

**MEMORANDUM OF AGREEMENT BETWEEN
TOWN OF SHERBORN AND SHERBORN POLICE ASSOCIATION**

The Sherborn Police Officers Association, MCOP Local 158 ("Union"), agrees that the Town of Sherborn may hire three more Communications Specialists (in addition to the current one) within the Sherborn Police Department, and that Communications Specialists may perform bargaining unit dispatching work, subject to the following amended version of Article 24 in the collective bargaining agreement:

ARTICLE 24

COMMUNICATION SPECIALIST

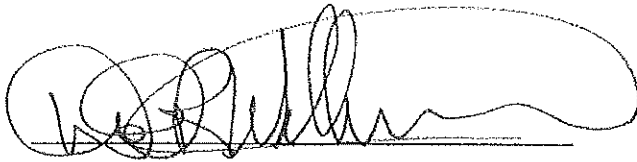
The Town of Sherborn may create the position of Communications Specialist within the Sherborn Police Department, and that said Communications Specialists may perform bargaining unit dispatching work, subject to the following:

- A. There shall be two to four full time Communications Specialist positions. The Communications Specialists shall work a "4 and 2" schedule, or whichever regular schedule patrol officers are working, in line with the start and end times of police officer schedules.
- B. Communications Specialists shall be given "floating holidays" rather than fixed days off for holidays, as to align them with police officer schedules. This paragraph is subject to approval at Town Meeting. Until then, or if it is not approved at Town Meeting, if an officer is forced to work a holiday in place of a Communications Specialist, the officer will be given eight (8) hours of compensatory time.
- C. The expected duties of the Communications Specialist will be those set forth in the attached job description. However, nothing prevents the Chief of Police from amending said job description, as necessary, so long as said amendments are not inconsistent with this Agreement. The Communications Specialist will supplant the current "desk officer" on the day shift, except for mutually agreed-upon light duty assignments. Desk Officer duties will continue to be performed by bargaining unit employees on all other shifts.
- D. Coverage for regularly scheduled Communications Specialist shifts shall be provided by the other Communications Specialists. If no Communications Specialists are available, shift coverage overtime will be offered to the Union under the same terms as coverage for other bargaining unit shifts. Unless no Union member is available to cover a Desk Officer shift, Communications Specialists will not be eligible to cover for Desk Officer shifts.

Section D. is intended to be used on a trial basis and shall sunset as of June 30, 2025. Upon sunset, bargaining unit employees will be offered all shift coverage overtime in accordance with the prior written agreement.

- E. No bargaining unit employee will be displaced as result of the creation of the Communications Specialist position. The Town will maintain the current staffing of at least fourteen sworn bargaining unit members (Patrol and Sgt.), unless a reduction in force becomes necessary independent of this Article and the establishment of the position of Communications Specialist.
- F. In the event of a layoff in the Police Department, Communications Specialists will be laid off prior to any sworn bargaining unit officers. If the layoff includes members of the bargaining unit, no Communications Specialist positions will be posted thereafter until the Department reaches bargaining unit staffing levels prior to the time of the layoff.
- G. If the Town seeks to increase the number of Communications Specialist positions, or otherwise have a non-bargaining unit employee perform bargaining unit work, then the Town must bargain with the Union regarding such change pursuant to G.L. c. 150E. Likewise, should the Town seek to change the job duties of the Communications Specialist, then the Town must notify the Union regarding such changes, as said changes may be subject to bargaining with the Union pursuant to G.L. c. 150E.

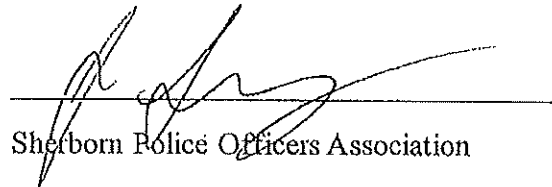
AGREED TO:



Town of Sherborn

By: *Town Administrator / HR Director*

Date: *8/3/21*



Sherborn Police Officers Association

By: *James Graziano*

Date: *8/3/21*