

## **Memo of Understanding between the Bridgewater Police Association (Mass Cop Local 397) & the Town of Bridgewater**

On November 4, 2021 the Bridgewater Police Association and the Town of Bridgewater agreed on the following changes to the Collective Bargain Agreement dated 07/01/2019 to 06/30/2021:

### **Amendment to ARTICLE XIX – COMPENSATION**

Beginning July 1, 2021 there shall be a 1.75% increase in the employee's Base Hourly Rate\*  
Beginning July 1, 2022 there shall be a 2.00% increase in the employee's Base Hourly Rate  
Beginning July 1, 2023 there shall be a 2.00% increase in the employee's Base Hourly Rate

\*Town will pay retroactive wages from July 1, 2021 to ratification of MOU

At the ratification of the MOU, Detail Rate will be raised to \$58.00 per hour and Detail Rate Alcohol will be raised to \$60.00 per hour.

### **Amendment to ARTICLE VI – PERSONAL DAYS**

Amend language to read:

*All employees occupying a full-time position shall be granted four (4) personal days per fiscal year to attend to personal business that could not otherwise be attended to during normal shift schedule.*

### **Amendment to Article XXXIV – CANINE OFFICER & MOTORCYCLE**

Amend language to read:

5. *Annual shift bid for the Canine Officer will be conducted yearly with the rest of the department. The Chief shall make the new shift assignments according to seniority within the Canine Unit. The junior handler shall work the opposite schedule of the senior handler as so their shifts do not overlap. Canine Officers shall choose from the following defined shifts:*

<i>Days</i>	<i>Nights</i>
<i>9:00AM to 5:00PM</i>	<i>6:00PM to 2:00AM</i>
<i>10:00AM to 6:00PM</i>	<i>7:00PM to 3:00AM</i>
<i>11:00AM to 7:00PM</i>	<i>8:00PM to 4:00AM</i>

*Additionally, there shall be a split shift. This shift shall be defined as a combination of a night shift and a day shift chosen from the list above. The shift shall be a four and two rotation. If a split shift is chosen, the handler agrees to work the days off of the shift bid of the other handler creating a cohesive eight-hour period where a K-9 is scheduled seven days a week.*

6. *In the event the Canine Officer opts out of the program, the department dog shall be sent for assessment as to the suitability for a new handler. If the determination that a new handler is not appropriate, then the K-9 officer may keep the dog. If the Town terminates the Canine Officer Program, the Canine Officer keeps the dog.*

### **Amendment to Article XXII – SHIFT BIDDING**

Amend language to read:

The Chief may delegate the responsibility of making up and posting the work schedule.

The president of the Association or his representative shall be present while the work schedule is made up.

Shifts shall be defined as follows:

8 a.m.	to	4 p.m.
4 p.m.	to	12 a.m.
12 a.m.	to	8 a.m.

*Additionally, there will be two split shifts defined as:*

- 1. Two consecutives 12 a.m. to 8 a.m. shifts and two consecutives 4 p.m. to 12 a.m. shifts. The first 4 p.m. to 12 a.m. shift will fall on the same day as the last 12 a.m. to 8 a.m. shift.*
- 2. Two consecutives 4 p.m. to 12 a.m. shifts and two consecutives 8 a.m. to 4 p.m. shifts. The first 8 a.m. to 4 p.m. shift will fall eight hours after the last 4 p.m. to 12 a.m. shift.*

A one-time grant of **\$3,500.00** will be provided to each officer from identified resources within thirty (30) days of the ratification of the MOA by the Town Council.

The Town and the BPA acknowledge the implementation of camera systems after training, with policy development and collaboration on storage, review, and documentation between the Chief of Police and BPA representatives.

Bridgewater Police Association



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Thomas LaGrasta

Town of Bridgewater



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Michael Dutton



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John Hennessey



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Matthew Lynch



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Lisa Mitton



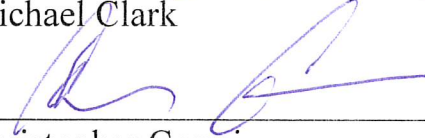
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Matthew MacFadzen



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Christopher Correia