

**MEMORANDUM OF AGREEMENT  
BETWEEN THE  
TOWN OF DEDHAM  
AND THE  
DEDHAM POLICE PATROLMAN'S ASSOCIATION**

**October \_\_, 2020**

NOW COMES the Town of Dedham ("the Town") acting by and through its Board of Selectmen ("the Board") and the Dedham Police Patrolman's Association ("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, 2020 ("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 XV, Police Salary Schedule: A new wage schedule shall be prepared and inserted into the Successor Agreement reflecting an increase in wages of 2% effective July 1, 2020. The effect of the changes in the wage schedule provided for in this Memorandum of Agreement shall be retroactive to July 1, 2020.
2. Article VI, Extra Paid Details:
  - a. In section (D), after the bulleted paragraph that begins with "Effective July 1, 2016:" the following new paragraph shall be inserted:

Effective December 1, 2020:

-Minimum of four (4) hours at a rate equal to 1.5 times the rate for a top step patrol officer regular rate plus first half night shift differential and educational incentive at the BA level exclusively for all regular, outdoor road, and alcoholic beverage details;

-Minimum of four (4) hours at a rate equal to 1.5 times the detail rate specified immediately above for details involving labor disputes.

- b. The next paragraph, beginning with “Additionally, whenever a Patrol Officer works more than four hours on an outdoor road detail...”, shall be replaced with the following:

After working four hours and fifteen minutes, an officer working an outside road detail shall be paid a minimum of eight (8) hours. After working more than eight hours, an officer shall be paid 1.5 times the detail rate for the time worked beyond eight hours. Said time shall be recorded in hourly increments.

The parties agree that the rate above shall not apply to outside road details that are funded by the Town of Dedham. In such instances, officers shall be compensated for a minimum of four (4) hours at a rate equal to 1.5 times the rate for a top step patrol officer regular rate for an officer assigned to all day shifts and educational incentive at the BA level exclusively. Any hours worked beyond the initial four-hour block would be compensated in minimum two-hour blocks. Any hours worked beyond eight hours, on the same detail in the same day, would be compensated as stated above.

- c. A new section (H) shall be added as follows:

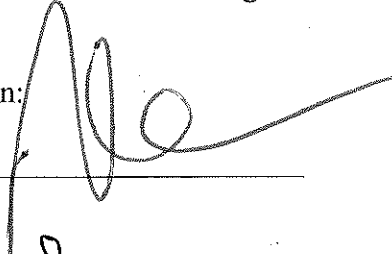



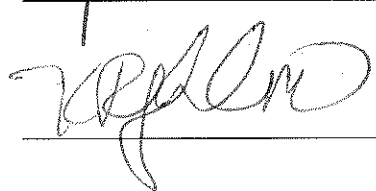
H. On non-Town details, the Contractor must give two hours’ notice of cancellation to the Department or pay Officers scheduled for that detail for four hours.

5. Effect of Agreement: The provisions of the Previous Agreement shall be modified to reflect in the Successor Agreement a July 1, 2020 start date and a June 30, 2021 end date.

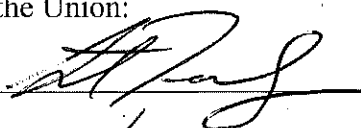


6. Except as modified in accordance with this Memorandum of Agreement, the Successor Agreement shall be identical in all respects to the Previous Agreement.

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

For the Town:

  
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For the Union:

  
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**Effective July 1, 2020 (FY 2021)**

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
Patrol	Hourly	24.9528	25.7033	26.9651	27.9549	28.9013	29.9237	31.1202
Officer	Bi-Weekly	1,996.22	2,056.26	2,157.21	2,236.39	2,312.10	2,393.90	2,489.62