

MEMORANDUM OF AGREEMENT

Between the Town of Winthrop and the Winthrop Lieutenants, MCOP Local 430, AFL-CIO:

This agreement incorporates and continues all the terms of the parties' current collective bargaining agreement (most recently amended in the July 1, 2011 to June 30, 2014 MOA), except as modified herein.

1. Percentage Wage Increases

7/1/14 – 2%

7/1/15 – 2%

7/1/16 – 2%

2. Accreditation Increases

a) 1% effective January 1, 2015

b) 1% upon certification, or on the last day of 2nd year of contract as long as members cooperate fully in preparing for and progressing toward the goal of certification (whichever occurs first)

c) 1% upon accreditation, or on the last day of the 3rd year of the contract as long as members cooperate fully in preparing for and progressing toward the goal of accreditation (whichever occurs first)

d) Whether members cooperate fully with subject to the grievance and arbitration provisions of the collective bargaining agreement.

3. Watch Commander Stipend

In recognition that Lieutenants will continue to assume supervisory functions over all three shifts: Day shift, PM shift and Midnight shift, the Town will offer a 2% Watch Commander Stipend to be add to the base pay of the Lieutenants. Their duties will be to ensure all responsibilities under proposed policy 4.20 Administrative and/or Operational Duties and responsibilities are carried out by all OIC's by the end of their tour of duty. When Patrol Officers act as OIC's the Lieutenants will be responsible for approving or returning for correction all incident, accidents or arrest reports whether or not they were working that actual shift.

4. Float days

Float days will be eliminated for employees promoted into the bargaining unit after the date of execution of this contract. Present members' float days remain the same.

5. Accreditation bargaining

The Town/Police Department will provide the Union with a complete copy of all proposed policies, including but not limited to those proposed as part of the accreditation process. The Union and the Town agree to bargain regarding new policies that are mandatory subjects of bargaining apart from the main table and after the 2014-2017 contract has been settled.

For the Town of Winthrop:

For the Winthrop Lieutenants, MCOP Local 430, AFL-CIO:

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