

Settlement Agreement
By and Between
the Town of Duxbury and
the Duxbury Police Commander Association, MCOP, Local 376

1. Wages:
 - a. Effective July 1, 2022, retroactive 2.0% salary increase. In addition, add 2.0% to Step 3.
 - b. Effective July 1, 2022, the length of service required to move to the next step on the salary schedule shall be eighteen (18) months.
 - c. Effective July 1, 2023, retroactive 4.0% salary increase.
 - d. Effective July 1, 2023, after the wage increase has been applied, Three Thousand Dollars (\$3,000) shall be rolled into the salary schedule in lieu of compensatory time and/or overtime pay for annual virtual in-service training.
 - e. Effective July 1, 2024, 4.0%.
2. Longevity: Effective July 1, 2022, the longevity amounts shall be \$500 after 15 years, \$750 after 20 years, and \$1,000 after 25 years of service in the Duxbury Police Department.
3. Add to Article VII - Holidays, as per MOA dated June 9, 2021 between the Town and Union, the collective bargaining agreement will be amended by inserting Juneteenth into the list of paid holidays. Furthermore, the first sentence of section 7.0 in the contract will be amended by deleting "eleven (11) paid holiday each year" and replacing such with "twelve (12) paid holiday each year".
4. Add to Article VIII - Vacation, add a new section to read as follows: Regarding any employee hired on or after July 1, 2022, said employee shall receive up to two (2) workweeks of vacation time upon hire to be prorated based upon the date of hire. For example, if an employee is hired on January 1, then the employee will be credited with one (1) workweek of vacation time. Said employees will only receive the vacation time already credited at the time of separation from employment to be prorated based upon the separation date if earlier than the end of the contract year regardless of the manner of separation (e.g., resignation, retirement, armed services, termination, etc.). The provisions of this section do not apply to any employee hired before July 1, 2022."
5. Add to Article X - Miscellaneous, usage of "Multi-factor Authentication System" (also known as MAS) providing additional layers of security for job related user accounts, verifying identity using additional factors (e.g. pin via text message or smart phone app via personal or town cell phone whichever is applicable) see link for more information https://townduxburymaus1-my.sharepoint.com/:b:/g/person/horne_duxbury-ma_gov/EVMwKj90PkdDsW83Sr45J9gBZnt5vcG1ERh1FvIR_RGflg
6. Add to Article XI - Pay Practices, transition to electronic time and attendance such as Harpers Payroll System's web-based Employee Forward App via personal or town cell phone whichever is applicable, as per September 2021 impact bargaining sessions and the following link <https://www.harperspayroll.com/Harpers%20WebTime%20TLM%20Overview.pdf>

FOR THE TOWN OF DUXBURY
ASSOCIATION, MCOP, LOCAL 376

Cynthia Ladd Fiorini

Cynthia Ladd Fiorini,
Duxbury Selectboard

FOR THE DUXBURY POLICE COMMANDER

[Signature]

President

Michael McGee,
Duxbury Selectboard

[Signature]

Vice-President

Amy M. MacNab,
Duxbury Selectboard

[Signature]

Brian E. Glenon, II
Duxbury Selectboard

[Signature]

Fernando Guitart,
Duxbury Selectboard

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Rene' Read,
Town Manager

2/15/2024

Dated

**Commander's Contract
Lieutenant's Hourly Rate
July 1, 2022 through June 30, 2025 (FY23 - FY25)**

Grade	Description	STEP		
		1	2	3
1	Lieutenant	50.5982	51.8632	54.4875
	Lieutenant+15	50.8546	52.1196	54.7439
	Lieutenant+20	50.9828	52.2478	54.8721
	Lieutenant+25	51.1110	52.3760	55.0003
2	Lieutenant with Bachelors	60.7179	62.2358	65.3849
	Lieutenant with Bachelors+15	60.9743	62.4922	65.6414
	Lieutenant with Bachelors+20	61.1025	62.6204	65.7696
	Lieutenant with Bachelors+25	61.2307	62.7486	65.8978
3	Lieutenant with Masters	63.2478	64.8290	68.1093
	Lieutenant with Masters+15	63.5042	65.0854	68.3657
	Lieutenant with Masters+20	63.6324	65.2136	68.4939
	Lieutenant with Masters+25	63.7606	65.3418	68.6221
4	Lieutenant with Prof Exp	53.1281	54.4563	57.2118
	Lieutenant with Prof Exp+15	53.3845	54.7127	57.4682
	Lieutenant with Prof Exp+20	53.5127	54.8410	57.5964
	Lieutenant with Prof Exp+25	53.6410	54.9692	57.7246

Includes 2.0% COLA

LONGEVITY			
YOS	AMOUNT	#HRS/YR	\$ PER HR
15	500	1,950	\$0.2564
20	750	1,950	\$0.3846
25	1,000	1,950	\$0.5128

EDUCATIONAL INCENTIVE	
Bachelors Degree	20%
Masters Degree	25%
Professional Exp (no degree)	5%

Grade	Description	STEP		
		1	2	3
1	Lieutenant	54.1606	55.4762	58.2054
	Lieutenant+15	54.4170	55.7326	58.4618
	Lieutenant+20	54.5452	55.8608	58.5900
	Lieutenant+25	54.6734	55.9890	58.7182
2	Lieutenant with Bachelors	64.9927	66.5714	69.8465
	Lieutenant with Bachelors+15	65.2491	66.8278	70.1029
	Lieutenant with Bachelors+20	65.3774	66.9560	70.2311
	Lieutenant with Bachelors+25	65.5056	67.0842	70.3593
3	Lieutenant with Masters	67.7008	69.3452	72.7568
	Lieutenant with Masters+15	67.9572	69.6016	73.0132
	Lieutenant with Masters+20	68.0854	69.7298	73.1414
	Lieutenant with Masters+25	68.2136	69.8580	73.2696
4	Lieutenant with Prof Exp	56.8686	58.2500	61.1157
	Lieutenant with Prof Exp+15	57.1251	58.5064	61.3721
	Lieutenant with Prof Exp+20	57.2533	58.6346	61.5003
	Lieutenant with Prof Exp+25	57.3815	58.7628	61.6285

Includes 4.0% COLA and:

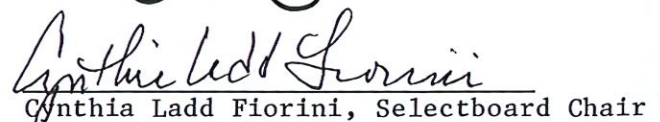
In-Service Training stipend of \$3,000 = \$1.5385/hour

Grade	Description	STEP		
		1	2	3
1	Lieutenant	56.3270	57.6952	60.5336
	Lieutenant+15	56.5834	57.9516	60.7900
	Lieutenant+20	56.7117	58.0798	60.9182
	Lieutenant+25	56.8399	58.2080	61.0465
2	Lieutenant with Bachelors	67.5924	69.2343	72.6404
	Lieutenant with Bachelors+15	67.8489	69.4907	72.8968
	Lieutenant with Bachelors+20	67.9771	69.6189	73.0250
	Lieutenant with Bachelors+25	68.1053	69.7471	73.1532
3	Lieutenant with Masters	70.4088	72.1190	75.6670
	Lieutenant with Masters+15	70.6652	72.3754	75.9234
	Lieutenant with Masters+20	70.7934	72.5036	76.0517
	Lieutenant with Masters+25	70.9216	72.6318	76.1799
4	Lieutenant with Prof Exp	59.1434	60.5800	63.5603
	Lieutenant with Prof Exp+15	59.3998	60.8364	63.8167
	Lieutenant with Prof Exp+20	59.5280	60.9646	63.9449
	Lieutenant with Prof Exp+25	59.6562	61.0928	64.0731

Includes 4.0% COLA

Commanders accept the calculations of hourly rates for FY23-FY25

J. Nickolas Jamali, on behalf of the Duxbury Police Commanders Association

Cynthia Ladd Fiorini, Selectboard Chair