

MEMORANDUM OF UNDERSTANDING BETWEEN
TOWN OF FOXBOROUGH
AND
FOXBOROUGH POLICE DEPARTMENT M.C.O.P. LOCAL 379
FOR Fiscal Years 2023-2025

For a successor collective bargaining agreement that shall carry forward all of the terms of the parties' existing collective bargaining agreement, except as modified below:

1. **Duration** - All applicable Articles including the Cover Page shall reflect a duration of July 1, 2022 – June 30, 2025.
2. **Wages** – Effective July 1, 2022, Modify Article VII, Section A to add a paragraph entitled “**Twenty Year Senior Step.**” Language to reflect [Insert, “**Twenty Year Senior Step.** Police Officers and Sergeants who have accrued twenty years of service as a full-time police officer shall be eligible for a Twenty Year Senior Step, which shall be 2% higher than the current top Step of his/her applicable rank. The parties agree that full time service in another Police Department will be included for the purposes of this provision. This is reflected in the Pay chart contained herein.” All other language in this Article remains.
3. **Detail rate** – Modify Article XXI, Section B, (3) to reflect the following: [Existing language, “(3) All Other Details- Members of the bargaining unit assigned to details other than Labor Dispute Details shall be compensated at an hourly rate based on time and a half the [insert, “**Twenty Year Seniority Step of the**”] Sergeant’s base salary set forth in Article VII(c). The hourly rate will be rounded off to the nearest whole dollar.]

[strike, "Notwithstanding the foregoing"] [insert, "The hourly rate shall be as follows, and is inclusive of all detail pay for any detail:

- a. FY23 \$66.00
- b. FY24 \$68.00
- c. FY25 \$69.00"

Detail rate increases effective the first full pay period after July 1st of each contract year."]
Modify Article XXI, Section B (4), to reflect the following: [Strike "**Weekend/Holiday Detail Pay Rate:** Any detail worked on weekends and holidays shall be compensated at a rate that is five dollars (\$5.00) per hour greater than the existing detail rate effective 7/1/2009. Weekend details shall be any hours worked after 4:00 p.m. on Friday through 5:00 a.m. on Monday, regardless of start time. Holiday details shall be those that are worked on any day listed under Article IV. This weekend rate/holiday rate shall not apply to Town and School Department Details as listed above in section B1."]

All other language in this Article remains.

- 4. **Overtime:** Article XIX, Overtime will be modified to reflect the following, [Existing language of paragraph 2, "When a Sergeant's slot is filled, it will be first offered to other Sergeants" [insert language, "and then to Lieutenants. No OIC stipend, known as "Temporary Service in Higher" grade as reflected in E. below, will be paid to Patrol Officer when Lieutenant is working."]]

All other language in this Article remains.

- 5. **COLA** – Modify Pay chart to reflect an adjustment of 1.5% effective July 1, 2022, 2% effective on July 1, 2023, and 2% effective on July 1, 2024 (incorporated in attached pay chart).
- 6. **Night Differential** – Modify Article X, Section B to reflect an increase of 0.5% effective July 1, 2023, and effective July 1, 2024, language to be modified as follows:
 - a. FY23 4.5% [no change]
 - b. FY24 [insert, "5.0%" strike, "4.5%"]

c. FY25 [insert, "5.5%" strike, "5.0%"]

7. **M.G.L. c. 41, s. 96B (Newly Appointed Police Officers):** Modify Article XXVIII to reflect the following: [insert, "Employees hired on or after July 1, 2022, must reside within fifteen (15) miles, measured from border to border, of the Town."]

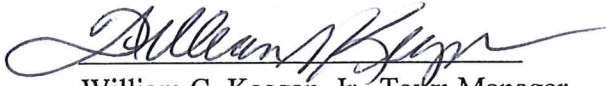
All other language in this Article remains.

8. **Impact Bargaining:** The parties agree to impact bargain a body camera policy pursuant to G.L. c. 150E.
9. **Appropriation:** All cost items of this agreement are subject to funding by Town Meeting.

FY23 Police Officer Pay Plan- Effective July 1, 2022										
Job Code	Job Title	Fiscal Year	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
T500	Police Officer*	07/01/22-06/30/23	Annual	\$59,531.70	\$62,308.01	\$64,766.42	\$67,606.31	\$70,361.42	\$74,133.81	\$75,616.49
			Bi-Weekly	\$2,280.91	\$2,387.28	\$2,481.47	\$2,590.28	\$2,695.84	\$2,840.38	\$2,897.18
			Hourly	\$28.51	\$29.84	\$31.02	\$32.38	\$33.70	\$35.50	\$36.21
T505	Sergeant**	07/01/22-06/30/23	Annual	\$90,473.77	\$92,283.25					
			Bi-Weekly	\$3,466.43	\$3,535.76					
			Hourly	\$43.33	\$44.20					
FY24 Police Officer Pay Plan- Effective July 1, 2023										
Job Code	Job Title	Fiscal Year	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
T500	Police Officer*	07/01/23-06/30/24	Annual	\$60,722.33	\$63,554.17	\$66,061.75	\$68,958.43	\$71,768.65	\$75,616.49	\$77,128.82
			Bi-Weekly	\$2,326.53	\$2,435.03	\$2,531.10	\$2,642.09	\$2,749.76	\$2,897.18	\$2,955.13
			Hourly	\$29.08	\$30.44	\$31.64	\$33.03	\$34.37	\$36.21	\$36.94
T505	Sergeant**	07/01/23-06/30/24	Annual	\$92,283.25	\$94,128.91					
			Bi-Weekly	\$3,535.76	\$3,606.47					
			Hourly	\$44.20	\$45.08					
FY25 Police Officer Pay Plan- Effective July 1, 2024										
Job Code	Job Title	Fiscal Year	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
T500	Police Officer*	07/01/24-06/30/25	Annual	\$61,936.78	\$64,825.25	\$67,382.98	\$70,337.60	\$73,204.03	\$77,128.82	\$78,671.40
			Bi-Weekly	\$2,373.06	\$2,483.73	\$2,581.72	\$2,694.93	\$2,804.75	\$2,955.13	\$3,014.23
			Hourly	\$29.66	\$31.05	\$32.27	\$33.69	\$35.06	\$36.94	\$37.68
T505	Sergeant**	07/01/24-06/30/25	Annual	\$94,128.91	\$96,011.49					
			Bi-Weekly	\$3,606.47	\$3,678.60					
			Hourly	\$45.08	\$45.98					
*Note - Police Officer Step 7 pay is available for FT active Police Officers at top step, and who have served 20 years as a FT active Police Officer										
**Note - Sergeant Step 2 pay is available for FT active Police Sergeants at top step, and who have served 20 years as a FT active Police Officer										

The Town of Foxborough

Foxborough Police M.C.O.P., Local 379
Negotiation Committee Members



William G. Keegan, Jr., Town Manager

Date: 4/5/2022

mc 4/5/2022

Board of Selectmen



Leah Gibson, Chair



Stephanie McGowan, Vice Chair

Seth Ferguson, Clerk



Mark Elfman



Date: 4-5-22