


**MEMORANDUM OF AGREEMENT  
BETWEEN  
TOWN OF WATERTOWN  
AND  
WATERTOWN POLICE SUPERVISORS ASSOCIATION,  
MCOP LOCAL 373**

The Town of Watertown and the Watertown Police Supervisors Association, MCOP Local 373 hereby agree, subject to ratification by the Union membership and appropriation by the Town Council, to a three (3) year collective bargaining agreement effective July 1, 2019 through June 30, 2022 which shall contain the same terms and conditions as the parties' most recent agreement, except as modified by the following:

1. Duration: July 1, 2019 through June 30, 2022.
2. Wages:
  - a. July 1, 2019 – 2.25%
  - b. July 1, 2020 – 2.0%
  - c. July 1, 2021 – 2.0%
  - d. July 1, 2021 – After 2.0% increase applied, delete first and second steps of Sgt. pay scale and add \$47.93 to remaining Sgt. step for rank differential adjustment purposes.
3. ARTICLE 4 – EDUCATION  
Effective July 1, 2020, increase annual education incentive benefit for non-Quinn eligible officers to the following amounts:
  - \$5,000.00 for an Associate's degree in law enforcement or criminal justice, or 60 points earned toward a Baccalaureate Degree in law enforcement or criminal justice.
  - \$9,000.00 for a Baccalaureate Degree in law enforcement or criminal justice.
  - \$11,250.00 for a Master's Degree in law enforcement or criminal justice, or a degree in law.


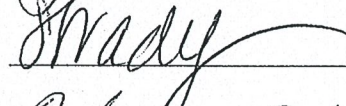
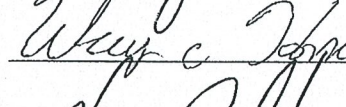
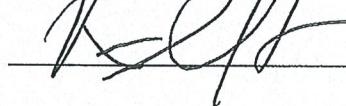
*(The Union acknowledges that one member is currently eligible to receive this benefit.)*
4. Only individuals who were members of the bargaining unit at the time of ratification of the successor collective bargaining agreement or who retired during the period covered by the agreement shall be eligible to receive any retroactive amounts to be paid under said agreement.

For the Town of Watertown

  
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Michael J. Driscoll, Town Manager

Dated: February 23, 2021

For Watertown Police Supervisors Association,  
MCOP, Local 373

  
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Dated: 2-21-2021