

IN THE MATTER OF
CASE # JLMC-17-5854

CITY OF FRAMINGHAM AND THE FRAMINGHAM POLICE OFFICERS UNION

WHEREAS, THE PANEL CONSTITUTED PERSUANT TO MGL.C.150E REACHED CONSENSUS REGARDING THE ABOVE CAPTIONED MATTER; AND WHEREAS THE PARTIES AGREED THAT THE PANEL SHOULD NOT GIVE AN EXPLANATION FOR THEIR DECISION BUT JUST SET FOR THE DECISION;

THEREFORE, THE FOLOWING IS THE DECISION OF THE MATTER BY THE PANEL;

1. **Duration:** The provisions of this Agreement will be effective July 1, 2016 and will continue and remain in full force and effect through June 30, 2018 and shall be automatically renewed from year to year thereafter unless at least ninety (90) days prior to the expiration date either party notifies the other in writing of its desire to terminate this Agreement. This Agreement will remain in full force and effect until a successor Agreement is reached. The Parties have agreed to begin negotiations for a successor to this Agreement without need for further notification.

2. **Wage Increase:**

Effective and retroactive to July 1, 2016 base wages of all unit members shall be increased by 2%.

Effective and retroactive to July 1, 2017 base wages of all unit members shall be increased by 2%.

3. **Complaint Handling Procedure:**

Effective and retroactive to July 1, 2017 base wages of all unit members shall be increased by .5% and the following language change shall be made in Article 20, Section 2:

Delete entire section and insert the following language:

The department will accept all misconduct complaints, including anonymous and third party complaints, for review and investigation. Complaints may be made in writing or verbally in person or by mail, internet, telephone (or TDD), facsimile, or electronic mail. Such complaints will be processed by the Chief of Police or his designee.

4. **Court Time**

Amend the last clause in Article 11, Section 2 as follows: "... which shall not be less than four (4) ~~three (3)~~ hours pay at time and a half of his/her regular base rate of pay."

5. **Vacation**

Amend Article 7, Section 1 as follows:

Vacation shall be awarded annually on January 1st. Two (2) weeks vacation shall be granted after one (1) year of service. Employees who have worked a minimum of one thousand (1000) hours, may use one (1) week of this initial two-week allotment. Three (3) weeks vacation shall be granted after five (5) years of service and four (4) weeks after ten (10) years of service. ~~Vacation leave of five (5) weeks shall be granted to any employee who has been employed by the Town for twenty (20) years and over.~~ Commencing after an employee has completed sixteen (16) years of service, as of January 1st, one additional vacation day shall be added to the amount of annual vacation leave granted through the 20th year of service, so that an employee with 20 years or more of service will earn a total of five (5) weeks of vacation leave annually. Subject to appropriate administrative controls, up to one (1) week of an employee's vacation leave may be taken in single days.

Respectfully submitted by the Panel:

Larry Calderone, Boston Police, Richard Tranfaglia, Mgt Representative and
and Theresa M. Dowdy, Esq. Chair

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