

**Memorandum of Agreement
Between the Town of Sudbury**

and

The Sudbury Police Union, MCOP Local 370

April 23, 2025

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, 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:

All retroactive items apply only to those employees who are currently employed by the Sudbury Police Department as of the date that this agreement is ratified or as otherwise accepted therein.

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

Effective 7/1/24: \$3,000 will be added to the base pay for a market adjustment. Accordingly, effective 7/1/24, each step on the salary schedule will be increased by the \$3,000 market adjustment. The market adjustment shall be added before the percent increases described below.

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%);

Article X CLOTHING ALLOWANCE Section 3 – Eliminate safety glass benefit

Article XX EXTRA PAID DETAIL

Section 3– Delete current language: *No one other than regular full-time police officers shall be utilized for private details as long as regular full-time Officers are available and willing to work said detail.* Insert language: *“Full-time officers shall have the first right of refusal for all paid details as long as all other department staffing obligations are met.”*

Section 1c. (i) The municipal rate shall be:

Upon ratification of this MOA: \$62/hour

7/1/25: \$65/hour

7/1/26: \$67/hour

Section 1c. (ii) The non-municipal rate shall be:

Upon ratification of this MOA: \$65/hour.

7/1/25: \$68/hour.

7/1/26 \$70/hour.

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).

Article XXXV TIME SWAPS – Adding language for those who call in sick for a SWAP on specific high priority days to include: Thanksgiving, Christmas Eve/Day, New Year's Eve/Day. Officer who calls in sick for the SWAP loses that high priority day's Paid Holiday in addition to their sick day.

Article XIII Career Incentive

All officers who are employed by the Town of Sudbury on the ratification date of this agreement will continue to be eligible for reimbursement at 70%, whether they are already enrolled in an eligible course (accredited college, part of degree program), or if they enroll in eligible courses at a future date.

Any officer hired after the ratification date of this MOA will be eligible for tuition reimbursement at a rate of 50%.

Any current or future officer who separates their employment with the Town of Sudbury is responsible for paying back tuition reimbursements that were made to them by the Town, according to the following schedule, except that any tuition reimbursement

payment applied for before the effective date of full ratification of this Agreement will not be subject to this payback/recoupment provision):

- If retiring pursuant to Chapter 32 (eligible to collect and commencing collecting pension benefit allowance upon leaving employment), OR if employee passes away, OR the employee is terminated, OR the employee is decertified by POST and then terminated, OR the employee leaves for any reason five years or more after the last tuition reimbursement they applied for, the employee owes no tuition reimbursement payments to the Town.
- If leaving the law enforcement profession under circumstances other than those described above, the employee must repay any tuition reimbursement payments they applied for within the five years before their date of separation.
- If going to another law enforcement department or agency less than five years from the date the employee last applied for a tuition reimbursement in connection with a specific degree program, the employee must repay any tuition reimbursement payments they applied for in connection with that degree program, after the ratification date of this agreement.

Article XXX NIGHT SHIFT DIFFERENTIAL

Upon Ratification of this MOA:

- i. 4-12 shift: \$9.50
- ii. 12-8 shift: \$11.00

LICENSING FEE:

If POST implements license fees for certification the Town agrees to impact bargain with the Union.

Article XLIII - DURATION OF AGREEMENT

Change "Duration of Agreement" Article number as appropriate to accommodate new Articles.

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

1. Duration

Article XXXXVIII: Replace "July 1, 2021 through June 30, 2024" with: "July 1, 2024 through June 30, 2027."

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.

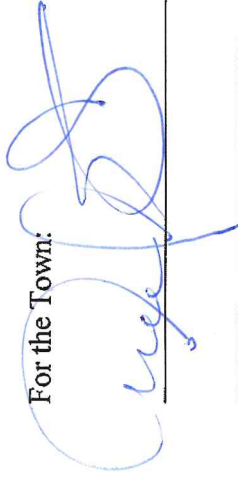
3. This Agreement is subject to funding and ratification by the Town and ratification by the Union.

OTHER: The Union agrees to withdraw the ULP filed in August 2024.

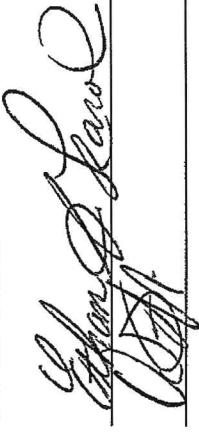
Housekeeping

1. Change Patrolman to Patrol Officer; s/he to they/them/their
2. Delete Article XXIX MANAGEMENT-UNION RELATIONSHIP IMPROVEMENT Section1
3. Article XXXVII PERFORMANCE EVALUATIONS –Delete language not relevant to Patrol Officers. "*Sergeants will be evaluated by their superior officer(s).*"
4. Taser Stipend is \$500, not \$925 as noted in the prior Salary Grid.
5. Remove Student Officer from the Salary Grid.

For the Town:



For the Union:




Date:

4/29/25

Date:

25 April 2025

POLICE OFFICERS - FY24						
2.00%						
	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Patrol Officers						
Hourly	29.59	30.28	30.99	31.69	32.31	34.63
Annual	59,475	60,850	62,279	63,680	64,943	69,597
Overtime	44.39	45.42	46.48	47.53	48.47	51.95

POLICE OFFICERS - 7/1/2024 Adjustment						
Base Adjustment - \$3,000						
	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Patrol Officers						
Hourly	31.09	31.77	32.48	33.18	33.81	36.12
Annual	62,475	63,850	65,279	66,680	67,943	72,597
Overtime	46.63	47.66	48.72	49.77	50.71	54.19

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.

POLICE OFFICERS - FY25						
3.00%						
	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Patrol Officers						
Hourly	32.02	32.72	33.46	34.17	34.82	37.21
Annual	64,349	65,765	67,238	68,681	69,982	74,775

POLICE OFFICERS OVERTIME RATE - FY25						
50% of Career Incentive						
	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
No Degree	48.03	49.09	50.18	51.26	52.23	55.81
Bachelors	52.83	54.00	55.20	56.39	57.45	61.40
Masters	54.03	55.22	56.46	57.68	58.76	62.79
Associates	49.89	50.96	52.05	53.13	54.11	57.68

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.

Rate	%	Career Incentive	Base Adjustment
FY25	3.00%	50.00%	\$ 3,000
FY26	2.00%	75.00%	\$ -
FY27	2.00%	100.00%	\$ -

Overtime Rate Calculation - Bachelor's Degree

<i>Bachelors</i>	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Annual Salary	64,349	65,765	67,238	68,681	69,982	74,775
Career Incentive 20%	12,870	13,153	13,448	13,736	13,996	14,955
50% of Career Incentive	6,435	6,577	6,724	6,868	6,998	7,478
Adjusted Annual Salary	70,784	72,342	73,961	75,549	76,980	82,253
Adjusted Hourly	35.22	36.00	36.80	37.59	38.30	40.93
OT Rate	\$ 52.83	\$ 54.00	\$ 55.20	\$ 56.39	\$ 57.45	\$ 61.40

Overtime Rate Calculation - Master's Degree

<i>Masters</i>	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Annual Salary	64,349	65,765	67,238	68,681	69,982	74,775
Career Incentive 25%	16,087	16,441	16,809	17,170	17,495	18,694
50% of Career Incentive	8,044	8,221	8,405	8,585	8,748	9,347
Adjusted Annual Salary	72,393	73,986	75,642	77,266	78,729	84,122
Adjusted Hourly	36.02	36.81	37.64	38.45	39.17	41.86
OT Rate	\$ 54.03	\$ 55.22	\$ 56.46	\$ 57.68	\$ 58.76	\$ 62.79

Overtime Rate Calculation - Associate's Degree

<i>Associates \$5K</i>	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Annual Salary	64,349	65,765	67,238	68,681	69,982	74,775
Career Incentive \$5K	5,000	5,000	5,000	5,000	5,000	5,000
50% of Career Incentive	2,500	2,500	2,500	2,500	2,500	2,500
Adjusted Annual Salary	66,849	68,265	69,738	71,181	72,482	77,275
Adjusted Hourly	33.26	33.97	34.70	35.42	36.07	38.45
OT Rate	\$ 49.89	\$ 50.96	\$ 52.05	\$ 53.13	\$ 54.11	\$ 57.68

POLICE OFFICERS - FY26						
2.00%						
	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Patrol Officers						
Hourly	32.66	33.38	34.13	34.86	35.52	37.95
Annual	65,636	67,081	68,582	70,054	71,381	76,271

POLICE OFFICERS - FY26						
75% of Career Incentive						
	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
No Degree	48.99	50.07	51.19	52.29	53.28	56.93
Bachelors	56.34	57.59	58.86	60.14	61.28	65.46
Masters	58.17	59.46	60.78	62.09	63.27	67.61
Associates	51.80	52.86	53.99	55.08	56.07	59.73

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.

POLICE OFFICERS - FY27						
2.00%						
	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Patrol Officers						
Hourly	33.31	34.05	34.81	35.56	36.23	38.71
Annual	66,949	68,422	69,954	71,455	72,809	77,796

POLICE OFFICERS OVERTIME RATE - FY27						
100% of Career Incentive						
	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
No Degree	49.97	51.07	52.21	53.33	54.34	58.07
Bachelors	59.97	61.29	62.66	64.01	65.21	69.68
Masters	62.46	63.84	65.27	66.66	67.94	72.59
Associates	53.70	54.80	55.95	57.06	58.08	61.80

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.

Overtime Rate Calculation - Bachelor's Degree						
<i>Bachelors</i>	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Annual Salary	65,636	67,081	68,582	70,054	71,381	76,271
Career Incentive 20%	13,127	13,416	13,716	14,011	14,276	15,254
75% of Career Incentive	9,845	10,062	10,287	10,508	10,707	11,441
Adjusted Annual Salary	75,482	77,143	78,870	80,562	82,089	87,711
Adjusted Hourly	37.56	38.39	39.24	40.09	40.85	43.64
OT Rate	\$ 56.34	\$ 57.59	\$ 58.86	\$ 60.14	\$ 61.28	\$ 65.46

Overtime Rate Calculation - Master's Degree						
<i>Masters</i>	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Annual Salary	65,636	67,081	68,582	70,054	71,381	76,271
Career Incentive 25%	16,409	16,770	17,146	17,514	17,845	19,068
75% of Career Incentive	12,307	12,578	12,859	13,135	13,384	14,301
Adjusted Annual Salary	77,943	79,658	81,442	83,189	84,765	90,571
Adjusted Hourly	38.78	39.64	40.52	41.39	42.18	45.07
OT Rate	\$ 58.17	\$ 59.46	\$ 60.78	\$ 62.09	\$ 63.27	\$ 67.61

Overtime Rate Calculation - Bachelor's Degree						
<i>Bachelors</i>	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Annual Salary	66,949	68,422	69,954	71,455	72,809	77,796
Career Incentive 20%	13,390	13,684	13,991	14,291	14,562	15,559
100% of Career Incentive	13,390	13,684	13,991	14,291	14,562	15,559
Adjusted Annual Salary	80,339	82,107	83,945	85,746	87,371	93,355
Adjusted Hourly	39.98	40.86	41.77	42.67	43.47	46.45
OT Rate	\$ 59.97	\$ 61.29	\$ 62.66	\$ 64.01	\$ 65.21	\$ 69.68

Overtime Rate Calculation - Master's Degree						
<i>Masters</i>	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Annual Salary	66,949	68,422	69,954	71,455	72,809	77,796
Career Incentive 25%	16,737	17,106	17,488	17,864	18,202	19,449
100% of Career Incentive	16,737	17,106	17,488	17,864	18,202	19,449
Adjusted Annual Salary	83,686	85,528	87,442	89,319	91,011	97,245
Adjusted Hourly	41.64	42.56	43.51	44.44	45.29	48.39
OT Rate	\$ 62.46	\$ 63.84	\$ 65.27	\$ 66.66	\$ 67.94	\$ 72.59

Overtime Rate Calculation - Associate's Degree						
<i>Associates \$5K</i>	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Annual Salary	65,636	67,081	68,582	70,054	71,381	76,271
Career Incentive \$5K	5,000	5,000	5,000	5,000	5,000	5,000
75% of Career Incentive	3,750	3,750	3,750	3,750	3,750	3,750
Adjusted Annual Salary	69,386	70,831	72,332	73,804	75,131	80,021
Adjusted Hourly	34.53	35.24	35.99	36.72	37.38	39.82
OT Rate	\$ 51.80	\$ 52.86	\$ 53.99	\$ 55.08	\$ 56.07	\$ 59.73

Overtime Rate Calculation - Associate's Degree						
<i>Associates \$5K</i>	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Annual Salary	66,949	68,422	69,954	71,455	72,809	77,796
Career Incentive \$5K	5,000	5,000	5,000	5,000	5,000	5,000
100% of Career Incentive	5,000	5,000	5,000	5,000	5,000	5,000
Adjusted Annual Salary	71,949	73,422	74,954	76,455	77,809	82,796
Adjusted Hourly	35.80	36.53	37.30	38.04	38.72	41.20
OT Rate	\$ 53.70	\$ 54.80	\$ 55.95	\$ 57.06	\$ 58.08	\$ 61.80