

**Town of Bedford and ECO Union
Memorandum of Agreement**

Term: July 1, 2024 – June 30, 2027

Article 11

Section-1

Subsection A – Wage Scale:

- 7/1/24: (3.5%)
 - Eliminate 1st Step
- 7/1/25: (3.5%)
- 7/1/26: (3.5%)

Subsection B – Classification and Requirements:

Emergency Communications Officer (ECO) II – Advanced Requirements

- ...
- Minimum of ~~5~~ **3** years as an Emergency Communication Officer I

Deputy Operations Section Chief (DOSC)

- ...
- The DOSC shall receive an additional ~~\$.50~~ **\$1.00** per hour.
- ...
- **When possible**, the position will be on a separate shift from the OSC.

Delete the following sentence: ~~Part time employees shall be paid an hourly rate prorated on the basis of a thirty seven and one half (37 ½) hour workweek.~~

Section-2 Night Differential

Each Emergency Communications Officer who performs work from 3:00 PM to 7:00 AM shall receive additional compensation as follows:

- 7/1/24: \$3.50/hour
- 7/1/25: \$3.75/hour
- 7/1/26: \$4.00/hour
- The Operations Section Chief shall receive Night Differential no matter what shift he/she is assigned to due to the OSC being required to be available to respond to the needs of the communication center at all times of the day.

Section-3 Medical Training

Any employee trained in Emergency Medical Dispatch, Healthcare Provider CPR, and Automated External Defibrillation equipment shall receive an annual stipend as follows: ~~\$600~~ \$650 and rolled into base pay effective July 1, 2024

Section-4 Education Incentive NEW

Effective July 1, 2024, an educational incentive to be added to the base pay shall be established as follows: Emergency Communication Officers shall receive additional compensation as an educational incentive:

- Associate Degree: \$1,000
- Baccalaureate Degree: \$2,000
- Master's Degree: \$2,500

Qualifying degrees: Criminal Justice, Psychology, Business/Public Administration, Social Work, Law, Fire Science, Communications, Emergency Services or Management, 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 17 Health and Welfare.

Section 1.

The Town's contribution rate will be ~~83%~~ **82%** for individual plans and ~~61%~~ **75%** for family plans.

Article 23 – Specialists

COMMUNICATIONS TRAINING OFFICER

ECOs assigned as a Communications Training Officer (C.T.O.) shall be compensated for those hours that they are engaged in the training activities. The C.T.O. will instruct, evaluate and document performance of trainees in a way that is court-defensible and EEOC-consistent. Specific duties and responsibilities will be determined by the Chief of Police. Compensation for Communications Training Officer will be as follows:

- Effective July 1, 2024, \$3.75/hour
- Effective July 1, 2025, \$4.25/hour
- Effective July 1, 2026, \$4.50/hour

Article 28 – Extra Assignments

... in the event that an Emergency Communications Officer is reassigned from their dispatching duties for prisoner watch, the ECO shall be given an additional ~~\$2.00~~ **\$2.50** per hour during that time.

During times of inclement weather, special events, and major incidents, and extra personnel are not called in for duty, one ECO on duty may be assigned duties associated with the Emergency Operations Center, and when so assigned, shall be given an additional ~~\$2.00~~ **\$2.50 per hour** for the entire shift(s), provided that the Emergency Operations Center has not actually been activated.

Article 29 – Clothing and Equipment

Boot allowance will be rolled into base pay at \$200 effective July 1, 2024.

Agreed this 13th day of Nov 2024, subject to approval of funds at Town Meeting and final ratification from the Union Membership and Select Board.

J. V. De 11/13/24
Union Date

Robertson 11-13-24
Town Date