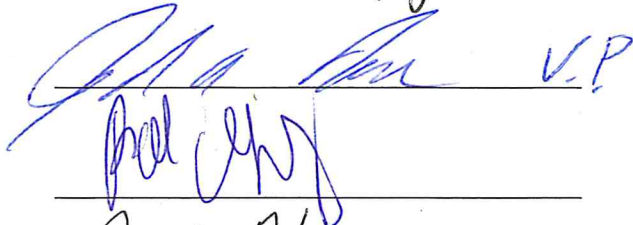
Signed this 16th July day of ~~June~~ 2018

For the Town of Sudbury



Town Manager

For the Sudbury Supervisory Association



SUPERVISORY - FY19							
All steps increased by 1%							
Level/Position*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SA-1 Supv. Of Buildings ¹	62,839	65,302	67,863	70,523	73,289	76,162	79,563
SA-2 Town Clerk ² Conservation Coord.	68,502	71,188	73,978	76,879	79,891	83,025	86,732
SA-3 Hwy. Operations Dir. Director of Assessing C.O.A. Director	74,663	77,591	80,630	83,794	87,078	90,491	94,535
SA-4 Health Director Technology Admin Building Inspector Treasurer/Collector Pk. and Rec. Director Town Planner	81,382	84,573	87,886	91,332	94,910	98,632	103,039
SA-5 Police Lieutenant Assistant Fire Chief Library Director	85,072	87,623	90,253	92,960	95,748	99,501	103,948
SA-6 Town Engineer	88,709	92,185	95,797	99,557	103,459	107,513	112,316
SA-7	96,693	100,480	104,419	108,514	112,769	117,188	122,425
	105,417	109,550	113,847	118,308	122,946	127,765	133,474

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

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

²This position also receives an annual stipend of \$782 as Registrar of Voters

SUPERVISORY - FY20							
All steps increased by 2%							
Level/Position*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SA-1 Supv. Of Buildings ¹	64,096	66,608	69,220	71,933	74,755	77,685	81,154
SA-2 Town Clerk ² Conservation Coord.	69,872	72,612	75,458	78,417	81,489	84,686	88,467
SA-3 Hwy. Operations Dir. Director of Assessing C.O.A. Director	76,156	79,143	82,243	85,470	88,820	92,301	96,426
SA-4 Health Director Technology Admin Building Inspector Treasurer/Collector Pk. and Rec. Director Town Planner	83,010	86,264	89,644	93,159	96,808	100,605	105,100
SA-5 Police Lieutenant Assistant Fire Chief Library Director	90,483	94,029	97,713	101,548	105,528	109,663	114,562
SA-6 Town Engineer	98,627	102,490	106,507	110,684	115,024	119,532	124,874
SA-7	107,525	111,741	116,124	120,674	125,405	130,320	136,143

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

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

²This position also receives an annual stipend of \$782 as Registrar of Voters

SUPERVISORY - FY21							
All steps increased by 1.5%							
Level/Position*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SA-1 Supv. Of Buildings1	65,057	67,607	70,258	73,012	75,876	78,850	82,371
SA-2 Town Clerk2 Conservation Coord.	70,920	73,701	76,590	79,593	82,711	85,956	89,794
SA-3 Hwy. Operations Dir. Director of Assessing C.O.A. Director	77,298	80,330	83,477	86,752	90,152	93,686	97,872
SA-4 Health Director Technology Admin Building Inspector Treasurer/Collector Pk. and Rec. Director Town Planner	84,255	87,558	90,989	94,556	98,260	102,114	106,677
SA-5 Police Lieutenant Assistant Fire Chief Library Director	91,840	95,439	99,179	103,071	107,111	111,308	116,280
SA-6 Town Engineer	100,106	104,027	108,105	112,344	116,749	121,325	126,747
SA-7	109,138	113,417	117,866	122,484	127,286	132,275	138,185

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

2This position also receives an annual stipend of \$782 as Registrar of Voters

SUPERVISORY							
Effective 06/30/21 at 11:59pm so that there shall be no financial impact to FY21							
All steps increased by 1%							
Level/Position*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SA-1 Supv. Of Buildings1	65,708	68,283	70,961	73,742	76,635	79,639	83,195
SA-2 Town Clerk2 Conservation Coord.	71,629	74,438	77,356	80,389	83,538	86,816	90,692
SA-3 Hwy. Operations Dir. Director of Assessing C.O.A. Director	78,071	81,133	84,312	87,620	91,054	94,623	98,851
SA-4 Health Director Technology Admin Building Inspector Treasurer/Collector Pk. and Rec. Director Town Planner	85,098	88,434	91,899	95,502	99,243	103,135	107,744
SA-5 Police Lieutenant Assistant Fire Chief Library Director	92,758	96,393	100,171	104,102	108,182	112,421	117,443
SA-6 Town Engineer	101,107	105,067	109,186	113,467	117,916	122,538	128,014
SA-7	110,229	114,551	119,045	123,709	128,559	133,598	139,567

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