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FRAMINGHAM CITY COUNCIL

ORDER NO. 2019-086-001
REQUEST OF THE FINANCE SUBCOMMITTEE

UPON THE REQUEST OF THE FINANCE SUBCOMMITTEE, THE CITY OF FRAMINGHAM, THROUGH THE FRAMINGHAM CITY COUNCIL, IT IS SO ORDERED:

That the City Council votes to approve the Memorandum of Agreement between the City and the Framingham Police Officers Union executed in August 2019. The Agreement follows this Order.

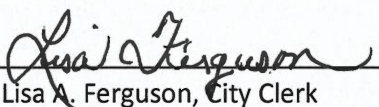
YEAS: Cannon, Giombetti, Grove, King, Richardson, Rossi, Shepard, Sisitsky, Steiner, Torres, Tully Stoll

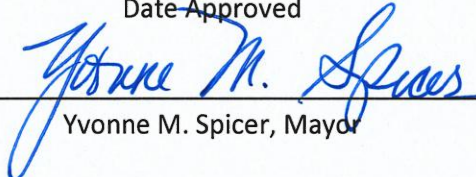
NAYS: None

ABSTAIN: None

PASSED IN COUNCIL: OCTOBER 29, 2019

A True Record, Attest:

11/1/19
Date Approved

Lisa A. Ferguson, City Clerk

11/1/19
Date-Approved

Yvonne M. Spicer, Mayor

**MEMORANDUM OF AGREEMENT BETWEEN
CITY OF FRAMINGHAM AND FRAMINGHAM POLICE OFFICERS UNION**

The City of Framingham ("City") and the Framingham Police Officers Union ("FPOU" or "Union") hereby agree to amend the collective bargaining agreement between the City and the Union as set forth in this Memorandum of Agreement ("MOA"):

1. Duration:

The provisions of this Agreement will be effective July 1, 2018 and will continue and remain in full force and effect through June 30, 2021 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 shall remain in force and effect until a successor Agreement is reached.

2. Cost of Living Adjustment/Salary Schedule:

- a. Effective and retroactive to July 1, 2018, base wages of all unit members shall be increased by 1%, and the salary schedule shall be amended as follows:
 - (1) All members with 8 years or more of service will be paid at Step 6 of the schedule. Step 6 shall be 2.5% greater than Step 5.
 - (2) All members with 10 years or more of service will be paid at Step 7 of the schedule. Step 7 shall be 2% greater than Step 6.
 - (3) All members with 15 years or more of service will be paid at Step 8 of the schedule. Step 8 shall be 2% greater than Step 7.
 - (4) All members with 20 years or more of service will be paid at Step 9 of the schedule. Step 9 shall be 2% greater than Step 8.
 - (5) The increases described in Article 10, Section 1(13) for members with over 25, 26 or 27 years of service shall be at steps 10, 11, and 12 of the schedule respectively.
- b. Effective and retroactive to July 1, 2019, the new salary schedule attached as Exhibit A will be adopted for all unit members, including the following changes:
 - (1) All base wages shall be increased by 4%.
 - (2) All members with 6 years or more of service will be paid at Step 6 of the schedule.
- c. Effective July 1, 2020, base wages of all unit members shall be increased by 1%.

3. Recall: Amend Article 9, Section 5 as follows (changes in ~~striketrough~~ and bold):

Any employee who completes his/her regular shift, then is recalled back to work shall be paid for actual hours worked during the recall guaranteed a minimum of ~~three (3) hours~~ **one (1) hour** of work at overtime rate of pay. With reference to any employee held over