

TOWN OF FALMOUTH

MEMORANDUM OF AGREEMENT

POLICE DEPARTMENT COLA DEFERRAL AND HAZARD PAY
2020 – 2021 YEAR

WHEREAS, the Town of Falmouth (Town) and the Maine Association of Police (MAP), the bargaining agent for the Falmouth Police and Dispatcher bargaining unit, are about to enter the final year of their 2018-21 collective bargaining agreement, which provides for a COLA increase of two and 1/2 percent (2.5%), effective July 1, 2020; and

WHEREAS, the Town and MAP are mindful of the current economic uncertainty caused by the COVID-19 pandemic and its adverse impact on the upcoming FY21 budget; and

WHEREAS, the Town and MAP also recognize that that Patrol Officers are particularly vulnerable to COVID-19 transmission because of the nature of their work and interaction with members of the public;

NOW THEREFORE, with a desire to both mitigate the impact of the negotiated wage increase for 2020-21 on the Town's budget and recognize the danger of potentially contracting COVID-19, the parties agree as follows:

1. The two and 1/2 percent (2.5%) wage increase for contract year 2020-21 shall be deferred from July 1, 2020, through December 31, 2020.
2. All Patrol Officers and Dispatchers shall receive hazard pay equivalent to two dollars (\$2.00) per hour in addition to their regular base rate of pay. Hazard pay shall be paid at a premium rate of time-and-one-half (\$3.00 per hour) for qualifying overtime and special details. Hazard pay shall be retroactive to and effective as of March 13, 2020, and end May 17, 2020.

3. This Memorandum of Agreement is only in effect from the period starting March 13, 2020 through December 31, 2020, does not set a precedent, and shall not be interpreted to require the Town or MAP to enter into any similar contract modifications in the future;

For the Town of Falmouth

Date

For the Maine Association of Police

Date