



CITY OF AMESBURY
IN THE YEAR TWO THOUSAND TWENTY

RECEIVED

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AMESBURY CITY CLERK

SPONSORED BY: Kassandra Gove BILL No. 2020-030
Kassandra Gove, Mayor

An Order to fund the employment agreement between the City of Amesbury and the Amesbury Superior Officers Union, I.B.P.O., Local 99-629 dated July 1, 2019 to June 30, 2022.

Summary: This appropriation will transfer \$25,000 from Salary Reserve to Police Department to fund the FY 2020 portion of the 3-year labor contract between the City of Amesbury and the Amesbury Superiors Officers Union, I.B.P.O., Local 629.

Per Chapter 95-2 of City Ordinances (Bill No. 2006-16), initial request for appropriations for funding of a labor contract agreement must be submitted by the Mayor as a unique measure separately from the annual operating budget and be accompanied by a copy of the contract for which funding is requested.

Be it Ordered by the City Council of the City of Amesbury assembled, and by the authority of the same, as follows:

To authorize a transfer of \$25,000 from Salary Reserve to Police Department to fund the employment agreement between the City of Amesbury and the Amesbury Superior Officers Union, I.B.P.O., Local 629 dated July 1, 2019 to June 30, 2022.

**Memorandum of Agreement between the City of Amesbury and the Amesbury
Superior Officers Union, IBPO, Local 99-629**

This Memorandum of Agreement (the "Agreement") is entered into this ____ day of September, 2019, by and between the City of Amesbury, acting by and through its Mayor, and the Amesbury Superior Officers Union, IBPO, Local 99-629, by and through its duly authorized representatives.

WHEREAS, the City of Amesbury (the "City") and the Amesbury Superior Officers Union (the "Union") are parties to a collective bargaining agreement (the "CBA");

WHEREAS, the parties entered into a Memorandum of Agreement for the period of July 1, 2016 through June 30, 2019;

WHEREAS, the parties' current CBA, as modified by the Memorandum of Agreement, expired on June 30, 2019;

WHEREAS, the parties have engaged in good faith negotiations and have reached a successor agreement, subject to ratification and appropriation of funds;

NOW, THEREFORE, the parties agree as follows:

1. The Parties agree to a three-year agreement, for the period of July 1, 2019 through June 30, 2022.
2. The parties agree to amend Article 6.4 by deleting the number "50" and replacing it with the number "60" effective upon ratification and funding.
3. The parties agree to amend Article 6.6 to delete the present language and to insert in its place "The rate shall be at time and one half the detail rate if the detail is on a legal holiday, weekend (5:00 PM Friday through 7:00 AM Monday), alcoholic beverages are served at the event, or if the detail involves the legal sale or legal consumption of marijuana.
4. The parties agree to amend Article 17.1 by maintaining the current language through June 30, 2020 and thereafter inserting in its place the following:
 - (A) The 1st step in the wage schedule will be for a period of twelve (12) months from the date of permanent full-time Amesbury Police Department appointment.
 - (B) The 2nd step will commence upon completion of the aforementioned 1st step and the employee will stay at the 2nd step for twelve (12) months.
 - (C) The 3rd step will commence upon completion of the aforementioned 2nd step and the employee will stay at the 3rd step for twelve (12) months.
 - (D) The 4th step will commence upon completion of the aforementioned 3rd step and the employee will stay at the 4th step for twelve (12) months.

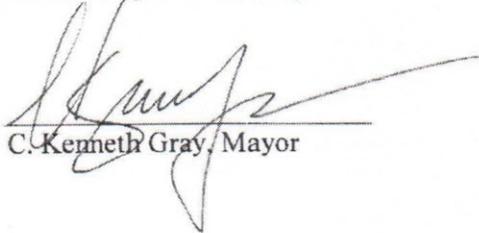
- (E) The 5th step will commence upon completion of the aforementioned 4th step and the employee will stay at the 5th step for two (2) years.
- (F) The 6th step will commence upon completion of the aforementioned 5th step and the employee will stay at the 6th step for two (2) years.
- (G) The 7th step will commence upon completion of the aforementioned 6th step and the employee will stay at the 7th step for two (2) years.
- (H) The 8th step will commence upon completion of the aforementioned 7th step (10 years of service with The Amesbury Police Department).
- (I) The Chief of Police, at his discretion, may recommend, subject to the approval of the Mayor, that an Officer who transfers into the department, start at other than the first step of the wage scale commensurate with the Officer's previous training and experience.

5. The parties agree to the following base wage increases:

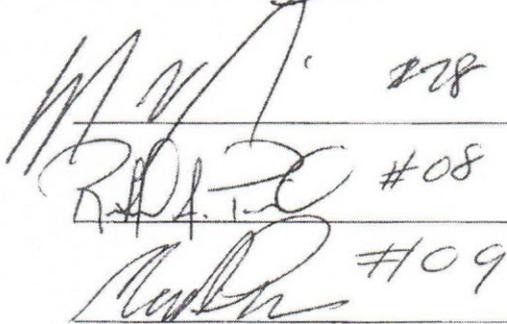
July 1, 2019 2.5%; July 1, 2020 0%; July 1 2021 3%.

6. The parties further agree to amend Articles 17.2 and 17.3 by deleting the current wage matrix and substituting it with attachment A, which includes base salary including accreditation stipends, to this agreement.

For the City of Amesbury:


 C. Kenneth Gray, Mayor

For the Amesbury Patrol Officers Union:

CWS SUPERIOR KG


Dated: 11/13/2019

Dated: 11/13/19

Police Union Step Schedule

7/1/18 - 6/30/22

patrol officers

		<u>step 1</u>	<u>step 2</u>	<u>step 3</u>	<u>step 4</u>	<u>step 5</u>	<u>step 6</u>	<u>step 7</u>	<u>step 8</u>
7/1/2018	1%	\$ 894.56	\$ 963.17	\$ 1,019.27	\$ 1,070.09	\$ 1,123.74	\$ 1,179.93	\$ 1,238.93	\$ 1,300.87
accredited	3.5% of base	\$ 925.87	\$ 996.88	\$ 1,054.94	\$ 1,107.54	\$ 1,163.07	\$ 1,221.22	\$ 1,282.29	\$ 1,346.40
7/1/2019	2.50%	\$ 916.92	\$ 987.25	\$ 1,044.75	\$ 1,096.84	\$ 1,151.83	\$ 1,209.42	\$ 1,269.90	\$ 1,333.39
accredited	4% of base	\$ 953.60	\$ 1,026.74	\$ 1,086.54	\$ 1,140.72	\$ 1,197.90	\$ 1,257.80	\$ 1,320.70	\$ 1,386.72
7/1/2020	0.00%	\$ 916.92	\$ 987.25	\$ 1,044.75	\$ 1,096.84	\$ 1,151.83	\$ 1,209.42	\$ 1,269.90	\$ 1,333.39
accredited	4% of base	\$ 953.60	\$ 1,026.74	\$ 1,086.54	\$ 1,140.72	\$ 1,197.90	\$ 1,257.80	\$ 1,320.70	\$ 1,386.72
7/1/2021	3.00%	\$ 944.43	\$ 1,016.87	\$ 1,076.09	\$ 1,129.75	\$ 1,186.39	\$ 1,245.71	\$ 1,308.00	\$ 1,373.39
accredited	4% of base	\$ 982.21	\$ 1,057.54	\$ 1,119.13	\$ 1,174.94	\$ 1,233.84	\$ 1,295.54	\$ 1,360.32	\$ 1,428.33

detectives

		<u>step 1</u>	<u>step 2</u>	<u>step 3</u>	<u>step 4</u>	<u>step 5</u>	<u>step 6</u>	<u>step 7</u>	<u>step 8</u>
7/1/2018	1%	\$ 984.01	\$ 1,059.50	\$ 1,121.20	\$ 1,177.09	\$ 1,236.11	\$ 1,297.92	\$ 1,362.82	\$ 1,430.96
accredited	3.50%	\$ 1,018.45	\$ 1,096.58	\$ 1,160.44	\$ 1,218.29	\$ 1,279.38	\$ 1,343.35	\$ 1,410.52	\$ 1,481.04
7/1/2019	2.50%	\$ 1,008.61	\$ 1,085.98	\$ 1,149.23	\$ 1,206.52	\$ 1,267.02	\$ 1,330.37	\$ 1,396.89	\$ 1,466.73
accredited	4% of base	\$ 1,048.96	\$ 1,129.42	\$ 1,195.20	\$ 1,254.78	\$ 1,317.70	\$ 1,383.58	\$ 1,452.76	\$ 1,525.40
7/1/2020	0.00%	\$ 1,008.61	\$ 1,085.98	\$ 1,149.23	\$ 1,206.52	\$ 1,267.02	\$ 1,330.37	\$ 1,396.89	\$ 1,466.73
accredited	4% of base	\$ 1,048.96	\$ 1,129.42	\$ 1,195.20	\$ 1,254.78	\$ 1,317.70	\$ 1,383.58	\$ 1,452.76	\$ 1,525.40
7/1/2021	3.00%	\$ 1,038.87	\$ 1,118.56	\$ 1,183.70	\$ 1,242.71	\$ 1,305.03	\$ 1,370.28	\$ 1,438.80	\$ 1,510.74
accredited	4% of base	\$ 1,080.43	\$ 1,163.31	\$ 1,231.05	\$ 1,292.42	\$ 1,357.23	\$ 1,425.09	\$ 1,496.35	\$ 1,571.16

sergeants

		<u>step 1</u>	<u>step 2</u>	<u>step 3</u>	<u>step 4</u>	<u>step 5</u>	<u>step 6</u>	<u>step 7</u>	<u>step 8</u>
7/1/2018				\$ 1,223.11	\$ 1,284.12	\$ 1,348.49	\$ 1,415.90	\$ 1,486.73	\$ 1,561.03
accredited				\$ 1,265.92	\$ 1,329.06	\$ 1,395.68	\$ 1,465.46	\$ 1,538.76	\$ 1,615.67
7/1/2019	2.50%			\$ 1,253.69	\$ 1,316.22	\$ 1,382.20	\$ 1,451.30	\$ 1,523.90	\$ 1,600.06
accredited	4% of base			\$ 1,303.84	\$ 1,368.87	\$ 1,437.49	\$ 1,509.35	\$ 1,584.85	\$ 1,664.06
7/1/2020	0.00%			\$ 1,253.69	\$ 1,316.22	\$ 1,382.20	\$ 1,451.30	\$ 1,523.90	\$ 1,600.06
accredited	4% of base			\$ 1,303.84	\$ 1,368.87	\$ 1,437.49	\$ 1,509.35	\$ 1,584.85	\$ 1,664.06
7/1/2021	3.00%			\$ 1,291.30	\$ 1,355.71	\$ 1,423.67	\$ 1,494.84	\$ 1,569.62	\$ 1,648.06
accredited	4% of base			\$ 1,342.95	\$ 1,409.94	\$ 1,480.62	\$ 1,554.63	\$ 1,632.40	\$ 1,713.98