

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into by and between the Town of Raynham (Town) and the Raynham Patrolmen's Union (Union).

Whereas, the Town and the Union are parties to a collective bargaining agreement expiring on June 30, 2021; and

Whereas, the Town and the Union have, pursuant to M.G.L. Chapter 150E, negotiated the terms of a successor agreement for the period July 1, 2021 through June 30, 2024.

Now, therefore, the parties agree as follows:

1. The Collective Bargaining Agreement in effect for the period July 1, 2020 through June 30, 2021 be continued for the period July 1, 2021 through June 30, 2024, except as amended herein.
2. **Article III, Wages:** Amend as follows:
 - Effective July 1, 2021, increase the salary schedule by two percent (2%);
 - Effective July 1, 2022, increase the salary schedule by two percent (2%);
 - Effective July 1, 2023, increase the salary schedule by two percent (2%).

In addition, members shall be eligible for Step 6 payments at the beginning of his/her 10th year of service.

3. **Article IX, Specialization:** Effective July 1, 2021, add: *Members of the Bargaining Unit will be required to maintain certification in the proper use and deployment of the electronic control device and the related annual stipend shall increase by the following percentages of the member's base pay:*

- a. July 1, 2021: .75%
- b. July 1, 2022: .5%
- c. July 1, 2023: .5%

4. **Article XV, Extra Paid Details:** Amend as follows: All extra paid details will require a four (4) hours minimum pay with at least eight (8) hours' notice of the detail. *All extra paid details lasting at least four (4) hours, but less than six (6) hours will require six (6) hours minimum pay. All extra paid details lasting at least six (6) hours, but less than eight (8) hours will require eight (8) hours minimum pay.*

5. **Article XV, Extra Paid Details:** Amend as follows for NON-Town Details (Town Detail rate to remain \$45.00 per hour):

- Effective after ratification, funding, and notice to vendors/contractors, the private paid detail rate shall be increased by \$1.00 to \$51.00.
- Effective July 1, 2022, the private detail rate shall be increased by \$1.00 to \$52.00.
- Effective July 1, 2023, the private detail rate shall be increase by \$1.00 to \$53.00.

6. **Military Leave:** Add the following in place of previous Article:

The parties agree to incorporate by reference herein state and federal laws related to military leave, as may be amended from time to time, including but not limited by M.G.L. c. 33, and United States Code Titles 10 and 32.

7. **Military Leave:** To be eligible for military leave compensation, members must supply orders or a letter from their Unit/OIC indicating that the member's attendance was required.

8. **Holidays:** The parties agree to include "Juneteenth" as a paid holiday.

9. **Overtime:** Officers working the “prisoner transport” function between the hours of 4pm on Friday, through 6am Monday, **and between midnight and 6am Tuesday through Friday** shall be entitled to a minimum of six (6) hours of overtime pay. Officers working “prisoner transport” at all other times shall be compensated with a minimum of four (4) hours of overtime pay.
10. **Overtime:** The parties agree to modify the existing overtime distribution language to reflect previous agreement that opportunities will be distributed in accordance with the current DTS system.
11. **Sick Leave Bank:** The parties agree that enrollment in the Sick Leave Bank shall occur in July of each year. Upon enrollment, members shall remain in the Sick Leave Bank, having one day withdrawn automatically each July, until he/she opts out of the program. Within fourteen (14) days of ratification of this agreement, and unenrolled member may enroll with the contribution of one sick day. There will be no January 2022 open enrollment into the Sick Leave Bank.
12. **Sick Leave:** Up to ten (10) of **their accumulated sick** days per year may be utilized for sickness in family needs (currently 5).
13. **Medical Insurance:** Members hired on or after July 1, 2021, who choose any of the HMO’s offered by the Town shall contribute 25% toward the premium and the Town shall contribute 75%.
14. **Agency Fee:** The parties agree to modify Agency Fee language such that Agency Fee contributions are voluntary:

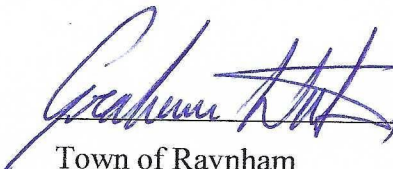
An employee who elects not to join or maintain membership in the Union may elect to pay a service fee to the Union in an amount equal to the amount required to become a member and remain a member in good standing of the Union.

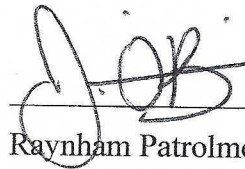
15. **Maternity/Paternity Leave:** The parties agree to update this Article name to “Parental Leave” and Section A by changing “maternity leave” to “parental leave”. The remainder of the Article remains unchanged.
16. **COVID 19 Pay:** The parties agree that should the Commonwealth of Massachusetts make payments to employees as a result of employment during the

state of emergency related to COVID 19, the Town and Union shall meet and discuss the subject matter.

17. **POST COMMISSION:** The parties agree to meet and discuss any changes/impacts upon employment following adoption by the state's POST commission of rules, regulations, policies and procedures.
18. **Body Worn Cameras:** The parties agree to meet and discuss, prior to implementation, and policy/procedure related to body worn cameras. Notwithstanding the foregoing, the Union waives its right to claim that additional compensation is warranted upon implementation.

Wherefore, the parties, by their duly-authorized representatives, have caused this Memorandum of Agreement to be executed this 20 day of AUGUST 2021.


Town Administrator
Town of Raynham
Approved by BOS on 8/24/21


President
Raynham Patrolmen's Union