

Settlement Agreement
By and Between
the Town of Duxbury
and the Duxbury Police Union, MCOP, Local 376B

The Town of Duxbury and the Duxbury Police Union, MCOP, Local 376B hereby agree to the following terms, conditions, and understandings to be incorporated into the successor collective bargaining agreement. This Settlement Agreement is subject to ratification by the respective constituent bodies and appropriation by Town Meeting.

1. Wages:

Effective July 1, 2022, 2%

Effective July 1, 2022, Sergeant new step 3 (2% more than step 2)

Effective July 1, 2022, Officer new step 6 (2% more than step 5)

Effective July 1, 2023, 2.5%

Effective July 1, 2023, Sergeant step 3 + 2% (total 4.5%)

Effective July 1, 2023, Officer step 6 + 1% (total 3.5%)

Effective July 1, 2023, add the following amounts to base pay for all steps after implementing the increases effective July 1, 2023 listed above in lieu of compensatory time and/or overtime pay for annual virtual in-service training: Patrol – add \$1,950 to base for all steps; Sergeants – add \$2,500 to base for all steps.

Effective July 1, 2024, 2.5%

Effective July 1, 2024, Sergeant step 3 + 2% (total 4.5%)

Effective July 1, 2024, Officer step 6 + 1.5% (total 4.0%)


2. Add to Article 7 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”.
3. Add to Article 8 - Vacation, add a new section to read as follows: Regarding any employee hired on or after July 1, 2023, 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, 2023.”
4. Article 9.7 Four personal days after 10 years of service.
5. Add to Article 10 Miscellaneous:
 - a. 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, key fob, whichever is applicable) see link for more information https://townduxburymaus1-my.sharepoint.com/:b/g/personal/home_duxbury-ma_gov/EVMwKj90PkdDsW83Sr45J9gBZnt5vcG1ERh1FvIR_RGflg


- b. Reword the first sentence of Section 10.6.1 to read as follows: "Police officers will participate each week, whenever practical in three (3) one-hour periods during their shifts in accordance with a schedule prepared by the Shift Supervisor."
6. Add to Article 11 Pay Practices: The parties agree to form a JLMC to discuss the 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>
 7. Article 12.1 Change language to provide pay difference between military and regular pay.
 8. Appendix E, Performance Evaluation: The parties agree to form a JLMC to review the evaluation tool and transition to an electronic format and platform.
 9. Add to Article 11 Pay Practices, details beginning between the hours of 6PM and 6AM or declared as ASAP will be a minimum of 8 hours. (Details are considered ASAP when they are requested within 4 hours of detail start time.)
 10. Add to Article 11 Pay Practices, Field Training Officers to receive 1 hour of OT or Compensatory time (Officer's choice) for each shift he or she is assigned to a trainee in order to complete administrative tasks. This will increase the amount of time officers and trainees are out on patrol.
 11. Remove from Article 11.9, "twenty-four (24) hours" and replace with "forty (40) hours".


FOR THE TOWN OF DUXBURY


 Cynthia Ladd Fiorini,
 Duxbury Selectboard

Michael McGee,
 Duxbury Selectboard

Amy M. MacNab,
 Duxbury Selectboard 

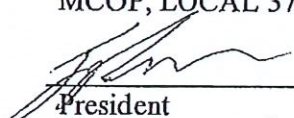
Brian E. Glennon, II
 Duxbury Selectboard 


Fernando Guitart,
 Duxbury Selectboard 

Rene' Read,
 Town Manager

Dated:  2/15/2024

FOR THE DUXBURY POLICE UNION,
 MCOP, LOCAL 376B


 Joseph M. Pollini
 President


 Michael R. Botze
 Vice-President

Michael R. Botze

Dated: 2/3/2024

Durbury Police Union
Hourly Rate Wage Scale
 July 1, 2022 through June 30, 2025 (FY23-25)

FY23 2.00%		EFF 7/1/2022	STEP					
Grade	Description		1	2	3	4	5	6
1	1.1 Patrolman		28,3675	29,2185	31,1551	32,4555	33,9751	34,6587
	1.2 Patrolman + 15							34,5151
	1.3 Patrolman + 20							35,0433
	1.4 Patrolman + 25							35,1715
2	2.1 Patrolman with Bachelors		34,0550	35,4575	37,3771	38,6686	40,7749	41,5234
	2.2 Patrolman with Bachelors + 15		34,3214	35,9185	37,6341	39,7459	41,6313	41,8468
	2.3 Patrolman with Bachelors + 20		34,7436	36,0667	37,7673	39,3733	41,1535	41,9750
	2.4 Patrolman with Bachelors + 25		34,5776	35,1743	37,0565	38,5015	41,2877	42,1032
3	3.1 Patrolman with Masters		35,4313	37,1450	38,9351	40,6137	42,4736	43,3233
	3.2 Patrolman with Masters + 15		35,7707	37,4044	39,1575	40,8636	42,7703	43,5797
	3.3 Patrolman with Masters + 20		35,6562	37,5327	39,3117	40,5978	42,8585	43,7093
	3.4 Patrolman with Masters + 25		35,5971	37,6659	39,4426	41,1269	42,5967	43,6331
4	4.1 Patrolman with Prof Experience							36,3216
	4.2 Patrolman with Prof Experience + 15							36,6450
	4.3 Patrolman with Prof Experience + 20							36,7762
	4.4 Patrolman with Prof Experience + 25							36,5044

Includes 2.0% COLA and Additional 2.0% on Grade 3, Step 6

FY24 2.50%		EFF 7/1/2023	STEP					
Grade	Description		1	2	3	4	5	6
1	1.1 Patrolman		30,6972	31,4614	32,9268	34,3028	35,8266	36,8204
	1.2 Patrolman + 15							37,1368
	1.3 Patrolman + 20							37,2650
	1.4 Patrolman + 25							37,3932
2	2.1 Patrolman with Bachelors		36,1166	37,7537	39,5121	41,1634	42,9943	44,2554
	2.2 Patrolman with Bachelors + 15		36,3730	38,0101	39,7685	41,4198	43,2507	44,5129
	2.3 Patrolman with Bachelors + 20		36,5012	38,1383	39,8968	41,5480	43,3789	44,6411
	2.4 Patrolman with Bachelors + 25		36,6294	38,2665	40,0250	41,6762	43,5071	44,7693
3	3.1 Patrolman with Masters		37,6214	39,3267	41,1585	42,8785	44,7857	46,1005
	3.2 Patrolman with Masters + 15		37,8778	39,5831	41,4149	43,1349	45,0421	46,3569
	3.3 Patrolman with Masters + 20		38,0061	39,7114	41,5431	43,2631	45,1703	46,4851
	3.4 Patrolman with Masters + 25		38,1343	39,8396	41,6713	43,3913	45,2985	46,6133
4	4.1 Patrolman with Prof Experience							38,7241
	4.2 Patrolman with Prof Experience + 15							38,9808
	4.3 Patrolman with Prof Experience + 20							39,1090
	4.4 Patrolman with Prof Experience + 25							39,2372

*Includes 2.5% COLA and Additional 1.0% on Grade 1, Step 6
 In-Service Training stipend of \$1,950 Patrolman = \$1.00/hr Gr 1 only*

FY25 2.50%		EFF 7/1/2024	STEP					
Grade	Description		1	2	3	4	5	6
1	1.1 Patrolman		30,8496	32,2479	33,7500	35,1604	36,7243	38,3694
	1.2 Patrolman + 15							38,6258
	1.3 Patrolman + 20							38,7540
	1.4 Patrolman + 25							38,8822
2	2.1 Patrolman with Bachelors		37,0195	38,6975	40,4999	42,1924	44,0691	46,0433
	2.2 Patrolman with Bachelors + 15		37,2759	38,9539	40,7564	42,4488	44,3255	46,2997
	2.3 Patrolman with Bachelors + 20		37,4041	39,0821	40,8846	42,5771	44,4537	46,4279
	2.4 Patrolman with Bachelors + 25		37,5323	39,2103	41,0128	42,7053	44,5819	46,5561
3	3.1 Patrolman with Masters		38,5670	40,3093	42,1874	43,9505	45,9053	47,5618
	3.2 Patrolman with Masters + 15		38,8184	40,5663	42,4438	44,2069	46,1617	48,2182
	3.3 Patrolman with Masters + 20		38,9466	40,6945	42,5721	44,3351	46,2899	48,3464
	3.4 Patrolman with Masters + 25		39,0748	40,8227	42,7003	44,4633	46,4182	48,4746
4	4.1 Patrolman with Prof Experience							40,2879
	4.2 Patrolman with Prof Experience + 15							40,5443
	4.3 Patrolman with Prof Experience + 20							40,6725
	4.4 Patrolman with Prof Experience + 25							40,8007

Includes 2.5% COLA and Additional 1.5% on Grade 1, Step 6

EDUCATIONAL INCENTIVE	
Bachelors Degree	20%
Masters Degree	25%
Longevity	5%

LONGEVITY		
Yrs Service	Amount	Hourly
15 years	500.00	0.2564
20 years	750.00	0.3846
25 years	1,000.00	0.5128

Joseph M. Pollini
 President, Durbury Police Union 2/5/24

Cynthia Ladd Fiorini
 Cynthia Ladd Fiorini, Selectboard Chair

Dunbury Police Union
Hourly Rate Wage Scale
 July 1, 2022 through June 30, 2025 (FY23-25)

FY23	2.00%	EFF	7/1/2022	Description	STEP		
					1	2	3
5	5.1	Sergeant	38,868	40,147	40,259		
	5.2	Sergeant + 15	39,143	40,403	41,706		
	5.3	Sergeant + 20	39,274	40,531	41,335		
	5.4	Sergeant + 25	39,396	40,659	41,467		
6	6.1	Sergeant with Bachelors	46,664	48,176	49,199		
	6.2	Sergeant with Bachelors + 15	46,920	48,432	49,353		
	6.3	Sergeant with Bachelors + 20	47,088	48,561	49,525		
	6.4	Sergeant with Bachelors + 25	47,170	48,692	49,652		
7	7.1	Sergeant with Masters	48,608	50,183	51,187		
	7.2	Sergeant with Masters + 15	48,649	50,440	51,438		
	7.3	Sergeant with Masters + 20	48,931	50,568	51,720		
	7.4	Sergeant with Masters + 25	49,123	50,695	51,702		
8	8.1	Sergeant with Prof Experience	40,831	42,154	42,924		
	8.2	Sergeant with Prof Experience + 15	41,076	42,410	43,254		
	8.3	Sergeant with Prof Experience + 20	41,258	42,589	43,392		
	8.4	Sergeant with Prof Experience + 25	41,340	42,671	43,510		

Includes 2.0% COLA and: Additional 2.0% on Grade 5, Step 3

FY24	2.50%	EFF	7/1/2023	Description	STEP		
					1	2	3
5	5.1	Sergeant	41,141	42,437	44,095		
	5.2	Sergeant + 15	41,397	42,691	44,351		
	5.3	Sergeant + 20	41,526	42,817	44,479		
	5.4	Sergeant + 25	41,653	42,945	44,608		
6	6.1	Sergeant with Bachelors	49,362	50,919	52,914		
	6.2	Sergeant with Bachelors + 15	49,626	51,176	53,170		
	6.3	Sergeant with Bachelors + 20	49,753	51,303	53,298		
	6.4	Sergeant with Bachelors + 25	49,881	51,430	53,427		
7	7.1	Sergeant with Masters	51,426	53,049	55,119		
	7.2	Sergeant with Masters + 15	51,682	53,293	55,374		
	7.3	Sergeant with Masters + 20	51,810	53,425	55,503		
	7.4	Sergeant with Masters + 25	51,939	53,557	55,631		
8	8.1	Sergeant with Prof Experience	43,198	44,553	46,299		
	8.2	Sergeant with Prof Experience + 15	43,454	44,810	46,556		
	8.3	Sergeant with Prof Experience + 20	43,582	44,939	46,684		
	8.4	Sergeant with Prof Experience + 25	43,710	45,067	46,812		

Includes 2.5% COLA and: Additional 2.0% on Grade 5, Step 3
 In-Service Training stipend of \$2,500 Sergeant = \$1.28/hr Gr 5 only

FY25	2.50%	EFF	7/1/2024	Description	STEP		
					1	2	3
5	5.1	Sergeant	42,169	43,493	46,101		
	5.2	Sergeant + 15	42,426	43,749	46,357		
	5.3	Sergeant + 20	42,554	43,878	46,486		
	5.4	Sergeant + 25	42,682	44,006	46,614		
6	6.1	Sergeant with Bachelors	50,603	52,192	55,321		
	6.2	Sergeant with Bachelors + 15	50,859	52,448	55,578		
	6.3	Sergeant with Bachelors + 20	50,988	52,576	55,706		
	6.4	Sergeant with Bachelors + 25	51,116	52,705	55,834		
7	7.1	Sergeant with Masters	52,719	54,369	57,679		
	7.2	Sergeant with Masters + 15	52,968	54,623	57,883		
	7.3	Sergeant with Masters + 20	53,096	54,751	58,011		
	7.4	Sergeant with Masters + 25	53,224	54,879	58,139		
8	8.1	Sergeant with Prof Experience	44,278	45,668	48,406		
	8.2	Sergeant with Prof Experience + 15	44,534	45,924	48,630		
	8.3	Sergeant with Prof Experience + 20	44,662	46,052	48,757		
	8.4	Sergeant with Prof Experience + 25	44,790	46,180	48,884		

Includes 2.5% COLA and: Additional 2.0% on Grade 5, Step 3

EDUCATIONAL INCENTIVE	
Bachelors Degree	20%
Masters Degree	25%
Longevity	5%

LONGEVITY		
Yrs Service	Amount	Hourly
15 years	500.00	0.2564
20 years	750.00	0.3846
25 years	1,000.00	0.5128

Joseph A. Pili
 President, Dunbury Police Union 7/15/24

Cynthia Ladd Fiorini
 Cynthia Ladd Fiorini, Selectboard Chair