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CITY OF AMESBURY, MA

CITY OF AMESBURY
IN THE YEAR TWO THOUSAND TWENTY-TWO

SPONSORED BY: Kassandra Gove **BILL No. 2022-139**
Kassandra Gove, Mayor

An Order to fund the employment agreement between the City of Amesbury and the Amesbury Patrol Officers Union, I.B.P.O., Local 629 dated July 1, 2022 to June 30, 2025.

Summary: This appropriation will transfer \$104,387.51 from FY23 Reserves to the Police Department Personal Services to fund the FY 2023 portion of the 3-year labor contract between the City of Amesbury and the Amesbury Patrol Officers Union, I.B.P.O., Local 629.

Pursuant Chapter 95, Section 95-2 of the City Ordinances, the 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 \$104,387.51 from FY23 Reserves to the Police Department Personal Services to fund the first year cost items associated with the collective bargaining agreement between the City of Amesbury and the Amesbury Patrol Officers Union, I.B.P.O., Local 629, with a term of July 1, 2022 to June 30, 2025.

P.O.

**MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF AMESBURY
AND
AMESBURY PATROL OFFICERS ASSOCIATION, IBPO,
LOCAL 629
SEPTEMBER 9th 2022**

NOW COMES the City of Amesbury (“the City”) acting by and through its Mayor and the IBPO, Local 629 (“the Union”) acting by and through its executive board who hereby agree as follows:

WHEREAS, the City and the Union are parties to a collective bargaining agreement that expired on June 30, 2022;

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. All terms of the previous collective bargaining agreement remain in force and effect except to the extent the parties agree to specific amendments.
2. The parties prepare and sign an integrated collective bargaining agreement at the conclusion of negotiations and that the terms of the agreement shall become effective after the signing of the agreement and funding.
3. The parties agree that Article 5 be amended to provide that the allowance be raised to the amount of \$2,500 and that the parties acknowledge that the payment is taxable.
4. The parties agree to amend Article 6 to increase the detail rate to \$65.00 effective upon ratification of the contract by both sides.
5. The parties agree that Article 17 be amended by adding the payment of \$1,000 for officers who plan and submit retirement paperwork 1 year prior to retirement.

6. The parties agree that Article 15 be amended to add an “administrative schedule” allow the Chief to assign a bargaining unit member to a Monday-Friday 8 hour per day, 40 per week, schedule which will include a 3% pay increase. Holidays will be in paid days off. Officers assigned to the administrative schedule will complete mandatory training on shift. The shift will NOT be included in shift bids and no more than 3 patrol officers may be assigned to this shift. Two of the three positions may be used for staffing the School Resource Officers (SRO) positions, and one may be used for general patrol duties. These three positions will be assigned on a volunteer basis first. If, in the event there are no volunteers’ vacancies will be filled by reverse seniority which will consist of the least senior officer being placed into that position.

7. The parties agree to amend the contract to allow Shift Bid by seniority on an annual basis by insertion of the following into the contract:

- i. Bidding will be for shift preference only (7am-5pm, 5pm-3am, 9pm-7am), Assignment to a particular line will remain at Management discretion.
- ii. Bidding for shifts will be on an annual basis. Shift bid requests will be submitted no later than December 1st and be assigned by the second week in January.

8. The parties agree to amend the night shift differential by:

FY23

- Raising the current \$1.25 per hour to \$1.50 per hour for Evening Shifts (5pm to 3am and 11am-9pm)
- Raising the current \$1.50 per hour to \$1.75 per hour for Late Night Shift (9pm-7am)

FY24

- Raising the current \$1.50 per hour to \$1.75 per hour for Evening Shifts (5pm to 3am, and 11am-9pm)
- Raising the current \$1.75 per hour to \$2.00 per hour for Late Night Shift (9pm-7am)

FY25

- Raising the current \$2.00 per hour to \$2.25 per hour for Late Night Shift (9pm-7am)

9. The parties agree to add Juneteenth as a holiday beginning July 1st, 2022.

10. The parties agree to amend Article 7: Overtime to the following language.

*The Patrol Officer overtime and forced list will remain separate from the Supervisor's list for forces and overtime involving shifts only. When there is department overtime that is not shift related the overtime/forced lists will be combined on Department seniority.
All Patrol Officer's hours/shifts will be filled by Patrol first.
When a Patrol Officer is needed and a force is required, only a Patrol Officer can be forced for a patrol shift.*

11. The parties agree that Article 15.6 be amended to the following language

The City agrees to staff the daily shifts within the Police Department with the minimum number of uniformed officers designated at the shift times indicated.

Between 7:00am and 5:00pm (day shift) four (4) uniformed officers
Between 5:00pm and 9:00pm (evening shift) four (4) uniformed officers
Between 9:00pm and 3:00am (night shift) ~~six (6)~~ four (4) uniformed officers
Between 3:00am and 7:00am (overnight shift) three (3) uniformed officers

Administrative personnel and plain clothes officers working cases shall not be counted in this staffing level. Uniformed supervisory personnel shall be counted in this staffing level.

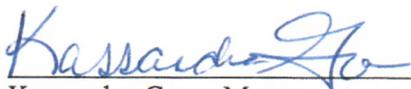
12. The parties agree to amend Article 17 by providing for wage increases;

07/01/2022	2.0%
07/01/2023	2.5%
07/01/2024	3.0%.

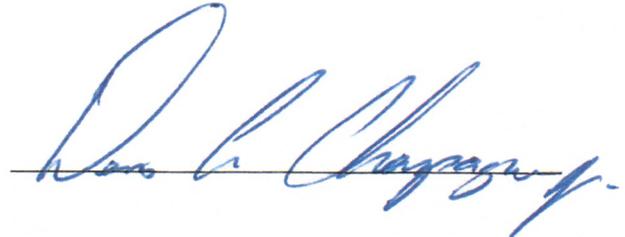
Retroactive pay will be made to members of the bargaining unit as of the date of union ratification.

CITY OF AMESBURY

INTERNATIONAL BROTHERHOOD
OF POLICE OFFICERS, LOCAL 99-629



Kassandra Gove, Mayor



Dan C. Chapman