

**THE TOWN OF STOUGHTON
AND
THE STOUGHTON POLICE PATROLMEN'S UNION**

This Memorandum sets forth the material terms of a successor collective bargaining agreement reached between the Union's and the Town's negotiating teams, subject to ratification by the Union membership of the Union, approval by the Board of Selectmen, and funding by the Town Meeting as required by law.

The Collective Bargaining Agreement which expires on June 30, 2023 shall be extended without change for a period of one year except as provided herein. The following provisions represent the material changes in the parties' agreement for an agreement through June 30, 2024.

GENERAL AGREEMENTS

In addition to the amendments noted below, the parties agree to integrate this Memorandum of Agreement with the existing Collective Bargaining Agreement, as well as make non-substantive modifications to the form of the agreement to correct typographical and grammatical errors.

The Parties further agree to update Agreement to conform to Charter by substituting references to "Town Administrator" for "Board of Selectmen, Personnel Board, Board Chairman or other Board" where appropriate throughout document or any other related conflicting language.

ARTICLE X – WAGES

Amend section 1, paragraphs 5-6 by deleting the language shown with a strikethrough and adding that language shown as underscored:

Effective upon funding of this Agreement, the foregoing wage scale shall be replaced with the new wage scale that is set forth in Attachment A hereto, which Waage scale takes into account the roll-in of the EMD stipend into the base rate. Employees will be placed on said new wage scale in accordance with the parties' side agreement that is forth in Attachment B hereto effective as of the date of prior agreement and subject to Town Meeting funding.

Effective July 1, 2020, increase rates set forth in Attachment A by 2.5%,

Effective July 1, 2021, increase rates set forth in Attachment A by 2.0%.

Effective July 1, 2022, increase rates set forth in Attachment A by 3.25%.

Effective July 1, 2023, increase rates set forth in Attachment A by 2.0%.

Paragraph 1 of that memorandum of agreement dated January of 2020 which settled several cases shall be rescinded as it pertains the EMD stipend which the parties acknowledge and agree has been rolled into base.

ARTICLE IX - HOURS OF DUTY AND OVERTIME

Amend section 1 by adding the following paragraph just before the beginning of Section 2:

Effective upon implementation of the FY2024 MOA, the following paragraph shall replace the paragraph immediately above:

Employees who actually report for duty at the beginning of each of the shifts and are physically present for roll call shall receive seven (7) additional vacation days annually which will be credited each July 1, provided that upon separation of service, said seven (7) days shall be paid on a pro-rated basis, i.e. 7/12ths for each month worked that year. The addition of said vacation days shall not affect the existing terms of the contract relative to carry over, approval of vacation leave use, or personal leave provisions.

ARTICLE XI - EXTRA PAID DETAILS

Amend Section 1, Subsection c. by deleting the language shown with a strikethrough and adding that language shown as underscored:

C. Details will be paid at \$50.00 the top-step patrol officer overtime rate with a "Quinn" Bachelor's degree per hour in four (4) hour blocks. ~~Effective upon funding of this Agreement, the private detail rate will be increased to \$55.00/hour.~~ Any detail that requires an officer to work more than eight (8) hours will require the employee to be paid at time and one-half the detail rate after eight (8) hours in four (4) hour blocks.

For details that take place between the hours of 12:00 a.m. and 6:00 a.m. an evening rate will be paid at \$60.00 one and one half (1.5) times the top-step patrol officer overtime rate with a "Quinn" Bachelor's degree per hour for actual hours worked. ~~Effective upon funding of this Agreement, the night rate for private details will be increased to \$65.00/hour.~~

Strike details will be paid at \$62.00 one and one half (1.5) times the top-step patrol officer overtime rate with a "Quinn" Bachelor's degree per hour, ~~Effective upon funding of this Agreement, the strike detail rate will be increased to 1.5 times the officer's regular rate.~~

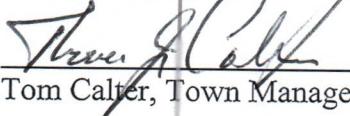
ARTICLE XXX – DURATION OF AGREEMENT

Amend Preamble and ARTICLE XXX and other applicable provisions, to strike existing dates and replace with "July 1, 2023" and "June 30, 2024" as applicable.

OTHER AGREEMENTS

The parties agree to implement the less than lethal 40mm weapon policy without the need to further impact bargain the same.

Town of Stoughton


Tom Calter, Town Manager

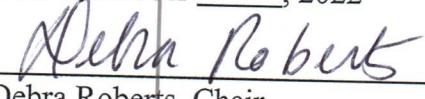
Date: 09/05/2023

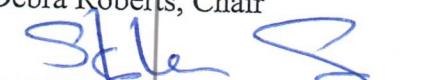
RATIFIED:

Stoughton Select Board

By Majority Vote

Dated: October , 2022


Debra Roberts, Chair


Stephen M. Cavey, Vice Chair


Joseph M. Mokrisky


Scott Carrara


Lou Gitto

Date: _____

Approved as to legal form:


Kate Feodoroff, Labor Counsel

The Police Patrolmen's Union


Daniel Barber, President


, Bargaining Member


, Bargaining Member

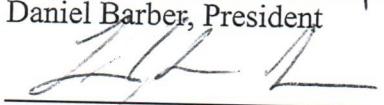
Date: 4/21/23

The Stoughton Police Patrolmen's Union

By Majority Vote

Dated: October 24, 2023


Daniel Barber, President


, Bargaining Member


, Bargaining Member

Stoughton Police Patrolman's Salary FY20-FY23 & FY24

Proposed Contract		Annual		Annual		Annual		Annual		Annual		Annual		Annual		
Annual	PD FY21	Annual	PD FY22	Annual	PD FY23	Annual	PD FY23	Annual	PD FY24	Annual	PD FY24	Annual	PD FY24	Annual	PD FY24	
Academy	\$ 54,980.99	Academy	\$ 56,080.61	Academy	\$ 57,903.23	\$ 750.00	\$ 58,653.23	\$ 750.00	\$ 58,653.23	Academy	\$ 750.00	\$ 59,828.01	\$ 750.00	\$ 59,828.01		
Year 1	\$ 68,646.40	Year 1	\$ 70,019.33	Year 1	\$ 72,294.96	\$ 750.00	\$ 73,044.96	\$ 750.00	\$ 73,044.96	Year 1	\$ 750.00	\$ 74,507.57	\$ 750.00	\$ 74,507.57		
Year 5	\$ 69,332.87	Year 5	\$ 70,749.53	Year 5	\$ 73,017.91	\$ 750.00	\$ 73,767.91	\$ 750.00	\$ 73,767.91	Year 5	\$ 750.00	\$ 75,252.65	\$ 750.00	\$ 75,252.65		
Year 12	\$ 70,372.86	Year 12	\$ 71,780.32	Year 12	\$ 74,113.18	\$ 750.00	\$ 74,863.18	\$ 750.00	\$ 74,863.18	Year 12	\$ 750.00	\$ 76,381.44	\$ 750.00	\$ 76,381.44		
Year 25	\$ 72,659.98	Year 25	\$ 74,113.18	Year 25	\$ 76,521.86	\$ 750.00	\$ 77,271.86	\$ 750.00	\$ 77,271.86	Year 25	\$ 750.00	\$ 78,863.84	\$ 750.00	\$ 78,863.84		
PD Hourly Rates	FY20 - 1.5%		2.5% Roll In		FY21 - 2.5%		FY22 - 2.0%		FY23 - 3.25%		EMD Stipend		FY23 W/stipend		PD Hourly Rates FY24 - 2% Raise	
Academy	\$ 25.69		\$ 26.33	\$ 26.86	\$ 27.73	\$ 0.36	\$ 28.09									\$ 28.65
Year 1	\$ 31.29	\$ 32.07	\$ 32.88	\$ 33.53	\$ 34.62	\$ 0.36	\$ 34.98									\$ 35.68
Year 5			\$ 33.21	\$ 33.87	\$ 34.97	\$ 0.36	\$ 35.33									\$ 36.04
Year 12			\$ 33.70	\$ 34.38	\$ 35.49	\$ 0.36	\$ 35.85									\$ 36.58
Year 25			\$ 34.80	\$ 35.49	\$ 36.65	\$ 0.36	\$ 37.01									\$ 37.77
PD OT Rates	FY20 -Rate		FY21 - 2.5%		FY22 - 2.0%		FY23 - 3.25%		FY23 - 3.25%		PD OT Rates		FY24 - 2% Raise		PD OT Rates	
Academy			\$ 39.50	\$ 40.29	\$ 41.60											\$ 42.98
Year 1	\$ 46.94		\$ 49.31	\$ 50.30	\$ 51.94											\$ 53.53
Year 5			\$ 49.81	\$ 50.80	\$ 52.46											\$ 54.06
Year 12			\$ 50.56	\$ 51.57	\$ 53.24											\$ 54.87
Year 25			\$ 52.20	\$ 53.24	\$ 54.97											\$ 56.66
* OT Rates only apply to officers without education																
Quinn Year 5	Annual		OT Rate		Annual		OT Rate		Annual		OT Rate		Annual		OT Rate	
AA	\$ 76,266.15	\$ 54.79	\$ 77,791.48	\$ 55.88	\$ 80,319.70	\$ 57.70										OT Rate
BA	\$ 83,199.44	\$ 59.77	\$ 84,863.43	\$ 60.97	\$ 87,621.49	\$ 62.95										59.47
MA	\$ 86,666.09	\$ 62.26	\$ 88,399.41	\$ 63.51	\$ 91,272.39	\$ 65.57										64.87
Quinn Year 12	Annual		OT Rate		Annual		OT Rate		Annual		OT Rate		Annual		OT Rate	
AA	\$ 77,410.15	\$ 55.61	\$ 78,958.35	\$ 56.72	\$ 81,524.50	\$ 58.57										67.58
BA	\$ 84,447.43	\$ 60.67	\$ 86,136.38	\$ 61.88	\$ 88,935.81	\$ 63.89										60.36
MA	\$ 87,966.08	\$ 63.19	\$ 89,725.40	\$ 64.46	\$ 92,641.47	\$ 66.55										65.85
Quinn Year 25	Annual		OT Rate		Annual		OT Rate		Annual		OT Rate		Annual		OT Rate	
AA	\$ 79,925.98	\$ 57.42	\$ 81,524.50	\$ 58.57	\$ 84,174.04	\$ 60.47										OT Rate
BA	\$ 87,191.97	\$ 62.64	\$ 88,935.81	\$ 63.89	\$ 91,826.23	\$ 65.97										62.32
MA	\$ 90,824.97	\$ 65.25	\$ 92,641.47	\$ 66.55	\$ 95,652.32	\$ 68.72										67.99
Ed Incentive Year 1	Annual		OT Rate		Annual		OT Rate		Annual		OT Rate		Annual		OT Rate	
AA	\$ 71,946.40	\$ 51.69	\$ 73,619.33	\$ 52.89	\$ 76,194.96	\$ 54.74										OT Rate
BA	\$ 75,646.40	\$ 54.34	\$ 77,519.33	\$ 55.69	\$ 80,294.96	\$ 57.68										56.33
MA	\$ 78,746.40	\$ 56.57	\$ 80,719.33	\$ 57.99	\$ 83,594.96	\$ 60.05										59.27

Year 1	\$ 31.29	\$ 32.07	\$ 32.88	\$ 33.53	\$ 34.62	\$ 0.36	\$ 34.98	\$ 35.68
Ed Incentive Year 5	Annual	OT Rate						
AA	\$ 72,632.87	\$ 52.18	\$ 74,319.53	\$ 53.39	\$ 76,917.91	\$ 55.26	\$ 79,152.65	\$ 56.86
BA	\$ 76,332.87	\$ 54.84	\$ 78,219.53	\$ 56.19	\$ 81,017.91	\$ 58.20	\$ 83,252.65	\$ 59.81
MA	\$ 79,432.87	\$ 57.06	\$ 81,419.53	\$ 58.49	\$ 84,317.91	\$ 60.57	\$ 86,552.65	\$ 62.18
Ed Incentive Year 12	Annual	OT Rate						
AA	\$ 73,672.86	\$ 52.93	\$ 75,380.32	\$ 54.15	\$ 78,013.18	\$ 56.04	\$ 80,281.44	\$ 57.67
BA	\$ 77,372.86	\$ 55.58	\$ 79,280.32	\$ 56.95	\$ 82,113.18	\$ 58.99	\$ 84,381.44	\$ 60.62
MA	\$ 80,472.86	\$ 57.81	\$ 82,480.32	\$ 59.25	\$ 85,413.18	\$ 61.36	\$ 87,681.44	\$ 62.99
Ed Incentive Year 25	Annual	OT Rate						
AA	\$ 75,959.98	\$ 54.57	\$ 77,713.18	\$ 55.83	\$ 80,421.86	\$ 57.77	\$ 82,763.84	\$ 59.46
BA	\$ 79,659.98	\$ 57.23	\$ 81,613.18	\$ 58.63	\$ 84,521.86	\$ 60.72	\$ 86,863.84	\$ 62.40
MA	\$ 82,759.98	\$ 59.45	\$ 84,813.18	\$ 60.93	\$ 87,821.86	\$ 63.09	\$ 90,163.84	\$ 64.77

doc: Patrolmen wage scale for FY24 contract