

MEMORANDUM OF AGREEMENT
between the
TOWN OF CANTON
and the
CANTON POLICE ASSOCIATION, MCOP LOCAL 374

The Town of Canton (Town) and the Canton Police Association, MCOP Local 374 (Association) hereby agree to the following terms for a new collective bargaining agreement, to be in effect from July 1, 2018 through June 30, 2021. The terms and conditions of the parties' prior collective bargaining agreement shall remain in full force and effect except as modified in this Agreement. This Agreement is subject to ratification by the Union membership and the Board of Selectmen.

1. ARTICLE II [Duration]:

Change language to reflect a three-year duration from July 1, 2018 through June 30, 2021.

2. ARTICLE VI [Wages]:

Effective July 1, 2018, there shall be a 2.0% increase.

Effective July 1, 2019, there shall be a 3.0% increase.

Effective July 1, 2020, there shall be a 3.0% increase.

3. ARTICLE VIII [Paid Details]:

Change 'strike details' to 'labor dispute' and increase rate to \$100.00 per hour, effective upon the ratification of this Agreement by both parties.

4. ARTICLE X [Career Incentive Payments]:

Effective July 1, 2019, change Section 3 as follows:

Increase the payment for a Bachelor's degree to \$6,300 and the payment for a Master's degree to \$7,900.

Add the following section and language for an Associate's degree: For an Associate's degree in Criminal Justice or other academic area which the Police Chief determines to be significantly relevant to police service, an annual stipend of \$2,500 – as long as in the discretion

of the Police Chief, the holder of the Associate's degree is actively taking steps towards attaining a Bachelor's degree.

5. ARTICLE XXXVIII [Miscellaneous Provisions]

In Section B, increase the amount of reimbursement to \$100 for enrollment at a firearms training facility or game club, effective July 1, 2018.

6. APPENDIX B: [Specialty Positions]:

Section 2: Increase the following stipends, effective July 1, 2018:

Cell Phone payment to \$400; First Responder stipend to \$600; School Resource Officer stipend to \$1,200; Field Training Officers from two to three in number, no increase in stipend.

7. Effective July 1, 2019, or when all other bargaining units have agreed, whichever is later, change the day of the week for issuance of paychecks from Thursday to Friday.

9. Housekeeping: The parties agree to work diligently to integrate this Agreement, and all previous Agreements into a complete collective bargaining agreement.

Town of Canton

Canton Police Assn. MCOP Local 374

Chris Grunolly

[Signature]

[Signature]

[Signature]

Date 1/28/2019

Date: 01/13/19