

**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, 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. Duration: July 1, 2013 through June 30, 2016.
2. Wage increases:
 - a. July 1, 2013 – 2.5%
 - b. July 1, 2014 – 2.5%
 - c. July 1, 2015 – 2.5%
3. Step increase: Effective January 1, 2015, add new Step 3 to sergeant pay scale that is 1% higher than existing Step 2. All current sergeants will move to this third step on January 1, 2015. In the future, employees will move to this new step on the anniversary date signifying the beginning of the officer's 3rd year of full-time employment as a sergeant. Also, effective January 1, 2015 adjust the pay scales of the lieutenants and captains accordingly in accordance with the 17% rank differentials.
4. Effective on or after August 1, 2015, implement drug testing policy. (Attachment A hereto)
5. Effective July 1, 2014, decrease from four (4) to three (3) the number of shift coverages that the officers who work administrative schedules may be utilized during their regular work shifts to backfill supervisory vacancies that occur during their regular work shifts in other divisions of the Police Department as provided for in Article 15(c).
6. ARTICLE 3, SECTION B – SPECIALIST PAY
Effective July 1, 2013, increase annual stipend for Detective Lieutenant to \$2,000.00.
7. ARTICLE 14, SECTION B – PAID DETAILS (DISTRIBUTION)
Insert new sentence at end of section as follows:
"Officers who receive less than four (4) hours' notice of a detail and who refuse same shall not have said refusal charged against him/her."
8. ARTICLE 14, SECTION C(1) – PAID DETAILS (RATES)
Effective upon implementation of CBA, increase private detail rate to \$53.00 per hour.

9. 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.”

10. ARTICLE 14, SECTION J (NEW) – PAID DETAILS (SUPERVISION)
Effective upon implementation of CBA, add new Section J to read as follows:
“Whenever there are twelve (12) or more details scheduled for a given shift, the Department will assign a supervisor to oversee said details. The supervisor will be paid at his/her overtime rate for a minimum of four (4) hours. If at any time after the first four (4) hours the number of details drops below twelve (12), the Chief, in his discretion, may release the supervisor from said duty. For purposes of this section, the officers assigned to multi-officer details which already require the assignment of a supervisor to said detail per the provisions of Section C(1) above shall not be counted when determining whether twelve (12) or more details exist within the meaning of this section.”
(Note: Work under this Section to be assigned to sergeant first. Existing OIC position to be assigned to lieutenant first.)

11. ARTICLE 16 – CLOTHING ALLOWANCE
Effective July 1, 2015, annual clothing allowance, which is currently \$1,300.00, to be rolled into base pay. Officers shall be responsible for purchasing and maintaining their own uniforms.

12. ARTICLE 30, SECTION C – DEFIBRILLATOR PAY
Effective January 1, 2015, increase defibrillator pay to 2% of top step sergeant base rate.

13. ARTICLE 32 – PERFORMANCE EVALUATION SUBCOMMITTEE
Activate performance appraisal sub-committee per existing CBA provision.
(Note: No change in current language is being proposed. Town intent is to provide notice to Union of Town’s desire to activate current language.)

14. RESIDENCY – (NEW ARTICLE)
In accordance with MGL c. 31 sec. 58, as amended, and MGL c.41 sec. 99A, the parties agree that the residency limit under the contract shall be within fifteen (15) miles of the limits of the Town. Said distance shall be measured from the closest border limits of the Town to the closest border limits of the city or town in which the employee lives.

15. POLICY CHANGES (NON-CBA CHANGES)
The Union accepts the following policies:
 - a. Mandatory Body Armor policy (Attachment B)
 - b. Narcan policy (Attachment C)

- 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.

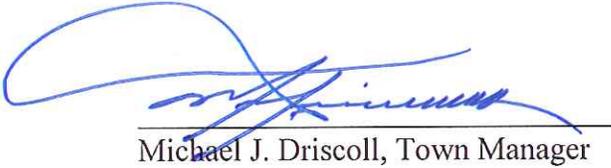
16. WAGE AND POLICY REOPENERS

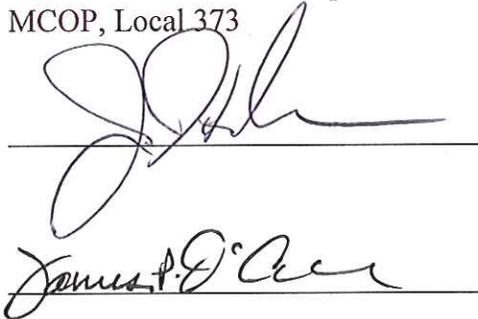
In the event that the Town becomes party to a contract covering any other public safety bargaining unit, which contract provides for increases in compensation (computed in percentage terms, for purposes of comparison) greater than provided by this Watertown Police Superior Officers Association (“WPSOA”) Agreement, the WPSOA shall have the right to reopen and renegotiate its Agreement with respect to compensation.

The parties also agree that if the Town enters into agreement with the Watertown Police Patrolmen’s Association where the Police Department policies concerning Narcan, drug testing or body armor are any different than the agreements reached between the WPSOA and the Town that the parties will meet to reconcile these differences.

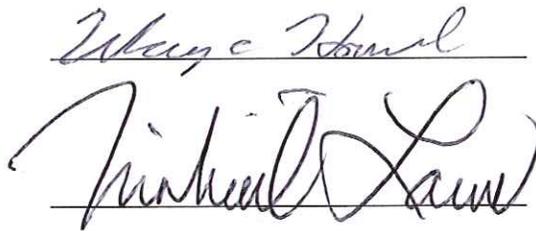
For the Town of Watertown

For Watertown Police Supervisors Association,
MCOP, Local 373


Michael J. Driscoll, Town Manager


James P. O'Carroll

Dated: 6/9/2015


Wayne Horn

Dated: 6.8.15