

MEMORANDUM OF AGREEMENT

BETWEEN

TOWN OF MEDFIELD

AND

THE MEDFIELD POLICE LEAGUE, LOCAL 257

MASSACHUSETTS COALITION OF POLICE

The Town of Medfield ("the Town") and the Medfield Police League, MCOP, AFL-CIO Local 257 ("the Union") hereby agree that the collective bargaining agreement between the Town and the Association will be extended for two years, July 1, 2020 through June 30, 2022 with the following changes agreed to by the parties' negotiating teams and set forth below. The bargaining teams shall sponsor and support the ratification of this Agreement by the Union and the Board of Selectmen. Failing ratification by both parties' principals, the Agreement shall be deemed void and both parties will be free to return to their prior bargaining positions. If ratified by both parties' principals and funding for the economic items is appropriated by Town Meeting, a new comprehensive Collective Bargaining Agreement shall be drafted which incorporates the material terms of this Agreement into the unchanged provisions of the 2019-2020 Agreement.

1. **Term:** July 1, 2020 to June 30, 2022.

2. **FY2021**

a. Effective upon appropriation by the 2021 Annual Town Meeting a one time \$1,500.00 COVID-19 Stipend will be paid to each Police Officer/Sergeant/Dispatcher. An additional one time \$1,500.00 Salary Compensation will be paid to each Police Officer/Sergeant/Dispatcher in lieu of a cost of living increase beginning July 1, 2020 through June 30, 2021. The

COVID-19 Stipend and Salary Compensation will not be included in calculation of any other compensation including the overtime rate.

3. FY2022

a. Wages:

- i. Effective July 1, 2021 increase the base salary schedule for Sergeants by 2%, and introduce a new Step 4 (15 years) and Step 5 (20 years)
- ii. Effective July 1, 2021 increase the base salary schedule for Police Officers by 2% and introduce a new Step 7 (15 years) and Step 8 (20 years)

Sergeants		Step 1	Step 2	Step 3	Step 4 (15 Yrs)	Step 5 (20 Yrs)
7/1/2020		\$1,386.57	\$1,429.45	\$1,480.74		
<i>bi weekly</i>		\$2,773.14	\$2,858.90	\$2,961.49		
7/1/2021		\$1,414.30	\$1,458.04	\$1,510.35	\$1,529.58	\$1,558.42
<i>bi weekly</i>		\$2,828.60	\$2,916.08	\$3,020.71	\$3,059.16	\$3,116.84

Police Officer	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 (15 Yrs)	Step 8 (20 Yrs)
7/1/2020	\$1,068.57	\$1,103.63	\$1,135.69	\$1,170.81	\$1,207.01	\$1,244.35		
<i>bi weekly</i>	\$2,137.14	\$2,203.26	\$2,271.38	\$2,341.61	\$2,414.01	\$2,488.70		
7/1/2021	\$1,089.94	\$1,125.70	\$1,158.40	\$1,194.23	\$1,231.15	\$1,269.24	\$1,288.47	\$1,317.32
<i>bi weekly</i>	\$2,179.88	\$2,251.41	\$2,316.81	\$2,388.45	\$2,462.30	\$2,538.47	\$2,576.94	\$2,634.64

iii. Effective July 1, 2021 adopt the following structure for Dispatchers

Dispatcher	Step 1	Step 2	Step 3	Step 4	Step 5
7/1/2020	\$735.07	\$775.99	\$815.13	\$856.59	\$904.92
bi weekly	\$1,470.15	\$1,551.97	\$1,630.27	\$1,713.17	\$1,809.85
7/1/2021	\$873.57	\$921.42	\$972.25	\$1,025.71	
bi weekly	\$1,747.14	\$1,842.83	\$1,944.51	\$2,051.41	

Specialist Range

7/1/2020	\$663.59	to	\$3,794.60	Annual Stipend
7/1/2021	\$676.86	to	\$3,870.49	Annual Stipend

b. Effective July 1, 2021:

Amend Sec 18. Educational Incentive, B. 2010 Medfield Police Educational Incentive Pay:

Officer:

	Step 1 and 2	Step 3 and 4	Step 5 and 6
Associates	5,700	6,000	6,300
Bachelor	10,500	11,000	11,600
Masters	13,800	14,500	15,500

Sergeant:

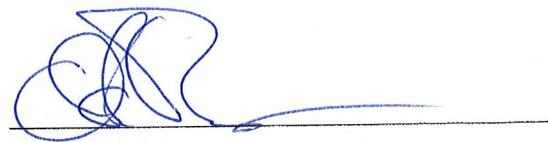
Associates	7,300		
Bachelor	13,300		
Masters	17,700		

c. Section 15. Vacations

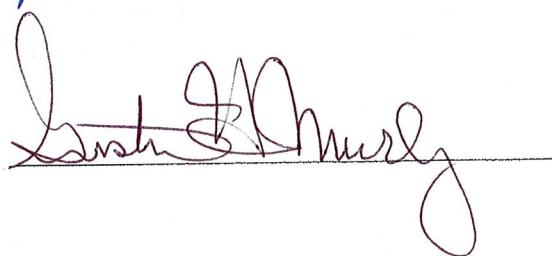
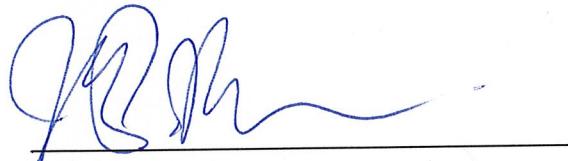
i. 5. Effective July 1, 2021 the following Vacation policy shall be in effect for all Sergeants, Officers and Dispatchers:

Years of Service	Vacation Days
1	Ten (10) Vacation Days
2	Ten (10) Vacation Days
3	Ten (10) Vacation Days
4	Ten (10) Vacation Days
5	Fifteen (15) Vacation Days
6	Fifteen (15) Vacation Days
7	Fifteen (15) Vacation Days
8	Fifteen (15) Vacation Days
9	Fifteen (15) Vacation Days
10	Twenty (20) Vacation Days
11	Twenty (20) Vacation Days
12	Twenty (20) Vacation Days
13	Twenty (20) Vacation Days
14	Twenty (20) Vacation Days
15	Twenty (20) Vacation Days
16	Twenty Two (22) Vacation Days
17	Twenty Four (24) Vacation Days
18	Twenty Five (25) Vacation Days
19	Twenty Five (25) Vacation Days
20 or more	Twenty Five (25) Vacation Days

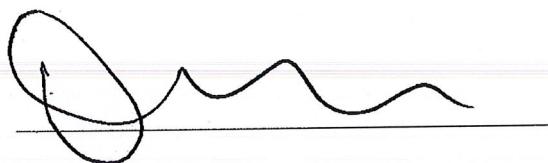
Town of Medfield



Date: 3/26/2021



Medfield Police League LOCAL 257



Date: 3-22-21

