

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement entered into by and between the Town of Weymouth (Town) and the Weymouth Police Patrolman's Union, Massachusetts Coalition of Police, Local 378, AFL-CIO (Union).

WHEREAS, the Town and the Union are parties to a collective bargaining agreement for the period of July 1, 2010 through June 30, 2013; and

WHEREAS, the Town and the Union, have pursuant to Massachusetts General Laws Chapter 150E, negotiated the terms of a successor agreement;

NOW, THEREFORE, in consideration of mutual promises, the parties agree as follows:

1. The terms and conditions of employment set forth in the collective bargaining agreement between the parties for the period of July 1, 2010 through June 30, 2013 shall remain in full force and effect for the period of July 1, 2013 through June 30, 2016, except as amended herein.

2. Article IV, Holidays, Section D

Amend the first paragraph by adding the following sentence:

"Effective January 1, 2014, holiday pay shall be computed on the basis of twenty five percent (25%) of the employee's regular weekly compensation."

3. Article IV, Vacations, Section E

Amend the third paragraph by adding the following sentence:

"Effective July 1, 2014, an employee who has years of service in another civil service city or town as a full time academy trained police officer may add those years of service to his/her anniversary date of employment with the Town of Weymouth."

Current employees eligible to utilize this benefit shall be subject to a phase in period acceptable to the parties.

4. Article IV, Vacations, Section E

Change article where necessary to provide that vacation will be earned and taken during the fiscal year rather than the calendar year with language acceptable to the parties for conversion and no loss of benefits.

5. Article V, Uniforms and Equipment, Section A

Amend by deleting the following sentence:

"Needed batteries on the night shift shall be replaced every two (2) months."

6. Article XV, Extra Work Details/Overtime, Section 2E

Amend by adding the following:

"3. In lieu of overtime pay, employees shall have the option of receiving compensatory time at the same time and one-half rate. The maximum accumulated compensatory time shall be two hundred forty (240) hours. When the maximum is reached, the employee will be paid for overtime worked until his/her accumulation of compensatory time is below 240 hours. This limitation on compensatory time accumulation shall be effective July 1, 2015."

7. Article XVIII, Wage Schedule-Current CBA Period

A. Across-the-board salary increases to the Salary Schedules shall take effect in the following amounts and on the following dates:

July 1, 2013	One and one-half percent (1.5%)
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January 1, 2014	One and one-half percent (1.5%)
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July 1, 2014	Two percent (2.0%)
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July 1, 2015	Two percent (2.0%)
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B. Before the application of the two percent (2%) salary increase as of July 1, 2015, the 30-year step on the salary schedule shall be increased from five percent (5%) to six percent (6%). This increase shall go into effect as of July 1, 2015.

8. Article XIX, Training

Delete the third paragraph and substitute the following:

"In the event that a new officer is assigned to a senior officer, the senior officer will receive a stipend equal to ten percent (10%) for the time he/she is with the new officer."

9. Article XXIV, Medical Technology Incentive Payment Plan

Increase the Medical Technology Incentive Payment Plan by an additional one and one-half percent (1.5%) effective July 1, 2015.

WHEREFORE, the parties have caused this Memorandum of Agreement to be executed this 16th day of June 2014.

Susan M. Kay
For the Town of Weymouth

Sean B. King
For the Weymouth Police
Patrolman's Union
MCOP Local 378