

LAST BEST OFFER

**MEMORANDUM OF AGREEMENT
BETWEEN
THE TOWN OF SUDBURY
AND
TEAMSTERS LOCAL UNION No. 25
ON BEHALF OF
TOWN OF SUDBURY CIVILIAN DISPATCHERS
July 15, 2022**

The Town of Sudbury (the "Town") and Teamsters Local Union No. 25, on behalf of the Town of Sudbury Civilian Public Dispatchers, (the "Union") hereby agree to a new three-year collective bargaining agreement to be effective from July 1, 2021 to June 30, 2024. The terms and conditions of the parties' collective bargaining agreement dated July 1, 2018 to June 30, 2021 shall remain in effect, except as modified below:

1. **Article XXI Wages, Appendix A**

Article XXI, Appendix A shall be amended to reflect the following changes:

Effective 7/1/21, all steps on the salary schedule shall be increased by one-half percent (0.5%);

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

Effective 7/01/23, all steps on the salary schedule shall be increased by two percent (2 %),

2. **Article XXI Wages (Amend Night Shift Differential)**

Effective 7/1/21, increase 4:00 p.m. to midnight shift differential from \$8.00 to \$9.00;

Effective 7/1/22, increase 4:00 p.m. to midnight shift differential to \$9.50;

Effective 7/1/23, increase 4:00 p.m. to midnight shift differential to \$9.75;

Effective 7/1/21, increase in midnight to 8 a.m. shift differential from \$8.50 to \$9.50;

Effective 7/1/22, increase in midnight to 8 a.m. shift differential to \$9.75;

Effective 7/1/23, increase in midnight to 8 a.m. shift differential to \$10.00;

3. **ARTICLE XVIII Holidays**

Juneteenth Independence Day shall be added to the list of holidays.

Change number of holidays from 11 to 12.

Amend as follows:

The following ~~eleven (11)~~ twelve (12) holidays shall be recognized as paid holidays for Civilian Public Safety Dispatchers: New Year's Day; Martin Luther King Day; Presidents' Day; Patriots' Day; Memorial Day; Juneteenth Independence Day; Independence Day; Labor Day; Columbus Day; Veteran's Day; Thanksgiving; and Christmas Day. Regular part-time employees shall earn holidays on a pro-rated basis.

Employees shall be required to work on the holiday if scheduled to do so unless the Chief or his designee authorizes the employee not to work on the holiday. No dispatcher shall take a vacation/paid holiday during Thanksgiving Day, Christmas (Eve, Day or Night) or New Year's

(Eve or Day). Rather than holiday pay, the employees shall receive a day off at a time approved by the Chief submitted in the proper manner 48 hours prior to the shift that is being requested off.

Any dispatcher who calls in sick on the calendar date of any paid holiday shall lose that paid holiday.

Civilian Public Safety Dispatchers may sell back any unused Holidays based on the following:

- Will be paid at straight time;
- Only after holiday is accrued, with exception of Memorial Day;
- Any employee requesting payment (straight time) for holidays in lieu of time off shall request payment in writing to the Police Chief by May 1st of each fiscal year. (Memorial Day may be submitted by May 1st.)

4. **ARTICLE XXII: Clothing Allowance: Amend clothing amount**

Effective July 1, 2021 the annual clothing allowance will increase from \$500 to \$550.

5. **ARTICLE XXIX Stipends**

Increase from \$500 to \$550 as of 7/1/21

Increase from \$550 to \$600 as of 7/1/23

6. **ARTICLE XXXII Lead Dispatcher**

Housekeeping: Amend as follows:

In acknowledgement of the increased need for accountability and the future implementation of receiving cellular 911 calls, the position of Lead Dispatcher shall be created ~~at the start of this contract on a trial basis for three years--~~ as of 7/1/18

\$4500 annual stipend added to base for pension and overtime calculation.

~~Six months prior to the end of the trial period, the Town must notify the union of its intentions on whether to continue the Lead Dispatcher position.--~~ If the Town determines it is in the best interest of the Town to continue with the position, then the lead dispatcher position will be added as its own position on the classification grid effective June 30, 2021 at 11:59 PM and the \$4500 stipend will be eligible for cost of living increases.

Post upon ratification and fill as quickly as possible.

This position shall be filled by the most qualified employee as determined by the Chief.

Appointment will not be grievable.

Candidate must have three years continuous service as a dispatcher at the Sudbury Police Department.

One-year probationary period.

If during the probationary period performance deficiencies are noted, said deficiencies shall be explained to the Lead Dispatcher while providing assistance to remedy the deficiencies. Candidates removed during their probationary period will be returned to the former position unless such deficiencies are related to their regular dispatcher responsibilities or other just cause.

Description of Duties:

911 Lead Dispatcher is responsible for coordination with subordinate dispatchers and the Chief of Police or his designee. Lead Dispatcher will ensure dispatchers perform daily duties in accordance with approved Standard Operating Procedures (SOPs). The Lead Dispatcher will work closely with the Chief to correct any technical or procedural issues and provide recommendations for improvements. Lead Dispatchers will ensure 24/7 coverage is provided to support public safety operations. Lead Dispatchers shall assist in the planning, coordination, training and supervising of the dispatch program. Lead Dispatchers shall still perform all the duties of a regular dispatcher as well as the supervisory duties as assigned, which may include overseeing training, oversight of calls, scheduling, and general oversight of dispatchers and dispatcher operations as directed by the Chief of Police or his designee.

Requirements:

Meet all requirements of 911 dispatcher operator (Reference 911 Dispatcher Job Description)

In depth knowledge of 911 Communication Center operations

Strong written and spoken communication skills

The ability to remain calm in a high stress situation

The ability to work through difficult personnel and procedural issues

Capable of following written and verbal instructions provided by the Chief of Police or his/her Designee

An understanding of governing documents related to 911 operations

In depth knowledge of Emergency Medical Services, Fire and Law Enforcement operations

7: ARTICLE XXX PERSONAL DAYS

Amend as follows:

Effective 7/1/18, bargaining unit members will be eligible for (2) personal days per fiscal year

to conduct their own personal business.

>These days cannot be carried over as a personal day from one fiscal year to the next;

>These days cannot be bought back as a personal day;

>These days will not be paid upon termination of employment.

>These days cannot be used to extend a vacation week;

>Approval of a personal day is at the sole discretion of the Chief or his /her designee.

>Nothing in this new section shall be subject to the grievance-arbitration provision.

8: **Article XXX - 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 XXVIII: Replace "July 1, 2018 through June 30, 2021" with: "July 1, 2021 through June 30, 2024."

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. The phrase "on the date of execution of this agreement" will be replaced with the actual date of execution of this agreement. The integration process will not delay the process of executing and funding this agreement.

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

Signed this 2nd day of Aug, 2022

For the Town:

Maryanne Bilodeau
Interim Town Mgr

For the Union:

Jan Casey
ratified 7/16/2022

COMBINED DISPATCH - FY22								
All steps increased by 0.5%								
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Dispatcher								
Hourly	23.27	24.18	25.11	26.09	27.10	28.15	29.25	30.53
Annual	45,353	47,111	48,938	50,835	52,807	54,858	56,989	59,487
Lead Dispatcher								
Hourly	25.60	26.50	27.43	28.41	29.42	30.47	31.57	32.85
Annual	49,875	51,633	53,460	55,358	57,329	59,381	61,512	64,009

Note: Hourly rates are obtained by dividing the annual rates by 52.2 weeks and 37.33 hours per week

COMBINED DISPATCH - FY23								
All steps increased by 2%								
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Dispatcher								
Hourly	23.74	24.66	25.62	26.61	27.64	28.71	29.83	31.14
Annual	46,260	48,053	49,916	51,852	53,863	55,955	58,129	60,677
Lead Dispatcher								
Hourly	26.11	27.03	27.98	28.98	30.01	31.08	32.20	33.51
Annual	50,873	52,666	54,529	56,465	58,476	60,568	62,742	65,289

Note: Hourly rates are obtained by dividing the annual rates by 52.2 weeks and 37.33 hours per week

COMBINED DISPATCH - FY24								
All steps increased by 2%								
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Dispatcher								
Hourly	24.21	25.15	26.13	27.14	28.19	29.29	30.43	31.76
Annual	47,185	49,014	50,915	52,889	54,940	57,074	59,292	61,891
Lead Dispatcher								
Hourly	26.63	27.57	28.54	29.56	30.61	31.70	32.84	34.18
Annual	51,890	53,719	55,620	57,594	59,646	61,780	63,997	66,595

Note: Hourly rates are obtained by dividing the annual rates by 52.2 weeks and 37.33 hours per week