

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

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, 2018 to June 30, 2021. The terms and conditions of the parties' collective bargaining agreement dated July 1, 2015 to June 30, 2018 shall remain in effect, except as modified below:

**Appendix A Salary Schedules** 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%)

**Article X: Clothing and Cleaning Allowance**

Clothing allowance – Increase from \$685 to \$800

**Article XIX: Vacations**

Delete Section 8. All employees must utilize at least one week of vacation in a one week block. All other vacation may be taken in single shift increments if desired, subject to existing conditions found at Section 3.

**Article XX: Extra Paid Details**

Rate: Effective upon execution of this agreement:

1. Change municipal hourly rate to \$50/hour
  2. Change non-municipal detail rate to \$53/hour
- A. Officers assigned to Town Details shall be given a minimum of one (1) hour's notice prior to cancellation, and two (2) hours' notice for non-town. Failure to cancel within this timeframe will require payment to the officer of a four (4) hour minimum at the applicable detail rate.

C. Section 1(b)(i) Minimum Hours will be revised to state the following:

When performing paid details for utility companies, or in connection with roadwork or maintenance (municipal or non-municipal), the police officer shall be compensated, at the appropriate municipal or non-municipal rate, **with a four-hour minimum, and an 8-hour**

**minimum after 4 hours. Each hour after 8 shall be paid at time and one-half (1 ½) the detail rate, in 30 minute increments.**

When performing any paid details, other than those specified [above], the police officer shall be compensated, at the appropriate municipal or non-municipal rate, with a 4-hour minimum.

**Sick Days:**

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. For any use of three or more consecutive days a doctor note shall be required.

**Article XXX – Night Shift Differential:**

- 1) Officer will be paid the evening or night shift differential for any night shift worked, including overtime, not just those to which the Officer is “regularly assigned.”
- 2) Increase in shift differential:
  - a) Evening shift differential will be increased from \$6.50 to \$8.00
  - b) Night shift differential will be increased from \$7.50 to \$9.50

**Article XLI Revocation of “so called” Civil Service**

Amend Section 4. Promotions as shown in attached.

**New Article: Physical Fitness Incentive:**

The Town will add a Physical Fitness Incentive of \$500, pending standards agreeable to the Police Chief.

**Revise Current Drug Testing Policy** to insert the following language after paragraph 1; add to collective bargaining agreement:

A drug test may be administered to a member who has caused a workplace accident causing a fatality, injuries requiring a physician or emergency room visit, police citations or damages to public or private property over \$2,500.00.

**Article XLIII - DURATION OF AGREEMENT**


The agreement will be effective for a period of three years, from July 1, 2018 through June 30, 2021.

1. Duration

Article XXXVIII: Replace “July 1, 2015 through June 30, 2018” with: “July 1, 2018 through June 30, 2021.”

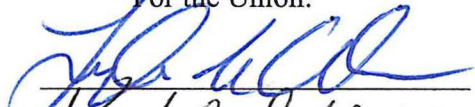
- 2. The terms of this MOA will be incorporated into the body of the parties’ collective bargaining agreement by the Town and it shall be made available to the Union for review prior to printing.
- 3. This Agreement is subject to funding and ratification by the Town and ratification by the Union.

For the Town:

  
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\_\_\_\_\_

Date: 8-14-18

For the Union:

  
Kudryk J. Webb  
\_\_\_\_\_

Date: 08/14/18