

**Memorandum of Agreement
Between
Town of Bedford
and
Police Supervisors Association**

The Town of Bedford and the Police Supervisors Association hereby agree to a new three-year contract to be in effect from July 1, 2021, through June 30, 2024. Except as modified in this Memorandum, the terms and conditions of the old contract will be carried forward into the new contract. This agreement is contingent upon ratification by the membership of the Association, and the Select Board, and the funding of the economic items within it for the first fiscal year of the contract.

Article 9 – Court Time

Amend the language as follows:

Amend the last sentence of Article 9 to read, “In the event of an employee’s appearance is cancelled or postponed less than ~~90 minutes~~ **60 minutes** before the scheduled time for appearance, and the employee is entitled to overtime pay for such appearance, the employee shall be entitled to two (2) hours overtime pay.”

Article 14 – Section 1A – Base Weekly Pay

Public Safety – Police – 37.5 hour per week – (4-2 schedule)

Amend Article 14, Section 1A to read, “Article 14, Section 1A, Base Weekly Pay, increase pay scales to reflect pay increases attributable to across-the-board wage increases as follows:

Effective July 1, 2021 – 2%

Effective July 1, 2022 – 2.5%

Effective July 1, 2023 – 2.5%”.

Twenty – Five – Year Supplemental Salary Payment

Language to be added under the “Advancement in Steps,” below Step Six;

Effective July 1, 2021, when a sergeant or lieutenant has provided twenty-five years of continuous service as a sworn officer with the Bedford Police Department, the employee’s annual salary shall be increased by 2% (two percent) at the employee’s current step.

Effective July 1, 2022, the twenty-five-year supplemental salary increase will increase from 2% (two percent) to 2.25% (two and a quarter percent).

Once achieved, the supplemental salary increase will continue to be added to the employee’s salary at the employee’s subsequent steps.

The supplemental salary increase will take effect the pay period following the employee’s written notice to the Chief that the employee has achieved the twenty-five years of continuous service and the Chief confirming that to the Town.

Article 14 – Section 2 – Night Differential

Amend the first sentence of Article 14, Section Two to read: “Each officer who performs work from 3:00 PM to 7:00 AM shall receive additional compensation at the following rates, effective:

July 1, 2021 – \$2.90 per hour
July 1, 2022 – \$3.05 per hour
July 1, 2023 – \$3.20 per hour”.

Article 14 – Section 3 – Supervisor Third Shift Premium

Amend the first sentence of Article 14, Section 3 to read: “Any sergeant working the 11:00 PM to 7:00 AM shift shall receive additional shift premium of:

July 1, 2021 – \$8.00 per shift
July 1, 2022 – \$8.50 per shift
July 1, 2023 – \$9.00 per shift”.

in recognition of the supervisory responsibilities associated with this shift.

Article 15 – Special Assignments

A. Amend the first sentence of Article 15, Section 1A to read, “Detectives appointed by the Chief shall be paid additional compensation of;

July 1, 2021 – \$56.50 per week
July 1, 2022 – \$58.00 per week
July 1, 2023 – \$59.50 per week”.

B. Amend the first sentence of Article 15, Section 1B to read, “The accreditation officer, safety officer(s), juvenile officer (s), crime prevention officer (s), ~~traffic officer (s)~~, armorer, ~~elder affairs officer~~, and teletype specialist appointed by the Chief shall be paid additional compensation of:

July 1, 2021 – \$50.50 per week
July 1, 2022 – \$52.00 per week
July 1, 2023 – \$53.50 per week”.

Union has agreed to delete traffic officer (s), and the elder affairs officer as a specialty assignment.

Article 18 – Funeral Leave

Add the following language to the first sentence, “An employee shall be granted leave without loss of pay ~~as outlined below~~. **For the purposes of this Article, a workday shall be defined as one eight (8) hour shift.**

Article 19 – Personal Business Leave

Add to Article 19, Section One, for the last sentence to read, “Employees may accumulate up to two (2) personal days from the prior fiscal year, for a maximum of four (4) days in any one fiscal year, beyond which no further days will accrue.”

Article 20 – Extra Paid Details

A. Amend the second sentence of Article 20, Section 5A to read, “All Details: The Employee shall be compensated at:

Effective Date of Contract – \$62.00 per hour
Effective July 1, 2022 – \$63.00 per hour
Effective July 1, 2023 – \$64.00 per hour
Effective June 30, 2024 – \$65.00 per hour.”

C. Amend the second sentence of Article 20, Section 5C to read, “Supervisor Rate: Effective as of the date of this contract, the hourly rate charge for such work shall be at the rates of \$7.00 per hour over Section A.”

Article 21 – Holidays

Add the following to Article 21, Section 1, following the last sentence, “Effective for 2022, subject to the Select Board’s adoption and Town Meeting voting to add it to the Town’s Salary Bylaw, Juneteenth will be added to the list of Holidays in Article 21.”

Article 22 – Health and Welfare

Amend sections one (1) and two (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.

Language to be added to the end of the sentence above: (insert comma) 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: Language to be amended; The Town’s contribution rate for health insurance ~~HMOs~~ will be 83% for individual plans and 61% for family plans. The subscriber shall pay the remainder. Employee contributions may be made on a pre-tax basis through a so-called Section 125 plan

Article 30 – Medical Response

Amend the first sentence in the second paragraph of Article 30 to read:

“Yearly pay rate for medical response pay are as follows;

Effective July 1, 2021 – \$1,675
Effective July 1, 2022 – \$1,775
Effective July 1, 2023 – \$1,875
Effective June 30, 2024 – \$2,175.”

Article 38 – Duration of Agreement

Amend the first sentence of the article to reflect:

“This agreement shall become effective on July 1, 2021 and shall terminate on June 30, 2024.”

New Article 39 – Police Reform

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” (“Massachusetts Police Reform Law”) signed into law by Governor Baker in December 2020.”

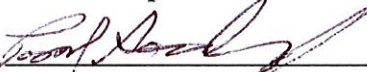
New Article 40 – Modification of M.G.L. c. 31, § 58 Residency Requirement

M.G.L. c. 31, § 58 shall continue to apply except that, following Town Meeting funding of the FY22-24 Contract, “10 miles” in the residency language will be changed to “30 miles.”

Housekeeping


The parties agree that, upon integration of the main agreement, corrections will be made to typographical, grammatical, and formatting errors, subject to the agreement of the parties. The contract will also be amended to be gender neutral.

Bedford Supervisors Association


Paul Saunders

10/27/21
Date


Patrick Towle


Robert Abajian

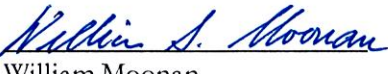
Town of Bedford – Select Board



Margot Fleischman, Chair

11/1/2021
Date


Emily Mitchell, Clerk


Bopha Malone


William Moonan


Edward Pierce

Town of Bedford – Town Manager


Sarah Stanton

October 27, 2021
Date