

**MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF WATERTOWN
AND
WATERTOWN POLICE ASSOCIATION**

The Town of Watertown and the Watertown Police Association hereby agree, subject to appropriation by the Town Council, to a three (3) year collective bargaining agreement effective July 1, 2013 through June 30, 2016 which shall contain the same terms and conditions as the parties' most recent agreement, except as modified by the following:

1. ARTICLE 3, SECTION A (COMPENSATION)
Increase base wages as follows:
 - 7/1/13 – 2.5%
 - 7/1/14 – 2.5%
 - 7/1/15 – 2.5%
2. ARTICLE 3, SECTION A (COMPENSATION)
Effective upon ratification of Agreement, add new top step to pay scale that is 2.0% higher than current top step.
3. ARTICLE 3, SECTION B (SPECIALTY POSITIONS)
Change existing specialist stipends to 2% of base effective 7/1/14.
4. ARTICLE 3, SECTION D (WEEKEND DIFFERENTIAL)
Effective 7/1/14, increase weekend differential to 3.0%.
Effective 7/1/15, increase weekend differential to 3.5%.
5. ARTICLE 4, SECTION A (EDUCATIONAL INCENTIVE PLAN)
Increase annual education incentive benefit for non-Quinn eligible officers as follows:
Effective 7/1/14, increase all degree levels by \$500.00.
Effective 7/1/15, increase all degree levels by \$500.00.
6. ARTICLE 14, SECTIONS C(1) and D – PAID DETAILS (RATES AND DISTRIBUTION)
Effective upon implementation of CBA, increase private detail rate to \$53.00 per hour, round private details up to nearest hour and reset detail/overtime list at same two (2) month interval for both Patrol and Supervisor bargaining units.
7. ARTICLE 14, SECTION C(2) – PAID DETAILS (RATES)
Effective upon implementation of CBA, revise section to read as follows:
“In addition to the detail rates provided in paragraph C1, an additional rate of \$10.00 per hour shall be paid to employees for all hours worked at a strike or labor dispute, with a minimum guarantee of four (4) hours pay per detail for each employee so assigned. An employee who works a detail that exceeds eight (8) hours in duration and who is held over on said detail shall be paid 1 ½ times the detail rate for the hours for which the employee is held over past the eight (8) hours.”

8. ARTICLE 14, SECTION J (NEW) – PAID DETAILS (SENIOR OFFICER)
Add new provision to reflect that when the Town intends to assign a Police Supervisor to supervise a private detail due to the number of officers that are needed for that detail, but the Town is unable to fill the supervisory role with a Supervisor, the senior patrol officer on the detail will be assigned the ranking officer role for that detail and will receive the ranking officer pay. If the senior officer is unwilling to serve as the Supervisor for the detail, he/she will not be allowed to work the detail and will be charged with a refusal under the detail system.

9. ARTICLE 16 (CLOTHING ALLOWANCE)
Effective July 1, 2016, roll existing \$1,300.00 uniform allowance into base pay and add language to make clear that officers are responsible for purchasing and maintaining their own uniforms. Newly hired officers will continue to receive their initial uniform allotment per current practice.

10. ARTICLE 16 (CLOTHING ALLOWANCE)
Change summer uniform period to April 1st to November 1st.

11. ARTICLE 21, SECTION A (WORK WEEK TOURS OF DUTY)
Add new paragraph to end of Section A providing that in Chief's discretion up to three (3) straight last half shifts may be established.

12. ARTICLE 21, SECTION F (COMPENSATORY TIME)
Effective upon implementation, increase accrual cap to thirty-two (32) hours and increase period of time must be used in to sixty (60) days.

13. ARTILCE 23 (HOLIDAYS)
Revise last paragraph to read as follows:
"Effective upon implementation of this Agreement, any officer working any of the three shifts that fall between 11:45 p.m. of the day before until 11:45 p.m. of the day of Thanksgiving, between 3:45pm of the day before until 11:45 p.m. of the day of Christmas, or between 3:45 p.m. of the day before until 3:45 p.m. of the day of New Years Day, shall receive one additional compensatory day off, to be used with the permission of the Police Department. No officer shall gain more than one compensatory day off, to be used with the permission of the Police Department. No officer shall gain more than one compensatory day from each holiday. Officers working either a regularly scheduled shift or an overtime shift shall be eligible."

14. ARTICLE 24 (VACATION LEAVE)
Effective upon implementation, increase by two (2) the number of existing vacation days that an officer can use as isolated, i.e. individual, vacation days.

15. ARTILCE 32 (PERFORMANCE APPRAISALS)
Activate performance appraisal sub-committee per existing provision.

16. ARTILCE 34 (DURATION)
Update duration provision to reflect agreement term of July 1, 2013 to June 30, 2016.

17. ARTICLE 30, SECTION C (DEFIBRILLATOR PAY)
Effective 7/1/14, increase defibrillator pay by 1.5%.

18. ARTICLE 37 (NEW) (DRUG TESTING)
Drug testing policy as set forth in the attached.

Policy Changes

The Union accepts the following policies (not to be included in CBA):

- a. Mandatory Body Armor policy (See Attachment hereto)
- b. Narcan policy (See Attachment hereto)
- c. Epi-pens – Officers will carry in addition to Narcan.
- d. New policy – Require all officers to inform Police Chief within 24 hours of any contacts with other law enforcement agencies that result in the officer's arrest, the filing of an application for criminal complaint or summons for a show cause proceeding where the officer is the subject of the application or proceeding and/or an application for a restraining order against the officer.

FOR THE TOWN OF WATERTOWN,



Michael J. Driscoll, Town Manager

**FOR THE WATERTOWN POLICE
ASSOCIATION,**



Dated: JUNE 8, 2016

Dated: 06/08/16