

**MEMORANDUM OF AGREEMENT
FOR SUCCESSOR COLLECTIVE BARGAINING AGREEMENTS**
BETWEEN
TOWN OF STOUGHTON *P#195*
AND *Officers Union*
STOUGHTON POLICE SUPERIORS ASSOCIATION, LOCAL 461

July 1, 2019-June 30, 2020

This Memorandum of Agreement (the "Agreement") is entered into this 30 day of March 2021 by and between the Town of Stoughton, acting by and through its Town Manager, and the Stoughton Police Superior Officers Union, Local 461 ("the Union") and through its duly authorized representatives.

WHEREAS, the Town and the Union are parties to a collective bargaining agreement (the "CBA");

WHEREAS, the parties' current CBA expired on June 30, 2019;

WHEREAS, the parties have reached a successor agreement, subject to ratification and appropriation of funds;

The parties hereby agree to a new collective bargaining agreement which shall carry forward all of the terms of the parties' July 1, 2016 to June 30, 2019 collective bargaining agreement, except as modified by the following:

NOW, THEREFORE, the parties agree as follows:

1. The parties agree to a one-year agreement from the period of July 1, 2019 through June 30, 2020.

P#195
2. ARTICLE VIII, SECTION 2(A) (WAGES)

The parties agree to amend the CBA to provide for a base wage increase to current or members or those who retired during the term of this memo of 1.5% effective July 1, 2019.

3. In recognition of the additional duties performed by bargaining unit members during the COVID-19 pandemic, each member of the bargaining unit shall receive one hour straight pay for each day on which they worked a regular shift from March 13, 2020 through June 30, 2020.

P#195
4. ARTICLE XII, SECTION 1 (DURATION)

The parties agree to amend the CBA to provide for a one-year agreement covering the period July 1, 2019 through June 30, 2020.

P#195

TOWN MANAGER,

D#195
OFFICERS

D#195
STOUGHTON POLICE SUPERIOR OFFICERS

UNION Local 461

Daniel P. Carmichael

Dated: _____

Daniel P. Carmichael, President.

Dated: 03/29/2021

Ratified by:
BOARD OF SELECTMEN,

**MEMORANDUM OF AGREEMENT
FOR SUCCESSOR COLLECTIVE BARGAINING AGREEMENTS
BETWEEN
TOWN OF STOUGHTON
AND
STOUGHTON POLICE SUPERIOR OFFICERS UNION, LOCAL 461**

July 1, 2020 – June 30, 2023

This Memorandum of Agreement (the "Agreement") is entered into this 30 day of March 2021 by and between the Town of Stoughton, acting by and through its Town Manager, and the Stoughton Police Superiors Union ("the Union") by and through its duly authorized representatives.

WHEREAS, the Town and the Union are parties to a collective bargaining agreement (the "CBA");

WHEREAS, the parties' current CBA expired on June 30, 2020;

WHEREAS, the parties have reached a successor agreement, subject to ratification and appropriation of funds;

The parties hereby agree to a new collective bargaining agreement which shall carry forward all of the terms of the parties' July 1, 2019 to June 30, 2020 collective bargaining agreement, except as modified by the following:

NOW, THEREFORE, the parties agree as follows:

1. In recognition of the additional duties performed by bargaining unit members during the COVID-19 pandemic, each member of the bargaining unit shall receive one (1) hour straight pay for each day on which they worked a regular shift from July 1, 2020 through December 31, 2020, such payment to be made in the first payroll period in January 2021.

2. ARTICLE I, SECTION 2 (BYLAW)

Revise section to read as follows:

"This Agreement incorporates the entire understanding of the parties on all issues which were or could have been subject of negotiations."

3. ARTICLE IV, SECTION A (AGENCY FEE)

Revise Section to read as follows:

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“All members of the bargaining unit are hereby notified that they are subject to the provisions of M.G.L. c. 150E, Section 5, as amended by Chapter 73 of the Acts of 2019.”

4. **ARTICLE XVII, SECTION 1 (WAGES)**

Effective on funding of CBA, delete existing Section 1 in its entirety and replace it with the new wage scale that is set forth below:

Effective July 1, 2019, by 1.5%
Effective July 1, 2020, by 2.5 %
Effective July 1, 2021, by 2.0 %
Effective July 1, 2022, by 3.25 %

[Wage Chart]

A handwritten signature in black ink, appearing to read "John H. Hays".

5. ARTICLE XV, SECTION A, STEP 1 GRIEVANCE PROCEDURE

Replace existing Step 1 language with the following:

“A grievance shall be presented by the employee in writing to the Chief within fifteen (15) working days of the occurrence or reasonable knowledge of the occurrence giving rise to the grievance. The Chief shall render a decision in writing within seven (7) working days of receipt of the grievance.”

6. SECONDARY EDUCATION

Effective July 1, 2020 the parties agree to delete the current language of paragraph (d) and replace with:

Associates Degree in Criminal Justice or Public or Business Administration:

Effective July 1, 2020: \$3300
Effective July 1, 2021: \$3600
Effective July 1, 2022: \$3900

Bachelor's Degree in Criminal Justice or Public or Business Administration:

Effective July 1, 2020: \$7000
Effective July 1, 2021: \$7500
Effective July 1, 2022: \$8000

Master's Degree in Criminal Justice or Public or Business Administration:

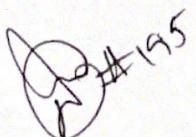
Effective July 1, 2020: \$10,100
Effective July 1, 2021: \$10,700
Effective July 1, 2022: \$11,300

7. CLOTHING AND EQUIPMENT (Article XIV, Section 4)

The parties agree to amend the current section 4 by adding a new second sentence to read: “Such clothing allowance shall be paid into a revolving fund established by the town and distributed to officers upon presentation of a receipt.” The parties further agree to amend section 5 by deleting the number “\$700.00” and replacing it with the number “\$500.00.”

8. ROLL CALL/HOURS

Replace 30 minutes of overtime with 30 minutes of compensatory time.

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9. EXTRA PAID DETAILS

The parties agree to amend the article to provide for the following:

Raising the detail rate to \$55.00 per hour,
Raising the strike rate to 1.5 times the regular rate; and
Raising the emergency Detail and Alcohol Details to \$65.00 per hour.

Detail rates shall become effective upon ratification by the Union and the Selectboard.

LONGEVITY

10. ARTICLES XVII AND XXV LONGEVITY AND SUPERLONGEVITY

Replace existing Articles with the following:

“Effective July 1, 2020, the existing longevity benefit will be eliminated and will be replaced with five (5) year, twelve (12) year and twenty-five (25) year steps on the salary scale with said steps measuring one percent (1%), one and one-half (1.5%) and three and one quarter percent (3.25%), respectively, higher than the step that precedes it. Notwithstanding the elimination of the separate longevity benefit, this provision will be retained by the parties in all future collective bargaining agreements for historical purposes.”

11.

Article XVII Section 3: Accreditation Stipend

Effective July 1, 2020, the two and a half percent (2 ½%) accreditation stipend has been added to all police officers base pay and the annual accreditation stipend will no longer be provided. Notwithstanding the elimination of the separate accreditation stipend, this provision will be retained by the parties in all future collective bargaining agreements for historical purposes.”

12. HOLIDAYS

The parties agree to add to the article a shift in pay from 1.5x8 for holidays worked to 8 hours plus four hours compensatory time.

13. VACATION LEAVE AND PERSONAL DAY

Amend to reflect two personal days

14. CLOTHING AND EQUIPMENT (Article XIV, Section 1.)

“Effective June 30, 2020, a total of \$1,200.00 will be added to all police officers’ base pay and the annual uniform allowance will no longer be provided. Notwithstanding the

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elimination of the separate uniform allowance, this provision will be retained by the parties in all future collective bargaining agreements for historical purposes.”

(July 1, 2020 would be the first work day that is affected by this roll-in.)

The parties agree to amend the current section 5 by adding a new second sentence to read: “Such clothing allowance shall be paid into a revolving fund established by the town and distributed to officers upon presentation of a receipt.”. The parties further agree to amend section 4 by deleting the number “\$700.00” and replacing it with the number “\$500.00”.

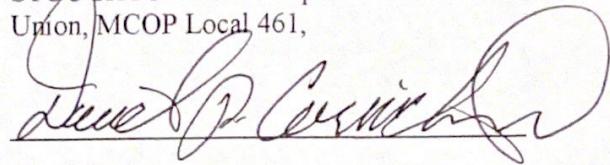
15. ARTICLE XXXIII, SECTION 1 (DURATION)

Update dates to reflect new three (3) year agreement effective July 1, 2020 through June 30, 2023.

 #195

TOWN MANAGER,

STOUGHTON Police Superior Officers
Union, MCOP Local 461,



Dated: _____

Daniel P. Carmichael President.

Ratified by:
SELECTBOARD,

Dated: 03/29/2021
Voted Unanimously - Contract on
Wage chart agreement D.P. #95

Dated: _____

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