

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

The Town of Sudbury (Town) and the Sudbury Police Sergeants Union, Local 370/A, Massachusetts Coalition of Police, AFL-CIO (Union), hereby agree to a new three-year collective bargaining agreement to be effective from July 1, 2024 to June 30, 2027. The terms and conditions of the parties' collective bargaining agreement dated July 1, 2021 to June 30, 2024 shall remain in effect, except as modified below:

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

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

Effective 7/1/24, all steps on the salary schedule shall be increased by three percent (3%);

Effective 7/1/25, all steps on the salary schedule shall be increased by two percent (2%);

Effective 7/1/26, all steps on the salary schedule shall be increased by two percent (2%);

Upon Ratification of this MOA, the Minimum Step shall be removed and remaining 5 steps renamed accordingly: Step 1, Step 2, Step 3, Step 4, Step 5 (formerly called Max).

Effective 7/2/26 a new "10-year" top step shall be added which is \$3,000 above the prior "Step 5". Sergeants will be eligible for this step after being a Sergeant in Sudbury for 10 years.

**Item B: Article X – Clothing Allowance**

Eliminate safety glass benefit

**Item C: Article XIII Career Incentive**

Reduce reimbursement for courses from 70% to 60%

Delete paragraph 4:

~~Payments for either plan shall be included in the regular payroll but shall not be included in the base rate of pay for purposes of calculating and paying contractual overtime.~~

**Item D: Article XIX Vacations**

Add unable to take a vacation day on Thanksgiving Eve too.

**Item E: Article XX Extra Paid Details**

Change language to "*Full-time officers shall have the first right of refusal for private details assuming all other department staffing obligations are met.*"

Section 1c. (i) The municipal rate shall be ~~\$50 per hour;~~  
upon ratification of this MOA: \$62/hour  
7/1/25: \$65/hour  
7/1/26: \$67/hour

Section 1c. (ii) Effective July 1, 2015, the non-municipal rate will increase in 30 minute increments shall increase from \$45/Hour to \$47.00 per hour. Effective July 1, ~~2016~~upon ratification of this MOA, the non-municipal rate shall be ~~\$48.50~~ 65 per hour. Effective in July 1, ~~2017~~2025, the NON-MUNICIPAL paid detail rate will be ~~\$50~~ 68/Hour. Effective July 1, ~~2018~~2026, the NON-MUNICIPAL paid detail rate will be ~~\$53~~ 70/Hour.

**Item F:** Amend ARTICLE XXIV BASE RATE OF PAY as noted below

An employee's base rate of pay shall not include longevity, career incentive, overtime, night differential, or any other benefit.

Effective 7/1/24: An employee's base rate of pay shall not include longevity, career incentive, overtime, night differential, or any other benefit, except for the purposes of Overtime Calculations which shall include 50% of Career Incentive.

Effective 7/1/25: An employee's base rate of pay shall not include longevity, career incentive, overtime, night differential, or any other benefit except for the purposes of Overtime Calculations which shall include 75% of Career Incentive.

Effective 7/1/26: An employee's base rate of pay shall not include longevity, career incentive, overtime, night differential, or any other benefit, except for the purposes of Overtime Calculations which shall include 100% of Career Incentive.

Effective 6/30/27 at midnight to have no financial impact in Fiscal Year 27:

An employee's base rate of pay for purposes of overtime calculation shall include "all remuneration for employment paid to, or on behalf of, the employee." See the Fair Labor Standards Act, 29 U.S.C. § 207 (e). ~~shall not include longevity, career incentive, overtime, and night differential.~~

**Item G:** Amend Article XXXV Time Swaps

Add language for those who call in sick for a SWAP on specific high priority days (Thanksgiving, Christmas and/or New Year's)

An officer who calls in sick for a SWAP arranged on the Thanksgiving Eve (Both Eve and Midnight Shift), Thanksgiving Day (Any Shift), Christmas Eve (Both Eve and Midnight Shift), Christmas Day (Any Shift), New Year's Eve (Both Eve and Midnight Shift), New Year's Day (Any Shift) shall incur a sick day as well as loss of their Paid Holiday benefit, whether to take a day off or turn in for pay.

**Item H: Article XXX Amend Shift Differential as follows:**

Upon Ratification of this MOA:

- i. 4-12 shift: \$11.00
- ii. 12-8 shift: \$15.50

**Item I: Housekeeping:**

Article XXIX – Management-Union Relationship Improvement  
Eliminate this article as it has never been done.

Change Gender Neutral Language throughout contract; s/he to they/them/theirs

If an employee has taken paid vacation in excess of the entitlement so calculated, such excess pay shall be deducted from their final paycheck.

Change Roman Numerals to Arabic Numbers.

**Change “Duration of Agreement” Article number as appropriate to accommodate new Articles.**

**Article XLIV - DURATION OF AGREEMENT**

The agreement will be effective for a period of three years, from July 1, 2021 through June 30, 2024.

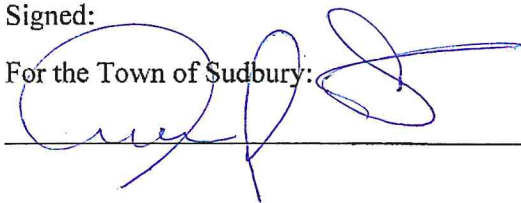
1. Duration

Article XXXVIII: Replace “July 1, 2021 through June 30, 2024” with: “July 1, 2024 through June 30, 2027.”

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

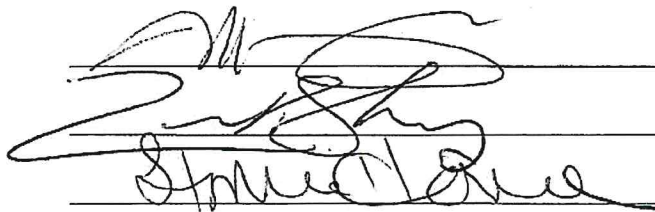
Signed:

For the Town of Sudbury:



Date: 10/8/24

For the Sudbury Police Sergeant’s Union, MCOP Local 370A, AFL-CIO:



Date: 10/2/24

Date: 10/2/24

Date: 10/2/24

<b>POLICE SERGEANTS - FY25</b>						
<b>3.00%</b>						
	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	
Sergeant						
Hourly	37.73	38.62	39.49	40.27	43.16	
Annual	75,836	77,619	79,363	80,940	86,737	

<b>POLICE SERGEANTS OVERTIME RATE - FY25</b>						
<b>50% of Career Incentive</b>						
	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	
No Degree	56.60	57.94	59.24	60.41	64.74	
Bachelors	62.27	63.72	65.16	66.45	71.22	
Masters	63.68	65.18	66.65	67.97	72.83	

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.

<b>POLICE SERGEANTS - FY26</b>						
<b>2.00%</b>						
	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	
Sergeant						
Hourly	38.49	39.39	40.28	41.08	44.02	-
Annual	77,353	79,171	80,950	82,559	88,472	

<b>POLICE SERGEANTS OVERTIME RATE - FY26</b>						
<b>75% of Career Incentive</b>						
	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	
No Degree	57.73	59.10	60.42	61.62	66.03	
Bachelors	66.39	67.95	69.48	70.86	75.95	
Masters	68.57	70.17	71.75	73.17	78.42	

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.

<b>POLICE SERGEANTS - FY27</b>						
<b>2.00%</b>						
	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>10-YEAR</b>
<b>Sergeant</b>						
Hourly	39.26	40.18	41.09	41.90	44.90	46.40
Annual	78,900	80,755	82,569	84,210	90,242	93,242

<b>POLICE SERGEANTS OVERTIME RATE - FY27</b>						
<b>100% of Career Incentive</b>						
	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>10-YEAR</b>
No Degree	58.89	60.28	61.63	62.85	67.35	69.59
Bachelors	70.67	72.33	73.95	75.42	80.82	83.51
Masters	73.61	75.35	77.04	78.57	84.20	86.99

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.