

**MEMORANDUM OF AGREEMENT
BETWEEN
TOWN OF WATERTOWN
AND
WATERTOWN POLICE SUPERVISORS ASSOCIATION,
MCOP LOCAL 373**

The Town of Watertown and the Watertown Police Supervisors Association, MCOP Local 373 hereby agree, subject to ratification by the Union membership and appropriation by the Town Council, to a three (3) year collective bargaining agreement effective July 1, 2016 through June 30, 2019 which shall contain the same terms and conditions as the parties' most recent agreement, except as modified by the following:

1. Duration: July 1, 2016 through June 30, 2019.
2. Convert all employees to a bi-weekly pay period (including details). The retroactive amounts to be paid to employees under the agreement reached by the parties will be issued during the first week that the conversion to a bi-weekly payroll system takes place.
3. All employees to receive direct deposit stubs via either their Town email account or a personal email address at the employee's choice.
4. Wages:
 - a. July 1, 2016 – 2.25%
 - b. July 1, 2017 – 2.0%
 - c. July 1, 2018 – 2.0%
5. Specialist pay – Effective July 1, 2017, increase specialty pay to 2% of top step Sgt. rate and add Traffic Commander and Community Staff and Development Sergeant as specialists. Additionally, add Officer In Charge day shift Sergeant as specialist at above rate effective June 30, 2019 at 11:59pm, i.e. pay begins on July 1, 2019.
6. In-house training conducted during the day shift that is less than 4 hours (firearms simulator training for example), that officer will count for minimum manning. Annual firearms training is excluded from this provision.
7. Only individuals who were members of the bargaining unit at the time of ratification of the successor collective bargaining agreement or who retired during the period covered by the agreement shall be eligible to receive any retroactive amounts to be paid under said agreement.


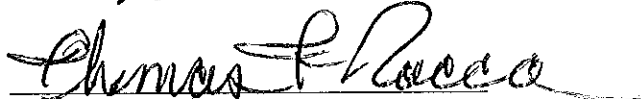
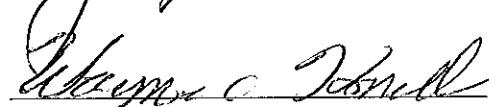
For the Town of Watertown



Michael J. Driscoll, Town Manager

Dated: 9-18-2019

For Watertown Police Supervisors Association,
MCOP, Local 373



Dated: 9-17-19