

**MEMORANDUM OF AGREEMENT  
FOR SUCCESSOR COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
TOWN OF FREETOWN  
AND  
FREETOWN POLICE ASSOCIATION**

The Town of Freetown and the Freetown Police Association hereby agree to new one (1) and three (3) year collective bargaining agreements which shall carry forward the terms of the parties' expired July 1, 2018 – June 30, 2021 collective bargaining agreement, except as modified by the following:

**1. Holidays:**

**a. Add the following new provisions:**

Allow employees the annual option of receiving in a single lump sum in the first full payroll period in July the pay for all of the holidays that fall between 7/1 and 12/31. Notice of the selection of this option must be made on or before July 1<sup>st</sup> each year.

Allow employees the annual option of receiving in a single lump sum in the first full payroll period in January the pay for all of the holidays that fall between 1/1 and 6/30. Notice of the selection of this option must be made on or before January 1<sup>st</sup> each year.

Employees who elect a lump sum option shall be required to sign an agreement with the Town in which they agree to repay the Town for any holidays for which they were paid, but which had not yet occurred should they resign or retire from their position after receiving a lump sum payment under this provision.

Payments under this provision will be made in separate checks to be provided in the pay period immediately following the request for the pay. If there is not sufficient notice to make the payment in the next pay period, it shall be made in the next succeeding pay period.

**b. Add Juneteenth to the existing list of holidays and delete the following language from the contract:**

“In addition to the holidays herein set forth, all employees shall receive one (1) additional holiday as a personal day with pay. In the event the Commonwealth of Massachusetts designates an additional official holiday, this additional day shall be attributed to such day.”

**2. Wages:**

- 7/1/21 – Increase wages by 2.0%
- 7/1/22 – Increase wages by 2.0%
- 7/1/23 – Increase wages by 2.0%
- 7/1/24 – Increase wages by 2.5%

Effective 7/1/22, increase current step gaps by 1.0%  
Effective 7/1/23, further increase step gaps by 1.0%

**3. Shift Differential:**

Increase current amounts by .50% on 7/1/22  
Increase 7/1/22 amounts by .50% on 7/1/23

**4. Duration:**

1 year (7/1/21-6/30/22) and 3 years (7/1/22-6/30/25)

**5. Agency Fee:**

Delete agency fee provision in CBA

**6. Compensatory Time:**

Increase compensatory time cap from 60 hours to 80 hours

Add Union language that employee requests to use compensatory time “may not be denied on grounds that overtime pay would be required for the officer covering such shift.”

**7. Detail rates:**

**a. Non-Town details:**

\$54.00 –on funding of CBA  
\$55.00 one year after funding of CBA  
(no language changes)

**b. Strike details:**

\$75.00 – on funding of CBA  
(no language changes)

**c. Non-profit details:**

On funding of CBA, non-Town rate minus \$10.00  
(no language changes)

**8. Specialist pay:**

Add Sexual Assault Officer to existing list (Detectives who also serve as Sexual Assault Officer not eligible for additional SAO stipend)

**9. Lieutenant out of grade pay:**

Decrease number of days from 7 to 5

**10. Sick leave incentive:**

Increase quarterly amount from \$100.00 to \$175.00

**11. Uniform allowance:**

7/1/21 - increase by \$75.00

7/1/22 - increase by \$75.00

7/1/23 - increase by \$75.00

**12. Drafting of integrated CBA:**


The parties agree to integrate the terms of this MOA into a CBA within 90 days following funding of the agreement.


**Town Policy (Non-CBA Proposal)**


**Body worn cameras:**

1. The Union agrees to accept the implementation of body worn cameras by the Town which will be implemented by a Department policy drafted by the Chief, subject to negotiations by the Association. Those negotiations will not include any quid pro quo to the Association, but rather will be limited to the wording of the policy. The parties shall engage in their best efforts to conclude their negotiations within forty-five days following the funding of the successor collective bargaining agreement by the Town Meeting.


TOWN OF FREETOWN,

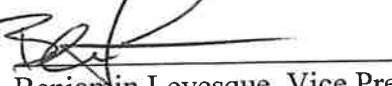
  
Treyor Matthews, Chair

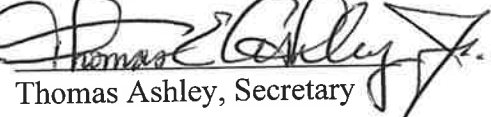
  
Jared Zager

  
Carlos Lopes

FREETOWN POLICE ASSOCIATION,

  
Thomas Long, President

  
Benjamin Levesque, Vice President

  
Thomas Ashley, Secretary

Dated: 10-18-2022

Dated: 10/18/2022