

TOWN OF BEDFORD

OFFER TO

THE BEDFORD POLICE SUPERVISOR'S ASSOCIATION

6.24.2024

This offer is contingent upon ratification by the membership of Bedford Police Supervisor's Association and the Town Select Board, and the funding of the economic items within it for the first fiscal year of the contract. All economic items, unless otherwise specifically stated, shall be paid prospectively from the date the contract is ratified by Union Membership and funded (or otherwise approved) by the Select Board.

Article 5 – Management Rights

Add new section 4 to address Body Worn Cameras and GPS

Section 4. The Police Department may implement the use of Body Worn Cameras (BWC) and BWC Global Positioning System technology (GPS) for purposes of further enhancing the safety of the public, efficiency, quality and delivery of police services to the citizens of Bedford. It is further understood that disciplinary actions and excessive monitoring is not the intended purpose of BWCs. The Department shall not randomly review information or data from the cameras but may use it to verify specific events such as complaints by member of the public, or alleged incidents, in accordance with the Department's Body Worn & Cruiser Cameras Policy.

Article 13 – Vacations

Add new Section 13 as follows:

13. Buyback. Officers shall notify the Police Chief in writing by May 1st each year of their intent to sell back up to five (5) days of vacation at their current hourly rate. It is an officer's responsibility to be clear and specific in their notice in terms of how many days they wish to sell back.

Add: When determining years of service for vacation accrual, the Police Chief will credit prior years of service from full-time experience working in Bedford or working as a police officer in another community. The Police Chief in consultation with the Town Manager may credit any other public/private experience that directly relates to public safety (such as but not limited to campus police, EMT, security guard, prosecutor/criminal attorney, etc).

Article 14 – Salary

SECTION 1. BASE WEEKLY PAY

- July 1, 2024 = 3%
- July 1, 2025 = 3%
- July 1, 2026 = 3%

Remove 15-year minimum year of service requirement at Step 4.

Add: When determining years of service for step schedule placement, the Police Chief will credit prior years of service from full-time experience working in Bedford or working as a police officer in another community. The Police Chief in consultation with the Town Manager may credit any other public/private experience that directly relates to public safety (such as but not limited to campus police, EMT, security guard, prosecutor/criminal attorney, etc).

New SECTION 1(b). BODY WORN CAMERAS

Effective July 1, 2024, an additional one-time one percent (1%) shall be added to base pay in exchange for the Union's implementation and use of Body Worn Cameras.

Effective July 1, 2024, an additional one-time one percent (1%) shall be added to base pay in exchange for the Union's supervision of Body Worn Camera footage.

SECTION 2. NIGHT DIFFERENTIAL

Each officer who performs work from 3:00 pm to 7:00 am, or on one of the two night shifts, shall receive additional compensation at the following rates:

- effective July 1, 2024 = \$3.80
- effective July 1, 2025 = \$4.00
- effective July 1, 2026 = \$4.20

SECTION 3. SUPERVISOR THIRD SHIFT PREMIUM

- effective July 1, 2024 = \$9.50
- effective July 1, 2025 = \$9.75
- effective July 1, 2026 = \$10.00

(starting July 1, 2024, will be paid hourly)

Article 15 – Special Assignments

Amend Section 1 as follow:

SECTION 1. Officers regularly assigned to the following duties shall receive compensation for the period so assigned.

- A. Detectives appointed by the Chief shall be paid an additional compensation of \$62.00 per week effective July 1, 2024; and \$64.00 per week effective July 1, 2025 and \$65.00 per week effective July 1, 2026.
- B. The accreditation officer, safety officer(s), juvenile officer(s), crime prevention officer(s), armorer, ~~teletype~~ **DCJIS Representative(s), Mobile Video Recording Manager(s)**, appointed by the Chief shall be paid an additional compensation of \$56.00 per week effective July 1, 2024; and \$57.50 per week effective July 1, 2025. \$59.00 per week effective July 1, 2025.

Article 16 – Clothing and Maintenance Allowance

Section 1 Correct Boot Language- Roll \$360 into base salary effective July 1, 2024

Section 3 “Non uniform Clothing Allowance” \$800 effective July 1, 2024

Article 20 – Extra Paid Details

Update detail rates and language regarding Town detail premium

SECTION 5. HOURLY RATES

The following rate schedule shall become effective as indicated:

- A. All regular details shall be paid at the hourly rate for a minimum of four (4) hours, provided that said minimum shall not apply to the so called “Ramps” as specified in Section 5B below. All Details: Effective within 30 days following Town Meeting funding of the FY25-FY27 contract, Effective July 1, 2024, the rate will increase to \$70.00 per hour. Effective July 1, 2025, the rate will increase to \$72.00 per hour. Effective July 1, 2026, the rate will increase to \$74.00 per hour.
- B. *[no change]*
- C. Supervisor Rate: The Chief, at his sole discretion, may designate a Sergeant or Lieutenant to function in a supervisory capacity. Supervisor Rate: Effective as of the date of this contract, the hourly rate charge for such work shall be at the rates of ~~\$7/hour~~ \$8/hour
- D. Time and one-half the hourly detail rate in subsection A above shall be paid Saturdays, Sundays, on holidays, for strikes, after eight (8) consecutive hours of detail work, or between the hours of 7:00 PM and 7:00 AM. ~~This section shall not apply in any way to details paid for directly or ultimately by a department of the Town of Bedford.~~

Add E. Extra Paid Details will be paid within an officer’s regular payroll check.

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SECTION 7. ALCOHOL BEING SERVED

Any detail where alcohol is being served legally shall be paid at the rate set forth in Section 5A, plus an additional \$6 \$8 per hour (effective within 30 days following Town Meeting funding of the FY25-FY27 contract).

SECTION 9 Cancellations

Change the word “billed” to the word “paid to union member”

SECTION 10 EXTENDED DETAILS

REMOVE “This section shall not apply in any way to details paid for directly or ultimately by a department of the Town of Bedford

Article 27 – Career Incentive

Amend paragraph 2 as follows:

2. Regular full-time police officers who did not have compensable degrees or were not matriculated in a qualifying Quinn Bill program as of October 1, 2009, and all officers hired after October 1, 2009, inclusive of lateral hires who do not qualify for Quinn Bill under the provisions outlined in Section 1, above, will receive education incentive for eligible degrees as follows:

- Associates Degree = ~~\$5,000 per year~~ 10%
- Bachelor’s Degree = ~~\$7,500 per year~~ 20%
- Master’s degree = ~~\$10,000 per year~~ 25%

Qualifying degrees: Criminal Justice, Psychology, Business/Public Administration, Social Work, Law and any other degree at the discretion of the Police chief, based on the needs of the department.

Those obtaining a degree must notify the Chief in writing by October 1st each year that they will be completing their degree in order for the stipend to go into effect the next July 1st.

Article 29 – Medical Response

- Roll into base pay at \$2,275, and the union agrees that the \$2,175 June 30th 2024 rate will not be utilized.

NEW ARTICLE: Incentive for Early Notification of Retirement

Union proposed language Intro Paragraph and 1-5 ending with “for providing 12 months advance notice shall be eligible for a retirement bonus of 10% of their base weekly salary for the one year prior preceding their retirement.”

Article 40 – Duration of Agreement

The Agreement shall become effective July 1, 2024 and shall terminate June 30, 2027.

All language changes to be effective after funding by Town Meeting, unless otherwise specified or agreed. All economic items to be effective as specified. All other items and conditions of the prior agreement remain in full force and effect.

Civil Service Exit:

- 2% Increase to Base Wages effective July 1, 2024 in exchange for Union commitment not to oppose withdrawal from Civil Service. The parties’ agreement regarding Removal from Civil Service is attached as Appendix A to this MOA and shall be incorporated as Appendix A to the parties’ collective bargaining agreement (CBA).
- Union commitment not to oppose. The Town intends to seek approval during an upcoming Town Meeting to exit Civil Service. The Union and its members commit that they will not make any public written or verbal statements opposing withdrawal from Civil Service and that they will not make any such statements opposing an appeal to the Select Board or Town Meeting seeking withdrawal from Civil Service.
- Remove references to Civil Service from CBA. Upon removal of the bargaining unit positions from the application of G.L. c. 31, Civil Service, the current language of Article 31 shall be deleted and replaced with language containing the provisions applicable to employment decisions not governed by Civil Service. In addition, the contract will be amended to eliminate referenced to Civil Service and provide standards and procedures to be used in place of Civil Service.
- Promotion and discipline provisions to be added to CBA and Department Policy. Upon removal of the bargaining unit positions from the application of G.L. 31, Civil Service, matters concerning hiring, promotions and discipline of bargaining unit members shall be governed by this contract and Department policy; provided, however, that individual members appointed prior to the Town’s removal from Civil Service retain their right to appeal discipline imposed under G.L. c. 31, § 41 to the Civil Service Commission
- Language re Promotion: Use Union doc as working doc with: Candidate Selection: list

based primarily on assessment center results, job experience, training and education through career development, work ethic and initiative and discipline.

Agreed, subject to mutual ratification and funding by Town Meeting, this 24th day of June 2024.

**Bedford Police Superior's Association
MCOP Local**



**Town of Bedford
Select Board – Town Manager**



Date 6/24/2024

Date