

**Tentative Agreement**  
**Town of Wellesley**  
**And**  
**Wellesley Superior Officer's Association Union**

This Tentative Agreement is entered into by and between the Town of Wellesley (Town) and the Wellesley Superior Officer's Association (Union) pursuant to General Laws Chapter 150E as a successor agreement to the most recent collective bargaining agreement that expired on June 30, 2023. This is a Tentative Agreement and will not become final or binding until ratification by the Union, the Select Board of the Town of Wellesley, and Wellesley Town Meeting. The Town and the Union agree to execute a complete collective bargaining agreement for the Period of July 1, 2023 through June 30, 2026 upon approval of this Tentative Agreement.

- 1. Duration:** This agreement shall extend for a period of three (3) years from July 1, 2023 through June 30, 2026
- 2. Classification:** Amend Article 20 and re-classify P40 Lieutenant to Post Certified Lieutenant and P20 Sergeant to Post Certified Sergeant (see Addendum A)
- 3. Salaries/Rates of Pay:** Amend Article 20 so that Lieutenants and Sergeants shall receive a 6% increase on July 1, 2023; a 3% increase on July 1, 2024; a 3% increase on July 1, 2025 (See Addendum A)

Also amend Article 20(k) to reflect Administrative stipend to 6% effective July 1, 2024, and 7% effective July 1, 2025

Also amend Article 20(f) iv to remove current pay schedule and replace with;

*The base salaries for employees in the secondary education incentive program shall be increased by mirroring the percentages associated with the primary education incentive program which are as follows: 10% for an Associate's degree or 60 points earned towards a Baccalaureate degree in law enforcement; 20% for a Baccalaureate degree, and 25% for a Master's or Law degree (see Addendum A).*

- 4. Holidays:** Amend Article 9 to state effective July 1, 2023 Twelve (12) to add Juneteenth

5. **Amend 8 Hours of Work and Overtime:** Add new section (i) to clarify ordered to work over time:

*(h) Employees ordered to work on their scheduled day off, exclusive of mandatory reporting and emergency events, shall be compensated at a rate of one fifth (1/5) of a week's pay in addition to their regular rate of pay.*

6. **Funeral Leave:** Amend Article 12 to include Fiancé and spouse siblings

7. **Vacations:** Amend Article 10 (e) from eighteen years to fifteen years and Article 10 (f) from twenty-three years to twenty years.

8. **Seniority:** Amend Article 19 to clarify the probationary period shall begin on graduation day upon successful completion from the police academy of a new recruit. The probationary period for a POST certified/academy trained new hire or lateral transfer shall be upon the first day on payroll as an officer.

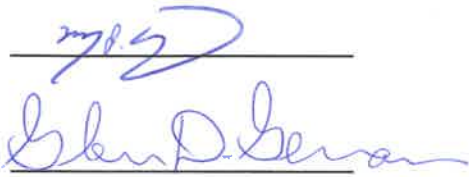
9. **Hours of Work:** Amend Article 8 to add a provision allowing the Chief, outside the shift bidding process, to assign any officer assigned as a dog(s) handler to a shift the Chief finds most valuable to the community and the services provided by Wellesley Police Department.

10. **Military Leave:** Amend Article 13 to read the following:

*Employees who leave Town employment to enter military service, or if as a reservist are placed on active duty, may be granted a military leave of absence in accordance with state and federal law. The Town complies with M.G.L. c. 33 s. 59 and the Federal Uniformed Services Employment and Reemployment Rights Act relative to reemployment, benefits, and compensation in the event employees are called to active military duty or training.*

*Employees who learn that they are required to attend military training must notify the Chief in writing, as soon as possible, about the expected duration of the training and their anticipated date of return. Employees called to active duty must notify the Chief in writing, as soon as possible, before they leave for active duty, and they must indicate their expected dates of leave and return. It is the employee's responsibility to also submit a Personnel Action Form and a copy of the military orders to the Human Resources Department.*

On Behalf of the Union

  
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On Behalf of the Town

  
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Addendum A

	<u>July 1, 2023</u>	<u>July 1, 2024</u>	<u>July 1, 2025</u>
P40 Post Certified Lieutenant	2404.57	2476.71	2551.01
P20 Post Certified Sergeant	1716.59	1768.08	1821.13