

**MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF DEDHAM
AND THE
DEDHAM POLICE ASSOCIATION
Lieutenants and Sergeants**

October 19, 2021

NOW COMES the Town of Dedham (“the Town”) acting by and through its Select Board (“the Board”) and the Dedham Police Association, Lieutenants and Sergeants Bargaining Unit (“the Union”), and for good and valuable consideration hereby agree as follows:

WHEREAS, the Town and the Union are parties to a Collective Bargaining Agreement that expired on June 30, 2021 (“the Previous Agreement”);

WHEREAS, the Town and the Union are desirous of entering into a successor agreement to the Previous Agreement based on the Previous Agreement as modified herein;

NOW, THEREFORE, it is agreed as follows:

1. Article VI, Paid Holidays:

Section 1: Insert Juneteenth (June 19th) into the list of holidays.

2. Article X, Longevity:

Remove the current dollar amount in the longevity section and insert the wording:

Sergeants and lieutenants will receive 1/2 percent of their base pay per year after the first five years of continuous employment by the Town and shall receive an additional ½ percent after each successive five-year period that he/she is employed by the Town up to a maximum of 3.5% per year.

3. Article XII, Wages:

A new salary schedule shall be prepared and inserted into the Successor Agreement reflecting an increase in wages of 2% effective July 1, 2021, 2% effective July 1, 2022 and 2% effective July 1, 2023.

4. Article XVIII, Emergency Medical Technicians and Article XXII, Specialty Stipends:

a. Article XVIII, Section 2: Remove section 2 and replace it with:

Any sergeant or lieutenant who successfully completes a defibrillator certification course and maintains certification will receive an annual stipend in equal installments to be determined by the Town in the amount indicated below:

Effective July 1, 2021 the AED (defibrillator) stipend shall be equal to 3% of Sergeant, Step 2 annual pay. Effective July 1, 2022 AED (defibrillator) stipend shall be equal to 3.5% of Sergeant, Step 2 annual pay. Effective July 1, 2023 the AED (defibrillator) stipend shall be equal to 4% of Sergeant, Step 2 annual pay.

b. Article XXII: Delete the last sentence describing a defibrillator stipend in the amount of \$1500.

5. Article XXVIII, Electronic Communication:

A new Electronic Communication Article shall be inserted in between the Paychecks and Effect of Agreement Articles and shall be added as follows:

Except in instances where a different method of communication is required by federal or state law or regulation, e-mail may be used by the Town to communicate with members of the bargaining unit. The union and the Town agree to cooperate in finding a workable solution for any bargaining unit member who does not have access to an email account for this purpose.

6. Article XXX, Body Worn Cameras:

A new Body Worn Cameras Article shall be inserted in between the Electronic Communication and Effect of Agreement Articles and shall state as follows:

The Town and Union agree that the decision to implement a body worn camera program is a management right not subject to collective bargaining. However, the parties agree that the methods, practices, and policies associated with said decision to implement a body worn camera program will be subject to impact bargaining.

7. Article XV, Discipline:

Insert the following sentence:

No material relating to an employee's conduct, service, character or personality shall be placed in the personnel files unless the employee has had the opportunity to read the material and also to acknowledge in writing that he/she has read it.

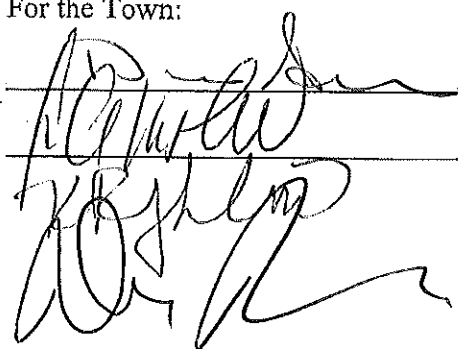
8. Article XXXI, Effect of Agreement:

The provisions of the Previous Agreement shall be modified to reflect in the Successor Agreement a July 1, 2021 start date and a June 30, 2024 end date.

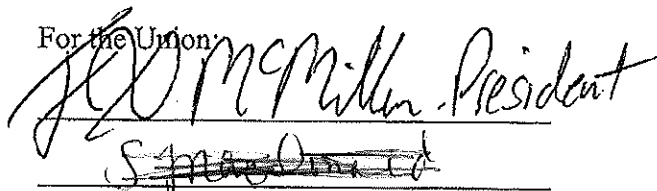
Except as modified in accordance with this Memorandum of Agreement, the Successor Agreement shall be identical in all respects to the Previous Agreement.

The cost items of this Agreement are subject to approval by Town Meeting.

For the Town:

S. MacDonaid


For the Union:


J. O. McMillen, President
~~S. MacDonaid~~