

**MEMORANDUM OF AGREEMENT
BETWEEN
CITY OF MEDFORD
AND
MEDFORD POLICE SUPERIOR OFFICERS' ASSOCIATION
(SUCCESSOR NEGOTIATIONS)**

The City of Medford ("City") and the Medford Police Superior Officers' Association ("MPSOA" or "Association"), hereby agree to the following terms and conditions for two successor collective bargaining agreements (CBAs I and II) to the collective bargaining agreement dated July 1, 2022 – June 30, 2025.

CBA I

1. The following across the board increases shall be effective and retroactive to the corresponding dates:

July 1, 2022	2.5%
July 1, 2023	3.0%
July 1, 2024	3.0%

2. The following additional across the board increases shall be effective and retroactive to the corresponding dates in consideration for the City's implementation of Body Worn Cameras and for the requirements placed on members of the Association due to police reform legislation and the implementation of the POST Commission:

July 1, 2023	1.5%
July 1, 2024	1.5%

3. The following increases to the Hazardous Duty Provision of the CBA shall be effective and retroactive to the corresponding dates:

July 1, 2022	\$250
July 1, 2023	\$250
July 1, 2024	\$250

4. The duration of this successor CBA shall be from July 1, 2022 - June 30, 2025.

5. Except as amended herein, all other terms and conditions of the 2019 – 2022 CBA shall be carried forward into this successor CBA.

6. The MOA is subject to a favorable ratification vote by the Association membership and to a favorable funding vote of the City Council. Association

leadership will support a favorable vote by its membership and the Mayor will support a favorable funding vote by the City Council.

CBA II

1. The following across the board increase shall be effective and retroactive to the corresponding date:

July 1, 2025 2.75%

2. The following across the board increases shall be effective on the corresponding dates

July 1, 2026 2.5%

July 1, 2027 2.5%

3. An additional across the board increase shall be effective and retroactive to the corresponding date in consideration of the MPSOA's agreement allowing the City to petition the legislature to remove the position of Chief and Deputy Chief from the Civil Service Law.

July 1, 2025 1.0%

4. The following increase to the Hazardous Duty Provision of the CBA shall be effective and retroactive to the corresponding date:

July 1, 2025 \$250

5. ARTICLE XIX, MISCELLANEOUS, shall be amended at Section 20, Residence, to read:

Section 20. Residence. All employees as of date of execution of the Memorandum of Agreement dated May 1990, may reside within the Commonwealth of Massachusetts, and outside the City, as if appointed to the Medford Police Department on or before August 1, 1978. All other officers may live outside of Medford provided that their residence is no more than thirty (30) miles from Medford measured from the closest border of their City or Town to the closest border of Medford.

6. Work Schedule – Pilot Program.

Over the nine (9) month period following the date of signing of this MOA by the MPSOA and vote of approval by the City Council, the leadership of the Medford Police Patrolmen's Association ("MPPA"), the Medford Police Superior Officers Association ("MPSOA") and the Chief of Police will meet to discuss a change in

the contractual work schedule of the Association's members. Upon a written, mutually agreeable tri-lateral agreement, a schedule change will be implemented for a one-year pilot period. The shift will not exceed twelve (12) hours and will maintain the current practice of hours worked. The final approval of the pilot schedule will be by signature of the Mayor.

7. Details: Detail policy changes have been agreed to. The amendments to the Detail Policy are as set forth in the attached Side Letter, which is attached hereto and incorporated herein. Moving forward all changes in the detail policy, including but not limited to the rate shall be handled by the Mayor.

8. Removal of Police Chief and Deputy Police Chief From Civil Service. Add the following as a new Article of the CBA.

- a. The Association agrees to the removal of position of Deputy Chief of Police and the position of Chief of Police from Civil Service and will not oppose the Mayor's request to the Council that the Council authorize the City to file special legislation with the General Court to remove the positions of Chief and Deputy Chief from the provisions of the Civil Service Law. Both positions will thereafter remain within the Table of Organization, and may be covered by individual contracts between the City and those holding the positions, to the extent permitted by law.
- b. When hiring a Chief, it will be an open, nationwide, competitive search. When hiring a Deputy Chief the City will create the job description, including but not limited to setting the minimum qualifications. The interview/assessment process shall be completed with internal candidates first. If no one is hired following the internal interviews/assessments, the City can interview and assess those outside of the Department. If and when the City hires a Deputy, it would not change the compliment of the Department.

9. Article XIX, Section 11 shall be amended as set forth in the attached document entitled "Sick Leave Accrual/Use/Sick Bank" which is attached hereto and incorporated herein.

10. Duration: The duration of this successor CBA shall be from July 1, 2025 - June 30, 2028.

11. Bi-Weekly Pay: the Association agrees that it will accept bi-weekly pay only upon the agreement to and implementation of bi-weekly pay for all City-side Unions.

12. Except as amended herein, all other terms and conditions of the 2022-2025 CBA shall be carried forward into this successor CBA.

13. The MOA is subject to a favorable ratification vote by the Association membership and to a favorable funding vote of the City Council. Association leadership will support a favorable vote by its membership and the Mayor will support a favorable funding vote by the City Council.

Agreed Upon this 3rd day of ~~October~~, 2025

NOV.

For the City:



By: Breanna Lungo-KoeHN
Mayor

For the MPSOA:



By: Angelo Raffaele
President



By: Harry MacGilvary
Vice President



By: Hugh Duffy
Secretary/Treasurer