

The Town of Wayland (hereinafter referred to as the "Town" or "Employer") and The Wayland Police Officers Union, in affiliation with the NEW ENGLAND POLICE BENEVOLENT ASSOCIATION, Inc., (hereinafter referred to as the "Union") have met several times since November 2019 and have entered into an agreement for the purpose of promoting of harmonious relations between the Employer and the Union. To that end, the parties recognize the importance of dealing with one another with mutual respect and dignity. The following represents the agreement reached by the Board of Selectmen and the Union with respect to a successor collective bargaining agreement, covering the period beginning July 1, 2020 and ending June 30, 2023. The parties will sign a collective bargaining agreement as soon as completed in accordance with the following:

The year over year pay increases for police officers under the successor agreement, sometimes referred to as COLA, of 2%, 2% and 2.5% for FY 2021, FY 2022 and FY 2023, respectively.

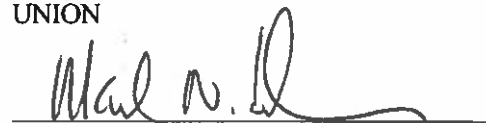
- All stipends previously paid out separately shall be rolled into base pay. The stipend for detectives shall be used to create a detective pay scale.
- There will be a new step for officers at 15 years and 25 years of service to be funded in year 2 of the collective bargaining agreement.
- A revised pay table with the stipends rolled into pay is attached.
- The parties agree to the following change to holiday pay: there will be no holiday pay except for work on Independence Day, Thanksgiving Day, Christmas Day, and New Year's Day.
- There will be a 7 day reduction in leave days for detectives from 15 to 8.
- There will be a reduction in accumulation of comp time from 50 hours to 40 hours.
- The Town will allow shift bid by seniority rather than assigned shifts which should result in less overtime.
- Detectives will be on the call back list.
- There will be one rate for details, 4 hour segments at \$55 per hour.
- The degrees list will be expanded to recognize non-criminal justice backgrounds in educational incentive.
- Overtime will be paid at the FLSA rate for all overtime.
- Vacations will accrue July 1 instead of June 1 of every year.
- Sick incentive language will be clarified to reflect once per year only on June 30, with 2 6-month incentives, and a single fiscal year incentive.

Agreed this 8th day of September 2020.

FOR THE TOWN OF WAYLAND


Chair of the Board of Selectmen

FOR WAYLAND POLICE OFFICERS'
UNION


President

POLICE SALARIES 2020

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	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 15	STEP 25
7/1/2019	41343.51	55123.93	57881.57	60774.14	63812.8	65880.62		
2% 7/1/2020	47000	59037.73	61991.16	65089.1	68343.51	70558.14	72674.89	74855.13
2.00% 7/1/2021	47940	60218.48	63230.98	66390.89	69710.38	71969.31	74128.39	76352.24
2.50% 7/1/2022	49138.5	61723.95	64811.76	68050.66	71453.14	73768.54	75981.6	78261.04

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	STEP 1	STEP 2	STEP 3	STEP 4	STEP 15	STEP 25
7/1/2019	68415.93	71837.07	75428.81	80361.69	82772.54	85255.72
2% 7/1/2020	73273.46	76937.5	80784.26	86067.37	88649.39	91308.87
2.00% 7/1/2021	74738.93	78476.25	82399.94	87788.72	90422.38	93135.05
2.50% 7/1/2022	76607.4	80438.16	84459.94	89983.44	92682.94	95463.43

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	STEP 1	STEP 15	STEP 25
7/1/2020	76691.63	78992.38	81362.15
2% 7/1/2021	78225.47	80572.23	82989.4
2.50% 7/1/2022	80181.1	82586.54	85064.13

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	STEP 1	STEP 15	STEP 25
7/1/2020	93531.41	96337.35	99227.48
2% 7/1/2021	95402.04	98264.1	101212
2.50% 7/1/2022	97787.09	100720.7	103742.3