

MEMORANDUM OF AGREEMENT BETWEEN
THE TOWN OF SWAMPSCOTT
AND THE
MASSACHUSETTS COALITION OF POLICE, LOCAL # 417
July 1st 2022 to June 30th 2025

The Town of Swampscott (hereinafter the “Town”) and the Massachusetts Coalition of Police, Local 417 (hereinafter the “Union”) hereby agree to amend the previous collective bargaining agreement (covering the period of July 1, 2021 through June 30, 2022) as follows for the period of July 1, 2022 through June 30, 2025, subject to ratification by both parties and funding by Town Meeting:

1. Wage Increase:
 - 2.75% Effective July 1, 2022 (FY 23)
 - 2.50% Effective July 1, 2023 (FY 24)
 - 2.50% Effective July 1, 2024 (FY 25)
2. Upon establishing Agreement for Body Worn Camera Policy, the Town shall pay each Officer an Annual Stipend of \$1,000 (not to be included into the base wage). Agreement on policy needs to be in place by June 1, 2022.
3. Implement Performance Evaluation System.
4. Agree to continue discussions regarding Union’s Proposal for new and current stipended positions within the SPD. Agree to Union Counter-Proposal that existing stipended positions will be increased to an annual stipend of \$1,200, effective July 1, 2022.
5. The Union agrees that the Town can create a non-union Deputy Chief position. The Deputy Chief will be promoted from within the Department utilizing the existing Non-Civil Service Police Department Promotional Policy that is in place between the Town and the Union. The Town will provide a one-time \$500 Bonus to be paid on or before July 31, 2022.
6. The Town will increase educational incentive for non-Quinn Officers as follows:
 - a. Masters
 - i. \$250 FY 23
 - ii. \$250 FY 24
 - iii. \$250 FY 25
 - b. Bachelors
 - i. \$200 FY 23
 - ii. \$200 FY 24
 - iii. \$200 FY 25
 - c. Associates
 - i. \$150 FY 23
 - ii. \$150 FY 24
 - iii. \$150 FY 25
7. The Town will provide all bargaining unit members a one-time ARPA bonus of \$1,500 on or before July 31, 2022 not to be included in the base wage in recognition of their extraordinary service to the citizens of Swampscott during the complexities of the Pandemic.

As set forth above, this Memorandum of Agreement (“MOA”) is subject to ratification by both parties and it is understood that tentative MOA was reached through the use of off-the-record package proposals by both parties and the contents of this MOA will continue to be considered off-the-record proposals if not ratified by both parties.

For the Union

For the Town

Dated: _____

Dated: _____