

2007 - 2008
MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF PEABODY
AND
THE PEABODY POLICE BENEVOLENT ASSOCIATION,
MASSACHUSETTS COALITION OF POLICE, LOCAL 351, AFL-CIO

The City of Peabody ("City") and the Peabody Police Benevolent Association, Massachusetts Coalition of Police, Local 351, AFL-CIO ("Union") hereby agree to extend their 2004-2007 collective bargaining agreement through June 30, 2008, except as modified by this Memorandum of Agreement as follows:

- 1. Article XVIII, Duration and Effective Date Agreement**
Amend to be effective July 1, 2007 to June 30, 2008.
- 2. Article XII, Wages, Section 1, Compensation Schedule**
Amend to reflect an across the board two percent (2%) wage increase over the rates in effect as of June 30, 2007, retroactive to the first payroll of July, 2007.

- 3. Ratification**
This Memorandum of Agreement is subject to ratification by the Union membership.

Executed this 2nd day of OCTOBER 2008.

For the City of Peabody:

For the Peabody Police Benevolent Association, MCOP Local 351, AFL-CIO:

Michael J. Bonfanti
Michael J. Bonfanti
Mayor

Manuel Costa
Manuel Costa
President

2008-2011
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BETWEEN
THE CITY OF PEABODY
AND
THE PEABODY POLICE BENEVOLENT ASSOCIATION
MASSACHUSETTS COALITION OF POLICE, LOCAL 351, AFL-CIO

The City of Peabody ("City") and the Peabody Police Benevolent Association, Massachusetts Coalition of Police, Local 351, AFL-CIO ("Union") hereby agree to extend their 2004-2007 collective bargaining agreement (as revised by their 2007-2008 Memorandum of Agreement) through June 30, 2011, except as modified by this Memorandum of Agreement as follows:

- 1. Article XVIII, Duration and Effective Date Agreement**
Amend to be effective July 1, 2008 to June 30, 2011.
- 2. Article XII, Wages, Section 1, Compensation Schedule**
Amend to reflect the following across the board wage increases:
Five percent (5%) retroactive to July, 2008;
Three percent (3%) effective July, 2009;
Three percent (3%) effective July, 2010.

The effective date of each wage increase shall be the first payroll of each fiscal year.

- 3. Article XII, Wages, Section 3, Longevity (a)**
Amend to reflect the following changes in the longevity schedule effective on the execution of this Memorandum of Agreement.
15 years - Increase \$700 to \$1000
20 years - Increase \$800 to \$1100

- 4. Article XII, Wages, Section 6, Weapon Training**
Amend Section 6 to read as follows:

"Effective July 1, 2008, the Department shall pay two installments of \$200 for training pay annually (in July and January) to officers for weapon qualification training. In the event an officer fails to qualify during the initial training, the officer shall not be compensated for the time necessary until he/she successfully qualifies. The Department, however, shall continue to pay for the cost of ammunition and the trainer until the officer's successful completion of training. Effective July 1, 2009, the two installments for training pay shall be increased to \$250. Effective July 1, 2010, the two installments for training pay shall be increased to \$375.

- 5. Article V, Paid Holidays**
Amend to add September 11 as a paid holiday.
- 6. Article XX, Sick Leave, C**
Amend holiday pay restriction on use of sick day to delete January 2 and add December 31.
- 7. Article VI, Blue Cross/Blue Shield**
Amend to increase the employee contribution to the premium rate of the Blue Cross-Blue Shield Plans or equivalent coverage from ten percent (10%) to fifteen percent (15%), with the City of Peabody decreasing its contribution to the premium rate from ninety percent (90%) to eighty-five percent (85%) effective January 1, 2009.

- 8. Article VI, Blue Cross/Blue Shield**
Amend to change the co-pay charges applicable to the health insurance plans effective July 1, 2009 as follows:

Office visits - from \$5 to \$10 for the HMO Blue plan (with office visits for the Blue Care Elect plan to remain the same at \$15);
Emergency room - from \$25 to \$50 for both plans;
Retail drug prescriptions - from \$5/\$10 to \$10/\$15/\$30 for both plans;
Mail order drug prescriptions - from \$10/\$20/\$30 to \$20/\$40/\$70 for both plans.

- 9. Article XIII, Private Jobs/Details, C**
Amend to add the following sentence:
"In the event the Chief of Police determines that a detail is required, only sworn uniformed police officers shall work said detail."

- 10. New Article, Drug Testing**
Add new article for Drug Testing as set forth in Attachment A to this Memorandum of Agreement.

- 11. Ratification**
This Memorandum of Agreement is subject to ratification by the Union membership.

Executed this 2nd day of October 2008.

For the City of Peabody:

For the Peabody Police Benevolent Association, MCOP Local 351, AFL-CIO:

Michael J. Bonfanti
Michael J. Bonfanti
Mayor

Manuel Costa
Manuel Costa
President