

MEMORANDUM OF AGREEMENT  
BETWEEN THE  
TOWN OF SUDBURY  
AND THE  
SUDBURY SUPERVISORY ASSOCIATION  
June 7, 2022

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

Effective 7/1/22, all steps on the salary schedule shall be increased by two percent (2%);  
Effective 7/1/23, all steps on the salary schedule shall be increased by two percent (2%);

**Item B: Article VII Vacations**

**Amend Section 2:**

A cash payment in lieu of time off may be made upon request for up to ~~two (2)~~four (4) days of an employee's annual vacation entitlement beginning in Fiscal Year ~~2009~~2024.

**Item C: Article XXVII Personal Days**

**Amend for FY23 only (not to be incorporated into CBA)**

Effective upon ratification or 7/1/22, whichever is later, bargaining unit members will be entitled to one additional Personal Day to be taken between 7/1/22 to 12/31/22. This is in recognition of the additional time members have put in. This day follows the same rules as other personal days (can't be carried over, can't be bought back, is not payable upon termination).

**Item D: Article XXVIII Drug Testing**

**Add new section: Reasonable Suspicion Drug & Alcohol Testing Policy**

Final policy intended to be completed by end of August 2022. There are a few details that need to be finalized between Union and Town Management (working with Town Manager and Asst. Town Manager/HR Director.)

**Add new section:**

Add: \$600 annual stipend (to be paid out in October of each year) for additional responsibilities associated with the administration of new Reasonable Suspicion Drug & Alcohol Testing Policy.

**Item E: Article VI Holidays**

Juneteenth Independence Day shall be added to the list of Holidays

**Housekeeping Items**

**Item E: Article V: Hours of Work**

**Amend Section 3:**

Section 3. Although members of the bargaining unit are not entitled to overtime compensation, the ~~Public Works Director~~Head of Operations 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.

**Item F: Article XXI Clothing**

**Amend Section 1:** ~~Public Works Director or Operations~~ Head of Operations

**Item G: Article XXIII Performance Pay**

**Delete (Obsolete)**

~~In Fiscal Year 1999 and 2000, an amount equal to 0.25% of the total Supervisory Association salaries shall be placed in a pool for distribution under a pay-for-performance system. A joint Association/Management Committee shall be established to develop a performance-based pay system to be implemented in FY99.~~

**Item H: APPENDIX A**

**Amend as follows:**

C.O.A. Director to Senior Center Director  
Hwy Operations Dir. to Head of Operations

**Item I: Throughout Contract:**

Change his/her; she/he, etc. to gender neutral (i.e. they/them/their).

**Item J: Move Duration of Agreement** to end of CBA and renumber as appropriate.

**Article XXV. Duration of Agreement**

The duration of this Agreement shall be from July 1, 2022 through June 30, 2024.

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

Signed this 14<sup>th</sup> day of June 2022.

For the Town of Sudbury

For the Sudbury Supervisory Association

Maryanne Bilodeau  
Asst Town Manager

[Signature]  
[Signature]  
[Signature]

SUPERVISORY FY23 All steps increased by 2%							
Level/Position*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
<b>SA-1</b> Supv. Of Buildings <sup>1</sup>	67,358	69,996	72,742	75,593	78,558	81,638	85,283
<b>SA-2</b> Town Clerk <sup>2</sup> Conservation Coord.	73,427	76,306	79,298	82,407	85,635	88,995	92,968
<b>SA-3</b> Head of Operations Director of Assessing Senior Center Director	80,030	83,170	86,429	89,819	93,339	96,998	101,332
<b>SA-4</b> Health Director Technology Admin Building Inspector Treasurer/Collector Pk. and Rec. Director Town Planner	87,233	90,654	94,206	97,900	101,734	105,724	110,449
<b>SA-5</b> Police Lieutenant Assistant Fire Chief Library Director	95,086	98,813	102,685	106,715	110,897	115,243	120,391
<b>SA-6</b> Town Engineer	103,645	107,704	111,927	116,315	120,876	125,614	131,227
<b>SA-7</b>	112,996	117,426	122,033	126,815	131,786	136,951	143,070

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

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

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

SUPERVISORY							
FY24							
All steps increased by 2%							
Level/Position*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
<b>SA-1</b> Supv. Of Buildings <sup>1</sup>	68,705	71,396	74,197	77,105	80,129	83,271	86,989
<b>SA-2</b> Town Clerk <sup>2</sup> Conservation Coord.	74,896	77,832	80,884	84,055	87,348	90,775	94,827
<b>SA-3</b> Head of Operations Director of Assessing Senior Center Director	81,631	84,833	88,158	91,615	95,206	98,938	103,359
<b>SA-4</b> Health Director Technology Admin Building Inspector Treasurer/Collector Pk. and Rec. Director Town Planner	88,978	92,467	96,090	99,858	103,769	107,838	112,658
<b>SA-5</b> Police Lieutenant Assistant Fire Chief Library Director	96,988	100,789	104,739	108,849	113,115	117,548	122,799
<b>SA-6</b> Town Engineer	105,718	109,858	114,166	118,641	123,294	128,126	133,852
<b>SA-7</b>	115,256	119,775	124,474	129,351	134,422	139,690	145,931

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

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

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