

**MEMORANDUM OF AGREEMENT
BETWEEN THE
CITY OF PEABODY
AND THE
PEABODY POLICE BENEVOLENT ASSOCIATION
MCOP LOCAL 351 AFL-CIO**

The City of Peabody ("City") and Peabody Police Benevolent Association, MCOP Local 351 hereby agree to extend their Collective Bargaining Agreement (July 1, 2012 through June 30, 2015) except as modified by this Memorandum as follows:

1. DURATION (ARTICLE XXVIII):

July 1, 2015 through June 30, 2018.

2. WAGES (ARTICLE XII):

Effective July 1, 2015 -	increase wage schedule by 1.75%
Effective July 1, 2016 -	increase wage schedule by 2%
Effective July 1, 2017 -	increase wage schedule by 2%

3. GRIEVANCE PROCEDURE (ARTICLE III)

An oral reprimand shall not be considered a level of discipline. In the event of a written or oral reprimand, the employee has the right to file a written response which shall be placed in his/her file. However the employee shall have no right to pursue a grievance. The reprimand shall be removed from the employee's file in the event that the employee is not subject to discipline of the same nature for a period of ninety (90) days thereafter.

4. SICK LEAVE (ARTICLE XX, 4, D)

An employee absent because of the employee's illness shall not be eligible for private jobs/details or overtime assignment for thirty-six (36) hours after the conclusion of the last sick day.

5. MISC/TAZER TRAINING (ARTICLE XXVII)

All officers working in patrol shall complete training in the use of tazers. The City shall arrange for said training (or overtime or compensatory time at the discretion of the officer) and bear the cost of instruction.

6. CLOTHING ALLOWANCE (ARTICLE XV)

All officers shall have a Class A uniform on or before June 30, 2018. Permanent members of the police department shall receive an annual clothing allowance of \$1,000 effective July 1, 2015.

7. ACCREDITATION (ARTICLE XXV)

Effective July 1, 2015, and continuing thereafter each employee shall receive Accreditation pay of \$500 to be included in base pay.

8. WAGES – WEAPONS TRAINING (ARTICLE XII, Section 6)

The annual stipend for weapons training shall be \$1,100 effective July 1, 2015; said sum shall be included in base pay.

9. WAGES – SHIFT DIFFERENTIAL (ARTICLE XII)

The differential for employees working the 4:00 p.m. to 12:00 midnight shift and the 12:00 midnight to 8:00 a.m. shift shall be increased by .25% effective July 1, 2015.

10. RANK DIFFERENTIAL (ARTICLE XII)

The rank differential from Patrol to Sergeant shall be 18% and the differential from Sergeant to Lieutenant shall be 17% effective July 1, 2015.

11. PRIVATE JOB/DETAILS (ARTICLE XIII(B))

The detail rate for private jobs/extra work details (including all details performed for the Peabody Municipal Light Plant) shall be \$46 per hour. The detail rate of City of Peabody details shall be \$42 per hour. All details shall be guaranteed a minimum of eight (8) hours per detail if the employee works between four (4) but less than eight (8) hours. These provisions shall operate prospectively.

12. DETECTIVE/ON-CALL STIPEND

A detective who is on call shall receive a stipend of four hours of overtime per week. This provision shall operate as of the execution and ratification of this Agreement.

13. PHYSICAL FITNESS INCENTIVE PROGRAM

The City shall establish a voluntary physical fitness incentive. Any employee who participates in the annual program and takes and passes a physical fitness test on or about May of a particular year shall receive a stipend of \$200 on or about June of that year.

14. EDUCATION INCENTIVE PAY

Employees shall have the option to elect each year to receive education incentive pay on a bi-weekly; bi-annual or annual schedule.

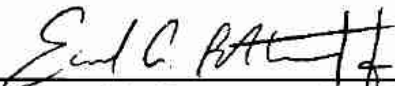
15. LABOR/MANAGEMENT STUDY COMMITTEE

The parties shall establish a Labor Management Committee to evaluate and negotiate relative to a "4 on/4 off" work schedule.

Entered this 11th day of January, 2016

For the City of Peabody

By: _____



Edward A. Bettencourt, Jr., Mayor

For Peabody Police Benevolent Association

By: _____



Richard F. Rose, President

1-27-16