

MEMORANDUM OF AGREEMENT - CORRECTED¹
BETWEEN
THE TOWN OF HUDSON
AND
HUDSON POLICE SUPERIOR OFFICERS' ASSOCIATION/MCOP, LOCAL 433
FY2023-2025

WHEREAS, the Collective Bargaining Agreement (the "Agreement") between the TOWN OF HUDSON (the "Town") and Hudson Police Superior Officers' Association/MCOP, Local 433 (the "Association") is scheduled to expire on June 30, 2022; and

WHEREAS, the Town and the Association have negotiated a successor agreement;

NOW, THEREFORE, the Town and the Association agree that successor agreement shall consist of the present Collective Bargaining Agreement, except as modified herein.

1. **Article 10, Special Conditions of Employment.** Consistent with the Town's agreement to pay superior officers a stipend for wearing body cameras, the parties agree to add the following new section to Article 10:

E. **Body-worn cameras.** Superior Officers shall wear body cameras as a condition of employment beginning on and after July 1, 2022.

2. **Article 15, Paid Holidays.** The Town agrees to add Juneteenth to the list of paid holidays in Article 15.²

3. **Article 17, Personal Days.** The parties agree to amend the first sentence of Article 17 to provide for an additional personal day per fiscal year as follows, "Superior Officers shall receive ~~one (1)~~ **two (2)** personal days per contract year."

4. **Article 22, Wages.**

A. The Town agrees to provide the following base wage increases:

Effective July 1, 2022	2.5%
Effective July 1, 2023	2.5%
Effective July 1, 2024	2.5%

¹ Agreement to prohibit use of comp time to work details added to item 8 as negotiated by the parties.

² Subject to mutual agreement on policy language governing requests for and use of time off generally.

B. The parties agree to add a new section to Article 22 as follows:

The Town will pay each bargaining unit member a \$500 stipend annually, beginning in fiscal year 2024, for services associated with attaining and then maintaining the Department's accreditation with the Massachusetts Police Accreditation Commission.

C. The parties further agree to add a new section to Article 22 as follows:

Superior officers hired on or before June 30, 2022 shall, beginning in fiscal year 2024, receive an annual stipend equivalent to 1% of their annual base pay as of June 30th of the prior fiscal year for use of body-worn cameras.^{3 4}

5. **Article 23, Uniform Allowance.** The Town agrees to provide the following increases in uniform allowance: from \$800 to \$900 effective July 1, 2022; from \$900 to \$1,050 effective July 1, 2023; and, from \$1,050 to \$1,200 effective July 1, 2024.

6. **Article 36, Duration.** The parties agree to amend this Article by updating the effective dates from July 1, 2019 through June 30, 2022 to July 1, 2022 through June 30, 2025.

7. **Housekeeping.** The parties agree to integrate the terms of the attached MOA regarding civil service revocation into the Collective Bargaining Agreement.

8. **Other.** The Union agrees to cooperate with the Town to work out compensatory time usage guidelines via policy adoption, and the Chief shall prepare a compensatory time policy that includes those guidelines as well as the following agreed upon terms:

- Individuals who are members of the superior officers' bargaining unit as of June 30, 2022, shall be grandfathered and not subject to the cap on comp time.
- Comp time accrual will be capped at 150 hours per calendar year (meaning employees may use and replenish up to 150 hours of comp time in each calendar year) until June 30, 2025 at 11:59 PM.
- On June 30, 2025 at 11:59 PM, comp time accrual will be capped at 120 hours per calendar year.

³ The parties agree that the use of body cameras is subject to a 12-month phase-in period (approximately 7/1/2022 to 6/30/2023) to allow for training with no discipline for minor infractions during this time. The Chief will consult with the Union on development of a body-worn camera policy.

⁴ If implementation of body cameras occurs on or before June 30, 2023, the stipend will be paid to bargaining unit members in the second pay period of July 2023.

- Employees who have accrued more than 120 hours as of July 1, 2022 will have until June 30, 2025 to use those hours; any accrual balance over 120 hours will be lost at that time.
- Once employees elect OT pay or comp time for hours worked beyond their shift, they cannot subsequently convert OT pay to comp time and vice versa.
- Comp time can only be converted to cash upon separation from service.
- Effective July 1, 2022, comp time may not be used to work details.

THIS AGREEMENT shall be subject to ratification by the Association and the Select Board of the Town of Hudson, and shall be subject to appropriation by Town Meeting.

THIS AGREEMENT has been executed by the duly authorized representatives of the Town of Hudson and the Hudson Police Superior Officers' Association/MCOP, Local 433, subject to the conditions herein.

TOWN OF HUDSON

By: Thomas Gregory
Thomas Gregory
Executive Assistant

By: Richard DiPersio
Richard DiPersio
Chief of Police

Date: 6/29/22

HUDSON POLICE SUPERIOR
OFFICERS' ASSOCIATION/MCOP,
LOCAL 433

By: Lieutenant Thomas Crippen
Lieutenant Thomas Crippen
President

By: Ros R

Date: 6/30/22

RATIFIED:

TOWN OF HUDSON
SELECT BOARD

Scott R. Duplisea, Chair

Judy Congdon

James D. Quinn

Michael D. Burks, Sr.

Shawn S. Sadowski

Date: _____

6/30/22

HUDSON POLICE SUPERIOR
OFFICERS' ASSOCIATION/MCOP,
LOCAL 433

Lt. Thomas Crippen, President

Vice President

Secretary/Treasurer

Date: _____

6/30/22