

Settlement Agreement Between the Town of Duxbury and the
Duxbury Public Safety Dispatchers Union, MCOP Local 376A

1. Wages:
 - Effective July 1, 2016, 2%
 - Effective July 1, 2017, 2%
 - Effective July 1, 2018, 2%
2. **Re-CORI every 2 years or as required by law.**
3. **Immediately report criminal charges and any change in the status of licenses or certifications, excluding driver's license.**
4. **Ensure that all lump sum payments for one time issues have language describing 'the last pay date in July' e.g. cleaning allowances.**
5. **An employee will not lose employer wide seniority for benefits and entitlements or benefit accruals (e.g. sick, vacation, and personal leave) obtained in another Duxbury municipal department when transferring to or from the Personnel Plan or from one collective bargaining unit to another collective bargaining unit. Bargaining unit seniority shall prevail with regard to any other seniority right which may exist under the CBA, including but not limited to posting for positions and reductions in force.**
6. **Add ARTICLE 9.9 Sick Leave; No accrual of paid holiday, vacation, personal, sick or any other paid leave after 90 consecutive calendar day's absence while on worker's compensation, FMLA or unpaid leave.**
7. **Change ARTICLE 11.0 Miscellaneous Provisions; Update the Town's Reasonable Suspicion policy (regarding drugs and alcohol) as presented on 6/27/16.**
8. **Change ARTICLE 14.3 Pay Practices providing a shift differential increase to \$1.25 per hour 4 p.m. to midnight and \$1.50 per hour 12 a.m. to 8 a.m., subject to the availability of 911 funding.**
9. **Change ARTICLE 14.7 Pay Practices; All Public Safety Dispatch pay must be processed via direct deposit, payday will transition from bi-weekly Thursdays to bi-weekly Fridays, and electronic advice of same.**
10. **New ARTICLE 14.8 Pay Practices; Lead Public Safety Dispatch pay to take effect when DRECC actually Dispatches for Halifax, contingent upon completion of a 90 day probationary period, movement to next step for Lead Public Safety Dispatch on anniversary date, and demotion to prior position if unsuccessful in Lead Public Safety Dispatch role:**

Step 1, 11% more than step three of Public Safety Dispatch wage scale

Step 2, 13% more than step three of Public Safety Dispatch wage scale

Step 3, 15% more than step three of Public Safety Dispatch wage scale

11. **New ARTICLE 14.9 Pay Practices; Educational Incentive for employees who have an Associate's or Bachelor's degree in Criminal justice, Fire science, Emergency Management, Public Administration, Communications (Technical), EMS/Nursing from a school or higher learning institution accredited by the Council for Higher Education, or any of its affiliates, shall receive an annual payment in accordance with the following schedule subject to the availability of 911 funding:**

Associate's Degree	\$1,000
Bachelor's Degree	\$2,000

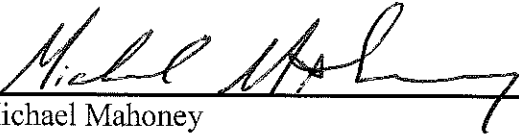
Payments under this article shall not be included in the employee's base pay for the purpose of computing overtime pay or to increase any other regular or premium payment under this agreement. Employees are to receive the annual lump sum payment on July 1, of each year.

12. **Update Appendix B, FMLA, SNLA, MMLA (now PLA) Leave Policies as presented on 6/27/16.**

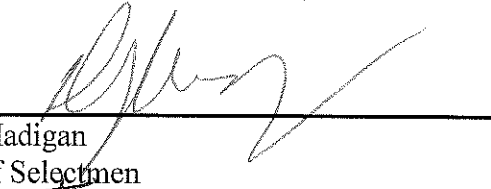
13. Add new Appendix F, 'Civility and conflict resolution standards', e.g. employees can expect to be treated professionally, fairly and with civility. Together we can ensure that our work environment remains increasingly respectful, collaborative and productive. The Town's conflict resolution process encourages employees to work out issues directly with each other on an individual basis. If no resolution is reached, employees should talk with their supervisor for further assistance. If there is no resolution the Human Resources Director should be contacted."
14. This agreement includes future transition of wireless phone calls and inclusion of Halifax and Rochester as regional entities in the Duxbury Regional Emergency Communication Center.

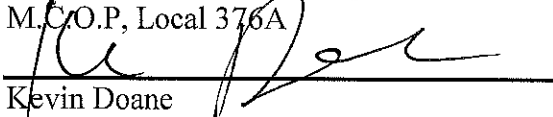
For the Duxbury Public Safety Dispatchers
M.C.O.P, Local 376A

For the Town of Duxbury:

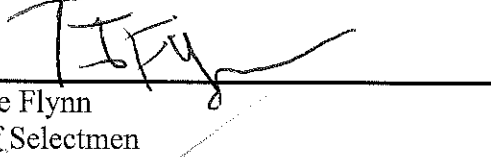

Michael Mahoney

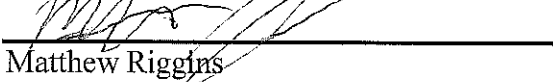
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David Madigan
Board of Selectmen

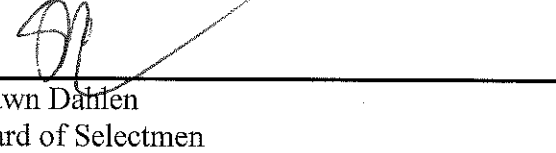

Kevin Doane

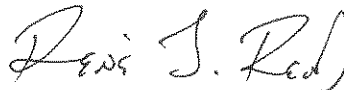
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Theodore Flynn
Board of Selectmen


Matthew Riggins

Duxbury Public Safety Dispatchers
M.C.O.P, Local 376A


Shawn Dahlen
Board of Selectmen



Rene' Read
Town Manager


Kevin Nord

Fire Chief


Matthew Clancy

Police Chief

Dated: 12-18-16

Dated: 1/12/17