

PATROL

20-23

**Memorandum of Agreement
Town of Bedford
and
Bedford Police Officers Association**

The Town of Bedford and the Bedford Police Officers Association hereby agree to a new three-year contract to be in effect from July 1, 2020 through June 30, 2023 (“FY 21-23 Contract”) with the effective date of any changes set forth in this Memorandum of Agreement (“MOA”). Except as modified in this MOA, the terms and conditions of the July 1, 2017-June 30, 2020 contract will be carried forward into the FY 21-23 Contract. This MOA is contingent upon ratification by the membership of the Association and the Bedford Select Board, and May, 2021 Town Meeting funding of the FY 21 economic increases set forth below.

Article 14, Salary – Amend Section 1 to reflect an increase of 2% (two percent), effective July 1, 2020; 1%,(one percent) effective July 1, 2021; 1%,(one percent) effective January 1, 2022; 1%, (one percent) effective July 1, 2022; and 1%, (one percent) effective January 1, 2023 as follows:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 (15 Yrs.)	Step 7 (20 yrs)
FY2021							
<i>2% Effective July 1, 2020</i>	1,143.54	1,164.43	1,239.90	1,261.77	1,283.74	1,306.84	1,330.37
FY2022							
<i>1% Effective July 1, 2021</i>	1,154.98	1,176.08	1,252.30	1,274.39	1,296.58	1,319.91	1,343.67
<i>1% Effective January 1, 2022</i>	1,166.53	1,187.84	1,264.82	1,287.13	1,309.54	1,333.11	1,357.11
FY2023							
<i>1% Effective July 1, 2022</i>	1,178.19	1,199.72	1,277.47	1,300.00	1,322.64	1,346.44	1,370.68
<i>1% Effective January 1, 2023</i>	1,189.97	1,211.71	1,290.25	1,313.00	1,335.87	1,359.91	1,384.38

Article 14, Salary – Amend Section 2 as follows: “Each officer who performs work from 3:00 p.m. to 7:00 a.m., or on one of the two-night shifts, shall receive additional compensation at the following rates: effective July 1, 2020, \$2.50/hour; effective July 1, 2021, \$2.60/hour and effective July 1, 2022, \$2.70/hour.”

Article 20, Extra Paid Details – Amend Section 5A as follows: “All Details: Effective the first full pay period following Town Meeting funding of the FY 21-23 Contract, \$57.00; Effective July 1, 2022, \$60.00.”

Article 22 – Health and Welfare – Change sections 1 and 2 to read:

SECTION 1 The parties acknowledge that health insurance is provided by the Town pursuant to M.G.L. c. 32B, §§ 21-23, including the January 30, 2012: Memorandum of Agreement Between The Town Of Bedford And The Public Employee Committee which sets forth the premium splits/cost sharing for the health insurance plans that the Town offers through the Group Insurance Commission.

SECTION 2 Employee contributions may be made on a pre-tax basis through a so-called Section 125 plan.

Article 27 – Career Incentive – Add: “7. Any increases in payments based on completion of a degree specified in Section 2 will be paid in the following fiscal year as long as the officer provides a timely response to the Department’s annual notice requesting documented updates for such increases (so they can be addressed in the annual budgeting process.)”

Article 29, Medical Response – Amend the first sentence of the second paragraph as follows: “Yearly pay rate for medical response pay is as follows: effective July 1, 2021, \$1,775 per year; effective July 1, 2022, \$1,850 per year.”

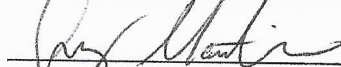
New Article 38—Massachusetts Police Reform Law

Notwithstanding any provision(s) of the parties’ collective bargaining agreement, the Town has the right to take any actions required under An Act Relative to Justice, Equity and Accountability in Law Enforcement in the Commonwealth, i.e., Massachusetts’ Police Reform Law, and the Town and the Union will meet any bargaining obligations under M.G.L. c. 150E.


New Article 39-Modification of M.G.L. c. 31, § 58 Residency Requirement

M.G.L. c. 31, § 58 shall continue to apply except that, following Town Meeting funding of the FY 21-23 Contract, “10 miles” in the residency language will be changed to “30 miles.”

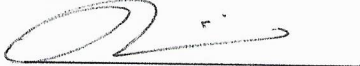
Bedford Police Officers Association



Gary Martin



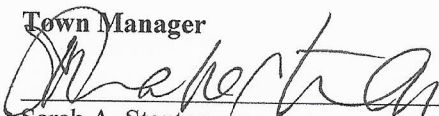
Steve Waite



Robert Abajian

04-28-21

Date

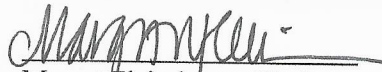
Town Manager


Sarah A. Stanton

5-3-2021

Date

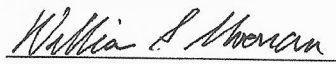
Town of Bedford Select Board




Margot Fleischman, Chair



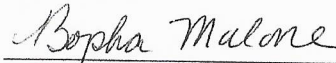
Emily Mitchell, Clerk



William Moonan



Edward Pierce



Bopha Malone

5-3-2021

Date