**Select Board**
Eileen M. Murphy, Chair
Gustave H. Murby, Clerk
Osler L. Peterson, Member

**Kristine Trierweiler**
*Town Administrator*

**Frank Gervasio**
*Assistant Town Administrator*

# TOWN OF MEDFIELD

***Office of the Select Board***

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## MEMORANDUM OF AGREEMENT

**between**

**TOWN OF MEDFIELD**

**and**

**MEDFIELD POLICE LEAGUE, MASSCOP LOCAL 257**

The Town of Medfield ("the Town") and the Medfield Police League, MassCOP Local 257, AFL-CIO ("the Union") hereby agree that the collective bargaining agreement between the Town and the Union will be extended for three years, July 1, 2025 through June 30, 2028, with the following changes agreed to by the parties' negotiating teams and set forth below. The bargaining teams shall sponsor and support the ratification of this Agreement by the Union and the Select Board. Failing ratification by both parties' principals, the Agreement shall be deemed void, and both parties will be free to return to their prior bargaining positions. If ratified by both parties' principals and funding for the economic items is appropriated by Town Meeting, a new comprehensive Collective Bargaining Agreement shall be drafted that incorporates the material terms of this Agreement into the unchanged provisions of the 2025 to 2028 Agreement.

1. **Salary**

**Patrol Officers and Sergeant**

**a. Proposed Restructuring of Step System (See Attached)**

**b. COLA**

i. FY2026 1.25%

ii. FY2027 1.25%

iii. FY2028 1.25%

**Dispatchers COLA**

i. FY2026 2.0%

ii. FY2027 2.0%

iii. FY2028 2.0%

2. **Night Shift Differential**
   a. FY2026 $12
   b. FY2027 $13
   c. FY2028 $14

3. **Section 20: Holiday Pay**
   a. Delete current Section 20 and replace with the following:

   A paid holiday shall mean each member of the Union shall be paid one day's pay equal to 8 hours of the Union Member's regular straight time for the following holidays whether the member works the holiday or not:

   **Holidays**

   New Year's Day
   Martin Luther King Day
   Presidents Day
   Patriot's Day
   Memorial Day
   Juneteenth
   Independence Day
   Labor Day
   Columbus Day
   Veterans' Day

Thanksgiving Day
Christmas Day

4. **Rank and Shift: Remove Current Section D and Insert the following:**

A vacant position created by a ranking member of a department must be filled with a member of equal rank. This shall include Overtime and Shift Swaps. When a vacancy occurs, resulting in a promotional opportunity, the position may be filled with an OIC assigned to the shift until the promotional process can be completed. In the event of a vacancy in a Sergeant position due to FMLA, illness, or injury that exceeds 30 days, the position may be filled with an OIC at the discretion of the Chief of Police.

The calculation for the OIC rate of any shift shall be paid per shift 20% more of the weekly difference between the highest step Police Officer and the highest step Sergeant (Formula: Top Step Sgt Weekly Pay Minus Top Step Police Officer Weekly Pay x 20%=the per shift rate for OIC).

5. **Language Changes**

a. Section 9: The Police Chief will review the current uniform and equipment list to update the language to match the current equipment provided by the department.

b. Section 28: Update subsection 2: Seniority with the items in **bold.**

i. "Seniority for sector bidding, OIC selection, vehicle assignment, shift bidding, priority for time off requests, and desk (dispatch) coverage shall be based on the employee's date of employment in the Medfield Police Department **as a full-time Police Officer.**

c. Section 14: Shift Assignments. Remove Section #2 in its entirety, as it was replaced by Section 28. Removal from Civil Service.

**Medfield Select Board**

Date: 3-18-25

**MEDFIELD POLICE LEAGUE, LOCAL 4478,**

Date: _____