

TOWN OF WRENTHAM
WRENTHAM POLICE ASSOCIATION
Memorandum of Agreement
September 17, 2019

FINAL APPROVAL OF PACKAGE:

This memorandum reflects the sentiments and concepts mutually arrived upon in negotiations between the Town of Wrentham and the Wrentham Police Association. It does not constitute a binding agreement as it is subject to approval by the Board of Selectmen and submission to appropriation and approval of the whole through our Municipal legislative funding process. Both signing parties agree to represent this memorandum to the responsible parties and constituencies in a fair manner. This document and all contained within is part of the negotiation process and is confidential and covered under executive privilege.

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HOUSEKEEPING

1. **Acknowledge provisions of *Janus v. AFSCME* decision.**

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2. **Article 4 – Grievance Procedure** – Amend process to a five (5) Step process by eliminating the current Step 6 and renumbering the current Step 7 (arbitration) as Step 6.

3. **Article 8 – Uniforms and Equipment** – increase annual uniform allowance from \$900 to \$1050 and add language to clarify outfitting of new and lateral hires by revising Section A and renumbering the current 8.B as 8.C:

A. A Member employed at the beginning of each fiscal year shall be allocated a sum of \$1,050.00 for uniform maintenance and replacement, to be dispensed under the direction and control of the Chief of Police. In addition, the Town will provide all other Department-required foul weather equipment. Said uniforms and equipment shall be the property of the Town and be in the custody of the Member.

B. A new Member will be given an “initial issue” of uniforms, new and unused, in lieu of a uniform allowance under Article 8.A for the first fiscal year, as follows:

Hired between July 1 and April 30 of a given fiscal year: to include 2 uniform pants, 2 uniform short sleeve shirts, 2 uniform long sleeve shirts, a uniform coat, a winter uniform hat, a summer uniform hat, 1 pair of uniform shoes, and an equipped duty belt.

Hired between May 1 and June 30 of a given fiscal year: to include 2 uniform pants, 2 uniform short sleeve shirts, a uniform coat, a summer uniform hat, 1 pair of uniform shoes, and an equipped duty belt.

4. Article 9 – Extra Paid Details – eliminate current “time-and-half” detail wage rate and add new “Black Friday Weekend,” Overnight Details,” and “Outside Labor Strike” categories to the “time-and-a-half” rate for details, by striking 9.H and amending 9.F to read:

F. A detail will be paid at time and one half the applicable detail rate if the detail (1) is worked on a Holiday, or (2) is a retail-related detail worked between the hours of 12:01 am on the Friday following Thanksgiving through 8:00 am on the Monday following Thanksgiving, or (3) is worked between the hours of 11:00 p.m. and 7:00 a.m., or (4) is an outside detail for a labor strike.

5. Article 14 – Holidays – Add “Black Friday (12:00 midnight to 8:00 a.m. and 8:00 a.m. to 4:00 p.m. shifts only) and Christmas Eve (4:00 p.m. to 12:00 midnight and starting the day of Christmas Eve from 6:00 p.m. to 2:00 a.m. shifts only) to lie list of holidays in 14.A.

6. Article 20 – Wages – Modify the base wage schedule in 20.A to incorporate:

Year 1 2.5% increase over the wage rates with a term of 7/1/2019 to 6/30/2020;

Year 2 2.5% increase over the wage rates with a term of 7/1/2020 to 6/30/2021;

Year 3 2.5% increase over the wage rates with a term of 7/1/2021 to 6/30/2022.

7. Article 20 – Wages – Modify the shift differentials by replacing 20.B in its entirety to read:

B. Members who work the 4:00 p.m. to 12:00 Midnight shift or the 12:00 Midnight to 8:00 a.m. shift shall receive a shift differential increase in the wages per shift worked, as provided below:

	4:00 p.m. to 12:00 a.m.	12:00 a.m. to 8:00 a.m.
Effective July 1, 2019	five percent (5%)	six percent (6%)
Effective July 1, 2020	five percent (5%)	six percent (6%)
Effective July 1, 2021	seven percent (7%)	eight percent (8%)

8. Article 20 – Wages – Modify the “shift commander” pay from \$10 per shift to the first step Sergeant rate by replacing 20.C in its entirety to read:

C. Any Member, other than one holding the rank of Sergeant, who is designated a Shift Commander shall be paid at the first step Sergeant rate for each shift worked on which he or she has been so designated

9. Article 20 – Wages – Revise the assignment stipends by eliminating the current 20.F (Detective or Court Officer), renumbering the current 20.G (EMT certification) as 20.F, and inserting a new 20.G to read as follows:

G. Any Member who is designated and is performing actively in a full-time duty assignment shall receive a stipend for each assignment, paid on a weekly basis, in addition to any other compensation to which he or she may be entitled, as follows:

Detective or Court Officer, or both	\$1,600.00 (annualized)
School Resource Officer	\$1,600.00 (annualized)
Evidence	\$1,600.00 (annualized)
Maintenance Supervisor	\$900.00 (annualized)
Firearm and Firearm Training Officer	One (1) hour overtime for each Firearm/FTO shift worked

It is understood that, to the extent permitted by law, the stipends shall not be utilized in the computation of any other benefits.

10. Except as modified by this memorandum, the terms of the prior collective bargaining agreement (July 1, 2016-June 30, 2019) will remain in full force and effect.

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In the event this memorandum is ratified by the parties, and following appropriation by the Town Meeting, the parties agree that the collective bargaining agreement accompanying this Memorandum will be signed by the parties to covering the period from July 1, 2019 through June 30, 2022, and will remain in full force and effect until a successor agreement is voluntarily negotiated by the parties.

In the event this memorandum is not ratified by the parties, or the Town Meeting does not approve the necessary appropriations, this memorandum will be of no further effect then the "whole package" is considered as unacceptable and is subject to revision. The parties then will return to negotiations, with the Town reserving all proposals, rights, notices, and ground rules.

[Signature Page Follows]

IN WITNESS WHEREOF, the parties hereunto set their hands and seals this 17th day of September 2019.

For the Town of Wrentham	For the Wrentham Police Association
 _____ Joseph F. Botaish, II, Chairman	 _____ , President
 _____ Stephen J. Langley, Vice Chairman	_____ , Vice President
_____ Jerome P. McGovern, Clerk	_____
 _____ Gerard J. Nolan	_____
 _____ James E. Anderson	_____