

Settlement Agreement
By and Between
the Town of Duxbury and
the Public Safety Dispatchers. MCOP Local 376A

1. Wages:
 - Effective July 1, 2022, 4.5% (1 Time adjustment for new Step4 as shown on attachment)
 - Effective July 1, 2023, 2.0%
 - Effective July 1, 2024, 2.0%
2. Review and simplify pay practices and process in accordance with FLSA requirements as per attached spreadsheet.
(Individual breakdown and contract Chart attached showing base, and OT rate based on stipend entitlement)
3. 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”.
4. Add to Article 8 Vacation, new “Section 8.4: In regard to any employee hired on or after July 1, 2022, said employee shall receive up to 75 hours 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 37.5 hours 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 Section 8.4 do not apply to any employee hired before July 1, 2022.”
5. Add to Article 14 Pay Practices:
 - a. Transition to electronic time and attendance such as Vector or Harpers Payroll System’s web-based Employee Forward App.
 - b. Weather/Emergency Incentive of double-time hourly rate to help incentivize help coming in for these events. *EMERGENCY RECALL will be determined by the Director*
 - c. \$1000 annual stipend to certified Emergency Medical Dispatch – Quality Assurance Specialists/Reviewers (EMD-Q).
 - d. \$1000 annual stipend to “Training Officers” (TOs) – Responsible for training of New Hires and remedial training of veteran staff.

Qualifications and recommendations for EMDQ and TO designation based on the decision of the ROCCC Director. Each Designation is considered separate, as such staff may be appointed to both Designations, in such case that member will receive BOTH stipends (totaling \$2000).

6. Add to Article 6 Overtime Pay, specific contract language:
 - a. “Should the need arise to mandate overtime to maintain minimum manpower, the staff member with the fewest overtime hours who holds the same rank as the vacancy shall be assigned the coverage. Should there be a “tie” based on hours the junior member will be mandated. These assignments will be managed by the on-duty Ops Supervisor. Description of the 24-Hour Protection Clause:

With this clause, an employee is forced a minimum of 4 hours or more, they would then be exempt from any other potential forced shifts for 24 hrs. after the end time of the current forced shift. These employees would be considered last resort for any forces within that 24-hr. range.”

- b. The option to accrue compensatory time in lieu of compensatory pay for overtime shifts. Requests for COMP time must be presented in writing to the Admin Supervisors, and will be approved at the Director’s discretion. All accrued COMP time must be used prior to 10/01 of the following fiscal year.
7. Replace Appendix A Performance Evaluation Tool with attached document presented on 10/12/22 and transition to electronic format and platform.
 8. Replace Appendix C “Lead Public Safety Dispatcher” with “Public Safety Dispatch Supervisor” job title and job description.
 9. Add new Appendix D1 “Public Safety Dispatch Administrative Supervisor” (was “Administrative Lead Public Safety Dispatcher”) job title and job description.
 10. Add new Appendix D2 “Public Safety Dispatcher Training Coordinator” (Head CTO) job title and job description addendum(below). The PSDTC will be required to take and pass the Acting Supervisor Assessment Center and upon successful completion will be paid the Acting Supervisor Rates for all hours worked. For this and all other Acting Supervisor pay the rate is equal to Step One of the supervisor chart. The “TC” must maintain designation as both a “TO” and “EMDQ”

In addition to the responsibilities of the Public Safety Dispatcher the Training Coordinator shall:

1. Manage the Priority Dispatch EMD program
2. Track all Continuing Education Hours for all Staff
3. Coordinate with member departments for cross training
4. Instruct new hire didactic sessions
5. Seek additional training opportunities
6. Ensure Shift training is completed and records are up to date
7. Identify potential shortcomings that would require remedial training or “PIP” for staff
8. And other duties as assigned by the Director or Deputy Director as they relate to training and improved operational efficiency.

FOR THE TOWN OF DUXBURY

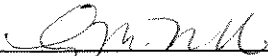


Fernando Guitart,
Duxbury Selectboard

Cynthia Ladd Fiorini,
Duxbury Selectboard

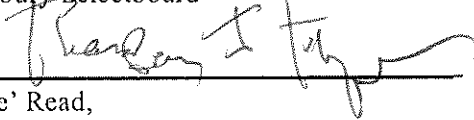


Michael McGee,
Duxbury Selectboard

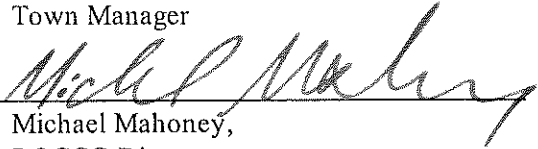


Amy MacNab,
Duxbury Selectboard

Theodore Flynn,
Duxbury Selectboard



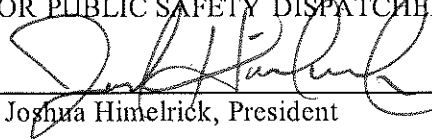
Rene' Read,
Town Manager



Michael Mahoney,
ROCCC Director

01/27/23

FOR PUBLIC SAFETY DISPATCHERS, MCOP LOCAL 376A



Joshua Himelrick, President



Kevin Doane



Nicholas Hurst

Dispatcher Contract
CURRENT Hourly Rate
July 1, 2019 through June 30, 2022

Grade	Description	STEP		
		1	2	3
1	Dispatcher Holiday Pay	\$23,5332	\$25,8908	\$28,2591
	Public Safety Dispatcher	\$25,1020	\$27,6168	\$30,1430
	DISP OT	\$38,5905	\$43,3002	\$46,1520
	DISP w/CTO	\$25,1020	\$27,6168	\$30,1430
	DISP w/CTO OT	\$39,2059	\$42,9781	\$48,0769
	DISP w/Associates	\$25,1020	\$27,6168	\$30,1430
	DISP w/Associates OT	\$39,3597	\$43,1319	\$48,2337
	DISP w/Bachelors	\$25,1020	\$27,6168	\$30,1430
	DISP w/Bachelors OT	\$40,1290	\$43,9012	\$48,8155
	DISP w/Associates +CTO	\$25,1020	\$27,6168	\$30,1430
	DISP w/Associates +CTO OT	\$40,3597	\$44,1319	\$48,8587
	DISP w/Bachelors + CTO	\$25,1020	\$27,6168	\$30,1430
	DISP w/Bachelors +CTO OT	\$41,5136	\$46,2233	\$50,3876

Lead
Dispatcher

Grade	Description	STEP		
		1	2	3
2	Lead Dispatcher Holiday Pay	\$31,3668	\$31,9348	\$32,5028
	Lead Public Safety Dispatcher	\$33,4580	\$34,0638	\$34,6696
	LPSD OT	\$50,1870	\$51,0957	\$52,0044
	LPSD w/CTO	\$33,4580	\$34,0638	\$34,6696
	LPSD w/CTO OT	\$50,8024	\$51,7111	\$52,6198
	LPSD w/Associates	\$33,4580	\$34,0638	\$34,6696
	LPSD w/Associates OT	\$50,6998	\$51,6085	\$52,5172
	LPSD w/Bachelors	\$33,4580	\$34,0638	\$34,6696
	LPSD w/Bachelors OT	\$51,2126	\$52,1213	\$53,0300
	LPSD w/Associates +CTO	\$33,4580	\$34,0638	\$34,6696
	LPSD w/Associates +CTO OT	\$51,9562	\$52,8649	\$53,7736
	LPSD w/Bachelors + CTO	\$33,4580	\$34,0638	\$34,6696
	LPSD w/Bachelors +CTO OT	\$53,1101	\$54,0188	\$54,9275

Current contract rates above do not include shift differentials. Regular time rates increase by the amounts below based on shift assignment. Differential is compounded into FLSA Overtime Rates (add 1.5X differential to OT rates above)

Shift Assignment	Diff/hour
MIDS	\$1,5000
MID/EVE	\$1,3750
EVE	\$1,2500
DAY/MID	\$0,7500
DAY/EVE	\$0,6250
DAY	\$0,0000
NOON/EVE	\$0,9375
NOONS	\$0,6250

Dispatcher Contract
PROPOSED Hourly Rates
July 1, 2022 through June 30, 2024

Grade	Description	STEP			
		1	2	3	4
7	Dispatcher				
	Public Safety Dispatcher	\$28,2316	\$28,8696	\$31,4994	\$32,0000
	DISP OT	\$39,3474	\$43,2893	\$47,2492	\$48,0000
	DISP w/ \$1000 STIPEND OT	\$40,1166	\$44,0585	\$48,0184	\$48,7692
	DISP w/ \$2000 STIPEND OT	\$40,8858	\$44,8277	\$48,7876	\$49,5384
	DISP w/ \$3000 STIPEND OT	\$41,6550	\$45,5969	\$49,5568	\$50,3076
	DISP w/ \$4000 STIPEND OT	\$42,4242	\$46,3661	\$50,3260	\$51,0768
	DISP w/ \$5000 STIPEND OT	\$42,4242	\$46,3661	\$50,3260	\$51,0768

GRADE 2
SUPERVISORS

Grade	Description	STEP			
		1	2	3	4
	Supervisor	\$34,9636	\$35,5967	\$36,2297	\$36,50
	Supervisor OT	\$52,4454	\$53,3950	\$54,3446	\$54,7500
	SUP w/ \$1000 STIPEND OT	\$53,2146	\$54,1642	\$55,1138	\$55,5192
	SUP w/ \$2000 STIPEND OT	\$53,9838	\$54,9334	\$55,8830	\$56,2884
	SUP w/ \$3000 STIPEND OT	\$54,7530	\$55,7028	\$56,6522	\$57,0576
	SUP w/ \$4000 STIPEND OT	\$55,5222	\$56,4718	\$57,4214	\$57,8268
	SUP w/ \$5000 STIPEND OT	\$55,5222	\$56,4718	\$57,4214	\$57,8268

New Base rates represent a 4.5% COLA in year one. Each STEP increase will consist of 2% increase to the base rate (not including newly created step 4). Stipends will continue as a lump sum payment in July of each year. All Stipends are compounded into FLSA Overtime Rates. Stipends include \$1000 Dollars for Training Officer and/or Quality Assurance Designations, as well as \$1000 for Associates Degree, and \$2000 for a Bachelors Degree. Shift Differential will remain unchanged as indicated below.

Shift Assignment	Diff/hour
MIDS	\$1,5000
MID/EVE	\$1,3750
EVE	\$1,2500
DAY/MID	\$0,7500
DAY/EVE	\$0,6250
DAY	\$0,0000
NOON/EVE	\$0,9375
NOONS	\$0,6250

Grade	First Name	Last Name	Current Grade	FY23 7/1/2022 Step	Current		Annualized		New Rate	New Salary	Differential Saved	\$ Increase	% Increase	Yr2	Yr3	
					Base Rate	Rate	Salary	Rate								
10	Kevin Doane		2	4	\$34.67	\$72,112.77	\$36.50	\$75,920.00	\$3,807.23	5.28%	\$37.23	\$37.97				
10	Christophe O'Brien		2	4	\$34.67	\$67,605.72	\$36.50	\$71,175.00	\$3,569.28	5.28%	\$36.95	\$37.69				
10	Neil Whitley		2	3	\$34.67	\$72,112.77	\$36.23	\$75,357.84	\$3,245.07	4.50%	\$36.31	\$37.03				
10	Christophe Siros		2	2	\$34.06	\$66,424.41	\$35.60	\$69,413.51	\$2,989.10	4.50%	\$36.31	\$37.03				
10	Robert Inglis		2	2	\$34.06	\$66,424.41	\$35.60	\$69,413.51	\$2,989.10	4.50%	\$36.31	\$37.03				
10	Matthew Riggins		2	2	\$34.06	\$66,424.41	\$35.60	\$69,413.51	\$2,989.10	4.50%	\$36.31	\$37.03				
10	Stephanie Lihian		2	1	\$33.46	\$65,243.10	\$34.96	\$68,179.04	\$2,935.94	4.50%	\$35.66	\$36.38				
10	Joshua Himeirick		2	1	\$33.46	\$65,243.10	\$34.96	\$68,179.04	\$2,935.94	4.50%	\$35.66	\$36.38				
7	Juliet Craig		1	4	\$30.14	\$58,778.85	\$32.00	\$62,400.00	\$3,621.15	6.16%	\$32.13	\$32.77				
7	Samantha Gomes		1	4	\$30.14	\$58,778.85	\$32.00	\$62,400.00	\$3,621.15	6.16%	\$32.13	\$32.77				
7	Alyanna Davis		1	3	\$30.14	\$58,773.00	\$31.50	\$61,417.79	\$2,644.79	4.50%	\$29.44	\$30.03				
7	Christina Maming		1	3	\$30.14	\$58,778.85	\$31.50	\$61,423.90	\$2,645.05	4.50%	\$29.44	\$30.03				
7	Matthew Miller		1	2	\$27.62	\$53,852.76	\$28.86	\$56,276.13	\$2,423.37	4.50%	\$29.44	\$30.03				
7	Samuel Calderon-P		1	2	\$27.62	\$53,852.76	\$28.86	\$56,276.13	\$2,423.37	4.50%	\$29.44	\$30.03				
7	Stephan Coakley		1	2	\$27.62	\$53,852.76	\$28.86	\$56,276.13	\$2,423.37	4.50%	\$29.44	\$30.03				
7	Pamala Corkery		1	2	\$27.62	\$53,852.76	\$28.86	\$56,276.13	\$2,423.37	4.50%	\$29.44	\$30.03				
7	Sean Driscoll		1	2	\$27.62	\$53,852.76	\$28.86	\$56,276.13	\$2,423.37	4.50%	\$29.44	\$30.03				
7	Joseph Farmer		1	2	\$27.62	\$53,852.76	\$28.86	\$56,276.13	\$2,423.37	4.50%	\$29.44	\$30.03				
7	Roderick Gillis		1	2	\$27.62	\$53,852.76	\$28.86	\$56,276.13	\$2,423.37	4.50%	\$29.44	\$30.03				
7	Alexandra Glew		1	2	\$27.62	\$53,852.76	\$28.86	\$56,276.13	\$2,423.37	4.50%	\$29.44	\$30.03				
7	Eric Keefe		1	2	\$27.62	\$53,852.76	\$28.86	\$56,276.13	\$2,423.37	4.50%	\$29.44	\$30.03				
7	Nicholas Hurst		1	1	\$25.10	\$48,948.90	\$26.23	\$51,151.60	\$2,202.70	4.50%	\$26.76	\$27.29				
7	Andrea Tarrant		1	1	\$25.10	\$48,948.90	\$26.23	\$51,151.60	\$2,202.70	4.50%	\$26.76	\$27.29				
7	Jason Siros		1	1	\$25.10	\$48,948.90	\$26.23	\$51,151.60	\$2,202.70	4.50%	\$26.76	\$27.29				
7	Patrina Krewson		1	1	\$25.10	\$48,948.90	\$26.23	\$51,151.60	\$2,202.70	4.50%	\$26.76	\$27.29				
7	Ahern Kalliegh		1	1	\$25.10	\$48,948.90	\$26.23	\$51,151.60	\$2,202.70	4.50%	\$26.76	\$27.29				
7	PATRICK MORAN		1	1	\$25.10	\$48,948.90	\$26.23	\$51,151.60	\$2,202.70	4.50%	\$26.76	\$27.29				
7	JESSICA JAN		1	1	\$25.10	\$48,948.90	\$26.23	\$51,151.60	\$2,202.70	4.50%	\$26.76	\$27.29				
7	DAN TORRES		1	1	\$25.10	\$48,948.90	\$26.23	\$51,151.60	\$2,202.70	4.50%	\$26.76	\$27.29				
7	td NEW HIRE		1	1	\$25.10	\$48,948.90	\$26.23	\$51,151.60	\$2,202.70	4.50%	\$26.76	\$27.29				
7	td NEW HIRE		1	1	\$25.10	\$48,948.90	\$26.23	\$51,151.60	\$2,202.70	4.50%	\$26.76	\$27.29				
7	td NEW HIRE		1	1	\$25.10	\$48,948.90	\$26.23	\$51,151.60	\$2,202.70	4.50%	\$26.76	\$27.29				
7	Dana Jagielski		1	4	\$30.14	\$58,778.85	\$31.50	\$61,425.00	\$2,646.15		\$32.13	\$32.77				
7	Kevin Berry		1	3	\$27.62	\$53,852.76	\$30.50	\$59,475.00	\$5,622.24		\$29.44	\$30.03				
7	Joseph Lasko		1	4	\$30.14	\$58,778.85	\$31.50	\$61,425.00	\$2,646.15		\$29.44	\$30.03				
7	Evan O'Rourke		1	2	\$27.62	\$53,852.76	\$29.00	\$56,550.00	\$2,697.24		\$29.44	\$30.03				
Attrition																
Additional Stipends																
												\$2,025,076.20	\$2,122,720.94	\$0.00	\$100,644.75	4.97%