

**MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF DEDHAM
AND THE
DEDHAM POLICE PATROLMAN'S ASSOCIATION**

October 19, 2021

NOW COMES the Town of Dedham ("the Town") acting by and through its Select Board ("the Board") and the Dedham Police Patrolman's Association ("the Union"), and for good and valuable consideration hereby agree as follows:

WHEREAS, the Town and the Union are parties to a Collective Bargaining Agreement that expired on June 30, 2021 ("the Previous Agreement");

WHEREAS, the Town and the Union are desirous of entering into a successor agreement to the Previous Agreement based on the Previous Agreement as modified herein;

NOW, THEREFORE, it is agreed as follows:

1. Article XIX, Holidays:

Delete the existing language and insert the following:

All Employees will be guaranteed twelve paid holidays. Said holidays to be as follows:

New Year's Day, Martin Luther King Day, Presidents' Day, Patriot's Day, Memorial Day,

Juneteenth (June 19), Independence Day, Labor Day, Columbus Day, Veterans' Day,

Thanksgiving Day, and Christmas Day. Employees working from 4:00 PM on the eves of

Independence Day, Thanksgiving Day, Christmas Day, and New Year's Day until 4:00 PM

on Independence Day, Thanksgiving Day, Christmas Day, and New Year's Day shall be

compensated time and one-half.

2. Article XV, Police Salary Schedule:

Section 1. A new salary schedule shall be prepared and inserted into the Successor Agreement reflecting an increase in wages of 2% effective July 1, 2021, 2% effective July 1, 2022 and 2% effective July 1, 2023.

Section 2A. Remove the current dollar amount in the longevity section and insert the wording:

Regular full-time employees will receive 1/2 percent of their base pay per year after the first five years of continuous employment by the Town and shall receive an additional 1/2 percent after each successive five-year period that he/she is employed by the Town up to a maximum of 3.5% per year.

Section 5. Medical Device Compensation: All regular full-time employees who successfully complete a defibrillator certification course and maintain certification will receive an annual medical device stipend in equal installments in the amount indicated below:

Effective July 1, 2021 the stipend shall be equal to 3% of top step patrol officer pay.

Effective July 1, 2022 the stipend shall be equal to 3.5% of top step patrol officer annual pay.

Effective July 1, 2023 the stipend shall be equal to 4% of top step patrol officer annual pay.

This stipend shall be inclusive of EPI-pen Certification and all other medical device certifications deemed necessary by the Department and/or Town.

3. Article XXIX, Specialty Stipends:

Delete the existing paragraph and replace with the following:

Annual stipends at the following percentages based on the full-time employee's base wages will be paid to those officers performing the following departmental functions: 5% to Detective, School Community Resource Officer, and Juvenile Officer; 3% to Motorcycle Officer, Police Clerk, Safety Officer and Detail Officer; 1% to Equipment Officer and Meter

Officer. It is further agreed that the Department will post on a departmental bulletin board any vacancy in the above departmental functions. However, the Chief retains full authority to select the officer to perform the departmental function.

4. Article XXIII, Personnel Files:

Insert the following sentence:

No material relating to an employee's conduct, service, character or personality shall be placed in the personnel files unless the employee has had the opportunity to read the material and also to acknowledge in writing that he/she has read it.

5. Article XXXVI, Electronic Communication:

A new Electronic Communication Article shall be inserted after Sergeant Promotions and shall state as follows:

Except in instances where a different method of communication is required by federal or state law or regulation, e-mail may be used by the Town to communicate with members of the bargaining unit. The union and the Town agree to cooperate in finding a workable solution for any bargaining unit member who does not have access to an email account for this purpose.

6. Article XXXVII, Body Worn Cameras:

A new Body Worn Cameras Article shall be inserted after Electronic Communication and shall state as follows:

The Town and Union agree that the decision to implement a body worn camera program is a

management right not subject to collective bargaining. However, the parties agree that the methods, practices, and policies associated with said decision to implement a body worn camera program will be subject to impact bargaining.

7. Effect of Agreement:


The provisions of the Previous Agreement shall be modified to reflect in the Successor Agreement a July 1, 2021 start date and a June 30, 2024 end date.

Except as modified in accordance with this Memorandum of Agreement, the Successor Agreement shall be identical in all respects to the Previous Agreement.

The cost items of this Agreement are subject to approval by Town Meeting.

For the Town:









For the Union:



